

Legislative and Best Practice Requirements for VDU (VDT) Use

Australia

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Summary of Requirements for Australia

Aspect	Specific Regulation / Legislation Requirements	Recommendations / Guidelines
Note		
	<ul style="list-style-type: none"> • Australian Occupational Safety and Health (OHS) legislation and workers compensation is State based. • OHS legislation and regulation is the responsibility of the State and Territories OHS authorities • The Government's Australian Safety and Compensation Council develop national OHS and workers' compensation policy, encourage policy discussion and research, and promote consistency in legislation developed by states and territories. They are advisory only. 	
Australia Capital Territory (ACT): Occupational Health & Safety Act 1989 ¹		
General objectives	<ul style="list-style-type: none"> • Part 4, Division 4.1, 37 An employer shall take all reasonably practicable steps to protect the health, safety and welfare at work of the employer's employees 	
Duties of employers	<ul style="list-style-type: none"> • An employer must take all reasonably practicable steps to provide and maintain a working environment (including plant and systems of work) that is safe for employees and without risk to their health including <ol style="list-style-type: none"> (a) in connection with the use of plant (b) providing employees the information, instruction, training and supervision necessary to enable them to perform their work in a manner that is safe and without risk to their health; (c) developing and maintaining a policy relating to occupational health and safety that enables effective cooperation (d) to take appropriate action to monitor the employees' health and safety at work and workplace conditions (e) to maintain appropriate information and records relating to the employees' health and safety 	

Duties of employees	<ul style="list-style-type: none"> • An employee shall, at all times while at work, take all reasonably practicable steps <ul style="list-style-type: none"> (a) to ensure that the employee does not take any action, or make any omission, that creates a risk, or increases an existing risk, to the health or safety of the employee, or of other persons (b) to cooperate with the employer to enable the employer or other person to fulfill that duty or obligation 	
New South Wales: Occupational Health and Safety Act 2000 ², The Occupational Health and Safety Regulation 2001³		
General objectives	<ul style="list-style-type: none"> • Part 2, Division 1, 8. An employer must ensure the health, safety and welfare at work of all the employees of the employer. 	
Duties of employers	<ul style="list-style-type: none"> • To ensure that systems of work and the working environment of the employees are safe and without risks to health • To provide such information, instruction, training and supervision as may be necessary to ensure the employees' health and safety at work 	
Duties of employees	<ul style="list-style-type: none"> • An employee must, while at work <ul style="list-style-type: none"> (a) take reasonable care for the health and safety of people who are at the place of work and who may be affected by the employee's acts or omissions at work. (b) co-operate with the employer or other person to enable compliance with any requirement under this Act or the regulations that is imposed in the interests of health, safety and welfare 	
Hazard Identification and Risk Assessment and control	<ul style="list-style-type: none"> • An employer must <ul style="list-style-type: none"> (a) identify hazards that could harm their employees at their workplace. (b) If a hazard is identified, assess the risk that someone may be harmed by that hazard. (c) Identify a number of factors including the work premises, work practices and systems, shift working arrangements, plant, manual handling, the working environment. (d) ensure that they have procedures in place to identify hazards at certain specific times such as before changes are made to work practices. (e) eliminate risks, or if not reasonably practical, control the risk to the fullest extent possible 	

Aspect	Specific Regulation / Legislation Requirements	Recommendations / Guidelines*
Tasmania: Workplace Health & Safety Act 1995 ⁴, Workplace Health & Safety Regulations 1998 ⁵		
General objectives / duties of employers	<ul style="list-style-type: none"> • An employer must ensure so far as is reasonably practicable that the employee is, while at work, safe from injury and risks to health and must provide and maintain so far as is reasonably practicable - <ul style="list-style-type: none"> (a) a safe working environment; (b) safe systems of work (c) plant and substances in a safe condition; (d) provide any information, instruction, training and supervision reasonably necessary to ensure that each employee is safe from injury and risks to health. 	
Duties of employees	<ul style="list-style-type: none"> • While at work, an employee must take reasonable care for their own health and safety and for that of other persons and comply with any direction given by an employer with respect to health and safety. 	
Hazard identification and risk assessment	<ul style="list-style-type: none"> • An accountable person, as far as is reasonably practicable, must identify all hazards arising, or which may arise, in a workplace; and assess the risk associated with those hazards; and implement appropriate measures to control that risk. • Risk assessment associated with a hazard must be undertaken <ul style="list-style-type: none"> (a) as soon as reasonably practicable after the commencement day; (b) before the introduction of any plant for the first time at a workplace; (c) before work of a type not previously performed at a workplace is commenced; (d) when there is a change in the type of work, work practices or plant at a workplace; (e) when new information becomes available concerning work, work practices, plant that may impact on the health or safety of employees • If the assessment indicates a significant risk to the health or safety of any person, a written record of the assessment must be kept. • The control of risk arising from is to be achieved through application of the following control measures until the risk is minimised: <ul style="list-style-type: none"> (a) the elimination of the hazard; (b) the substitution by something that is a lesser hazard; (c) isolation; (d) the control by engineering means; (e) the control by administrative means, e.g. adoption of safe working practices; • The hazard at a workplace must be monitored if an assessment indicates this 	

Aspect	Specific Regulation / Legislation Requirements	Recommendations / Guidelines
Victoria Occupational Health & Safety Act 2004 ⁶		
General objectives	<ul style="list-style-type: none"> • An employer must, so far as is reasonably practicable, provide and maintain for employees of the employer a working environment that is safe and without risks to health. 	
Duties of employers	<ul style="list-style-type: none"> • To provide information, instruction, training or supervision to employees as is necessary to enable those persons to perform their work in a way that is safe and without risks to health. • An employer must, so far as is reasonably practicable <ul style="list-style-type: none"> (a) monitor the health of employees of the employer (b) monitor conditions at the workplace (c) provide information to employees (in such other languages as appropriate) concerning health and safety at the workplace, including the names of persons to whom an employee may make an enquiry or complaint about health and safety. (d) keep information and records relating to the health and safety of employees (e) employ or engage persons who are suitably qualified in relation to occupational health and safety to provide advice to the employer concerning the health and safety of employees of the employer. 	
Duties of employees	<p>While at work, an employee must take reasonable care</p> <ul style="list-style-type: none"> (a) for his or her own health and safety (b) for the health and safety of persons who may be affected by the employee's acts or omissions (c) co-operate with the employer with respect to any action taken by the employer to comply with this Act or the regulations. 	
Hazard identification and risk assessment and control	<ul style="list-style-type: none"> • An employer must take all reasonably practicable steps <ul style="list-style-type: none"> (a) to eliminate risks to health and safety (b) if it is not reasonably practicable to eliminate risks to health and safety, to reduce those risks so far as is reasonably practicable. • An employer must assess <ul style="list-style-type: none"> (a) the likelihood of the hazard or risk concerned eventuating (b) the degree of harm that would result if the hazard or risk eventuated; (c) what the person concerned knows, or ought reasonably to know, about the hazard or risk and any ways of eliminating or reducing the hazard or risk; (d) the availability and suitability of ways to eliminate or reduce the hazard or risk (e) the cost of eliminating or reducing the hazard or risk. 	

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Queensland: Workplace Health and Safety Act 1995 ⁷ , Workplace Health and Safety Regulations 1997 ⁸		
Duties of employers	<ul style="list-style-type: none"> • to ensure the risk of injury or illness from a workplace is minimised for workers • to ensure there is appropriate, safe access to and from the workplace 	
Duties of employees	<ul style="list-style-type: none"> • A worker or anyone else at a workplace must <ul style="list-style-type: none"> (a) comply with the instructions given for workplace health and safety at the workplace by the employer and (b) must not willfully: (c) interfere with or misuse anything provided for workplace health and safety at the workplace (d) place at risk the workplace health and safety of any person at the workplace (e) Injure themselves. 	
Hazard identification and risk assessment and control	<ul style="list-style-type: none"> • To properly manage exposure to risks, a person must <ul style="list-style-type: none"> (a) identify hazards (b) assess risks that may result because of the hazards (c) decide on appropriate control measures to prevent, or minimise the level of, the risks (d) implement control measures (e) monitor and review the effectiveness of the measures. • To properly manage exposure to risks, a person should consider the appropriateness of control measures in the following order <ul style="list-style-type: none"> (a) eliminating the hazard or preventing the risk (b) if eliminating the hazard or preventing the risk is not possible minimising the risk by measures that must be considered in the following order (i) substituting the hazard giving rise to the risk with a hazard giving rise to a lesser risk; (ii) isolating the hazard giving rise to the risk from anyone who may be at risk; (iii) minimising the risk by engineering means; (iv) applying administrative measures; (v) using personal protective equipment. 	

Aspect	Specific Regulation / Legislation Requirements	Recommendations / Guidelines
Western Australia: Occupational Safety and Health Act 1984⁹ and Occupational Safety and Health Regulations 1986¹⁰		
General objectives	<ul style="list-style-type: none"> • An employer shall, so far as is practicable, provide and maintain a working environment in which the employees are not exposed to hazards 	
Duties of employers	<ul style="list-style-type: none"> • An employer shall <ul style="list-style-type: none"> (a) provide such information, instruction, and training to, and supervision of, the employees as is necessary to enable them to perform their work in such a manner that they are not exposed to hazards; (b) consult and cooperate with safety and health representatives and other employees at the workplace, regarding occupational safety and health (c) where it is not practicable to avoid the presence of hazards at the workplace, provide the employees with adequate personal protective clothing and equipment as is practicable to protect them against those hazards • Where an employer receives a report regarding an accident or injury the employer must, within a reasonable time after receiving the report <ul style="list-style-type: none"> (a) investigate the matter that has been reported, determine the action, if any, that the employer intends to take in respect of the matter; and (b) notify the employee of the determination so made. 	
Duties of employees	<ul style="list-style-type: none"> • An employee shall take reasonable care <ul style="list-style-type: none"> (a) to ensure his or her own safety and health at work (b) to avoid adversely affecting the safety or health of any other person through any act or omission at work. 	
Hazard identification and risk assessment	<ul style="list-style-type: none"> • An employer must as far as practicable <ul style="list-style-type: none"> (a) identify each hazard to which a person at the workplace is likely to be exposed; (b) assess the risk of injury or harm to a person resulting from each hazard, if any (c) consider the means by which the risk may be reduced 	

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Northern Territory: Work Health Act 2006 ¹¹, Work Health (Occupational Safety and Health) Regulations 2006 ¹²		
Duties of employers	<ul style="list-style-type: none"> • An employer shall, so far as is practicable <ul style="list-style-type: none"> (a) provide and maintain a working environment at a workplace that is safe and without risk to the health or safety of the workers working at the workplace (b) ensure that the health and safety of any other person is not adversely affected as a result of the work in which the employer or any worker is engaged. 	
Duties of employees	<ul style="list-style-type: none"> • A worker while at work shall take appropriate care for their own health and safety and for the health and safety of all persons who may be affected by their acts at work. • A worker shall, as far as is practicable, follow all reasonable directions given to them by their employer in relation to their own and any other person's health and safety at the workplace and shall use relevant safety equipment when provided or made available for his or her use. 	
Hazard identification and risk assessment, control and monitoring	<ul style="list-style-type: none"> • An employer shall ensure that appropriate measures are undertaken to identify all hazards from work which may affect the health and safety of a worker and any other person who could be affected by the work. Where a hazard is identified an employer shall ensure that an assessment is made of the risk associated with the hazard. • The identification of hazards and the assessment of risks shall be undertaken <ul style="list-style-type: none"> (a) before the introduction of any plant or substance for the first time at a workplace; (b) before work of a type not previously performed at a workplace is commenced; (c) when there is a change in the type of work, work practices or plant at a workplace that may result in an increased risk to the health and safety of a worker or other person at the workplace; (d) when information becomes available concerning work, work practices, plant or substances at a workplace that may impact on the health and safety of a worker • An assessment by an employer of specific work or circumstances shall constitute an assessment under this regulation for all similar work or circumstances which occur at the workplace • Where an assessment indicates that there is a significant risk to the health and safety of a worker or other person, steps to be taken shall be identified • Where there is a need to control a worker's exposure to a hazard, the control shall be achieved, as far as practicable, through the application of the following measures: <ul style="list-style-type: none"> (a) the elimination of the hazard from the workplace; (b) substitution with something that is a lesser hazard; (c) isolation (d) control by engineering means; (e) control by administrative means, e.g the adoption of safe working practices; • An employer shall ensure that monitoring of a hazard at a workplace is undertaken 	

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Health surveillance / monitoring		
General		
Visual testing		Comcare Australia's Fact Sheet No 8 - September 1995 Visually Demanding Tasks and Guidelines for Eyesight Testing and Optical Correction for Visually Demanding Tasks.
Training		
General	<ul style="list-style-type: none"> • An employer who employs a worker to perform a prescribed activity must ensure the person has received appropriate training in safe working methods for the task (Qld) • An employer shall ensure that a worker receives sufficient information, instruction and training in the work that the worker may be required to perform to enable the worker to perform the work without risk to the health and safety of the worker or any other person. • The information, instruction and training shall be determined according to the nature of the risk associated with the work to be performed by the worker and the competency of the worker, and shall be provided in a manner appropriate to the workplace • An employer shall ensure that training provided is reviewed and revised at regular intervals; and a record is kept of the training (NT) • Any training, assessment or service required by these regulations is to be provided in accordance with any relevant industry competency standards and criteria conforming to national industry standards (Tas) 	<ul style="list-style-type: none"> • Training should include <ol style="list-style-type: none"> (a) health and safety legal responsibilities (b) the nature of the hazards in the workplace; (c) the process of hazard identification, risk assessment and risk control; (d) the arrangements for reporting; (e) circumstances likely to cause hazards; (f) the reasons for and safe use of the risk control measures in place in the workplace; and (g) safe work practices.¹³
Health and safety / early reporting	<ul style="list-style-type: none"> • Within 7 days after the end of each month the accountable person at a workplace must send to the Director of Industrial Safety a report describing all accidents that occurred in t the workplace during a preceding month as a result of which a person was absent from work for at least one day or shift (Tas) 	

Aspect	Specific Regulation / Legislation Requirements	Recommendations / Guidelines
Work routine		
Working time		
Breaks	<ul style="list-style-type: none"> • An employer shall ensure, where a worker is required to perform repetitive work involving a static component, that the worker is given <ul style="list-style-type: none"> (a) some alternative duties which do not have a static nature; or (b) periods of rest from the work (NT) 	<ul style="list-style-type: none"> • Provide adequate rest breaks and an environment conducive to rest ¹³ • Repetitive tasks such as using a keyboard and mouse should be performed for short periods. They are best interspersed with other tasks requiring different postures and movements ¹³ • As the working day progresses provide work with different mental demands • Frequent short pauses are preferable to infrequent longer pauses. • The use of exercises during breaks can provide a variety of changes in posture and movement • To control visual fatigue change focus ¹³
Equipment		
Display screen / monitor		<ul style="list-style-type: none"> • The top of the screen should generally be level with the user's horizontal eye level and at a distance of approximately one full arm length when the operator is sitting in their usual position for keying ¹³
Keyboard		<ul style="list-style-type: none"> • Learn basic typing skills. This can be achieved with the use of tutorial software programs ¹³. • The feet at the rear of the keyboard should be lowered • Wrist rests should not be required if a workstation has been adjusted to meet the needs of the user ¹³
Work desk or work surface		<ul style="list-style-type: none"> • Desk should have rounded corners with no sharp edges; good access for legs with no obstacles under the desk, a flat, smooth surface for ease of writing, a neutral colour with a non-reflective finish; adjustability to fit most users • Range of adjustment for seated tasks of at least 150mm, from 610mm to 760mm in height, easily adjustable from the seated position¹⁴.

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Document holder		<ul style="list-style-type: none"> Upright movable document holders can be positioned next to the screen at the same height and visual distance from the user as the screen. For continuous or frequent data entry where the source document is observed more than, or the same amount as, the screen: place the screen slightly to one side so that the document holder is directly in front of the user OR place the document holder in a similar position to the screen where it is slightly to one side and you look evenly between the two ¹³
Chair	<ul style="list-style-type: none"> The employer must provide and maintain seating that is designed in regards to the nature of the work, characteristics of the work station; Seating must be strongly constructed, stable, comfortable and of suitable size and height for the employee Seating must, if practicable, have a backrest or is otherwise designed to provide back support (WA) 	<ul style="list-style-type: none"> the seat should have: height-adjustability, curved on front edge, tilt, a supportive backrest that is adjustable in height, angle and depth; a cloth cover or breathable material, a five-star base ¹³ armrests are optional, if provided, armrests should be adjustable in height, designs should not limit forward chair movement ¹³.
Footrest		<ul style="list-style-type: none"> use a footrest to make up the height difference between chair and desk ¹³ have height and angle adjustability and be large enough to permit some movement while supporting the feet. not be so big that it clashes with the chair base ¹³
Mouse /input device		<ul style="list-style-type: none"> hand and upper limb in as neutral position during use; support of the weight of the arm by the desk keep the wrist flat during use allow fingers to rest on the push buttons between actions; ensure mouse design fits the size of the user's hand. Alternate hands ¹³ Clean mouse Use keyboard shortcuts Set the tracking speed of the mouse to a setting that suits Avoid holding on to the mouse when not in use ¹³

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Telephone		<ul style="list-style-type: none"> • Headsets should be used when keying information or taking orders while using the telephone, or for dedicated telephone work¹³
Laptop / notebook computers		<ul style="list-style-type: none"> • Laptops should only be used for short periods • If for extended use they should be: docked into a desktop computer at an adjustable workstation; connected into existing computing equipment, such as the screen, keyboard and mouse, information transferred to the desktop computer • frequent rotation between keying and other activities; • becoming keyboard literate to avoid periods of time looking down at the keys¹³
Software		
Working postures		
General		<ul style="list-style-type: none"> • Joints should be in relaxed and comfortable positions • Where extreme positions must be used, they should be held for as little time as possible and not repeated often • Work should be kept as close as possible to the body • Commonly accessed items should be stored between hip and shoulder height where possible to avoid bending over and reaching up; • static or fixed postures should only be held for short periods of time and interspersed with different tasks¹³ • The chair height should be set so that the thighs are approximately horizontal and the feet rest comfortably on the floor. • Combine chair and desk adjustments to position the work at elbow height¹³. • The chair backrest should be adjusted so that its convex curve fits into the curve of the lower back, centred about waist level¹³.

Aspect	Specific Regulation / Legislation Requirements	Recommendations / Guidelines
Arm rests		<ul style="list-style-type: none"> • armrests are optional, if provided, armrests should be adjustable in height, designs should not limit forward chair movement ¹³. • Armrests are less suitable for keying work. If the elbows are fixed on the armrests they can cause the shoulders to be raised into an unnatural posture. ¹³
Desk surface		<ul style="list-style-type: none"> • The desk surface can be used to support the forearms and reduce the effort of supporting the arms ¹³
Spectacle use		<ul style="list-style-type: none"> • Spectacles with full corrective or multifocal lenses should be used • working documents located between the screen and keyboard or alongside the screen to ensure the same focal distances for both. ¹³
Psychosocial factors		
Stress		<ul style="list-style-type: none"> • Risks to psychological health may be identified from various sources in the workplace e.g. records of claims, levels of absenteeism or sick leave, self report information • To assess these risks, employers should consult with work groups to determine the key work-related or other stress factors, the circumstances, the exposure (frequency and duration), the harm they cause and how employee ¹³
Bullying		<ul style="list-style-type: none"> • An integrated approach to prevention, starting with creating awareness, developing a policy, informing and training, identifying risk factors, controlling risks and encouraging reporting ¹³

Aspect	Specific Regulation / Legislation Requirements	Recommendations / Guidelines
Work environment		
Space	<ul style="list-style-type: none"> • An employer shall ensure that, as far as practicable, a workplace where a worker is required to perform work is designed, arranged and maintained so that there is no risk to the health and safety of the worker, taking into consideration <ul style="list-style-type: none"> (a) the postural requirements of the worker; (b) the visual requirements of the worker; (c) the capacity of the worker in relation to the demands of the work being performed; (d) the layout and height of the work being performed; (d) the layout and operation of plant and controls used by the worker; and (e) the standard of seating provided for the worker, where applicable (NT) • A workplace has a minimum unencumbered floor area of 2.3m² for each worker (Qld) 	
Lighting	<ul style="list-style-type: none"> • Adequate lighting from natural and/or artificial sources must be provided to ensure healthy working conditions for the worker appropriate to the nature of the work; the location of the work; and the times at which the work is performed (Qld, WA, NT). • Lighting complies with AS 1680.aa AS 1680 (Interior lighting) (Qld) 	<ul style="list-style-type: none"> • For moderately easy to moderately difficult tasks 240 to 400 lux ¹³ • Regularly maintain fluorescent lights¹³
Reflections and glare		<ul style="list-style-type: none"> • control natural light from windows, e.g. venetian blinds enable people to adjust the light in their work areas; • reduce the contrast between the foreground and background • reposition the workstation to reduce the light falling on the work surface • reduce the general lighting to suit the task being performed.¹³ • position the screen side-on to the main light source ¹³

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Noise		<ul style="list-style-type: none"> • Control unwanted noise in the office by e.g. layout separating noise generating activities from tasks requiring concentration; <ul style="list-style-type: none"> (a) isolate noisy equipment (b) use sound-absorbent materials (c) select equipment with the lowest noise specifications practicable; (d) install noise barriers- to reduce external noise sources; (e) lower the volume settings (f) adopt administrative controls such as encouraging employees to use meeting areas away from work areas for conversations; (g) use masking sound cover up intrusive noises, orient workstations so that one person does not use the phone in a direct line to the ear of the person in the next workstation¹³
Ventilation / temperature	<ul style="list-style-type: none"> • Adequate work areas and air space must be made reasonably available to allow suitable standards of health and safety for the worker. • Ventilation of rooms including offices must have– (a) natural ventilation (b) a mechanical ventilation or air-conditioning system complying with AS 1668.2 and AS/NZS 3666.1 (Qld, NT). 	<ul style="list-style-type: none"> • Regulate air conditioning for temperature and humidity by e.g. <ul style="list-style-type: none"> (a) avoid locating workstations directly in front of or below air conditioning outlets; (b) install deflectors (c) control direct sunlight with blinds, louvres and window treatments; (d) minimise draughts and thermal differences between the head and the feet and (e) ensure adequate air flow. • An air flow rate of between 0.1 and 0.2 metres per second is desirable.¹³

References

¹ Australian Capital Territory, Occupational Health and Safety Act 1989, A1989-18
<http://www.workcover.act.gov.au/>

² New South Wales, Occupational Health and Safety Act 2000
<http://www.workcover.nsw.gov.au>

³ New South Wales, The Occupational Health and Safety Regulations 2001
<http://www.legislation.nsw.gov.au/fullhtml/inforce/subordleg+648+2001+FIRST+0+N#ch.1-sec.1>

⁴ Tasmanian Legislation, Workplace Health and Safety Act 1995

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- http://www.thelaw.tas.gov.au/tocview/index.w3p;cond=;doc_id=13%2B%2B1995%2BGS1%2FEN%2B2006110700000;hison=;prompt=;rec=-1;term=
- ⁵Tasmanian Legislation, Workplace Health and Safety Regulations 1998
http://www.thelaw.tas.gov.au/tocview/index.w3p;cond=ALL;doc_id=%2B152%2B1998%2BAT%40EN%2B20061121130000;hison=;prompt=;rec=;term=health%20and%20safety%20regulations
- ⁶ Victorian Legislation, Occupational Health and Safety Act 2004
http://www.dms.dpc.vic.gov.au/Domino/Web_Notes/LDMS/PubLawToday.nsf/a12f6f60fbd56800ca256de500201e54/57f65244f3dc5af9ca256f720003001c?OpenDocument
- ⁷ Queensland Workplace Health and Safety Act 1995
<http://www.legislation.qld.gov.au/LEGISLTN/CURRENT/W/WorkplHSaA95.pdf>
- ⁸ Queensland Workplace Health and Safety Regulations 1997
<http://www.legislation.qld.gov.au/LEGISLTN/CURRENT/W/WorkplHSaR97.pdf>
- ⁹ Western Australia, Occupational Safety and Health Act 1984
<http://www.slp.wa.gov.au/statutes/swans.nsf/be0189448e381736482567bd0008c67c/c033d314f7d343214825703b00302916?OpenDocument>
- ¹⁰ Western Australia Occupational Safety and Health Regulations 1986
<http://www.slp.wa.gov.au/statutes/regs.nsf/3c0405a7241b5fe648256810003b1b1d/43aea637e45984e248257195001ff2a4?OpenDocument>
- ¹¹ Northern Territory Work Health Act 2006
<http://notes.nt.gov.au/dcm/legislat/legislat.nsf/d989974724db65b1482561cf0017cbd2/e354610c6dd1f779692571be00220bed?OpenDocument>
- ¹² Northern Territory Work Health (Occupational Safety and Health) Regulations 2006
[http://notes.nt.gov.au/dcm/legislat/legislat.nsf/d989974724db65b1482561cf0017cbd2/0f956904ed2c874d6925717e007f48bc/\\$FILE/Repw012R3.pdf](http://notes.nt.gov.au/dcm/legislat/legislat.nsf/d989974724db65b1482561cf0017cbd2/0f956904ed2c874d6925717e007f48bc/$FILE/Repw012R3.pdf)
- ¹³ Worksafe Victoria (2006) Office wise :A guide to health and safety in the office, Victorian WorkCover Authority, Melbourne
www.workcover.vic.gov.au
- ¹⁴ AS/NZS 4442 Office Desks - 1997