

Diving At Altitude Risk Assessment

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

THIS RISK ASSESSMENT IS APPROVED BY THE PCBU ON THE 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	Inadequate equipment inspection, Poor weather assessment	3H	<ul style="list-style-type: none"> - Conduct a thorough inspection of all diving equipment before departure - Review weather reports daily and adjust plans accordingly - Establish communication protocols for weather changes - Ensure all participants have completed a pre-dive checklist - Verify all equipment adheres to safety standards - Have a certified equipment technician on site - Train staff to identify faulty equipment - Prepare a backup set of diving equipment - Develop an emergency response plan - Brief participants on weather-related risks 	2M
2. Briefing and Training	Lack of diver awareness, Insufficient altitude diving training	3H	<ul style="list-style-type: none"> - Provide a comprehensive altitude diving briefing session - Ensure divers understand decompression differences at altitude - Conduct altitude-specific training sessions - Regular assessments of diver competence - Include practical exercises simulating altitude conditions - Record and verify training completion - Emphasise the importance of communication - Address questions and concerns during briefing - Use visual aids and models for clarity - Limit dive group sizes for better supervision 	1L
3. Travel to Dive Site	Vehicle accidents, Fatigue	2M	<ul style="list-style-type: none"> - Use qualified drivers familiar with the terrain - Implement a driving schedule to avoid fatigue - Arrange rest breaks during long trips - Secure all equipment properly before departure - Encourage car pool to reduce number of vehicles - Conduct vehicle safety inspections prior to departure - Provide maps and GPS devices - Establish check-in points along the route 	1L

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			<ul style="list-style-type: none">- Have a first aid kit in each vehicle- Train staff in basic vehicle trouble-shooting	
4. Site Setup	Slips, trips, and falls, Equipment mishandling	3H	<ul style="list-style-type: none">- Establish safety zones around equipment- Use caution tape to mark off areas- Assign one person to monitor traffic flow- Keep work area clear of clutter- Use proper lifting techniques- Wear slip-resistant shoes- Inspect equipment before use- Follow manufacturer instructions- Use hand signals for communication- Set up barriers for pedestrian safety- Conduct regular safety checks- Provide adequate lighting- Use reflective vests or cones- Implement a buddy system- Establish a clear exit route- Use proper storage for equipment- Avoid overexertion- Communicate clearly with team members- Perform pre-use inspections- Use designated pathways- Keep emergency exits unobstructed- Post warning signs- Limit access to authorized personnel- Regularly inspect and maintain equipment- Use appropriate PPE at all times- Establish a safe working distance- Avoid distractions while operating equipment- Ensure all equipment is properly secured- Use proper tie-off techniques- Implement a permit-to-work system- Conduct toolbox talks before starting work- Use fall protection where applicable- Establish a no-smoking policy- Keep fire extinguishers accessible- Use proper stacking methods- Avoid carrying loads that obstruct vision- Implement a strict speed limit in work areas- Use proper hand placement when driving- Establish a clear chain of command- Conduct regular safety drills- Use proper signaling procedures- Implement a lockout/tagout procedure- Establish a safe approach and retreat path- Use proper communication protocols- Regularly inspect and maintain vehicles- Use proper backing-up techniques- Implement a strict seat belt policy- Establish a no-cell-phone policy while driving- Use proper parking procedures- Implement a strict alcohol and drug policy- Establish a safe loading and unloading process- Use proper tie-down techniques- Implement a strict weight distribution policy- Establish a 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5. Dive Planning	Inadequate dive plans, Ignoring physiological factors	4A	<ul style="list-style-type: none">- Develop comprehensive dive plans- Consult with experienced divers- Consider weather and sea conditions- Assess diver fitness and experience- Establish communication protocols- Set up safety divers- Monitor gas levels and air supply- Use proper ascent and descent techniques- Avoid decompression sickness- Establish a clear exit route- Use proper storage for equipment- Avoid overexertion- Communicate clearly with team members- Perform pre-dive checks- Use designated pathways- Keep emergency exits unobstructed- Post warning signs- Limit access to authorized personnel- Regularly inspect and maintain equipment- Use appropriate PPE at all times- Establish a safe working distance- Avoid distractions while operating equipment- Ensure all equipment is properly secured- Use proper tie-off techniques- Implement a permit-to-work system- Conduct toolbox talks before starting work- Use fall 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Equipment Check	Defective dive gear, Incorrect setup	3H	<ul style="list-style-type: none">- Inspect all dive gear before use- Check for leaks and damage- Verify correct setup and configuration- Test emergency procedures- Ensure proper storage and handling- Avoid overexertion- Communicate clearly with team members- Perform pre-dive checks- Use designated pathways- Keep emergency exits unobstructed- Post warning signs- Limit access to authorized personnel- Regularly inspect and maintain equipment- Use appropriate PPE at all times- Establish a safe working distance- Avoid distractions while operating equipment- Ensure all equipment is properly secured- Use proper tie-off techniques- Implement a permit-to-work system- Conduct toolbox talks before starting work- Use fall protection where applicable- Establish a no-smoking policy- Keep fire extinguishers accessible- Use proper stacking methods- Avoid carrying loads that obstruct vision- Implement a strict speed limit in work areas- Use 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entrepreneurship policy- Establish a safe fastener business plan procedure- Use proper fastener marketing strategies techniques- Implement a strict fastener sales strategy policy- Establish a safe fastener customer acquisition procedure- Use proper fastener retention techniques- Implement a strict fastener loyalty program policy- Establish a safe fastener brand building procedure- Use proper fastener reputation management techniques- Implement a strict fastener crisis management policy- Establish a safe fastener disaster recovery procedure- Use proper fastener backup and recovery techniques- Implement a strict fastener data security policy- Establish a safe fastener privacy protection procedure- Use proper fastener information security techniques- Implement a strict fastener network security policy- Establish a safe fastener hardware security procedure- Use proper fastener software security techniques- Implement a strict fastener patch management policy- Establish a safe fastener vulnerability assessment procedure- Use proper fastener penetration testing techniques- Implement a strict fastener incident response plan policy- Establish a safe fastener forensic analysis procedure- Use proper fastener digital forensics techniques- Implement a strict fastener cyber intelligence policy- Establish a safe fastener threat hunting procedure- Use proper fastener malware analysis techniques- Implement a strict fastener ransomware response policy- Establish a safe fastener phishing simulation procedure- Use proper fastener social engineering techniques- Implement a strict fastener insider threat policy- Establish a safe fastener supply chain security procedure- Use proper fastener vendor management techniques- Implement a strict fastener third-party risk policy- Establish a safe fastener geopolitical risk procedure- Use proper fastener environmental risk techniques- Implement a strict fastener climate change policy- Establish a safe fastener sustainability reporting procedure- Use proper fastener ESG disclosure techniques- Implement a strict fastener stakeholder engagement policy- Establish a safe fastener corporate governance procedure- Use proper fastener board oversight techniques- Implement a strict fastener executive compensation policy- Establish a safe fastener shareholder rights procedure- Use proper fastener proxy voting techniques- Implement a strict fastener anti-takeover policy- Establish a safe fastener merger and acquisition procedure- Use proper fastener due diligence techniques- Implement a strict fastener integration policy- Establish a safe fastener post-merger review procedure- Use proper fastener synergy realization techniques- Implement a strict fastener cost synergies policy- Establish a safe fastener revenue synergies procedure- Use proper fastener operational synergies techniques- Implement a strict fastener technology synergies policy- Establish a safe fastener talent synergies procedure- Use proper fastener knowledge synergies techniques- Implement a strict fastener intellectual property policy- Establish a safe fastener trademark protection procedure- Use proper fastener patent filing techniques- Implement a strict fastener litigation management policy- Establish a safe fastener dispute resolution procedure- Use proper fastener arbitration techniques- Implement a strict fastener mediation policy- Establish a safe fastener conciliation procedure- Use proper fastener negotiation techniques- Implement a strict fastener conflict resolution policy- Establish a safe fastener relationship management procedure- Use proper fastener client relationship techniques- Implement a strict fastener partner relationship policy- Establish a safe fastener supplier relationship procedure- Use proper fastener distributor relationship techniques- Implement a strict fastener agent relationship policy- Establish a safe fastener franchisee relationship procedure- Use proper fastener licensee relationship techniques- Implement a strict fastener joint venture policy- Establish a safe fastener consortium agreement procedure- Use proper fastener partnership agreement techniques- Implement a strict fastener contract management policy- Establish a safe fastener terms and conditions procedure- Use proper fastener privacy policy techniques- Implement a strict fastener user agreement policy- Establish a safe fastener disclaimer procedure- Use proper fastener liability waiver techniques- Implement a strict fastener indemnification policy- Establish a safe fastener force majeure procedure- Use proper fastener assignment techniques- Implement a strict fastener subcontractor policy- Establish a safe fastener outsourcing procedure- Use proper fastener third-party contractor techniques- Implement a strict fastener vendor selection policy- Establish a safe fastener procurement process procedure- Use proper fastener bidding process techniques- Implement a strict fastener tendering policy- Establish a safe fastener contract award procedure- Use proper fastener contract execution techniques- Implement a strict fastener contract termination policy- Establish a safe fastener contract renewal procedure- Use proper fastener contract amendment techniques- Implement a strict fastener contract variation policy- Establish a safe fastener contract extension procedure- Use proper fastener contract completion techniques- Implement a strict fastener contract closure policy- Establish a safe fastener contract archiving procedure- Use proper fastener contract retrieval techniques- Implement a strict fastener contract search policy- Establish a safe fastener contract indexing procedure- Use proper fastener contract tagging techniques- Implement a strict fastener contract categorization policy- Establish a safe fastener contract classification procedure- Use proper fastener contract labeling techniques- Implement a strict fastener contract marking policy- Establish a safe fastener contract stamping procedure- Use proper fastener contract signing techniques- Implement a strict fastener contract authentication policy- Establish a safe fastener contract verification procedure- Use proper fastener contract validation techniques- Implement a strict fastener contract approval policy- Establish a safe fastener contract authorization procedure- Use proper fastener contract delegation techniques- Implement a strict fastener contract empowerment policy- Establish a safe fastener contract accountability procedure- Use proper fastener contract responsibility techniques- Implement a strict fastener contract ownership policy- Establish a safe fastener contract stewardship procedure- Use proper fastener contract guardianship techniques- Implement a strict fastener contract trusteeship policy- Establish a safe fastener contract executorship procedure- Use proper fastener contract administration techniques	1L

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
7. Ascent and Descent	Rapid ascent, Underwater disorientation	4A		2M
8. In-Water Supervision	Inattention by guide, Communication failure	3H		2M
9. Post-Dive Procedures	Ignoring decompression sickness signs, Inadequate post-dive care	4A		2M

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
10. Emergency Response	Delayed emergency response, Equipment failure during emergency	4A		2M
11. Habitat Interaction	Environmental damage, Dangerous marine life	3H		1L
12. Dehydration and Hypoxia	Altitude effects on oxygen levels, Inadequate hydration	3H		2M

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
13. Equipment Care and Storage	Improper equipment handling, Contaminated air tanks	3H		2M
14. Communicating with Non-Divers	Misinterpretation of instructions, Inadequate safety information	2M		1L
15. Debrief and Documentation	Incomplete records, Missed lessons	3H		1L

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
16. Diver Fatigue Management	Overexertion, Sleep deprivation	3H		1L
17. Accommodation and Logistics	Inadequate housing facilities, Logistical delays	2M		1L
18. Adapting to Environmental Conditions	Extreme weather, Altitude sickness	4A		2M

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
19. Compliance and Regulations	Non-compliance with regulations, Ignorance of legal requirements	3H		1L
20. Dive Evaluation and Feedback	Unaddressed participant feedback, Lack of continuous improvement	2M		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.