

COMMUNICATIONS KIT

Audiometric testing
regulations –
effective 29 July 2025



[WorkSafe.qld.gov.au](https://www.worksafe.qld.gov.au)



ABOUT THIS KIT



This communications kit has been created to help you and your workers understand the new requirements for audiometric testing that come into effect on 29 July 2025.

In this easy-to-use kit you will find:

- key messages
- editorial copy
- helpful links
- FAQs
- social media posts for sharing.

KEY MESSAGES

1 From 29 July 2025, changes to the Work Health and Safety Regulation 2011 (WHS Regulation) will require employers to provide audiometric testing for workers who use personal protective equipment due to the risk of hearing loss associated with noise that exceeds exposure standards.

2 The requirements apply to workers in all industries and workplaces where a person conducting a business or undertaking (PCBU) requires a worker to use hearing protection to protect against noise which exceeds the exposure standard.

3 For workers who commence the work on or after 29 July 2025, the PCBU must provide audiometric testing for the worker:

- within three months of the worker commencing the work, and
- at least every two years thereafter.

4 For workers who commenced the work prior to 29 July 2025, the PCBU must provide an audiometric test before 29 July 2027 and at least every two years after that.

5 Audiometric testing is a painless, non-invasive test that measures the softest sound a person can hear across a range of different frequencies. This type of testing is used to detect a person's ability to hear tones at various frequencies and volumes, one ear at a time.



EDITORIAL COPY

New audiometric testing requirements for workers exposed to high noise levels

From 29 July 2025, Queensland businesses will need to provide regular audiometric testing for workers who need hearing protection because of noise that exceeds the exposure standard. This applies to all industries and workplaces where hearing protection is required to keep workers safe from harmful noise levels.

For workers starting this type of work on or after 29 July 2025, employers must arrange testing within three months of the worker starting the relevant work, and then at least every two years.

For workers already doing this work, the first test must be completed before 29 July 2027 and then every two years after that.

Audiometric testing is a painless, non-invasive test that measures the softest sound a person can hear across a range of different frequencies. The changes to testing requirements for workers exposed to noise exceeding exposure standards will help to protect workers by identifying any changes to their hearing early.



FREQUENTLY ASKED QUESTIONS

What is audiometric testing?

The WHS Regulation defines audiometric testing as ‘testing and measurement of the hearing threshold levels of each ear of a person by means of pure tone air conduction threshold tests’. In simple terms, audiometric testing is a painless, non-invasive test that measures the softest sound a person can hear across a range of different frequencies. This type of testing is used to detect a person’s ability to hear tones at various frequencies and volumes, one ear at a time.

What workers require audiometric testing in Queensland?

From 29 July 2025, amendments to the WHS Regulation require the PCBU to provide audiometric testing for workers who use personal protective equipment due to the risk of hearing loss associated with noise that exceeds the exposure standards for noise. PCBUs will be required to provide audiometric testing for these workers:

- within 3 months of the worker commencing the work, and
- at least every 2 years thereafter.

A maximum penalty of 60 penalty units (\$6,000) will apply for failure to provide this testing.

If hearing protection is provided to a worker do they automatically need audiometric testing?

Providing hearing protection to a worker does not automatically trigger the requirement to provide audiometric testing.

To determine if the duty to provide audiometric testing applies, the PCBU providing the hearing protection to the worker should also establish that:

- the noise the worker is exposed to exceeds the exposure standard, and
- the worker is required to wear the hearing protection.



FREQUENTLY ASKED QUESTIONS

Does a hearing test done by a service provider in a shopping centre count as an audiometric test?

Some providers conduct 'occupational assessments' as one of their services. It is best to check with the service provider to ensure they can meet the requirements in AS/NZS 1269.4:2014 Occupational noise management – Auditory assessment.

Who arranges and pays for an audiometric test?

PCBUs are responsible for organising and paying for audiometric tests for their workers. An appointment can be made at any audiology clinic that meets the requirements of AS/NZS 1269.4:2014, and no doctor referral is needed.

Which industries need to complete these tests?

All industries are required to conduct audiometric testing if workers are exposed to hazardous noise levels for which personal protective equipment is required. The requirement applies regardless of the industry type—whether it's construction, manufacturing, agriculture, entertainment, or any other sector.

What are the enforcement options?

Enforcement options available to WHSQ inspectors include a range of actions depending on the severity and circumstances of non-compliance. In accordance with the Compliance monitoring and enforcement policy, these may involve issuing improvement or prohibition notices, giving infringement notices (fines), or pursuing legal proceedings such as prosecutions. These measures aim to ensure compliance with health and safety laws and promote safer workplace practices.



FREQUENTLY ASKED QUESTIONS

Will the Managing noise and preventing hearing loss at work Code of Practice 2021 be updated to reflect the new changes?

Yes, Workplace Health and Safety Queensland is updating the [Managing noise and preventing hearing loss at work Code of Practice 2021](#) and more information will be available on the WorkSafe website when the Code has been updated.



HELPFUL LINKS

WorkSafe website links

- [Noise](#)
- [Audiometric testing frequently asked questions](#)
- [Four-step risk management process](#)

Standards and compliance

- [Work Health and Safety Act 2011](#)
- [Work Health and Safety Regulation 2011](#)
- [AS/NZS 2107 Acoustics: Recommended design sound levels and reverberation times for building interiors.](#)
- [AS/NZS 1269.1:2005 Occupational noise management measurement and assessment of noise immission and exposure](#)
- [AS1319: Safety signs for the occupational environment](#)

Codes

- [Managing noise and preventing hearing loss at work Code of Practice 2021](#) (NB. updates to the to reflect updated audiometric testing requirements will be made by late 2025).
- [Managing the work environment and facilities Code of Practice 2021](#)

Guidance documents

- [Personal hearing protectors – protecting your hearing](#) (PDF, 0.36 MB)
- [Personal hearing protectors – selection](#) (PDF, 0.3 MB)
- [Personal hearing protectors – different types](#) (PDF, 0.38 MB)



SOCIAL MEDIA

You are welcome to use the below posts on your own channels or share one of ours!

Facebook: [@WorkSafeQueensland](#)

LinkedIn: [@Workplace Health and Safety Queensland](#)

Instagram: [@Worksafeqld](#)

YouTube: [@WorkSafeQueensland](#)

**OUR
SOCIALS**



Copy

🔊 New hearing protection requirements for Queensland businesses 🔊

From 29 July 2025, Queensland businesses must provide regular audiometric testing for workers who wear hearing protection because noise levels exceed safe exposure standards.

✅ New workers — first test within three months of starting the relevant work, then every two years.

✅ Existing workers already exposed to excessive noise — first test before 29 July 2027, then every two years.

Specific guidance materials to help businesses understand these changes has been developed. Check out our FAQs to find out more about the changes.


👉 Learn more: <https://www.worksafe.qld.gov.au/safety-and-prevention/hazards/hazardous-exposures/noise/audiometric-testing-frequently-asked-questions>

Suggested asset

New audiometric testing requirements commence 29 July 2025



SOCIAL MEDIA

Copy	Suggested asset
<p>From 29 July 2025, amendments to the WHS Regulation mean PCBU's must provide regular hearing tests for workers who use PPE to protect against harmful noise that exceeds exposure standards.</p> <p>What you need to do:</p> <ul style="list-style-type: none"> ✓ Test workers within three months of them starting the relevant work ✓ Test all affected workers at least every two years ✓ Avoid penalties — PCBU's that fail to comply could receive fines of up to \$6,000 (60 penalty units) <p>Regular audiometric testing protects your workers' hearing and ensures you meet your legal obligations.</p> <p>🔗 Find out more by reading our FAQs https://www.worksafe.qld.gov.au/safety-and-prevention/hazards/hazardous-exposures/noise/audiometric-testing-frequently-asked-questions</p>	 <p>Do you know which of your workers need audiometric testing?</p>