

# Employees Liability Act 1991 No 4

[1991-4]



New South Wales

## Status Information

### Currency of version

Current version for 1 January 2004 to date (accessed 3 January 2025 at 13:24)

Legislation on this site is usually updated within 3 working days after a change to the legislation.

### Provisions in force

The provisions displayed in this version of the legislation have all commenced.

### Responsible Minister

- Attorney General

For full details of Ministerial responsibilities, see the [Administrative Arrangements \(Minns Ministry—Administration of Acts\) Order 2023](#).

### Authorisation

This version of the legislation is compiled and maintained in a database of legislation by the Parliamentary Counsel's Office and published on the NSW legislation website, and is certified as the form of that legislation that is correct under section 45C of the [Interpretation Act 1987](#).

File last modified 1 January 2004

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# Employees Liability Act 1991 No 4



New South Wales

An Act relating to the liability of employees in respect of torts committed by them; and to repeal the *Employee's Liability (Indemnification of Employer) Act 1982*.

## **1 Name of Act**

This Act may be cited as the *Employees Liability Act 1991*.

## **2 Commencement**

This Act commences on a day or days to be appointed by proclamation.

## **2A Police officers**

For the avoidance of doubt, a police officer is declared to be an employee of the Crown for the purposes of this Act.

## **3 Employee not liable where employer also liable**

- (1) If an employee commits a tort for which his or her employer is also liable:
  - (a) the employee is not liable to indemnify, or to pay any contribution to, the employer in respect of the liability incurred by the employer, and
  - (b) the employer is liable to indemnify the employee in respect of liability incurred by the employee for the tort (unless the employee is otherwise entitled to an indemnity in respect of that liability).
- (2) Contribution under this section includes contribution as joint tortfeasor or otherwise.

## **4 Abolition of action against employee for loss of services of fellow employee (per quod servitium amisit)**

An employee is not liable in tort to his or her employer merely because the employee has deprived the employer of the services of any other employee of the employer.

## **5 Act not to apply to serious misconduct of employee or to conduct not related to employment**

This Act does not apply to a tort committed by an employee if the conduct constituting

the tort:

- (a) was serious and wilful misconduct, or
- (b) did not occur in the course of, and did not arise out of, the employment of the employee.

## **6 Employer subrogated to rights of employee under insurance policy**

(1) If:

- (a) an employer is proceeded against for the tort of his or her employee, and
- (b) the employee is entitled under a policy of insurance to be indemnified in respect of liability that the employee may incur in respect of that tort,

the employer is subrogated to the rights of the employee under that policy in respect of the liability incurred by the employer arising from the commission of the tort.

(2) In this section, **insurance** includes indemnity.

## **7 Act to prevail**

This Act has effect despite:

- (a) any other Act or law, or
- (b) the provisions (express or implied) of any contract or agreement entered into before or after the commencement of this section.

## **8 Act binds Crown**

This Act binds the Crown in right of New South Wales and, in so far as the legislative power of Parliament permits, the Crown in all its other capacities.

## **9 Act to apply to previous or future liability**

This Act applies whether the cause of action concerned arose before, or arises after, the commencement of this section.

## **10 Repeal of [Employee's Liability \(Indemnification of Employer\) Act 1982 No 3](#)**

The [Employee's Liability \(Indemnification of Employer\) Act 1982](#) is repealed.