

# Farming and Agriculture WHS Management Plan

SAMPLE

## Table of Contents

Purpose and Scope .....	4
WHS Policy Statement .....	4
WHS Roles, Responsibilities and Accountability .....	5
Officers (e.g. Directors, Partners, Senior Managers) .....	5
Managers and Supervisors.....	5
Workers (Including Casuals, Seasonal Workers and Volunteers) .....	6
Contractors and Labour Hire Workers .....	6
Health and Safety Representatives (HSRs) and Committees .....	7
WHS Planning and Objectives.....	7
Hazard Identification, Risk Assessment and Control.....	7
Hazard Identification .....	7
Risk Assessment.....	8
Risk Control – Hierarchy of Control .....	9
Risk Register.....	9
Safe Work Procedures (SWPs).....	9
Examples of Agricultural SWPs .....	10
Consultation, Communication and Worker Participation.....	10
Consultation Arrangements .....	11
Communication .....	11
Training, Induction and Competency.....	11
WHS Induction .....	11
Task-Specific Training .....	12
Competency Assessment.....	12
Plant, Machinery and Vehicle Safety.....	12
Selection and Procurement .....	12
Maintenance and Inspection.....	12
Safe Use of Tractors and Mobile Plant .....	13
Quad Bikes and Side-by-Sides.....	13
Livestock Handling and Animal Welfare .....	13
Hazardous Chemicals and Dangerous Goods .....	14

Chemical Register and SDS.....	14
Storage and Handling.....	14
Application and Spraying.....	14
Confined Spaces, Silos and Grain Handling .....	14
Working at Heights .....	15
Manual Handling and Ergonomics .....	15
Noise, Dust, Sun and Environmental Exposures.....	16
Noise.....	16
Dust and Biohazards.....	16
Sun and Heat.....	16
Fatigue Management and Remote/Isolated Work .....	16
Fatigue Management .....	16
Remote and Isolated Work.....	16
Emergency Preparedness and Response.....	17
Emergency Planning.....	17
First Aid.....	17
Fire Safety.....	18
Incident Reporting, Investigation and Corrective Action .....	18
Incident Reporting.....	18
Incident Investigation.....	18
Corrective and Preventive Actions.....	18
WHS Documentation, Records and Review.....	19
WHS Documentation.....	19
Records Management.....	19
Monitoring, Audit and Review.....	19
Implementation Checklist.....	19

## Purpose and Scope

This Farming and Agriculture WHS Management Plan sets out how [Company Name] will manage work health and safety (WHS) risks across all farming and agricultural operations. It is designed to comply with the Work Health and Safety Act and Regulations applicable in the relevant Australian jurisdiction and to reflect industry best practice.

This plan applies to:

- All workers, including managers, supervisors, farm hands, contractors, labour hire workers, apprentices, trainees and volunteers.
- All farming and agricultural activities, including cropping, livestock, horticulture, silviculture, contract harvesting, spraying, irrigation, and associated workshop, transport and storage tasks.
- All locations where work is carried out under the control of [Company Name], including paddocks, sheds, workshops, silos, stockyards, chemical stores, machinery sheds and field locations.

The objectives of this WHS Management Plan are:

- Provide a clear framework for managing WHS risks in farming and agriculture.
- Prevent work-related injury, illness and fatalities.
- Ensure compliance with WHS legislation, codes of practice and relevant Australian Standards.
- Promote a proactive safety culture where hazards are identified and controlled before harm occurs.

## WHS Policy Statement

[Company Name] is committed to providing, so far as is reasonably practicable, a safe and healthy workplace for all workers and others who may be affected by our farming and agricultural activities.

[Company Name] will:

- Comply with all relevant WHS legislation, codes of practice and standards.
- Eliminate risks to health and safety so far as is reasonably practicable, and where elimination is not reasonably practicable, minimise those risks as far as is reasonably practicable.
- Provide and maintain safe plant and structures, including tractors, harvesters, quad bikes, side-by-sides, augers, pumps and other agricultural machinery.
- Provide safe systems of work for all farming tasks, including mustering, yard work, shearing, spraying, harvesting, loading, and manual handling.
- Ensure the safe use, handling, storage and transport of chemicals, fuels, fertilisers and other hazardous substances.

- Provide adequate facilities for the welfare of workers, including drinking water, amenities and shelter.
- Provide information, instruction, training and supervision necessary to protect workers from risks to their health and safety.
- Consult with workers and health and safety representatives (HSRs) on matters that affect their health and safety.
- Continuously improve WHS performance through monitoring, review and corrective actions.

All workers are expected to:

- Take reasonable care for their own health and safety.
- Take reasonable care that their acts or omissions do not adversely affect the health and safety of others.
- Follow reasonable instructions, policies and procedures relating to WHS.
- Report hazards, incidents, near misses and unsafe conditions promptly.

## WHS Roles, Responsibilities and Accountability

### Officers (e.g. Directors, Partners, Senior Managers)

Officers of [Company Name] must exercise due diligence to ensure that [Company Name] complies with its WHS duties. This includes taking reasonable steps to:

- Acquire and keep up-to-date knowledge of work health and safety matters relevant to farming and agriculture.
- Understand the nature of [Company Name]'s operations and the hazards and risks associated with those operations (e.g. plant, livestock, chemicals, remote work, fatigue, seasonal work).
- Ensure [Company Name] has, and uses, appropriate resources and processes to eliminate or minimise WHS risks.
- Ensure [Company Name] has processes for receiving, considering and responding in a timely way to information regarding incidents, hazards and risks.
- Ensure [Company Name] has, and implements, processes for complying with WHS duties (e.g. incident notification, consultation, training, risk management, health monitoring where required).

### Managers and Supervisors

Managers and supervisors are responsible for day-to-day implementation of this WHS Management Plan across farming operations. They must:

- Lead by example and promote a positive safety culture.
- Ensure workers and contractors are inducted and competent for the tasks they undertake.

- Plan work to eliminate or minimise WHS risks, including high-risk seasonal tasks such as harvest, shearing, mustering and spraying.
- Ensure machinery, tools and equipment are maintained, guarded and used safely.
- Verify that safe work procedures are in place and followed.
- Monitor working conditions, including weather extremes, fatigue, and remote work arrangements.
- Investigate incidents and near misses and implement corrective actions.
- Consult with workers and HSRs on WHS matters.

## **Workers (Including Casuals, Seasonal Workers and Volunteers)**

Workers must:

- Follow all reasonable WHS instructions, policies and procedures.
- Use machinery, vehicles and equipment only if trained, authorised and fit for work.
- Correctly wear and use personal protective equipment (PPE) provided.
- Report hazards, incidents, near misses, faulty equipment and unsafe conditions without delay.
- Not wilfully or recklessly interfere with or misuse anything provided for WHS.
- Participate in WHS consultation, training and toolbox talks.

## **Contractors and Labour Hire Workers**

Contractors and labour hire workers engaged in farming and agricultural tasks must:

- Comply with this WHS Management Plan and any site-specific rules.
- Provide evidence of relevant licences, training and competencies (e.g. chemical user training, high-risk work licences, machinery tickets).
- Provide and maintain their own equipment in a safe condition where applicable.
- Consult and cooperate with [Company Name] to ensure WHS risks are managed.

[Company Name] will:

- Assess contractor WHS capabilities before engagement.
- Provide site-specific WHS induction and information about hazards (e.g. overhead powerlines, dams, silos, livestock behaviour, chemical storage areas).
- Monitor contractor compliance with WHS requirements.