Cabinets Installation			
Business Name:		ABN:	
Business Address:			
Contact Person:	Phone:	Email:	

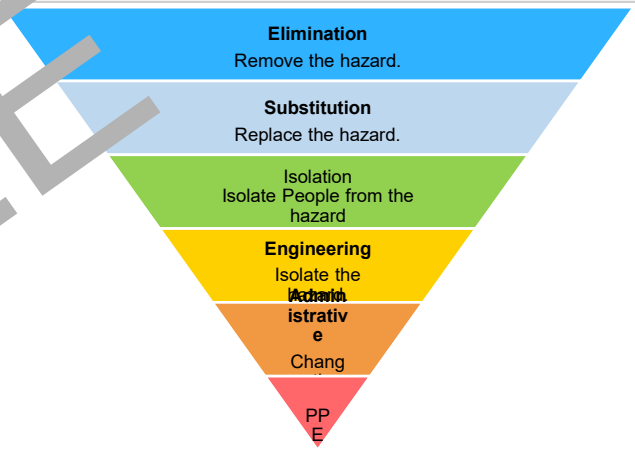
THIS RISK ASSESSMENT IS APPROVED BY THE PCBU OF THE PROJECT		
Under the Work Health and Safety Regulation (WHS Regulation), a person conducting a business or undertaking (PCBU) is required to ensure that a RISK ASSESSMENT is prepared before the proposed work starts.		
Full Name:		
Signature:	Title:	Date:

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. WHS Leadership, Governance and Legal Compliance	• Lack of clear WHS leadership commitment resulting in WHS being subordinated to productivity and deadlines during cabinet and benchtop installation • Failure to understand and comply with WHS Act 2011, WHS Regulations and relevant Codes of Practice (e.g. Hazardous Chemicals, Managing the Risk of Falls, Manual Tasks, Noise) • Inadequate WHS policy framework for cabinet and benchtop installation activities (including natural stone, stainless steel, and new kitchen equipment installation) • Inconsistent application of due diligence by officers in monitoring WHS performance of employees, subcontractors and suppliers • No systematic review of incidents, near misses and non-conformances related to cabinet and benchtop installation activities • Poor integration of WHS considerations into business decisions such as pricing, scheduling and subcontractor selection	High	• Establish and maintain a documented WHS management system aligned with the WHS Act 2011, WHS Regulations and applicable Australian Standards for cabinet, benchtop and kitchen equipment installation works • Define and communicate WHS roles, responsibilities and accountabilities for officers, managers, supervisors and workers involved in cabinets and benchtops installation (including subcontractors and apprentices) • Ensure officers exercise due diligence by regularly reviewing WHS reports, risk assessments and audit outcomes specific to cabinet installation, benchtop cutting, natural stone handling and equipment installation • Develop and implement a WHS policy that explicitly addresses high-risk elements such as silica exposure from concrete–natural stone benchtops, manual handling of heavy cabinetry, and working in occupied premises • Integrate WHS requirements into corporate governance processes including board/leadership reporting, business planning, budgeting and project approval gates • Implement a regular WHS legal compliance register and audit program covering relevant legislation, Codes of Practice and guidance material for kitchen fit-out activities • Require senior management participation in periodic site inspections and WHS consultation sessions to verify that system controls are being applied in real kitchen installation environments • Establish a documented process to review changes in legislation, standards or industry guidance (e.g. engineered stone and silica controls) and update company procedures and training accordingly	Medium
2. Planning, Design and Project Management	• Poor design coordination resulting in need for excessive on-site cutting, drilling or modification of cabinets, benchtops and splashbacks • Inadequate consideration of new floor height causing unsafe lifting positions, awkward overhead work or rework when adjusting heights of kitchen appliances and benchtops • Insufficient planning for heavy, oversized or fragile components such as concrete–natural stone benchtops and stainless steel splashbacks • Compressed programs and unrealistic timeframes driving unsafe work	High	• Implement a formal pre-start project planning process that includes a WHS risk review of cabinetry layout, benchtop design, appliance heights and splashback details before work commences • Incorporate constructability and manual handling assessments in the design phase to minimise on-site cutting, grinding and lifting of heavy components such as natural stone slabs and tall pantry units • Mandate that floor level changes and wall alignment issues are identified early through site measurements and documented in drawings, with clear instructions for adjusting appliance and bench heights • Establish design and project management procedures requiring coordination with other trades (electricians, plumbers, tilers, HVAC) to avoid clashes and unsafe work sequences • Develop standard design rules that minimise the need for cutting of engineered or natural stone on site, favouring factory fabrication wherever reasonably practicable • Use a structured change management process for client variations, including reassessment of WHS risks and reallocation of resources, time and equipment where required	Medium

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	practices, rushing and poor housekeeping • Failure to identify services (electrical, gas, plumbing) in design and plans, creating risk of service strikes during fixing or cutting • Inadequate planning for access, egress and material handling in tight kitchen spaces or multi-storey buildings • Lack of early identification of high-risk work (e.g. silica-generating tasks, work at height, after-hours work in occupied residences or commercial kitchens) • Change management failures when client variations require significant redesign or rework of cabinets and benchtops		• Include a logistics and access plan as part of project planning, covering delivery routes, stair and lift use, temporary storage and sequence of installation for cabinets, benchtops and equipment • Require formal approval and documentation for any decision to perform high-risk tasks on site (e.g. cutting stone benchtops) with justification and additional control measures recorded	
3. Contractor, Supplier and Subcontractor Management	• Engagement of installers or stone fabricators without verified competency in WHS requirements, particularly for silica control and manual handling of heavy benchtops • Lack of clarity around WHS responsibilities between principal contractor, cabinetmaker, benchtop supplier, and appliance installer • Inconsistent WHS standards across subcontractors leading to uncontrolled practices such as dry cutting of stone or unsafe handling of stainless steel panels • Poor communication of site-specific rules and client requirements to subcontractors working in occupied premises or food preparation areas • Failure to verify that subcontractors have appropriate insurances, licences, and WHS systems for high-risk work including stone cutting and installation of gas or electrical appliances • Inadequate oversight and monitoring of subcontractor performance on multiple small sites dispersed across different locations	High	• Implement a formal contractor prequalification system requiring evidence of WHS management capability, licences, insurances and specific competencies for cabinet, benchtop and appliance installation work • Include explicit WHS requirements in contracts with stone suppliers, cabinet installers and stainless steel fabricators, including prohibition of dry cutting of stone and mandatory silica control measures • Define and document WHS responsibilities and interfaces between principal contractor, joinery contractor, benchtop fabricator, plumber and electrician for all aspects of kitchen installation • Require subcontractors to submit project-specific WHS documentation (e.g. risk assessments and SWMS for high-risk activities) prior to commencing work on site • Establish a system for periodic field audits of subcontractor work practices, including verification of respiratory protection, dust control, manual handling techniques and electrical safety controls • Provide subcontractors with clear written site induction materials outlining client rules, access processes, hours of work, noise restrictions and housekeeping expectations • Introduce performance-based WHS criteria into contractor evaluation and re-engagement decisions, rewarding consistent compliance and excluding poor performers • Ensure coordination meetings or toolbox talks are held when multiple subcontractors are working concurrently in the same kitchen or confined area to manage interactions and sequencing	Medium

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4. Procurement of Materials, Equipment and Chemicals	• Sourcing heavy or oversized cabinetry and benchtops without considering manual handling and access constraints on site • Procurement of engineered or natural stone materials with high crystalline silica content without adequate planning for exposure controls during cutting and polishing • Purchasing of handheld power tools and cutting equipment without dust extraction or water suppression capability for on-site cutting of benchtops and splashbacks • Use of mineral oil or other surface treatment products without Safety Data Sheets (SDS), safe use instructions or consideration of flammability and skin/respiratory irritation hazards • Inadequate selection of mechanical aids and lifting equipment for moving stone slabs, stainless steel benches a tall cabinet modules • Insufficient supply of ate personal protective uipment (PPE) (e.g. fit-tested resp ators, cut-resistant gloves, eyewear, h ring p matched to specific t and benchtop tasks	High	[redacted]	Medium
5. Training, Competency and Supervision	• Installers and apprentice lack competency in hazard identification and control for cabinet and benchtop installation activities • Insufficient training on silica-related health risks when cutting or polishing concrete–natural stone or engineered stone benchtops • Lack of formal training in safe manual handling techniques for lifting and positioning cabinets, stone benchtops and appliances at raised floor heights • Inadequate competency in the use of power tools, including saws and grinders	High	[redacted]	Medium

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SPECIFIC WORK STEPS	HAZARDS THAT MAY ARISE	INITIAL RISK	SPECIFIC MEASURES TO BE PUT IN PLACE TO ELIMINATE OR CONTROL THE RISKS	RESIDUAL RISK
	with dust extraction, leading to unsafe set-up or bypassing of safety features • Supervisors not adequately trained in WHS responsibilities, incident reporting and enforcement of safe systems of work • No verification or records of competency for workers performing specialised tasks such as stainless steel fabrication adjustments or fitting new electrical/gas kitchen equipment		[redacted]	
6. Site Assessment, Consultation and Communication	• Failure to identify site-specific hazards in domestic or commercial kitchens, such as existing damage, uneven floors or restricted access routes • Poor communication with clients and occupants regarding noise, dust, chemical odours from mineral oil application and temporary loss of kitchen facilities • Lack of effective consultation with workers about WHS issues encountered during cabinet, benchtop and equipment installation across multiple small sites • Inadequate consideration of vulnerable occupants (children, older persons, food service staff) when scheduling noisy or dusty tasks such as countertop cutting • Language and literacy barriers preventing some workers from understanding WHS instructions, site rules and emergency procedures • No formal process for communicating changes in plans or sequencing that may affect safety, such as late delivery of benchtops requiring on-site cutting	Medium	[redacted]	Low
7. Manual Handling and Ergonomic Risk Management Systems	• Systemic underestimation of risks associated with lifting and positioning heavy cabinets, concrete–natural stone benchtops and appliances • Lack of procedures for team lifting, use of mechanical aids and planning of lift	High	[redacted]	Medium

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SPECIFIC WORK STEPS	HAZARDS THAT MAY ARISE	INITIAL RISK	SPECIFIC MEASURES TO BE PUT IN PLACE TO ELIMINATE OR CONTROL THE RISKS	RESIDUAL RISK
	paths in confined kitchen layouts and multi-storey buildings • No ergonomic assessment process to manage the effects of raised floor heights on bench and appliance installation heights and installer posture • Repetitive or sustained awkward postures when fixing cabinets to walls, adjusting appliance heights or installing splashbacks • Insufficient work-rest planning for teams routinely performing intense manual handling work across multiple installations per day		[redacted]	
8. Hazardous Substances, Silica and Chemical Management	• Respirable crystalline silica exposure from cutting, grinding or polishing concrete–natural stone and similar benchtop materials • Inadequate control of dust from site cutting of benchtops, splashbacks and cabinet components within enclosed kitchens • Improper storage, use or disposal of mineral oil and other surface treatments used on countertops leading to skin, eye or respiratory irritation and fire risk • Failure to maintain SDS registers and safe use instructions for adhesives, sealants, cleaners and mineral oils used during kitchen installation • Lack of health monitoring for workers undertaking regular stone cutting or work with products containing hazardous substances	High	[redacted]	Medium

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			[redacted]	
9. Plant, Tools, Electrical Safety and Maintenance Systems	• Use of poorly maintained power tools (saws, grinders, drills) for cutting countertops and splashbacks leading to mechanical failure, kickback or electric shock • Inadequate test and tag systems for portable electrical equipment used across multiple domestic and commercial kitchen sites • Lack of standardised guards, dust extraction and water suppression attachments for cutting and polishing equipment • Uncontrolled use of extension leads and power boards in confined kitchen areas creating trip hazards, overloads and potential damage to cables • Insufficient systems for coordinating with electricians and plumbers when installing new kitchen equipment that connects to live services	Medium	[redacted]	Low
10. Working Environment, Access, Housekeeping and Public Safety	• Cluttered or poorly managed work areas within kitchens creating slips, trips and falls due to offcuts, packaging and tools • Uncontrolled access by clients, occupants or members of the public into active work zones during cabinet and benchtop installation • Insufficient lighting and ventilation when working in enclosed or partially completed kitchens, particularly during cutting or mineral oil application • Inadequate control of noise, fumes and dust affecting building occupants or adjacent businesses	Medium	[redacted]	Low

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	• Unsafe temporary storage of heavy benchtops, stainless steel panels and cabinets that could topple or collapse		[redacted]	
11. Emergency Preparedness, Incident Management and Health Monitoring	• Lack of clear procedures for responding to medical emergencies, fires or serious incidents during cabinet and benchtop installation in remote or domestic sites • Inadequate first aid supplies and trained first aiders when working across multiple small kitchens and client premises • Failure to report and investigate incidents, near misses and health complaints associated with silica exposure, manual handling or chemical use • No systematic process for identifying trends and implementing corrective actions from incidents and health monitoring outcomes • Insufficient worker awareness of client site emergency procedures in commercial or high-rise residential buildings	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