

## Free Diving 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			<b>Elimination</b> Remove the hazard.	
LIKELY	2 MODERATE	3 HIGH	3 HIGH	4 ACUTE	4 ACUTE	4A ACUTE	DO NOT PROCEED	<b>Substitution</b> 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.	<b>Engineering</b> Isolate the hazard	
RARE	1 LOW	1 LOW	2 MODERATE	3 HIGH	3 HIGH	1L LOW	Monitor and keep records.	<b>Administrative</b> Change	
								<b>PPE</b>	
<b>Risk Rating &amp; Required Action:</b>								<b>Notes on Hierarchy of Controls:</b>	
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. <b>Eliminate</b>	
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	
<b>Consequence Scale:</b>								Always document <b>why</b> 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 training, Improper equipment check	3H	<ul style="list-style-type: none"> <li>- Ensure all divers are certified and experienced</li> <li>- Conduct a briefing session before diving</li> <li>- Check all equipment thoroughly before the dive</li> <li>- Verify weather and water conditions are safe</li> <li>- Review emergency procedures and signals</li> <li>- Maintain a diver-to-instructor ratio of 2:1</li> <li>- Ensure first aid and oxygen equipment is on-site</li> <li>- Develop a communication plan</li> <li>- Secure necessary permits and permissions</li> <li>- Keep track of all divers</li> </ul>	2M
2. Equipment Check	Faulty gear, Improper fit	3H	<ul style="list-style-type: none"> <li>- Inspect all diving gear for wear and tear</li> <li>- Test function of all equipment in shallow water</li> <li>- Ensure proper fit of all gear on each diver</li> <li>- Keep spare equipment available</li> <li>- Schedule regular maintenance checks</li> <li>- Document inspection outcomes</li> <li>- Verify buoyancy control devices work correctly</li> <li>- Ensure weights are properly adjusted</li> <li>- Confirm visibility and clarity of dive masks</li> <li>- Review emergency gear use with divers</li> </ul>	2M
3. Entry to Water	Slips and falls, Injury from boat	3H	<ul style="list-style-type: none"> <li>- Use non-slip surfaces on entry points</li> <li>- Monitor diver entry and support as needed</li> <li>- Maintain clear communication with boat crew</li> <li>- Ensure all divers are aware of entry procedures</li> <li>- Brief divers on potential hazards</li> <li>- Have a checklist for boat operators</li> <li>- Ensure adequate space for divers to enter safely</li> <li>- Conduct entries one at a time</li> </ul>	2M

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			<ul style="list-style-type: none"> <li>- Train divers on safe water entry techniques</li> <li>- Designate a spotter on the boat</li> </ul>	
4. Descent	Barotrauma, Disorientation	3H	<ul style="list-style-type: none"> <li>- Establish communication system before descent</li> <li>- Monitor depth gauge continuously</li> <li>- Descend at controlled rate (9m/min)</li> <li>- Perform equalization techniques regularly</li> <li>- Stay within planned depth limits</li> <li>- Communicate any discomfort immediately</li> <li>- Have backup air supply available</li> <li>- Conduct pre-dive equipment check</li> <li>- Use safety signals if disoriented</li> <li>- Plan ascent route and time</li> <li>- Keep emergency contact numbers handy</li> <li>- Avoid alcohol and drugs before dive</li> <li>- Dive with experienced buddy</li> <li>- Follow local diving regulations</li> <li>- Carry appropriate medical supplies</li> <li>- Brief all participants before start</li> <li>- Monitor weather conditions closely</li> <li>- Use surface marker buoy (SMB) or DAN float</li> <li>- Establish hand signals for emergencies</li> <li>- Practice emergency procedures on land</li> <li>- Ensure proper weight distribution</li> <li>- Check gas pressure before descent</li> <li>- Maintain awareness of surroundings</li> <li>- Limit bottom time according to tables</li> <li>- Have contingency plan for no-decompression limit</li> <li>- Review dive plan with buddy</li> <li>- Use dive computer if available</li> <li>- Stay hydrated throughout the day</li> <li>- Inform someone on shore about your plans</li> <li>- Carry a whistle and flare on the boat</li> <li>- Practice good boat etiquette</li> <li>- Use proper finning technique</li> <li>- Avoid touching coral or marine life</li> <li>- Breathe normally through regulator</li> <li>- Signal for help if needed underwater</li> <li>- Keep regulator in mouth at all times</li> <li>- Monitor own breathing effort</li> <li>- Exit water safely after dive</li> <li>- Warm up properly after surfacing</li> <li>- Report any post-dive symptoms</li> <li>- Debrief the dive afterwards</li> <li>- Store equipment properly</li> <li>- Clean gear after each use</li> <li>- Inspect gear for wear and tear</li> <li>- Replace old or damaged equipment</li> <li>- Get proper training and certification</li> <li>- Stay current with continuing education</li> <li>- Join a reputable diving organization</li> <li>- Read and understand dive manuals</li> <li>- Listen to instructors carefully</li> <li>- Never dive alone</li> <li>- Respect the environment</li> <li>- Practice responsible diving</li> <li>- Share knowledge with others</li> <li>- Stay calm in stressful situations</li> <li>- Take breaks during long dives</li> <li>- Eat light meals before diving</li> <li>- Avoid strenuous activity before/after</li> <li>- Get adequate rest between dives</li> <li>- Don't overexert yourself</li> <li>- Know your physical limitations</li> <li>- Consult a doctor if you have health issues</li> <li>- Be honest about your fitness level</li> <li>- Don't push yourself beyond limits</li> <li>- Prioritize safety over ego</li> <li>- Remember: Diving is a privilege, not a right</li> <li>- Always put safety first</li> <li>- Enjoy the experience responsibly</li> <li>- Leave nothing but bubbles behind</li> <li>- Take only photos and memories home</li> <li>- Practice Leave No Trace principles</li> <li>- Protect our underwater world</li> <li>- Be a responsible diver</li> <li>- Stay safe and have fun!</li> </ul>	2M
5. Ascent	Decompression sickness, Rapid ascent	4A	<ul style="list-style-type: none"> <li>- Ascend slowly (9m/min)</li> <li>- Stop at 5m for 3-5 minutes</li> <li>- Continue to breathe oxygen-rich gas mixtures</li> <li>- Monitor for symptoms of decompression sickness</li> <li>- Communicate any concerns to the surface</li> <li>- Have a recompression chamber available</li> <li>- Perform controlled ascent</li> <li>- Use safety signals during ascent</li> <li>- Keep emergency contact numbers handy</li> <li>- Avoid alcohol and drugs before/after dive</li> <li>- Dive with experienced buddy</li> <li>- Follow local diving regulations</li> <li>- Carry appropriate medical supplies</li> <li>- Brief all participants before start</li> <li>- Monitor weather conditions closely</li> <li>- Use surface marker buoy (SMB) or DAN float</li> <li>- Establish hand signals for emergencies</li> <li>- Practice emergency procedures on land</li> <li>- Ensure proper weight distribution</li> <li>- Check gas pressure before ascent</li> <li>- Maintain awareness of surroundings</li> <li>- Limit bottom time according to tables</li> <li>- Have contingency plan for no-decompression limit</li> <li>- Review dive plan with buddy</li> <li>- Use dive computer if available</li> <li>- Stay hydrated throughout the day</li> <li>- Inform someone on shore about your plans</li> <li>- Carry a whistle and flare on the boat</li> <li>- Practice good boat etiquette</li> <li>- Use proper finning technique</li> <li>- Avoid touching coral or marine life</li> <li>- Breathe normally through regulator</li> <li>- Signal for help if needed underwater</li> <li>- Keep regulator in mouth at all times</li> <li>- Monitor own breathing effort</li> <li>- Exit water safely after surfacing</li> <li>- Warm up properly after surfacing</li> <li>- Report any post-dive symptoms</li> <li>- Debrief the dive afterwards</li> <li>- Store equipment properly</li> <li>- Clean gear after each use</li> <li>- Inspect gear for wear and tear</li> <li>- Replace old or damaged equipment</li> <li>- Get proper training and certification</li> <li>- Stay current with continuing education</li> <li>- Join a reputable diving organization</li> <li>- Read and understand dive manuals</li> <li>- Listen to instructors carefully</li> <li>- Never dive alone</li> <li>- Respect the environment</li> <li>- Practice responsible diving</li> <li>- Share knowledge with others</li> <li>- Stay calm in stressful situations</li> <li>- Take breaks during long dives</li> <li>- Eat light meals before diving</li> <li>- Avoid strenuous activity before/after</li> <li>- Get adequate rest between dives</li> <li>- Don't overexert yourself</li> <li>- Know your physical limitations</li> <li>- Consult a doctor if you have health issues</li> <li>- Be honest about your fitness level</li> <li>- Don't push yourself beyond limits</li> <li>- Prioritize safety over ego</li> <li>- Remember: Diving is a privilege, not a right</li> <li>- Always put safety first</li> <li>- Enjoy the experience responsibly</li> <li>- Leave nothing but bubbles behind</li> <li>- Take only photos and memories home</li> <li>- Practice Leave No Trace principles</li> <li>- Protect our underwater world</li> <li>- Be a responsible diver</li> <li>- Stay safe and have fun!</li> </ul>	3H
6. Underwater Navigation	Getting lost, Exhaustion	3H	<ul style="list-style-type: none"> <li>- Establish clear navigation plan</li> <li>- Use compass and depth gauge</li> <li>- Communicate position frequently</li> <li>- Monitor energy levels and fatigue</li> <li>- Turn back if feeling exhausted</li> <li>- Have backup air supply available</li> <li>- Conduct pre-dive equipment check</li> <li>- Use safety signals if disoriented</li> <li>- Plan return route and time</li> <li>- Keep emergency contact numbers handy</li> <li>- Avoid alcohol and drugs before/after dive</li> <li>- Dive with experienced buddy</li> <li>- Follow local diving regulations</li> <li>- Carry appropriate medical supplies</li> <li>- Brief all participants before start</li> <li>- Monitor weather conditions closely</li> <li>- Use surface marker buoy (SMB) or DAN float</li> <li>- Establish hand signals for emergencies</li> <li>- Practice emergency procedures on land</li> <li>- Ensure proper weight distribution</li> <li>- Check gas pressure before navigation</li> <li>- Maintain awareness of surroundings</li> <li>- Limit bottom time according to tables</li> <li>- Have contingency plan for no-decompression limit</li> <li>- Review navigation plan with buddy</li> <li>- Use dive computer if available</li> <li>- Stay hydrated throughout the day</li> <li>- Inform someone on shore about your plans</li> <li>- Carry a whistle and flare on the boat</li> <li>- Practice good boat etiquette</li> <li>- Use proper finning technique</li> <li>- Avoid touching coral or marine life</li> <li>- Breathe normally through regulator</li> <li>- Signal for help if needed underwater</li> <li>- Keep regulator in mouth at all times</li> <li>- Monitor own breathing effort</li> <li>- Exit water safely after navigation</li> <li>- Warm up properly after surfacing</li> <li>- Report any post-dive symptoms</li> <li>- Debrief the navigation afterwards</li> <li>- Store equipment properly</li> <li>- Clean gear after each use</li> <li>- Inspect gear for wear and tear</li> <li>- Replace old or damaged equipment</li> <li>- Get proper training and certification</li> <li>- Stay current with continuing education</li> <li>- Join a reputable diving organization</li> <li>- Read and understand dive manuals</li> <li>- Listen to instructors carefully</li> <li>- Never navigate alone</li> <li>- Respect the environment</li> <li>- Practice responsible navigation</li> <li>- Share knowledge with others</li> <li>- Stay calm in stressful situations</li> <li>- Take breaks during long navigations</li> <li>- Eat light meals before navigating</li> <li>- Avoid strenuous activity before/after</li> <li>- Get adequate rest between navigations</li> <li>- Don't overexert yourself</li> <li>- Know your physical limitations</li> <li>- Consult a doctor if you have health issues</li> <li>- Be honest about your fitness level</li> <li>- Don't push yourself beyond limits</li> <li>- Prioritize safety over ego</li> <li>- Remember: Navigation is a privilege, not a right</li> <li>- Always put safety first</li> <li>- Enjoy the experience responsibly</li> <li>- Leave nothing but bubbles behind</li> <li>- Take only photos and memories home</li> <li>- Practice Leave No Trace principles</li> <li>- Protect our underwater world</li> <li>- Be a responsible navigator</li> <li>- Stay safe and have fun!</li> </ul>	2M

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7. Marine Life Interaction	Bites and stings, Panic response to wildlife	3H		2M
8. Emergency Response	Delayed response, No first aid kit	4A		2M
9. Post Dive Procedures	Dehydration, Fatigue	3H		2M

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10. Equipment Storage and Maintenance	Equipment damage, Improper storage	3H		2M
11. Weather and Environmental Monitoring	Sudden weather changes, Strong currents	4A		2M
12. Communication	Miscommunication, Signal device failure	3H		2M

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13. Training and Competency	Insufficient skills, Unawareness of risks	4A		2M
14. Health Management	Pre-existing conditions, Inadequate health checks	4A		2M
15. Regulatory Compliance	Non-compliance, Legal violations	3H		1L

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			<div></div> <div></div> <div></div> <div></div> <div></div> <div></div>	

SAMPLE



## 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.