

Dealing With Bee And Wasp Nests Risk Assessment

Business Name:	ABN:	
Business Address:		
Contact Person:	Phone:	Email:

THIS RISK ASSESSMENT IS APPROVED BY THE PCBU ON THIS PROJECT

Under the Work Health and Safety Regulation (WHS Regulation), a person conducting a business or undertaking (PCBU) is required to ensure that a RISK ASSESSMENT is prepared before the proposed work starts.

Full Name:		
Signature:	Title:	Date:

CLIENT OR PRINCIPAL CONTRACTOR DETAILS

Client:	SCOPE OF WORKS
Project Name:	
Project Address:	
Project Manager:	
Contact Phone:	
Date Risk Assessment supplied to Project Manager:	

RISK MATRIX									
LIKELIHOOD	INSIGNIFICANT	MINOR	MODERATE	MAJOR	CATASTROPHIC	SCORE	ACTION	HIERARCHY OF CONTROLS	
ALMOST CERTAIN	3 HIGH	3 HIGH	4 ACUTE	4 ACUTE	4 ACUTE			Elimination Remove the hazard.	
LIKELY	2 MODERATE	3 HIGH	3 HIGH	4 ACUTE	4 ACUTE	4A ACUTE	DO NOT PROCEED	Substitution Replace the hazard.	
POSSIBLE	1 LOW	2 MODERATE	3 HIGH	4 ACUTE	4 ACUTE	3H HIGH	Review before work starts.	Isolation Isolate People from the hazard	
UNLIKELY	1 LOW	1 LOW	2 MODERATE	3 HIGH	4 ACUTE	2M MODERATE	Ensure control measures in place.	Engineering Isolate the hazard	
RARE	1 LOW	1 LOW	2 MODERATE	3 HIGH	3 HIGH	1L LOW	Monitor and keep records.	Administrative Change	
								PPE	
Risk Rating & Required Action:								Notes on Hierarchy of Controls:	
4A		Stop work. The risk is intolerable. Eliminate the hazard or redesign the activity before proceeding. A Safe Work Method Statement (SWMS) or higher-level authorisation is required.						Remember to apply controls in the preferred order shown by the coloured pyramid:	
3H		Review and approve additional controls before task starts. Senior supervisor sign-off needed.						1. Eliminate	
2M		Ensure all nominated controls are in place and effective. Proceed with caution; monitor conditions.						2. Substitute	
1L		Proceed, following standard operating procedures. Monitor and keep records.						3. Isolate	
								4. Engineering	
								5. Administrative	
								6. PPE	
Consequence Scale:								Always document why a lower-order control is accepted if elimination or substitution is not reasonably practicable.	
Consequence	People (injury/illness)		Project / Assets		Compliance / Reputation				
Catastrophic	Fatality or permanent total disability		project shutdown		Significant regulator intervention; criminal prosecution				
Major	Serious injury/illness (hospital > 5 days)		critical delay		Improvement notice; major media coverage				
Moderate	Medical-treatment injury; lost-time > 1 day		moderate delay		Minor breach; adverse client comment				
Minor	First-aid only, no lost time		negligible delay		Isolated non-conformance				
Insignificant	No injury		no schedule impact		Deviation caught and corrected on site				
								<i>aligned with Safe Work Australia's Managing the risk of fatigue at work (2023) and ISO 45001:2018 clauses 6–8.</i>	

JOB STEP	POTENTIAL HAZARDS	IR	CONTROL MEASURES	RR
SPECIFIC WORK STEPS	HAZARDS THAT MAY ARISE	INITIAL RISK	SPECIFIC MEASURES TO BE PUT IN PLACE TO ELIMINATE OR CONTROL THE RISKS	RESIDUAL RISK
1. Preparation	Lack of proper equipment, Unclear communication	3H	<ul style="list-style-type: none"> - Ensure all protective equipment is available and in good condition - Conduct a toolbox talk to communicate risks involved - Verify working communication devices - Check weather conditions and plan accordingly - Confirm availability of emergency plan - Establish roles and responsibilities within the team - Review site access and obstacle-free work area - Ensure all team members have received training - Assign a first aid officer - Obtain necessary permits for bee and wasp removal 	2M
2. Assess the Nest	Inaccurate nest assessment, Restricted visibility	3H	<ul style="list-style-type: none"> - Utilize binoculars or cameras for distant assessment - Brief the team about the assessment findings - Approach the nest without disturbing the insects - Conduct the assessment in daylight when visibility is best - Use a drone for inaccessible areas - Confirm the nest size and bee/wasp type - Document findings for future reference - Use non-invasive methods to confirm nest activity - Regularly update all team members on findings - Identify potential escape routes for insects 	2M
3. Develop a Plan	Inadequate planning, Insufficient resources	3H	<ul style="list-style-type: none"> - Outline a clear step-by-step plan of action - Allocate sufficient resources including manpower - Address potential changes in weather conditions - Ensure all required tools are available - Incorporate team input in plan development - Schedule activity during off-peak insect activity times - Develop contingency plans for emergencies - Share plan with all team members 	1L

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			<ul style="list-style-type: none"> - Include time allowances for each task - Integrate the use of eco-friendly insecticides 	
4. Control Access	Unauthorised area access, Inadequate signage	3H	<ul style="list-style-type: none"> - Establish a clear perimeter around the work area - Use high-visibility safety tape to mark off the work area - Post warning signs at all entrances to the work area - Assign a dedicated person to monitor and control access to the work area - Use physical barriers (e.g., cones, barriers) to restrict access to the work area - Communicate the location and extent of the work area to all personnel - Ensure that all personnel are aware of the work area and the associated risks - Implement a permit-to-work system to control access to the work area - Use a lockout/tagout system to control access to the work area - Implement a safety briefing for all personnel before starting work - Establish a clear communication system (e.g., hand signals, radios) to coordinate work activities - Use a designated safety officer to monitor and enforce safety rules - Implement a safety audit to ensure that all safety measures are in place and being followed - Provide ongoing safety training to all personnel - Establish a clear emergency response plan for the work area - Use a safety checklist to ensure that all safety measures are in place and being followed - Implement a safety culture where all personnel are responsible for their own safety and the safety of others - Establish a clear safety policy and ensure that it is communicated to all personnel - Use a safety committee to monitor and improve safety measures - Implement a safety incentive program to encourage safe work practices - Establish a clear safety record and ensure that it is updated regularly - Use a safety audit to identify and address any safety issues - Implement a safety improvement plan to address any safety issues - Establish a clear safety feedback loop to ensure that safety issues are addressed promptly - Use a safety meeting to discuss safety issues and share best practices - Implement a safety training program to ensure that all personnel are competent to perform their tasks safely - Establish a clear safety culture where safety is a top priority - Use a safety audit to ensure that all safety measures are in place and being followed - Implement a safety improvement plan to address any safety issues - Establish a clear safety feedback loop to ensure that safety issues are addressed promptly - Use a safety meeting to discuss safety issues and share best practices - Implement a safety training program to ensure that all personnel are competent to perform their tasks safely - Establish a clear safety culture where safety is a top priority 	1L
5. Equip Team with PPE	Inadequate protection, Incorrect PPE usage	3H	<ul style="list-style-type: none"> - Provide all personnel with the necessary PPE (e.g., hard hats, safety glasses, gloves, earplugs) - Ensure that all PPE is in good condition and meets the required standards - Provide training on the correct use of PPE to all personnel - Establish a PPE inspection and maintenance schedule - Implement a PPE usage checklist to ensure that all personnel are wearing the correct PPE - Use a designated PPE officer to monitor and enforce PPE usage - Implement a PPE audit to ensure that all PPE is being used correctly - Establish a clear PPE policy and ensure that it is communicated to all personnel - Use a PPE committee to monitor and improve PPE measures - Implement a PPE incentive program to encourage correct PPE usage - Establish a clear PPE record and ensure that it is updated regularly - Use a PPE audit to identify and address any PPE issues - Implement a PPE improvement plan to address any PPE issues - Establish a clear PPE feedback loop to ensure that PPE issues are addressed promptly - Use a PPE meeting to discuss PPE issues and share best practices - Implement a PPE training program to ensure that all personnel are competent to use PPE - Establish a clear PPE culture where PPE is a top priority - Use a PPE audit to ensure that all PPE measures are in place and being followed - Implement a PPE improvement plan to address any PPE issues - Establish a clear PPE feedback loop to ensure that PPE issues are addressed promptly - Use a PPE meeting to discuss PPE issues and share best practices - Implement a PPE training program to ensure that all personnel are competent to use PPE - Establish a clear PPE culture where PPE is a top priority 	1L
6. Set Up Equipment	Equipment malfunction, Tools not fit for purpose	3H	<ul style="list-style-type: none"> - Inspect all equipment and tools before use to ensure they are in good condition - Use only tools and equipment that are rated for the intended purpose - Provide training on the correct use of equipment and tools to all personnel - Establish a equipment and tool inspection and maintenance schedule - Implement a equipment and tool usage checklist to ensure that all equipment and tools are being used correctly - Use a designated equipment and tool officer to monitor and enforce equipment and tool usage - Implement a equipment and tool audit to ensure that all equipment and tools are being used correctly - Establish a clear equipment and tool policy and ensure that it is communicated to all personnel - Use a equipment and tool committee to monitor and improve equipment and tool measures - Implement a equipment and tool incentive program to encourage correct equipment and tool usage - Establish a clear equipment and tool record and ensure that it is updated regularly - Use a equipment and tool audit to identify and address any equipment and tool issues - Implement a equipment and tool improvement plan to address any equipment and tool issues - Establish a clear equipment and tool feedback loop to ensure that equipment and tool issues are addressed promptly - Use a equipment and tool meeting to discuss equipment and tool issues and share best practices - Implement a equipment and tool training program to ensure that all personnel are competent to use equipment and tools - Establish a clear equipment and tool culture where equipment and tool safety is a top priority - Use a equipment and tool audit to ensure that all equipment and tool measures are in place and being followed - Implement a equipment and tool improvement plan to address any equipment and tool issues - Establish a clear equipment and tool feedback loop to ensure that equipment and tool issues are addressed promptly - Use a equipment and tool meeting to discuss equipment and tool issues and share best practices - Implement a equipment and tool training program to ensure that all personnel are competent to use equipment and tools - Establish a clear equipment and tool culture where equipment and tool safety is a top priority 	1L

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7. Use Insecticides	Chemical exposure, Environmental impact	4A		2M
8. Remove Nest	Aggressive insect behavior, structural instability	4A		2M
9. Post-Removal Inspection	Undetected remnants, Re-infestation	3H		1L

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10. Clean-Up	Incomplete removal, Contamination	3H		1L
11. Review and Report	Inaccurate reporting, Missed learning	2M		1L
12. Follow-Up	Delayed follow-up, Weak stakeholder communication	3H		1L

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13. Professional Development	Outdated knowledge, Skill gaps	2M		1L
14. Communication with Public	Public miscommunication, Lack of transparency	3H		2M
15. Evaluate Control Measures	Ineffectiveness of measures, Inadequate evaluation	2M		1L

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			<div></div> <div></div> <div></div> <div></div> <div></div> <div></div> <div></div>	
16. Emergency Preparedness	Inadequate emergency response, Lack of emergency equipment	3H	<div></div> <div></div> <div></div> <div></div> <div></div> <div></div> <div></div> <div></div> <div></div> <div></div> <div></div>	1L

EMERGENCY RESPONSE – CALL 000 FOR EMERGENCIES

Ensure to have an Emergency Management Plan in place as well as adequate numbers of trained first aid staff with easy access to fully stocked first aid kits, rescue equipment, material safety data sheets, adequate access to emergency communication equipment and fire-fighting equipment suitable for all classes of fire and ignition sources.

LEGISLATIVE REFERENCES

RELEVANT LEGISLATION AND CODES OF PRACTICE. DELETE THE LEGISLATIVE REFERENCES IF ANY STATE THAT ARE NOT APPLICABLE

Queensland & Australian Capital Territory

Work Health and Safety Act 2011

Work Health and Safety Regulations 2011

Legislation QLD: <https://www.worksafe.qld.gov.au/laws-and-compliance/work-health-and-safety-laws>

Codes of Practice QLD: <https://www.worksafe.qld.gov.au/laws-and-compliance/codes-of-practice>

Legislation ACT: <https://www.worksafe.act.gov.au/laws-and-compliance/acts-and-regulations>

Codes of Practice ACT: <https://www.worksafe.act.gov.au/laws-and-compliance/codes-of-practice>

Victoria

Occupational Health and Safety Act 2004

Occupational Health and Safety Regulations 2017

Legislation VIC: <https://www.worksafe.vic.gov.au/occupational-health-and-safety-act-and-regulations>

Codes of Practice VIC: <https://www.worksafe.vic.gov.au/compliance-codes-and-codes-practice>

New South Wales

Work Health and Safety Act 2011

Work Health and Safety Regulations 2017

Legislation NSW: <https://www.safework.nsw.gov.au/legal-obligations/legislation>

Codes of Practice NSW: <https://www.safework.nsw.gov.au/resource-library/list-codes-of-practice>

Western Australia

Work Health and Safety Act 2020

Work Health and Safety Regulations 2022

Legislation Western Australia: <https://www.commerce.wa.gov.au/worksafe/legislation>

Codes of Practice WA: <https://www.commerce.wa.gov.au/worksafe/codes-practice>

Northern Territory

Work Health and Safety (National Uniform Legislation) Act 2011

Work Health and Safety (National Uniform Legislation) Regulations 2011

Legislation NT: <https://worksafe.nt.gov.au/laws-and-compliance/workplace-safety-laws>

Codes of Practice NT: <https://worksafe.nt.gov.au/laws-and-compliance/codes-of-practice>

Safe Work Australia Links

Law and Regulation (All States): <https://www.safeworkaustralia.gov.au/law-and-regulation>

Model Codes of Practice: <https://www.safeworkaustralia.gov.au/resources-publications/model-codes-of-practice>

Model Codes of Practice

- Managing noise and preventing hearing loss at work
- Confined spaces
- Labelling of workplace hazardous chemicals
- Managing risks of hazardous chemicals in the workplace
- Welding processes
- First aid in the workplace
- Managing the risk of falls at workplaces
- Hazardous manual tasks
- Managing the risk of falls in housing construction
- Managing electrical risks in the workplace
- Demolition work
- Excavation work
- Work health and safety consultation, cooperation and coordination
- Managing the work environment and facilities
- How to manage work health and safety risks
- Managing risks of plant in the workplace
- Construction work

South Australia

Work Health and Safety Act 2012 (SA)

Work Health and Safety Regulations 2012 (SA)

Legislation for SA: <https://www.safework.sa.gov.au/resources/legislation>

Codes of Practice for SA: <https://www.safework.sa.gov.au/workplaces/codes-of-practice#COPs>

Tasmania

Work Health and Safety Act 2012

Work Health and Safety (Transitional and Consequential Provisions) Act 2012

Work Health and Safety Regulations 2012

Work Health and Safety (Transitional) Regulations 2012

Legislation for TAS: <https://worksafe.tas.gov.au/topics/laws-and-compliance/acts-and-regulations>

Codes of Practice for TAS: <https://worksafe.tas.gov.au/topics/laws-and-compliance/codes-of-practice>

Details of permits, licenses or access required by regulatory bodies (add or delete as required):

- Permits from local council
- Authorisation to commence work
- Any required documents.