

Barricading of Work Sites

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:	
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.
3H	Review and approve additional controls before task starts. Senior supervisor sign-off needed.
2M	Ensure all nominated controls are in place and effective. 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. WHS Governance, Policies and Legal Compliance	<ul style="list-style-type: none"> Absence of a documented organisational policy for barricading of work sites aligned to WHS Act 2011, WHS Regulations and relevant Australian Standards (e.g. AS 1742, AS/NZS 3845, AS 1319) Inadequate clarification of PCBUs' and officers' due diligence duties regarding barricading and exclusion zones Inconsistent application of barricading requirements across different projects, regions or business units Lack of mechanisms to monitor changes to legislation, Codes of Practice or standards affecting barricading systems Poor integration of barricading requirements into the organisation's WHS management system, including risk management and consultation procedures 	High	<ul style="list-style-type: none"> Develop and endorse a corporate barricading and exclusion zone policy that clearly defines objectives, scope, responsibilities and minimum standards in accordance with WHS Act 2011 and WHS Regulations Embed specific barricading requirements into the WHS management system, including risk management, consultation, training, contractor management and incident management procedures Establish a formal Code of Practice and standards register for barricading and traffic control (Australian Standards, Codes of Practice, client requirements) with defined responsibility for periodic review and update Require officers to demonstrate due diligence by routinely reviewing barricading performance, risk registers, audit findings and incident trends Integrate barricading controls into project WHS plans, safe design documentation and contract conditions to ensure consistent application across all work sites Undertake scheduled compliance audits to verify alignment with the WHS Act 2011, WHS Regulations and relevant Codes of Practice relating to traffic management, construction work and public safety 	Medium
2. Planning, Design and Risk Management of Barricading Systems	<ul style="list-style-type: none"> Failure to undertake a formal risk assessment for barricading arrangements at the planning and design stages of projects Generic, 'one size fits all' barricade layouts that do not consider site-specific conditions, interfaces with the public or dynamic work phases Lack of integration between safe design, traffic management planning and barricading requirements Inadequate consideration of emergency access/egress and interaction with other control systems such as traffic control devices, signage and lighting Poor change management when work methods or site conditions alter, leading to outdated or unsuitable barricade configurations 	High	<ul style="list-style-type: none"> Implement a mandatory pre-work risk assessment and planning process for all work involving barricades, including consultation with workers, HSRs and relevant stakeholders Develop standard barricading design principles and minimum separation distances for typical tasks, and require adaptation through site-specific risk assessments and drawings Integrate barricading design into the safe design process and project planning, including coordination with traffic management plans, pedestrian management plans and emergency response plans Establish a formal change management procedure requiring review and approval of barricading layouts when site conditions, work methods, adjacent activities or traffic patterns change Require documented sign-off of barricading plans by a competent person (e.g. engineer, traffic management planner or WHS advisor) for complex or high-risk sites Maintain a central repository of approved barricade designs, typical layouts and design checklists to support consistency and knowledge sharing 	Medium

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3. Procurement and Specification of Barricading Equipment	<ul style="list-style-type: none"> • Purchase or hire of barricading equipment that does not meet relevant Australian Standards or is not fit for the intended use or environment • Inconsistent specifications across projects leading to a mix of incompatible barrier systems, signage and components • Cost-driven procurement decisions overriding safety performance, durability and visibility requirements • Lack of clear requirements for suppliers regarding certification, inspection records and load/impact ratings of barricade systems • Inadequate consideration of manual handling, ergonomics and transport risks during selection of barricading equipment 	High	<ul style="list-style-type: none"> • Develop standard technical specifications for barricades, barriers, fencing, cones, bollards and associated signage that reference applicable Australian Standards and organisational requirements • Embed safety, compliance and lifecycle performance criteria into procurement policies and supplier contracts for barricading equipment • Establish an approved products list for barricading systems including information on suitable applications, limitations and compatibility between components • Require suppliers provide documentation of standards compliance, test certifications, inspection records and manufacturer instructions for installation and maintenance • Include ergonomic and manual handling considerations in equipment selection (weight limits, lifting points, modular transport frames) and document these in procurement criteria • Periodically review supplier performance, including defect rates, incidents linked to equipment failure and feedback from site audits 	Medium
4. Roles, Responsibilities and Supervision	<ul style="list-style-type: none"> • Unclear designation of who is responsible for planning, authorising, installing, inspecting and maintaining barricading • Supervisors and managers lacking competency to recognise inadequate or unsafe barricading configurations • Multiple PCBUs working on the same site without clear arrangements for shared barricading responsibilities and interface management • Inadequate supervision leading to ad-hoc removal, relocation or modification of barricades by workers or contractors • Failure to verify that contractors' barricading systems and procedures meet the principal contractor's standards 	High	<p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p>	Medium
5. Competency, Training and Information	<ul style="list-style-type: none"> • Workers, contractors and supervisors not trained in organisational barricading standards, leading to inconsistent implementation across sites 	High	<p>[REDACTED]</p>	Medium

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	<ul style="list-style-type: none"> Lack of competency in interpreting barricading plans, drawings and traffic management diagrams Inadequate induction processes that fail to highlight site-specific exclusion zones, pedestrian routes and barricade limitations Insufficient training on the interaction between barricades and mobile plant, vehicles, public access and emergency services No structured refresher training or competency verification, causing skills and knowledge to degrade over time 		[REDACTED]	
6. Consultation, Communication and Signage Systems	<ul style="list-style-type: none"> Insufficient consultation with workers, HSRs, contractors and affected third parties when planning and reviewing barricading arrangements Poor communication of barricading layouts, changes and access restrictions to all site users, including visitors and the public where relevant Inadequate or confusing signage associated with barricades, resulting in people entering exclusion zones unintentionally Language, literacy or cultural barriers affecting understanding of barricade meaning, signage and access rules Lack of feedback mechanisms for workers to report issues with barricades, such as blocked access, poor visibility or unsafe shortcuts 	High	[REDACTED]	Medium
7. Inspection, Monitoring and Maintenance of Barricading	<ul style="list-style-type: none"> Barricades degrading, moving, collapsing or being removed over time without detection, reducing protection of workers and the public Lack of formal inspection schedules and checklists for barricades, leading to reliance on ad-hoc observation 	High	[REDACTED]	Medium

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	<ul style="list-style-type: none"> No system to record defects, corrective actions or temporary alternative controls when barricades are compromised Failure to adjust barricading in response to changes in work activities, ground conditions, weather or traffic patterns Insufficient monitoring of barricade performance at high-risk interfaces such as public footpaths, roadways and shared-use zones 		[REDACTED]	
8. Interface with Traffic, Mobile Plant and Public Access	<ul style="list-style-type: none"> Systemic failure to coordinate barricading with traffic management plans, leading to unsafe interactions between vehicles, plant, pedestrians and work areas Inadequate organisational standards for separation distances, barrier types and impact ratings when working adjacent to live traffic or public areas Poorly controlled access points through barricades, allowing unauthorised entry by workers, contractors or the public Insufficient planning for vulnerable road users and pedestrians, including people with disability, around barricaded work zones Lack of organisational guidelines for temporary removal or opening of barricades to allow plant and vehicle movements 	High	[REDACTED]	Medium
9. Contractor and Supplier Management	<ul style="list-style-type: none"> Contractors using barricading practices that are inconsistent with the principal contractor's WHS standards and legal obligations Lack of pre-qualification criteria assessing contractors' capability to design, install and maintain compliant barricades Suppliers providing non-compliant, damaged or unsuitable barricading 	High	[REDACTED]	Medium

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	<p>equipment without effective verification by the PCBU</p> <ul style="list-style-type: none"> • Inadequate oversight of subcontractor activities resulting in unapproved modifications to barricading layouts • Poor coordination of barricading between multiple contractors leading to gaps, overlaps or conflicting access and exclusion rules 		<p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p>	
10. Emergency Management and Incident Response	<ul style="list-style-type: none"> • Barricading arrangements obstructing emergency access, egress routes or assembly areas due to poor planning • Emergency responders and workers unfamiliar with how to safely bypass or adjust barricades during an emergency • No systematic review of barricading controls following incidents, near misses or changes in emergency procedures • Emergency drills not accounting for realistic barricade configurations, leading to impractical expectations in real events • Lack of integration between barricading plans and site emergency plans, including fire, medical and evacuation procedures 	Medium	<p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p>	Low

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 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>

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 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-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) Regulation 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>

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>

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

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.