

**Bathroom Renovation**

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			<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.	Administrative Change	
								PPE	

  

Risk Rating & Required Action:	
<b>4A</b>	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.
<b>3H</b>	Review and approve additional controls for the task parts. Senior supervisor sign-off needed.
<b>2M</b>	Ensure all nominated controls are in place and effective. Proceed with caution; monitor conditions.
<b>1L</b>	Proceed, following standard operating procedures. Monitor and keep records.

  

Consequence Scale:			
Consequence	People (injury/illness)	Project / Assets	Compliance / Reputation
<b>Catastrophic</b>	Fatality or permanent total disability	project shutdown	Significant regulator intervention; criminal prosecution
<b>Major</b>	Serious injury/illness (hospital > 5 days)	critical delay	Improvement notice; major media coverage
<b>Moderate</b>	Medical-treatment injury; lost-time > 1 day	moderate delay	Minor breach; adverse client comment
<b>Minor</b>	First-aid only, no lost time	negligible delay	Isolated non-conformance
<b>Insignificant</b>	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. Project Planning, Design & WHS Governance	<ul style="list-style-type: none"> <li>Inadequate WHS planning and budgeting leading to unsafe design decisions for bathroom layouts and fixtures</li> <li>Lack of documented WHS roles, responsibilities and delegations for renovation projects</li> <li>Failure to apply the WHS hierarchy of control in early design (e.g. choosing heavy fixtures without considering handling and installation methods)</li> <li>Poor coordination between client, designer, builder and subcontractors regarding WHS expectations</li> <li>Non-compliance with WHS Act 2011 and WHS Regulation due to absence of a formal WHS management plan for bathroom renovation works</li> </ul>	4A	<ul style="list-style-type: none"> <li>Establish a documented WHS management plan template for all renovation projects, including bathroom refurbishments, aligned to WHS Act 2011 and WHS Regulation</li> <li>Define and communicate clear WHS roles, responsibilities and consultation arrangements between PCBUs, supervisors, workers and subcontractors</li> <li>Integrate WHS risk management into the design review process for bathrooms, including consideration of fixture weight, access, maintenance and safe installation methods</li> <li>Require designers and builders to provide written confirmation that they have exercised due diligence to eliminate or minimise WHS risks in the bathroom design (e.g. layout, fixture selection, access space)</li> <li>Implement a pre-start WHS planning meeting for each bathroom renovation to review design, site constraints, heavy component handling (baths, vanities) and required controls</li> <li>Include WHS performance and compliance requirements in contracts with subcontractors and suppliers engaged in bathroom renovation works</li> </ul>	2M
2. Regulatory Compliance & Building Code Integration	<ul style="list-style-type: none"> <li>Non-compliance with National Construction Code (NCC) and AS/NZS standards for bathrooms leading to structural or service failures</li> <li>Failure to obtain and verify necessary approvals (planning, building, plumbing, electrical) before commencing</li> <li>Inadequate system for tracking and updating legislative and code changes relevant to bathroom renovations</li> <li>Lack of verification that trades are licensed and competent for plumbing, electrical and waterproofing activities</li> <li>Poor documentation and recordkeeping of compliance certificates, inspections and sign-offs</li> </ul>	3H	<ul style="list-style-type: none"> <li>Develop and maintain a compliance register listing all relevant legislation, codes and standards for bathroom renovations (NCC, AS/NZS 3500, AS/NZS 3000, waterproofing standards, etc.)</li> <li>Implement a pre-commencement compliance checklist confirming required approvals, permits and notifications are in place and documented</li> <li>Verify and record current licences and insurances for plumbers, electricians, waterproofers and builders before engagement and periodically thereafter</li> <li>Establish a document control procedure for storing and retrieving compliance certificates, inspection reports and as-built drawings for each bathroom project</li> <li>Schedule periodic internal audits of renovation projects to verify adherence to building codes, WHS regulations and licence requirements</li> <li>Provide training for project managers and site supervisors on key compliance obligations specific to bathroom renovations</li> </ul>	1L
3. Site Access, Amenities & Housekeeping Management	<ul style="list-style-type: none"> <li>Poorly controlled access to residential bathrooms leading to unauthorised entry by occupants, children or pets</li> <li>Inadequate segregation between work areas and occupied parts of the dwelling, increasing risk of slips, trips, and contact with tools or materials</li> </ul>	3H	<ul style="list-style-type: none"> <li>Implement procedures for access control to the bathroom work zone, including door signage, barriers and communication with occupants</li> <li>Develop a standard layout plan for domestic renovation sites addressing separation of work zones, material storage areas and occupant pathways</li> <li>Adopt a housekeeping policy that sets minimum standards for walkways, rubbish removal, and end-of-day cleanup for bathroom works</li> </ul>	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
	<ul style="list-style-type: none"> <li>• Insufficient housekeeping systems leading to accumulation of demolition debris, packaging, tiles and offcuts in circulation paths</li> <li>• Lack of organised storage areas for heavy items such as bathtubs and vanities causing unstable stacking or blocked access routes</li> <li>• Inadequate management of worker amenities leading to poor hygiene and increased contamination risk in occupied homes</li> </ul>		<ul style="list-style-type: none"> <li>• Provide guidance on safe temporary storage systems for heavy sanitaryware and vanities, including load limits and stability requirements</li> <li>• Ensure arrangements for suitable worker amenities and hygiene controls that do not conflict with the occupant's bathrooms and living areas</li> <li>• Include housekeeping and access control requirements in subcontractor agreements and monitor via regular site inspections</li> </ul>	
4. Structural Integrity & Building Services Isolation	<ul style="list-style-type: none"> <li>• Inadequate assessment of existing structure before dismantling bathroom fixtures leading to damage of load-bearing elements</li> <li>• Failure to identify and isolate water, sewer, gas and electrical services prior to demolition or reconfiguration</li> <li>• Lack of procedures for dealing with unknown or undocumented services within walls, floors or ceilings</li> <li>• Poor coordination between trades leading to inadvertent energisation of circuits or pressurisation of services during renovation</li> <li>• Insufficient verification process for energisation and re-pressurisation after works</li> </ul>		<p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p>	2M
5. Demolition & Dismantling Management (Existing Bathroom)	<ul style="list-style-type: none"> <li>• Uncontrolled dismantling of existing bathroom installations leading to unexpected releases of stored energy or collapse of fixtures</li> <li>• Inadequate system for managing dust, silica and airborne contaminants produced during tile removal and chasing</li> <li>• Lack of pre-start survey for hazardous materials such as asbestos in old wall linings, vinyls or backing boards</li> </ul>	4A	<p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p>	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
	<ul style="list-style-type: none"> <li>• Insufficient procedures for safe removal and disposal of old bathtubs, vanities, glazing and fixtures</li> <li>• Poor control of noise and vibration affecting workers and household occupants during demolition</li> </ul>		[REDACTED]	
6. Manual Handling & Ergonomic Management (Baths & Vanities)	<ul style="list-style-type: none"> <li>• Inadequate systems for assessing and controlling manual handling risks associated with heavy bathtubs and vanity units</li> <li>• Reliance on ad-hoc lifting methods for positioning drop-in baths and stone tops without mechanical aids</li> <li>• Poorly designed delivery and on-site movement routes for large, awkward bathroom fixtures</li> <li>• Lack of training and supervision on team lifting techniques and use of trolleys, dollies or lifting frames</li> <li>• Failure to consider ergonomic risks during design and procurement (e.g. excessively heavy one-piece vanities)</li> </ul>	4A	[REDACTED]	2M
7. Working in Confined Domestic Spaces	<ul style="list-style-type: none"> <li>• Limited space in residential bathrooms leading to congestion and increased risk of slips, trips and impacts between workers</li> <li>• Poor ventilation in enclosed bathrooms causing build-up of dust, fumes, or odours from adhesives, sealants and waterproofing products</li> <li>• Restricted access complicating emergency egress for injured workers during dismantling or installation</li> <li>• Inadequate planning for simultaneous work by multiple trades in small areas increasing interaction risks</li> <li>• Limited lighting in partially demolished bathrooms leading to poor visibility and errors</li> </ul>	3H	[REDACTED]	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
8. Procurement & Handling of Heavy Bathroom Fixtures	<ul style="list-style-type: none"> <li>• Selection of bathtubs, drop-in baths and vanity units without consideration of installation, handling and structural support requirements</li> <li>• Supply chain failures leading to substitution of heavier or non-standard fixtures without WHS review</li> <li>• Inadequate packaging or delivery controls increasing risk of damage, sharp edges and unstable loads</li> <li>• Lack of clear product information on weights, centre of gravity and required fixing systems</li> <li>• Poor coordination between suppliers and installers about access constraints such as stairways, narrow doors and tight corners</li> </ul>	3H	<p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p>	1L
9. Plant, Tools & Equipment Management	<ul style="list-style-type: none"> <li>• Use of unsuitable or poorly maintained power tools for demolition, cutting tiles and installing fixtures in bathrooms</li> <li>• Inadequate electrical safety management for portable tools in wet or damp bathroom environments</li> <li>• Lack of systems for inspection, testing and tagging of electrical equipment and RCD use</li> <li>• Insufficient guards, shrouds or dust extraction attachments on saws, grinders and drills</li> <li>• Poor storage and transport procedures for sharp tools, drill bits and blades in occupied dwellings</li> </ul>	3H	<p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p>	1L
10. Hazardous Substances, Dust & Waterproofing Systems	<ul style="list-style-type: none"> <li>• Exposure to hazardous chemicals from adhesives, waterproofing membranes, sealants and cleaners used in bathrooms</li> <li>• Silica dust generation from cutting tiles, chasing walls and removing cement-based materials</li> <li>• Lack of up-to-date Safety Data Sheets (SDS) and inadequate chemical storage in residential settings</li> </ul>	4A	<p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p>	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
	<ul style="list-style-type: none"> <li>Improper mixing or application of waterproofing systems leading to product failure and subsequent structural or mould issues</li> <li>Inadequate training on PPE selection and use for chemical and dust exposures</li> </ul>		[REDACTED]	
11. Electrical, Plumbing & Services Coordination	<ul style="list-style-type: none"> <li>Poor coordination between plumbers, electricians and carpenters during installation of new baths, showers, vanities and services</li> <li>Incorrect positioning of services for drop-in baths and vanities leading to rework and unsafe improvisations</li> <li>Inadequate verification of waterproofing integrity before penetrating membranes with services</li> <li>Lack of standard procedures for pressure testing plumbing and testing electrical installations in renovated bathrooms</li> <li>Insufficient documentation of as-built service locations, increasing future renovation and maintenance risk</li> </ul>	3H	[REDACTED]	1L
12. Occupant, Visitor & Public Safety in Residential Settings	<ul style="list-style-type: none"> <li>Inadequate communication with household occupants about work schedules, access restrictions and hazards</li> <li>Uncontrolled exposure of occupants, including children and elderly persons, to dust, noise, trip hazards and chemicals</li> <li>Failure to secure tools, plant and heavy fixtures when workers are off-site</li> <li>Poorly managed temporary loss of bathroom amenities affecting hygiene and emergency arrangements for occupants</li> <li>Lack of system to manage deliveries and waste removal in shared driveways or common property areas</li> </ul>	3H	[REDACTED]	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. Contractor Management, Competency & Supervision	<ul style="list-style-type: none"> <li>Engagement of subcontractors for bathroom works without adequate WHS pre-qualification</li> <li>Insufficient verification of worker competency for specific tasks such as dismantling existing installations, installing drop-in baths or positioning heavy vanities</li> <li>Poor supervision of small teams working unsupervised in residential bathrooms</li> <li>Lack of induction for new workers or subcontractors regarding site-specific bathroom risks and client requirements</li> <li>Inadequate performance management of contractors with poor WHS history</li> </ul>	3H	[REDACTED]	1L
14. Emergency Preparedness & Incident Management	<ul style="list-style-type: none"> <li>Lack of clear emergency procedures in occupied dwellings undergoing bathroom renovations</li> <li>Inadequate first aid arrangements for workers operating in dispersed residential locations</li> <li>Poor systems for incident reporting, investigation and lessons learned specific to bathroom works</li> <li>Failure to plan for water leaks, flooding or structural failures arising from bathroom renovation activities</li> <li>Insufficient arrangements for after-hours contact and response if an issue is identified by occupants</li> </ul>	3H	[REDACTED]	1L
15. Fatigue, Scheduling & Psychosocial Risk Management	<ul style="list-style-type: none"> <li>Compressed schedules for bathroom refurbishments leading to long hours and fatigue-related errors</li> <li>Pressure from clients to work extended hours in occupied dwellings to minimise project duration</li> <li>Psychosocial stress from working in clients' homes, dealing with expectations, conflicts and privacy constraints</li> </ul>	2M	[REDACTED]	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
	<ul style="list-style-type: none"> <li>Insufficient breaks and recovery time for workers performing repetitive or high-concentration tasks in confined bathrooms</li> <li>Poor communication of schedule changes leading to rushed or overlapping work by multiple trades</li> </ul>		[REDACTED]	
16. Quality Assurance, Handover & Post-Construction Risks	<ul style="list-style-type: none"> <li>Deficiencies in waterproofing, fixing of baths and vanities, or service connections leading to leaks, mould, or structural deterioration over time</li> <li>Inadequate commissioning and functional testing of new installations such as bathtubs, showers and vanities before client handover</li> <li>Lack of clear instructions to occupants on safe use and maintenance of new bathroom fixtures</li> <li>Poor documentation of residual risks or limitations (e.g. load limits for wall-hung vanities)</li> <li>Failure to address snagging items that may pose safety risks, such as sharp edges, loose fittings, or incomplete sealing</li> </ul>	3H	[REDACTED]	1L

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.