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| 3A(1)(a)(i)                                 | 4A(1)(a)(i)                                 | Level 1                   | First Offence
Employees                             | $5,000                      | $40,000                 | $50,000                          |                                                       | $285,426 (1,600 penalty units at $158.57 each) | $63,075 (500 penalty units at $126.15 each) |
| 3A(1)(a)(ii)                                | 4A(1)(a)(ii)                                | Level 1                   | First Offence
Employees                             | $6,250                      | $50,000                 | $60,000                          |                                                       | $285,426 (1,600 penalty units at $158.57 each) | $63,075 (500 penalty units at $126.15 each) |
| 3A(1)(b)(ii)(i)                             | 4A(1)(b)(ii)(i)                             | Level 1                   | First Offence
Individual                               | $25,000                     | $80,000                 | $100,000                         |                                                       | $79,285 (500 penalty units at $158.57 each) | $126,150 (1,000 penalty units at $126.15 each) |
| 3A(1)(b)(ii)(ii)                            | 4A(1)(b)(ii)(ii)                            | Level 1                   | First Offence
Individual                               | $31,250                     | $100,000                | $120,000                         |                                                       | $79,285 (500 penalty units at $158.57 each) | $126,150 (1,000 penalty units at $126.15 each) |
| 3A(1)(b)(ii)(iii)                           | 4A(1)(b)(ii)(iii)                           | Level 1                   | First Offence
Body Corporate                     | $50,000                      | $400,000                | $450,000                         |                                                       | $396,425 (2,500 penalty units at $158.57 each) | $630,750 (5,000 penalty units at $126.15 each) |
| 3A(1)(b)(ii)(iv)                            | 4A(1)(b)(ii)(iv)                            | Level 1                   | First Offence
Body Corporate                     | $62,500                      | $500,000                | $550,000                         |                                                       | $396,425 (2,500 penalty units at $158.57 each) | $630,750 (5,000 penalty units at $126.15 each) |
| 3A(2)(a)(i)                                 | 4A(2)(a)(i)                                 | Level 2                   | First Offence
Individual                               | $100,000                     | $240,000                | $250,000                         |                                                       | $285,426 (1,800 penalty units at $158.57 each) | $376,450 (3,000 penalty units at $126.15 each) |
| 3A(2)(a)(ii)                                | 4A(2)(a)(ii)                                | Level 2                   | First Offence
Individual                               | $125,000                     | $350,000                | $400,000                         |                                                       | $285,426 (1,800 penalty units at $158.57 each) | $376,450 (3,000 penalty units at $126.15 each) |
| 3A(2)(b)(i)                                 | 4A(2)(b)(i)                                 | Level 2                   | First Offence
Body Corporate                     | $200,000                      | $1,200,000              | $1,500,000                       |                                                       | $1,427,130 (5,000 penalty units at $158.57 each) | $1,892,250 (15,000 penalty units at $126.15 each) |
| 3A(2)(b)(ii)                                | 4A(2)(b)(ii)                                | Level 2                   | First Offence
Body Corporate                     | $250,000                      | $1,500,000              | $1,800,000                       |                                                       | $1,427,130 (5,000 penalty units at $158.57 each) | $1,892,250 (15,000 penalty units at $126.15 each) |
| 3A(3)(a)(i)                                 | 4A(3)(a)(i)                                 | Level 3                   | First Offence
Individual                               | $200,000                      | $400,000                | $450,000                         |                                                       | $500,000 (500 penalty units at $126.15 each) | $550,000 (500 penalty units at $126.15 each) |
| 3A(3)(a)(ii)                                | 4A(3)(a)(ii)                                | Level 3                   | First Offence
Individual                               | $250,000                      | $450,000                | $500,000                         |                                                       | $500,000 (500 penalty units at $126.15 each) | $550,000 (500 penalty units at $126.15 each) |
| 3A(3)(b)(i)                                 | 4A(3)(b)(i)                                 | Level 3                   | First Offence
Body Corporate                     | $400,000                      | $1,800,000              | $2,000,000                       |                                                       | $1,800,000 (30,000 penalty units at $158.57 each) | $2,000,000 (30,000 penalty units at $126.15 each) |
| 3A(3)(b)(ii)                                | 4A(3)(b)(ii)                                | Level 3                   | First Offence
Body Corporate                     | $500,000                      | $2,250,000              | $2,500,000                       |                                                       | $2,500,000 (500 penalty units at $126.15 each) | $2,500,000 (500 penalty units at $126.15 each) |
| 3A(4)(a)(i)                                 | 4A(4)(a)(i)                                 | Level 4                   | First Offence
Individual                               | $250,000 and impressment for 2 years | $480,000 or imprisonment for 5 years or both | $550,000 and impressment for 5 years or both |                                                       | $285,426 and imprisonment for 5 years (1,800 penalty units at $158.57 each) | $378,450 or 5 years imprisonment (3,000 penalty units at $126.15 each) |
| 3A(4)(a)(ii)                                | 4A(4)(a)(ii)                                | Level 4                   | First Offence
Individual                               | $312,500 and impressment for 2 years | $600,000 or imprisonment for 5 years or both | $680,000 and imprisonment for 5 years | $600,000 and imprisonment for 5 years (Category 1) | $317,140 (20,000 penalty units at $158.57 each) | $3,784,500 (30,000 penalty units at $126.15 each) |
| 3A(4)(b)(i)                                 | 4A(4)(b)(i)                                 | Level 4                   | First Offence
Body Corporate                     | $500,000                      | $2,400,000              | $2,700,000                       |                                                       | $3,000,000 (20,000 penalty units at $158.57 each) | $3,784,500 (30,000 penalty units at $126.15 each) |
| 3A(4)(b)(ii)                                | 4A(4)(b)(ii)                                | Level 4                   | First Offence
Body Corporate                     | $625,000                      | $3,000,000              | $3,500,000                       |                                                       | $3,000,000 (20,000 penalty units at $158.57 each) | $3,784,500 (30,000 penalty units at $126.15 each) |

- The full value of the model WHS Act penalty is allocated to the OSH/MSI Act Subsequent offence penalty for each Duty Holder.
- The value of the OSH/MSI Act First offence penalty for each Duty Holder is 80 per cent of the Subsequent offence penalty value.
- OSH/MSI Act Level 3 offences are based on the mid-point between Category 1 and Category 2 penalties of the model WHS Act.