



414 Princes Hwy Rockdale  
NSW 2216, SYDNEY AUSTRALIA  
PHONE: 1300 130 508 02 9698 5736 02 9698 5476  
[www.australsurveillance.com.au](http://www.australsurveillance.com.au)  
[sales@australsurveillance.com.au](mailto:sales@australsurveillance.com.au)  
ABN 85 388 051 001  
MASTER SECURITY LICENCE No. 408916063

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# Surveillance Notice

/ / 2025

**As per the Workplace Video Surveillance Act (2005),  
this constitutes a two (2) week notice to all staff,  
that a multi-camera surveillance system will be installed, or  
is currently installed, commissioned and recording on and  
off premises from the date provided above.**

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## Workplace Video Surveillance Act (2005)

### Are Cameras Legal at Work?

I attach a link to the "Workplace Video Surveillance Act 2005"  
[http://www.austlii.edu.au/au/legis/nsw/consol\\_act/wsa2005245/](http://www.austlii.edu.au/au/legis/nsw/consol_act/wsa2005245/)

This is the primary legislation that regulates the use of Surveillance in a NSW workplace

According to the Act, the use of surveillance cameras in a workplace is legal provided:

1. Notice is provided to staff (Pg 1),(S10 of Act)
2. S11 that the cameras are clearly visible (not covert or hidden - see below) and warning signs are also on display
3. S15 No surveillance equipment is installed in change rooms and bathrooms
4. S16 Surveillance is not used on staff whilst they are not at work (ie watching staff not on workplace property if suspected for eg not being sick on a sick day etc)

The remainder of the legislation deals with covert or hidden cameras and other forms of surveillance like dataveillance (recording what employees are doing on their emails and PCs)

It is standard practice at Austral Surveillance, to ensure client compliance with relevant legislation

With respects to remote surveillance, ie off-site monitoring, provided the above legislation is complied with, and remote viewing is only restricted to management and password protected, remote viewing simply serves as an extension to the term 'Overt surveillance' thus legal, hence is a widely utilised feature in Australia

Please feel free to confirm any of this with your legal advisors

Best Regards

Jacob Nalbandian  
1300 130 508  
Austral Surveillance

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