

New hearing test rules for Queensland businesses

From 29 July 2025, all Queensland businesses, including those in agriculture, must comply with new Workplace Health and Safety (WHS) laws requiring audiometric testing for any workers exposed to hazardous noise levels where hearing protection is required. If your workers are exposed to noise that exceeds exposure standards, you must provide regular hearing tests to monitor their hearing health and meet legal obligations.

Key Requirements

- **New workers:** Must receive a hearing test within three months of starting noisy work, and then every two years.
- **Existing workers:** Must be tested before 29 July 2027, and then every two years ongoing.
- Fines of up to \$6,000 may apply for failing to comply.

Why It Matters

Regular audiometric testing:

- Aims to prevent noise-induced hearing loss; a common but preventable workplace injury, and helps safeguard workers' hearing over the long term.
- Ensures you are meeting legal duties as a PCBU (Person Conducting a Business or Undertaking)

What are the safe exposure standards?

Hearing protection is required when workplace noise levels exceed the limits, as measured directly at the worker's ear:

- 85 dB(A) over an 8-hour day (LAeq, 8h), or
- 140 dB(C) at any peak (LC, peak)

In simple terms

- If a worker is exposed to an average noise level of 85 decibels over an 8-hour shift, that's considered the maximum safe limit before hearing protection is legally required.
- And, if a sudden, sharp noise (like hammering, metal-on-metal noise or explosions) reaches 140 decibels or more, it's considered too loud, even if it only happens once. This kind of extreme noise can cause instant hearing damage, so protection must be used if peak levels reach this point.

Above these levels, noise can cause permanent hearing damage – even if it doesn't seem painfully loud at the time.

Support materials and FAQs are available to help businesses understand and implement these changes.



[Audiometric testing frequently asked questions](#)



[Worksafe communication kit; Audiometric testing regulations – effective 29 July 2025](#)

