

**Beekeeping**

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. WHS Governance, Duties and Consultation	<ul style="list-style-type: none"> <li>Lack of clear allocation of WHS duties under WHS Act 2011 leading to gaps in safety management for apiculture and hive relocation</li> <li>Inadequate consultation with workers, subcontractors and volunteer beekeepers about WHS issues, changes to procedures and lessons learned from incidents</li> <li>Absence of a documented WHS management plan specific to beekeeping operations (including hive relocation and hive removal from trees)</li> <li>Poor communication with clients, landowners and local residents about beekeeping risks (stings, traffic, restricted access)</li> <li>Failure to consider the WHS duties of host persons conducting a business or undertaking (PCBUs) when work occurs on farms, orchards, parks or residential properties</li> <li>Insufficient review of WHS performance indicators (near misses, stings requiring medical treatment, heat stress events, vehicle incidents)</li> </ul>	High	<ul style="list-style-type: none"> <li>Establish and document a WHS management system aligned with the Work Health and Safety Act 2011 and relevant Regulations, specifically addressing beekeeping, hive relocation and hive removal from trees</li> <li>Define and document WHS roles, responsibilities and due diligence obligations for officers, managers, supervisors, leading hands and workers, including contractors and volunteers</li> <li>Develop a formal WHS consultation procedure that includes regular toolbox talks, safety meetings during peak seasons, and mechanisms for workers to raise concerns and improvement suggestions</li> <li>Implement a process to consult, cooperate and coordinate with other PCBUs (e.g. farmers, councils, construction principals, arborists) where shared duties exist on sites where hives are installed, relocated or removed from trees</li> <li>Create a project specific WHS plan template for hive relocation and hive removal work that includes scope of work, key hazards, traffic and public interface, emergency arrangements and environmental considerations</li> <li>Ensure WHS responsibilities and expectations are embedded in employment contracts, contractor agreements and service-level agreements with clients</li> <li>Introduce WHS performance metrics (e.g. incident frequency, corrective actions closed out, training completion) and review them quarterly at management meetings</li> <li>Schedule an annual management review of the WHS system, including legal compliance, consultation effectiveness and feedback from field workers</li> <li>Maintain written records of consultation, decisions and actions taken to manage identified WHS issues</li> </ul>	Medium
2. Risk Management, Planning and Job Authorisation	<ul style="list-style-type: none"> <li>Inconsistent or ad hoc risk assessments for apiary management, hive relocation and hive removal from trees leading to unrecognised hazards</li> <li>Failure to systematically consider environmental factors (weather, flowering conditions, local fauna, bushfire risk, chemical spraying) when planning work</li> <li>Inadequate pre-job planning for high-risk or complex work such as using EWP, cranes or rope access for hive removal from trees</li> <li>Absence of a defined job authorisation or permit process for after-hours work,</li> </ul>	High	<ul style="list-style-type: none"> <li>Implement a formal risk management procedure consistent with WHS Regulations that requires hazard identification, risk assessment, control selection using the hierarchy of control and regular review</li> <li>Develop standardised risk assessment templates for routine apiary management, hive relocation and hive removal from trees, including consideration of bees, work at height, vehicles, public interface and environmental conditions</li> <li>Establish a pre-job planning checklist that must be completed before attending new or complex sites, requiring confirmation of access, site ownership, nearby services, powerlines and any special conditions</li> <li>Introduce a formal job authorisation process for high-risk activities (e.g. tree work, EWP use, night operations, work near roads) requiring supervisor approval and verification of competent personnel and equipment</li> <li>Require documented site-specific risk assessments and, where appropriate, Safe Work Method Statements for high-risk construction work such as work at height or near powerlines</li> <li>Implement a change management process so that any significant variation to work scope or site conditions triggers a review of risk assessments and controls before proceeding</li> </ul>	Medium

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	<p>remote locations and work near public areas or traffic</p> <ul style="list-style-type: none"> <li>Inaccurate or incomplete site information from clients leading to unexpected risks (aggressive colonies, unsecured trees, powerlines, unstable ground)</li> <li>Poor change management when job scope changes (e.g. additional hives, different tree, changed access route) resulting in outdated controls</li> </ul>		<ul style="list-style-type: none"> <li>Use digital tools or forms to capture site photos, GPS location and key risk information during planning and share them with workers ahead of mobilisation</li> <li>Maintain a register of high-risk locations (schools, hospitals, parks, road verges, high-traffic public sites) with predefined control expectations (e.g. barriers, spotters, traffic guidance)</li> <li>Review and update planning procedures following incidents, near misses or major seasonal changes (e.g. fire season, heatwaves, large nectar flows)</li> </ul>	
3. Worker Competency, Training and Induction	<ul style="list-style-type: none"> <li>Workers handling bees, relocating hives or removing hives from trees without adequate competency in bee behaviour and defensive colonies</li> <li>Lack of training in identification and management of allergies, anaphylaxis and other health conditions relevant to beekeeping</li> <li>Insufficient instruction on working in remote or rural locations where emergency response may be delayed</li> <li>Inadequate training in safe use of vehicles, trailers, lifting devices, EWP or tree-climbing systems for hive removal</li> <li>Failure to provide site-specific inductions when working at rural sites, farms, orchards or public land</li> <li>Poor understanding of WHS duties, reporting requirements and stop-work authority leading to under-reporting of hazards and incidents</li> </ul>	High	<ul style="list-style-type: none"> <li>Develop a documented competency framework for beekeeping roles (beekeeper, hive relocation technician, tree hive removal specialist, driver) with defined skills, experience and training requirements</li> <li>Provide induction training that covers WHS obligations under the WHS Act 2011, company policies, incident reporting, emergency procedures, manual handling fundamentals and fitness for work expectations</li> <li>Implement structured training in bee biology and behaviour, hive management, defensive colonies, swarm behaviour, and strategies to minimise agitation during relocation and removal</li> <li>Require current first aid and CPR training for field workers, with specific modules on managing anaphylaxis, heat stress and remote-area incidents</li> <li>Deliver task-specific training and verification of competency for use of vehicles with trailers, load restraint, EWPs, chainsaws, rigging or rope access equipment where used for hive removal from trees</li> <li>Ensure all workers are trained in the correct selection, inspection, donning and maintenance of beekeeping PPE (suits, veils, gloves, boots, respiratory protection where smoke is used in confined spaces)</li> <li>Provide remote and rural work training, including communication systems, navigation, working alone procedures, and pre-start check-in / check-out processes</li> <li>Maintain training records and reassess competency periodically, particularly before allocating workers to high-risk or unsupervised work such as tree hive removal</li> <li>Include client and site-specific induction requirements in job planning, and ensure confirmation of completion before work commences on third-party sites</li> <li>Encourage a safety culture where workers are empowered and formally authorised to stop or delay work if they believe controls are inadequate</li> </ul>	Medium
4. Health Monitoring, Medical Fitness and Allergies	<ul style="list-style-type: none"> <li>Unidentified or poorly managed bee stinging allergies and risk of anaphylaxis among workers and contractors</li> <li>Workers with pre-existing medical conditions (cardiovascular, respiratory,</li> </ul>	High		Medium

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	<p>diabetes, asthma) undertaking high-exertion work in hot environments</p> <ul style="list-style-type: none"> <li>• No systematic health monitoring for workers with repeated sting exposure or exposure to chemicals (miticides, disinfectants, fuels, fumigants)</li> <li>• Inadequate systems to ensure availability and effective use of adrenaline autoinjectors (e.g. EpiPens) and first aid equipment</li> <li>• Stigma or reluctance among workers to disclose medical conditions impacting fitness for work</li> <li>• Lack of process for post-incident medical review following multiple stings, smoke inhalation, chemical exposure or heat illness</li> </ul>		<p>[REDACTED]</p>	
5. Plant, Equipment and Vehicle Management	<ul style="list-style-type: none"> <li>• Poorly maintained vehicles, trailers and securing systems causing rollovers or separation during hive transport</li> <li>• Inadequately maintained smoking, extraction equipment, power tools, EWP or chainsaws leading to mechanical failure, fire or injury</li> <li>• Use of non-compliant lifting devices or makeshift systems to load, unload or lower hives from trees</li> <li>• Lack of plant risk assessments and safe operating procedures for high-risk equipment used during hive removal from trees (e.g. EWPs, cranes, winches, tree-climbing gear)</li> <li>• Uncontrolled use of second-hand or improvised beekeeping equipment that may not meet safety expectations</li> </ul>	High	<p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p>	Medium

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	<ul style="list-style-type: none"> <li>Failure to segregate fuel, gas, chemicals and ignition sources within vehicles or during storage and transport</li> </ul>		[REDACTED]	
6. Procurement of PPE, Chemicals and Beekeeping Equipment	<ul style="list-style-type: none"> <li>Inadequate quality or inappropriate selection of bee suits, veils, gloves and boots leading to increased sting exposure</li> <li>Insufficient supply of PPE resulting in sharing, poor hygiene or workers operating without full protection during hive relocation or tree work</li> <li>Procurement of chemicals (miticides, disinfectants, fuel, pesticides) without Safety Data Sheets, increasing health and environmental risks</li> <li>Use of non-approved or off-label chemicals for pest or disease control within hives</li> <li>Purchase of hive components, stands or lifting aids that are not structurally sound for field conditions or tree work</li> <li>Lack of standardisation in equipment types leading to confusion and errors in use or maintenance</li> </ul>	High	[REDACTED]	Medium
7. Operational Procedures for Beekeeping and Hive Relocation	<ul style="list-style-type: none"> <li>Inconsistent or undocumented procedures for moving hives, especially at night or in extreme weather,</li> </ul>	High	[REDACTED]	Medium

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	<p>increasing risk of bee agitation and traffic incidents</p> <ul style="list-style-type: none"> <li>• Poorly planned hive placement in apiaries or client sites resulting in high interaction with public, animals or traffic</li> <li>• Lack of process for managing aggressive colonies or colonies affected by disease, pests or environmental stressors</li> <li>• Insufficient systems for managing seasonal pressures (e.g. large nectar flows, pollination contracts) leading to rushed work and fatigue</li> <li>• Inadequate procedures for handling swarms or unexpected hive activity during relocation activities</li> <li>• Failure to control access to work areas during hive relocation at public or semi-public sites</li> </ul>		[REDACTED]	
8. Hive Removal from Trees and Work at Height Systems	<ul style="list-style-type: none"> <li>• Uncontrolled work at height during hive removal from trees resulting in falls of persons, equipment or hive components</li> <li>• Lack of formal coordination between beekeepers and arborists or other PCBUs involved in tree work</li> <li>• Insufficient assessment of tree condition, structural stability, deadwood and potential for branch failure under load</li> <li>• Inadequate planning for bee behaviour during cutting, lowering or dismantling of tree sections containing hives</li> <li>• Use of improvised climbing or rigging methods without proper load calculations or inspection</li> <li>• Failure to control exclusion zones below tree work areas, exposing</li> </ul>	High	[REDACTED]	Medium

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	workers and public to falling objects and agitated bees		[REDACTED]	
9. Traffic, Journey and Remote Work Management	<ul style="list-style-type: none"> <li>• Long-distance driving to apiaries and relocation sites, often at night, leading to fatigue-related crashes</li> <li>• Towing heavy or poorly balanced loads of hives on rough or unsealed roads, increasing risk of vehicle loss of control or rollover</li> <li>• Remote work in areas with limited mobile coverage and delayed emergency response capability</li> <li>• Unplanned vehicle movements on private properties, farms or orchards where other machinery, vehicles or animals are present</li> <li>• Lack of journey management planning for peak seasons with multiple long trips in succession</li> <li>• Poorly managed parking and set-down zones when working near public roads or in urban areas</li> </ul>	High	[REDACTED]	Medium
10. Environmental and Public Interface Management	<ul style="list-style-type: none"> <li>• Bee stings to members of the public or neighbours due to poor hive placement, inadequate communication or insufficient barriers</li> </ul>	High	[REDACTED]	Medium

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	<ul style="list-style-type: none"> <li>Negative interactions with livestock, working dogs or wildlife disturbed by hive presence or removal activities</li> <li>Use of smoke and chemicals near sensitive receptors (schools, hospitals, aged care, public events) causing respiratory or nuisance impacts</li> <li>Failure to consider bushfire risk related to use of smokers during total fire ban periods or in high-risk vegetation</li> <li>Poor management of waste materials (comb, dead bees, contaminated equipment, packaging and chemical containers)</li> <li>Community complaints and reputational damage resulting in pressured or rushed hive relocation decisions</li> </ul>		[REDACTED]	
11. Emergency Preparedness and Response	<ul style="list-style-type: none"> <li>Lack of structured emergency response planning for mass stinging events, anaphylaxis, falls from height, vehicle accidents, bushfires and beekeeping activities</li> <li>Inadequate communication systems to summon assistance from remote apiaries or tree sites</li> <li>Poorly stocked or inaccessible first aid kits, eyewash and emergency equipment in vehicles or at base locations</li> <li>Workers unaware of local emergency services access points, coordinates or property information, causing delays in response</li> <li>Failure to plan for emergency evacuation of hive removal crews working at height or in confined or difficult terrain</li> </ul>	High	[REDACTED]	Medium

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12. Documentation, Reporting and Continuous Improvement	<ul style="list-style-type: none"> <li>Inadequate documentation of risk assessments, procedures, training and inspections leading to inconsistent practices and difficulty demonstrating compliance</li> <li>Under-reporting of incidents, near misses, bee stings and property damage resulting in missed learning opportunities</li> <li>Failure to investigate and address root causes of incidents involving bees, vehicles, plant or work at height during hive relocation and removal from trees</li> <li>Outdated procedures that do not reflect current legislation, standards or industry practices</li> <li>Poor record-keeping for maintenance, health monitoring, training and consultation activities</li> </ul>	High	<p>[REDACTED]</p> <p>[REDACTED]</p> <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.