

Harmonisation Gap Analysis

#	Key Change	Initial Action for OHSMS	Organisation's Gap (Does it meet the requirements?)	Action Required
General (predominately changes to Act)				
8.	<i>A PCBU must consult with all workers, including contractors, sub-contractors, labour hire workers, apprentices, work experience staff and volunteers as well as other PCBUs where the duty overlaps</i>	<ul style="list-style-type: none"> Review existing Consultation and Communication procedure and update to reflect expanded duties for consultation. 	Yes <input type="checkbox"/> No <input type="checkbox"/> (if no, document action required)	
Specific (predominately changes to Regulations)				
1.	<i>Falls: Definition has changed: all fall hazards must be identified and controlled to SFARP (whether fall from height or same level) following a specific risk management process and according to prescribed hierarchy..</i>	<ul style="list-style-type: none"> Review Work at Heights and Slips/Trips/Falls Procedures and SOPs to ensure that they meet the definition, risk management and hierarchy of control requirements from Part4.4 of the Regulations. Review existing risk assessments to ensure satisfy new requirements 	Yes <input type="checkbox"/> No <input type="checkbox"/> (if no, document action required)	
13.	<i>There are changes relating to the licensing of high risk work and the accreditation of assessors.</i>	<ul style="list-style-type: none"> Review any existing procedures for High Risk Work and ensure that the section on licensing (including the operation of reach stackers) is compliant with part 4.5 of the regulations. 	Yes <input type="checkbox"/> No <input type="checkbox"/> (if no, document action required) N/A <input type="checkbox"/>	