| 5T Excavator and Skid Steer Loader Combo On Site | | | |
|---|---|---|---|
| Business Name: | | ABN: | |
| Business Address: | | | |
| Contact Person: | Phone: | Email: | |

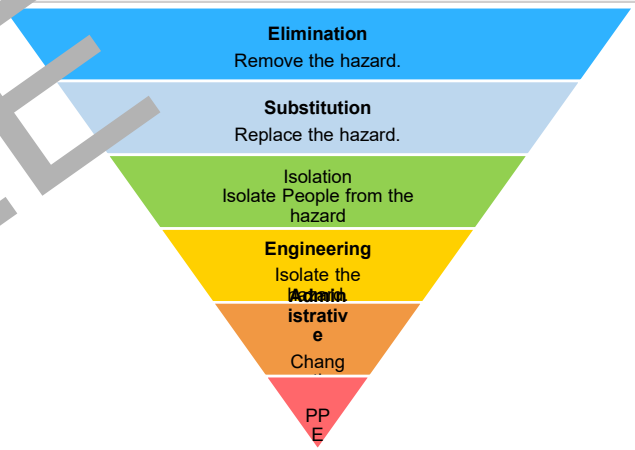
| THIS RISK ASSESSMENT IS APPROVED BY THE PCBU OF THE PROJECT | | |
|---|---|---|
| Under the Work Health and Safety Regulation (WHS Regulation), a person conducting a business or undertaking (PCBU) is required to ensure that a RISK ASSESSMENT is prepared before the proposed work starts. | | |
| Full 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 |
|---|---|---|---|---|---|---|---|
| ALMOST CERTAIN | 3 HIGH | 3 HIGH | 4 ACUTE | 4 ACUTE | 4 ACUTE | | |
| LIKELY | 2 MODERATE | 3 HIGH | 3 HIGH | 4 ACUTE | 4 ACUTE | 4A ACUTE | DO NOT PROCEED |
| POSSIBLE | 1 LOW | 2 MODERATE | 3 HIGH | 4 ACUTE | 4 ACUTE | 3H HIGH | Rev before work |
| UNLIKELY | 1 LOW | 1 LOW | 2 MODERATE | 3 HIGH | 4 ACU | 2M MO RATE | Ensure control measures in place. |
| RARE | 1 LOW | 1 LOW | 2 MODERATE | 3 HIGH | 3 H | 1L LOW | Monitor and keep records. |

HIERARCHY OF CONTROLS






### Risk Rating & Required Action:

| | |
|---|---|
| **4A** | Stop work. The risk is intolerable. E inate the hazar redesign the activity before proceeding. A Safe Work Method Statement (SWMS) or hi er-level authorisati is required. |
| **3H** | Review and approve additional c rols b ask arts. Senior supervisor sign-off needed. |
| **2M** | Ensure all nominated controls are in ace and effe ive. Proceed with caution; monitor conditions. |
| **1L** | Proceed, following standard operating procedures Monitor and keep records. |

### Consequence Scale:

| 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 |

**Notes on Hierarchy of Controls:**
Remember to apply controls in the preferred order shown by the coloured pyramid:

1. **Eliminate**
2. Substitute
3. Isolate
4. Engineering
5. Administrative
6. PPE

Always document **why** a lower-order control is accepted if elimination or substitution is not reasonably practicable.

*aligned with Safe Work Australia's* Managing the risk of fatigue at work *(2023) and ISO 45001:2018 clauses 6–8.*

| 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. Governance, WHS Duties and PCBU Oversight | • Lack of clear allocation of WHS duties between PCBU, principal contractor, subcontractors and plant hire company for the excavator and skid steer combo<br>• Inadequate WHS management plan for sites where plant is operating alongside other trades<br>• Failure to consult, cooperate and coordinate activities between multiple PCBUs (builder, plant hire, traffic management, utilities)<br>• No formal process for monitoring compliance with WHS Act 2011 and WHS Regulation 2011 in relation to mobile plant<br>• Inadequate resourcing (time, money, competent people) for safe management of plant operations<br>• Poor safety culture and production pressure overriding safe systems of work | High | • Establish and document a WHS governance struct that clearly defines roles and accountabilities for management of the 5T excavator and skid steer der combo (PCBU officers, site management, supervisors, leading hands)<br>• Include mobile plant management requiren ts withi e project WHS Management Plan, aligned with WHS Act 2011, WHS Regulation 2011 and re an odes of Practice (e.g. Managing the Risks of Plant in the Workplace, Construction Work)<br>• Implement a formal consulta n, cooperation and ordi on procedure between all PCBUs on site, with specific standing agenda ite s for mobile plant actions, exclusion zones and traffic interfaces<br>• Require officers demo rate d diligence th ough regular WHS plant audits, review of inspection records, inci trends, an verifica that trols are implemented in the field<br>• Alloc e suffi t budg and time for ining, supervision, maintenance, and risk controls associated with t ant (e. rs, traffic controllers, technology such as proximity alarms)<br>• Emb WHS expe tions into contracts with subcontractors and plant hire suppliers, including clear perform nce easure and right-of-entry for safety inspections<br>• Sched e regu management safety walks that include observation of plant operations, with d men d acti s and close-out of findings<br>• Integra WHS performance relating to plant (near misses, infringements of exclusion zones, unplanned nt movements) into management review and continuous improvement processes | Medium |
| 2. Procurement, Hire and Selection of Plant | • Hiring or purchasing ex rs and skid steers that are n t for purpose or not suited to the sp ific site conditions (ground conditions radients constraints)<br>• Plant supplied without required saf y features (ROPS, FOPS, emerge stops, reversing alarms, s lts, slew restriction, quick hitch safety systems)<br>• Lack of documented compliance with Australian Standards and manufacturer specifications<br>• No formal pre-acceptance inspection process before plant is brought to site<br>• Use of non-genuine or incompatible attachments (buckets, augers, hammers) that compromise stability or integrity<br>• Inadequate verification that plant has up-to-date registration (where required) | High | • Develop a formal plant procurement and hire procedure that specifies minimum safety, compliance and performance requirements for excavators and skid steers<br>• Create standard plant specification sheets for 5T excavators and skid steer loaders including required safety features (ROPS/FOPS, seat belts, warning systems, quick hitch compliance, isolation points, guarding, load charts)<br>• Require suppliers and hire companies to provide evidence of compliance (e.g. plant risk assessment, logbook, maintenance records, registration certificates, design registration where applicable)<br>• Implement a documented pre-acceptance inspection checklist for all hired or purchased plant, completed by a competent person before first use on site<br>• Ensure that any quick hitch system used on the excavator complies with current Australian regulatory requirements and manufacturer instructions, and that locking indicators are clearly visible to the operator<br>• Specify compatible, rated attachments only, with written confirmation from the supplier and inclusion on the plant's approved attachment list<br>• Include contractual clauses requiring suppliers to notify the PCBU of any safety alerts, recalls, or significant defects relating to the supplied plant<br>• Maintain a plant register that records all excavators, skid steers and attachments brought to site, including serial numbers, capacities, safety features and relevant documentation | Medium |

| 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 |
| | and design / item registration where applicable | | | |
| 3. Planning, Site Layout and Traffic Management Systems | • Poorly planned site layout leading to interaction between plant, pedestrians and other vehicles<br>• No formal traffic management plan for mixed plant use (excavator and skid steer working concurrently) on constrained construction sites<br>• Uncontrolled reversal and slewing movements in areas with limited visibility<br>• Inadequate planning for public interface (footpaths, roadways, neighbouring properties)<br>• Changes to site conditions (staging, materials storage, temporary works) not reflected in updated traffic management arrangements<br>• Insufficient planning for loading/unloading and float movement of the combo to and from site | High | • Develop a project-specific traffic management plan (TMP) that accounts for the operating envelopes of the 5T excavator and skid steer loader, including swing radius, travel paths, loading zones and parking areas<br>• Incorporate separate, clearly defined routes and exclusion zones for plant and pedestrians into the TMP, supported by site plans, diagrams and on-site signage standards<br>• Require a formal plant interaction risk assessment for areas where multiple items of mobile plant are operating, with defined sequencing, right-of-way rules and communication protocols<br>• Ensure a documented process for approving and updating the TMP when site conditions, staging or access points change, with re-briefing of all affected workers and contractors<br>• Set clear management rules for high-risk tasks such as working near public roads, schools, or live traffic, including when an accredited traffic controller or traffic guidance scheme is required<br>• Establish systems for planning and authorising deliveries, float movements and parking of transport vehicles, including designated load/unload zones and time windows<br>Use pre-start coordination meetings to confirm daily plant movements, interaction points, and any temporary changes to exclusion zones or one-way systems<br>Periodically review traffic management effectiveness via site inspections, near-miss reports and worker feedback, and record adjustments made to the TMP | Medium |
| 4. Competency, Licensing and Training Systems | • Operators of the excavator and skid steer not holding the required high-risk work licences or competencies (where applicable under jurisdictional requirements)<br>• Inadequate verification of operator experience, especially for tight access, sloping ground or complex excavation tasks<br>• Lack of structured familiarisation training on specific make/model and control layouts for each hired machine<br>• Spotters, doggers, supervisors and general workers unaware of plant hazards, exclusion zones and communication protocols<br>• No formal process for assessing and recording competency, refresher training or remedial training following incidents or near misses | High | [redacted] | Medium |

| 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 |
| | | | [redacted] | |
| 5. Safe Systems of Work, Procedures and Permits | • Absence of a documented Safe Work Procedure (SWP) or similar system for managing combined excavator and skid steer operations on site<br>• Work commencing without a formal risk assessment for specific site conditions (underground services, overhead powerlines, adjacent structures, traffic)<br>• Inconsistent application of exclusion zones, spotters, and communication rules across different sites and crews<br>• High-risk activities (e.g. excavation near services, working at the edge of embankments, lifting with excavator) conducted without an appropriate permit or engineering review<br>• Non-standard or unsafe practices becoming normalised due to lack of procedural guidance and supervision | High | [redacted] | Medium |
| 6. Maintenance, Inspection and Pre-Start Systems | • Lack of systematic maintenance regime for excavator, skid steer and attachments leading to mechanical failures on site<br>• Pre-start inspections not being carried out, or being completed superficially without management oversight<br>• Defects not reported, recorded or rectified in a timely manner, resulting in continued use of unsafe plant<br>• Maintenance records incomplete or not available on site for verification by the PCBU or regulator<br>• Use of plant that has exceeded service intervals, has known fluid leaks, or compromised safety systems (e.g. faulty alarms, damaged ROPS, non-functional emergency stops) | High | [redacted] | Low |

| JOB STEP | POTENTIAL HAZARDS | IR | CONTROL MEASURES | RR |
|---|---|---|---|---|
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| | | | [redacted] | |
| 7. Site Induction, Consultation and Communication | • Workers and subcontractors starting on site without understanding plant movements, exclusion zones or no-go areas<br>• Language barriers or low literacy leading to misinterpretation of instructions, signage or signals<br>• No structured forum for workers and operators to raise plant-related safety concerns or improvement ideas<br>• Poor communication between excavator and skid steer operators when working in close proximity<br>• Temporary workers, delivery drivers and visitors not being informed of plant hazards on site | High | [redacted] | Medium |
| 8. Underground and Overhead Services Management | • Inadequate identification and management of underground services (gas, electricity, water, communications) prior to excavation<br>• Failure to consult Dial Before You Dig / Before You Dig services and asset owners before using the excavator or skid steer for trenching or footings<br>• Overhead power lines or other services within the operating envelope of the excavator boom or raised skid steer attachments<br>• Inaccurate or outdated service plans leading to false assumptions about service locations<br>• Lack of a formal permit or authorisation process for excavation near critical infrastructure | High | [redacted] | Medium |

| 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 |
| | | | [redacted] | |
| 9. Environmental and Ground Conditions Management | • Unassessed ground conditions (soft spots, voids, fill, underground structures) compromising stability of excavator or skid steer<br>• Slope, edges of excavations and embankments not assessed for capacity to support plant loads<br>• Weather events (heavy rain, high winds, heat) altering ground conditions or visibility and increasing the risk of overturning or collision<br>• No systematic process for checking and controlling entry to work areas potentially affected by contamination, acid sulphate soils or unstable materia | High | [redacted] | Medium |
| 10. Contractor and Supplier Management | • Use of plant oper[illegible] companies or subcon[illegible] WHS standards and competencies [illegible] not verified<br>• Inconsistent safety expectations and procedures between principal contractor and subcontractors operating or working near plant<br>• Lack of monitoring of subcontractor compliance with WHS obligations in relation to plant (e.g. documentation, inductions, supervision)<br>• Commercial pressure on subcontractors leading to shortcuts around exclusion zones, spotters or maintenance | High | [redacted] | Medium |

| 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 |
| | | | [redacted] | |
| 11. Fatigue, Hours of Work and Fitness for Duty | • Operators working excessive hours or multiple sites leading to fatigue and reduced reaction time when operating plant<br>• No system for assessing or managing drug and alcohol risks among operators and spotters<br>• Medical or physical conditions affecting operator ability (vision, hearing, mobility) not being disclosed or assessed<br>• Shift work, night work or remote work not supported by appropriate fatigue management controls | Medium | [redacted] | Low |
| 12. Emergency Preparedness and Incident Management | • Lack of planning for foreseeable emergencies involving plant, such as rollovers, entrapment, collision with persons or structures, or service strikes<br>• Workers unsure how to respond if a person is struck or pinned by excavator or skid steer, or if plant contacts live electricity<br>• Delayed emergency response due to unclear communication channels, site access constraints or inaccurate location information<br>• Incidents and near misses involving plant not being reported, investigated or used to drive improvement | High | [redacted] | Medium |

| 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 |
| | | | [redacted] | |
| 13. Documentation, Recordkeeping and Compliance Assurance | • Critical WHS documentation for plant (risk assessments, inspection records, licences, TMPs) not being controlled, current or readily available on site<br>• Inability to demonstrate compliance with WHS Act 2011, WHS Regulation 2011 and Codes of Practice during regulatory inspections or following incidents<br>• Inconsistent recordkeeping between different projects, making trend analysis and continuous improvement difficult<br>• Loss of documentation when using paper-based systems or multiple disconnected platforms | Medium | [redacted] | Low |
| | | | | |
| | | | | |

## 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 FOR 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

**New South Wales**
Work Health and Safety Act 2011
Work Health and Safety Regulations 2025
Legislation NSW: https://www.safework.nsw.gov.au/legal-obligations/legislation
Codes of Practice NSW: https://www.safework.nsw.gov.au/resource-library/list-of-codes-of-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/forms-and-resources/codes-of-practice

**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.

**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

**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

**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