

Plumbing and Gasfitting WHS Management Plan

SAMPLE

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Purpose and Scope

This Plumbing and Gasfitting WHS Management Plan sets out how [Company Name] will manage work health and safety risks for plumbing and gasfitting activities. It is designed to comply with relevant Work Health and Safety (WHS) legislation, Regulations and Codes of Practice applicable in Australian jurisdictions.

The Plan applies to:

- All plumbing and gasfitting work undertaken by [Company Name], including construction, maintenance, repair, testing, commissioning and decommissioning.
- All workers, including employees, labour hire workers, apprentices, subcontractors, trainees, work experience students and volunteers.
- All workplaces where plumbing and gasfitting work is carried out, including domestic, commercial, industrial and civil sites, workshops, depots, vehicles and client premises.

This document should be read in conjunction with [Company Name]'s overarching WHS Policy, Safe Work Method Statements (SWMS), risk assessments, procedures, permits and emergency plans.

WHS Policy Statement

[Company Name] is committed to providing and maintaining, as 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 plumbing and gasfitting activities.

[Company Name] will:

- Comply with all relevant WHS legislation, Regulations, Australian Standards and Codes of Practice.
- Eliminate risks to health and safety so far as is reasonably practicable, and where risks cannot be eliminated, minimise them so far as is reasonably practicable.
- Consult with workers and their health and safety representatives on WHS matters that affect them.
- Provide and maintain safe systems of work, safe plant and structures, and safe use, handling and storage of substances.
- Provide adequate information, training, instruction and supervision to enable workers to work safely.
- Ensure incidents, near misses and hazards are reported, recorded, investigated and corrective actions implemented.
- Continually improve WHS performance through monitoring, review and worker participation.

All workers and other persons at the workplace 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 others.
- Comply with any reasonable instruction given by [Company Name] to allow it to comply with WHS laws.
- Use personal protective equipment (PPE) and safety equipment provided, in accordance with training and instructions.

WHS Objectives and Targets

[Company Name] sets the following WHS objectives for plumbing and gasfitting operations:

- Prevent fatalities and life-altering injuries.
- Eliminate notifiable incidents related to gas work, explosions, confined space work, and excavation collapse.
- Reduce recordable injuries and illnesses year-on-year.
- Ensure all high-risk construction work is covered by current, task-specific SWMS.
- Achieve 100% completion of required WHS inductions and mandatory training.
- Close out corrective actions within agreed timeframes.

Targets will be reviewed at least annually and may include:

- Lost Time Injury Frequency Rate (LTIFR) targets.
- Percentage of scheduled inspections completed.
- Percentage of workers with current high-risk work licences (where required).
- Percentage of SWMS reviewed within the last 12 months.

Roles, Responsibilities and Accountability

Officers (e.g. Directors, Senior Managers)

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

- Acquire and keep up-to-date knowledge of WHS matters relevant to plumbing and gasfitting.
- Understand the operations being carried out and the associated hazards and risks (e.g. gas installations, hot works, confined spaces, excavations, working at heights).
- Ensure [Company Name] has, and uses, appropriate resources and processes to eliminate or minimise WHS risks.
- Ensure processes are in place for receiving, considering and responding to information about incidents, hazards and risks.

- Verify the provision and use of appropriate processes, policies and procedures.

Managers and Supervisors

Managers and supervisors are responsible for implementing this WHS Management Plan on a day-to-day basis. Their duties include:

- Planning plumbing and gasfitting tasks to ensure risks are identified and controlled before work starts.
- Ensuring SWMS are prepared for high-risk construction work, reviewed with workers, and followed.
- Confirming workers hold relevant licences, qualifications and competencies (e.g. plumbing/gasfitting registration, confined space, high-risk work licences).
- Ensuring plant, tools and equipment are maintained and inspected as required.
- Conducting site inspections, hazard identification and risk assessments.
- Ensuring site-specific inductions are carried out.
- Enforcing the use of PPE and safe work practices.
- Responding promptly to reported hazards, incidents and non-conformances.

Workers (Including Subcontractors and Apprentices)

All workers must:

- Follow reasonable WHS instructions, policies, procedures and SWMS.
- Use tools, plant, equipment and substances in accordance with training and manufacturer instructions.
- Correctly wear and maintain required PPE.
- Report hazards, near misses, incidents, injuries and unsafe conditions as soon as practicable.
- Participate in WHS consultation, training and toolbox talks.
- Not wilfully or recklessly interfere with or misuse anything provided for health and safety.

Health and Safety Representatives (HSRs)

Where HSRs are elected, they will:

- Represent workers on WHS matters.
- Monitor measures taken by [Company Name] to comply with WHS laws.
- Investigate complaints from workers regarding WHS issues.
- Accompany inspectors during workplace inspections, where requested.
- Participate in consultation, risk assessments and incident investigations.