

# Pest Control WHS Management Plan

SAMPLE

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## Purpose and Scope

This Pest Control WHS Management Plan sets out how [Company Name] will manage work health and safety risks associated with pest management activities. It is designed to ensure compliance with relevant WHS legislation, protect workers, clients, visitors and the public, and provide a clear framework for planning, supervising and reviewing pest control work.

This plan applies to all:

- Workers, including full-time, part-time, casual, labour hire and temporary staff
- Supervisors and managers
- Contractors and subcontractors engaged by [Company Name]
- Apprentices and trainees
- Work experience students and volunteers

The plan covers all pest control activities undertaken by [Company Name], including but not limited to:

- General pest management (ants, cockroaches, spiders, rodents, etc.)
- Termite inspections and treatment
- Fumigation and space treatments
- Stored product pest treatments
- Bird control and poisoning
- Weed and vegetation control using herbicides
- Domestic, commercial, industrial and agricultural sites

## WHS Policy Statement

[Company Name] is committed to providing and maintaining, so far as is reasonably practicable, a work environment that is safe and without risks to health for workers and other persons who may be affected by our pest control operations.

[Company Name] will:

- Comply with all applicable WHS legislation, regulations, codes of practice and Australian Standards relevant to pest control
- Eliminate risks to health and safety so far as is reasonably practicable, and where this is not possible, minimise risks as far as is reasonably practicable
- Consult with workers and health and safety representatives on WHS matters
- Provide and maintain safe plant and equipment, including pest control application equipment and vehicles
- Ensure safe systems of work for all pest management activities
- Provide information, instruction, training and supervision necessary to protect workers from health and safety risks

- Ensure safe use, handling, storage and transport of hazardous chemicals, including pesticides and fumigants
- Continuously improve our WHS management through monitoring, review and corrective actions

All workers are required 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 other persons
- Comply with any reasonable instruction given by [Company Name] to allow compliance with WHS laws
- Cooperate with any reasonable WHS policies or procedures notified to them

## WHS Responsibilities

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

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

- Acquire and keep up-to-date knowledge of WHS matters relevant to pest control
- Understand the operations being carried out and the associated hazards and risks
- Ensure that [Company Name] has, and uses, appropriate resources and processes to eliminate or minimise risks to health and safety
- Ensure that [Company Name] has appropriate processes for receiving, considering and responding in a timely way to information regarding incidents, hazards and risks
- Ensure that [Company Name] has, and implements, processes for complying with WHS duties (e.g. reporting notifiable incidents, consulting with workers, providing training and instruction)

### Managers and Supervisors

Managers and supervisors are responsible for implementing this WHS Management Plan at operational level. They must:

- Ensure pest control work is planned and carried out in accordance with safe work procedures and risk assessments
- Verify that workers hold the required licences, competencies and training for the tasks they perform
- Ensure appropriate personal protective equipment (PPE) is provided, worn and maintained
- Conduct or arrange site-specific risk assessments and pre-start checks

- Monitor work practices and correct unsafe behaviours or conditions
- Lead incident response and ensure incidents, near misses and hazards are reported, investigated and controlled
- Facilitate consultation with workers on WHS matters

## Workers

All workers must:

- Follow all WHS policies, procedures and instructions
- Participate in required WHS training and toolbox talks
- Use equipment, chemicals and PPE in accordance with training and manufacturer's instructions
- Report hazards, unsafe conditions, incidents and near misses promptly
- Refrain from intentionally or recklessly interfering with or misusing anything provided for health and safety

## Contractors and Subcontractors

Contractors and subcontractors engaged by [Company Name] must:

- Comply with this WHS Management Plan and any site-specific WHS requirements
- Provide evidence of licences, insurances, training and competency where requested
- Provide their own safe work method statements (SWMS) where required for high-risk construction work
- Ensure the safety of their workers and others who may be affected by their work

## Consultation, Communication and Participation

[Company Name] recognises that consultation with workers improves decision-making about WHS and assists in identifying practical solutions to health and safety issues.

### Consultation Arrangements

[Company Name] will consult with workers and, where applicable, elected Health and Safety Representatives (HSRs) when:

- Identifying hazards and assessing risks associated with pest control activities
- Making decisions about ways to eliminate or minimise WHS risks
- Proposing changes that may affect the health and safety of workers (e.g. new chemicals, equipment, procedures or work locations)
- Developing or reviewing WHS policies, procedures and safe work instructions