Biohazard Trauma and Restoration Cleaning			
Business Name:		ABN:	
Business Address:			
Contact Person:	Phone:	Email:	

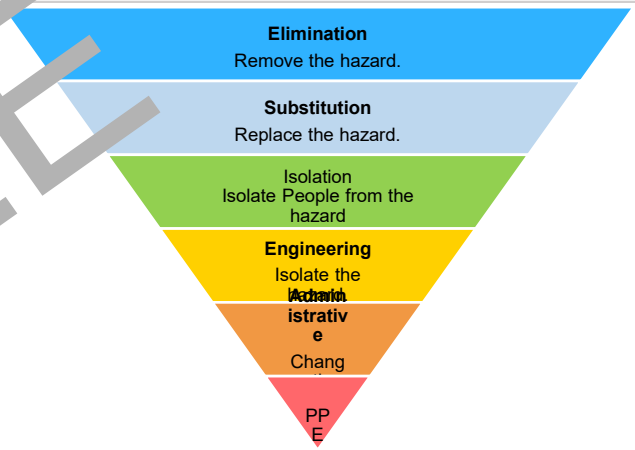
THIS RISK ASSESSMENT IS APPROVED BY THE PCBU OF THE PROJECT		
Under the Work Health and Safety Regulation (WHS Regulation), a person conducting a business or undertaking (PCBU) is required to ensure that a RISK ASSESSMENT is prepared before the proposed work starts.		
Full Name:		
Signature:	Title:	Date:

CLIENT OR PRINCIPAL CONTRACTOR DETAILS	SCOPE OF WORKS
Client:	
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. WHS Governance, Legal Compliance and Due Diligence	• Senior management not understanding or discharging WHS Act 2011 due diligence obligations for biohazard and forensic cleaning operations • Lack of documented WHS management system specific to biohazard trauma and restoration cleaning, meth lab remediation and COVID-19 deep cleaning • Failure to identify and comply with relevant Australian standards, public health regulations and environment protection legislation for biological and chemical residues • Inadequate consultation with workers and HSRs about high-risk biohazard tasks and chemical handling practices • Poor integration of WHS risk management with business planning, contractor management and emergen response arrangements • No formal review process after significant incidents, n es or regulatory changes g. infectious disease guidelines meth lab decontamination p ocols)	4A	• Establish a documented WHS manageme system ali d with WHS Act 2011, WHS Regulations and applicable Australian Standards for biohazar forensi pharmaceutical and fire damage cleaning activities • Define WHS responsibilities ccountabilities an porting es for officers, managers, supervisors and workers, including specific duti for high-risk conta na work • Implement a lega gis identi g relevant WHS, public health, environmental and waste transport/dispo requirem ts, wi schedule compliance audits • Develop and aintain a h hazard- a emical-specific WHS policy endorsed by senior management and c munica to a orkers and contractors • Requ e gular W S performance reporting to senior management, including lead indicators (training comple on, spectio findings) and lag indicators (injuries, exposures, near misses) • Establi a fo al co ultation framework with toolbox talks, WHS committee/HSR engagement and ucture feedb k channels focused on biohazard and chemical risks • Impl a management-of-change procedure to review WHS risks when new cleaning agents, nitising quipment, methods (e.g. fogging), or services (e.g. meth lab screening) are introduced • S hedule annual management reviews of the WHS system, including incident trends, audit findings and updates from Safe Work Australia, state regulators and public health authorities	3H
2. Competency, Licensing, Training and Verification	• Workers undertaking forensic clea g, crime scene clean-ups or meth la remediation without appr aining or competency assessment • Inadequate training in infection prevention and control for COVID-19 deep cleaning, terminal cleans and pharmaceutical cleaning • Lack of specific instruction on safe handling of harsh detergents, acid-based cleaners, sanitising agents and wall-based sanitiser refilling • No structured training on recognition and management of biohazard indicators (blood, bodily fluids, sharps,	4A	• Develop a competency framework for all roles undertaking biohazard trauma cleaning, meth lab screening, pharmaceutical cleaning, fire damage clean-up and forensic tasks, specifying qualifications and experience requirements • Implement mandatory induction and task-specific training covering infection control, blood-borne pathogens, hazardous chemicals, waste handling and decontamination procedures • Provide formal training in safe use, storage and dilution of harsh detergents, sanitising agents and acid-based cleaners, including Safety Data Sheet (SDS) interpretation • Introduce specialist training modules for meth lab clean-ups (including contamination recognition, sampling protocols and regulatory reporting requirements) • Ensure all workers handling biohazards and sharps receive training in sharps awareness, safe handling and post-exposure response procedures • Use competency-based assessments (theory and practical) to verify worker capability before unsupervised work at contaminated sites	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
	drug lab residues, fire-damaged materials) • Insufficient induction for new or casual workers on biohazard protocols, PPE use and decontamination procedures • Failure to maintain training records and refresher schedules, leading to skill fade and inconsistent practice		• Maintain an electronic training register with expiry dates and automatic reminders for refresher training (e.g. annual infection control and PPE refreshers) • Periodically verify on-the-job practice via field audits and coaching, documenting findings and remedial actions	
3. Biohazard Identification, Assessment and Scene Triage	• Inadequate pre-attendance information leading to underestimation of biological, chemical or structural hazards at crime scenes, trauma sites or meth labs • Failure to recognise specific high-risk contaminants (blood, bodily fluids, sharps, drug residues, decomposing tissue, mould, animal waste, pharmaceutical spills) • No formal risk assessment process prior to starting work, especially for suspected meth labs or COVID-19 positive sites • Under-assessment of cumulative hazards where biohazards exist with fire damage, broken glass, structural damage or residual chemicals • Absence of documented criteria for when to escalate to specialist support (e.g. hygienists, industrial chemists, engineers, public health authorities) • Inconsistent use of tools such as ATP testing, contamination mapping or meth residue screening to verify effectiveness of cleaning		• Implement a standardised pre-job risk assessment and scene triage procedure for all biohazard-related jobs, including checklists covering biological, chemical, structural and psychosocial risks • Establish mandatory information-gathering protocols with clients and emergency services (e.g. known infections, chemical use, fire damage, suspected drug activity) • Develop decision trees and escalation criteria for suspected or confirmed meth labs, including mandatory notification to police and relevant authorities before entry • Introduce structured contamination assessment tools (e.g. ATP meters, meth lab testing kits, photographic mapping) for pre- and post-clean verification where applicable • Require supervisor or WHS advisor review of risk assessments for high-risk or complex sites (multiple fatalities, extensive fire damage, pharmaceutical manufacturing areas) • Keep documented risk assessments and scene maps as part of the job file for traceability and future legal or insurance enquiries • Provide workers with guidance documents and visual aids for recognising common indicators of clandestine drug labs, infectious disease risks and structural instability	2M
4. Hazardous Chemical Selection, Procurement and Storage	• Procurement of harsh detergents, acid-based cleaners and sanitising agents without WHS review or compatibility assessment • Use of industrial chemicals not suited to biohazard or pharmaceutical cleaning, resulting in toxic by-products or ineffective disinfection • Inadequate storage systems for flammable, corrosive or oxidising	4A	[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
	cleaning agents, increasing spill, fire or exposure risks • Lack of up-to-date Safety Data Sheets or failure to make them readily accessible at worksites • Improper decanting or labelling of chemicals, especially for wall-based sanitiser refilling and mobile cleaning kits • No system to assess chemical interactions with fire-damaged materials, meth residues or pharmaceutical waste		[redacted]	
5. PPE Program and Respiratory Protection Management	• Inadequate specification of PPE for different contamination scenarios (biohazard, meth lab, COVID-19, pharmaceutical or fire damage clean-ups) • Lack of a formal respiratory protection program for work involving airborne pathogens, chemical vapours or particulates • Inappropriate storage, cleaning or replacement of PPE leading to contamination or failure in use • No fit-testing or medical assessment for workers using tight-fitting respiratory protective equipment • Failure to provide or enforce use of cut-resistant and puncture-resistant gloves for handling broken glass and sharps • Inconsistent application of PPE protocols during extended or hot work, leading to partial or non-use	4A	[redacted]	2M
6. Equipment Selection, Maintenance and Decontamination Systems	• Use of unsuitable cleaning equipment for high-contamination environments (e.g. domestic-grade vacuums instead of HEPA-rated units) • Failure of negative pressure units, air scrubbers or fogging equipment due to inadequate maintenance regimes	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
	• Inadequate cleaning and decontamination of reusable tools and sanitisation equipment between jobs, causing cross-contamination between sites • Lack of documented procedures for inspection and testing of electrical equipment used in wet or fire-damaged environments • Poor control of equipment used in meth lab and pharmaceutical cleaning, leading to residual contamination of plant and vehicles • No system to verify calibration of testing and screening equipment (e.g. meth screening devices, ATP meters)		[redacted]	
7. Biological and Infectious Disease Exposure Management	• Exposure to blood-borne pathogens and bodily fluids during crime scene and trauma clean-ups • Transmission of infectious diseases (including COVID-19 and other respiratory or contact-based pathogens during deep cleaning and terminal cleans • Inadequate protocols for dealing with decomposed remains, animals and other high-bio-load materials • Absence of vaccination policy for workers performing high-risk biohazard and forensic cleaning tasks • No formal system for post-exposure management, including needlestick injuries or suspected respiratory exposures • Cross-contamination between work areas, vehicles, equipment storage and workers' personal items	4A	[redacted]	2M
8. Hazardous Substances and Chemical Exposure Management	• Inhalation or skin contact with harsh detergents, acid-based cleaners and concentrated sanitising agents	4A	[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
	• Chemical burns or respiratory irritation from incorrect dilution or mixing of cleaning chemicals • Exposure to volatile organic compounds and toxic residues at meth lab and fire damage scenes • Sensitisation or allergic reactions due to repeated exposure to disinfectants and detergents during frequent sanitisation and wall-based sanitiser refilling • Inadequate control of pharmaceutical powders or liquids during pharmaceutical cleaning tasks • Lack of systematic monitoring for chemical exposure levels where regulatory or guidance limits may be approached		[redacted]	
9. Handling, Removal and Disposal of Contaminated Materials and Broken Glass	• Systemic failure to control risks from broken glass during clean-ups, leadin to cuts and potential blood-borne pathogen exposures • Improper packaging a ling of biohazard waste, br en glass and sharps for transpo and disposal • Failure to segrega waste regulated clinical/biohazard waste ar chemical-contaminated materials • Use of non-approved w ntractors for biohazard, meth lab, pharmaceutical or fire-damaged hazardous waste • Inadequate traceability of waste streams from site to final disposal, increasing legal and environmental risks • Lack of documented procedures for controlled removal of old or broken glass from building elements and fixtures	4A	[redacted]	2M
10. Site Access Control, Isolation and Public Interface	• Unauthorised entry of clients, public or other workers into contaminated or partially decontaminated areas • Insufficient isolation of crime scenes, trauma sites or meth labs during	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
	cleaning, leading to secondary exposures • Conflict or distress among building occupants or family members at sensitive sites (e.g. crime scenes, suicides), increasing psychosocial risks for workers • Failure to coordinate with emergency services, building managers or regulators about site status and residual hazards • Poor signage and barricading around areas containing broken glass, structural damage or hazardous chemicals • Inadequate management of odours and visual impacts that may distress neighbouring tenants or the public		[redacted]	
11. Work Planning, Fatigue and Scheduling for High-Risk Scenes	• Workers performing extended shifts during complex biohazard, crime scene, meth lab or fire damage clean-ups, leading to fatigue-related errors • Inadequate planning of crew numbers and skills mix, resulting in rushed work, missed hazards or unsafe shortcuts • Undue time pressure from clients, insurers or property managers to re-open contaminated sites prematurely • Insufficient rest and decompression time for workers repeatedly exposed to traumatic or disturbing scenes • Failure to consider travel time, after-hours response and remote locations in fatigue management • Psychosocial strain from repeated exposure to traumatic material, odours and distressed persons	3H	[redacted]	2M
12. Vehicle, Transport and Journey Management for Contaminated Work	• Inadequate segregation of contaminated materials, tools and PPE in vehicles used for biohazard and glass clean-ups	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
	• No documented procedure for decontaminating vehicles after high-level biohazard or meth lab work • Insufficient consideration of driver fatigue, driving hours and remote travel when responding to urgent incidents • Non-compliance with transport regulations for hazardous waste, including biohazard and chemical-contaminated materials • Poor load restraint systems resulting in movement of sharps containers, broken glass bins or chemical containers • Lack of emergency equipment and communication systems for remote or after-hours call-outs		[redacted]	
13. Contractor, Subcontractor and Client Interface Management	• Use of subcontractors for specialised tasks (e.g. meth lab remediation, structural works, glazing) without adequate WHS vetting or induction • Inconsistent WHS standards and practices between principal contractor, subcontractors and facili[redacted]agement during multi-party job[redacted] • Clients interferin[redacted]ith or bypassing agreed biohazard [redacted] occupation of premises • Poor communication of contamin[redacted]on boundaries, residual risks [redacted]entry conditions to building managers and tenants • Lack of clarity regarding responsibilities for isolations, utilities, air handling systems and security at complex sites	3H	[redacted]	2M
14. Documentation, Records, Verification and Continuous Improvement	• Incomplete or inconsistent documentation of risk assessments, cleaning methods, testing results and clearances for biohazard and forensic jobs • Loss of critical records related to meth lab screening, pharmaceutical cleaning	3H	[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
	or COVID-19 decontamination, undermining legal defensibility • No formal process for post-job review and lessons learned after incidents, near misses or client complaints • Inadequate incident reporting and investigation systems for exposures, injuries or process failures • Lack of objective verification (testing, photos, certificates) that required cleaning and decontamination standards have been met • Failure to trend and analyse data to identify systemic WHS weaknesses across biohazard operations		[redacted]	

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