

Construction Or Renovations

| | | | |
|-------------------|--------|--------|--|
| Business Name: | | ABN: | |
| Business Address: | | | |
| Contact Person: | Phone: | Email: | |

THIS RISK ASSESSMENT IS APPROVED BY THE PCBU ON THIS PROJECT

Under the Work Health and Safety Regulation (WHS Regulation), a person conducting a business or undertaking (PCBU) is required to ensure that a RISK ASSESSMENT is prepared before the proposed work starts.

| | | |
|------------|--------|-------|
| Full Name: | | |
| Signature: | Title: | Date: |

CLIENT OR PRINCIPAL CONTRACTOR DETAILS

| | |
|---|----------------|
| Client: | SCOPE OF WORKS |
| Project Name: | |
| Project Address: | |
| Project Manager: | |
| Contact Phone: | |
| Date Risk Assessment supplied to Project Manager: | |



| RISK MATRIX | | | | | | | | | |
|----------------|---------------|------------|------------|---------|--------------|-------------|-----------------------------------|---|--|
| LIKELIHOOD | INSIGNIFICANT | MINOR | MODERATE | MAJOR | CATASTROPHIC | SCORE | ACTION | HIERARCHY OF CONTROLS | |
| ALMOST CERTAIN | 3 HIGH | 3 HIGH | 4 ACUTE | 4 ACUTE | 4 ACUTE | | | Elimination Remove the hazard. | |
| LIKELY | 2 MODERATE | 3 HIGH | 3 HIGH | 4 ACUTE | 4 ACUTE | 4A ACUTE | DO NOT PROCEED | Substitution Replace the hazard. | |
| POSSIBLE | 1 LOW | 2 MODERATE | 3 HIGH | 4 ACUTE | 4 ACUTE | 3H HIGH | Review before work starts. | Isolation Isolate People from the hazard | |
| UNLIKELY | 1 LOW | 1 LOW | 2 MODERATE | 3 HIGH | 4 ACUTE | 2M MODERATE | Ensure control measures in place. | Engineering Isolate the hazard | |
| RARE | 1 LOW | 1 LOW | 2 MODERATE | 3 HIGH | 3 HIGH | 1L LOW | Monitor and keep records. | Administrative Change | |
| | | | | | | | | PPE | |

| Risk Rating & Required Action: | |
|--------------------------------|---|
| 4A | Stop work. The risk is intolerable. Eliminate the hazard or redesign the activity before proceeding. A Safe Work Method Statement (SWMS) or higher-level authorisation is required. |
| 3H | Review and approve additional controls for the task parts. Senior supervisor sign-off needed. |
| 2M | Ensure all nominated controls are in place and effective. Proceed with caution; monitor conditions. |
| 1L | Proceed, following standard operating procedures. Monitor and keep records. |

| Consequence Scale: | | | |
|----------------------|---|--------------------|--|
| Consequence | People (injury/illness) | Project / Assets | Compliance / Reputation |
| Catastrophic | Fatality or permanent total disability | project shutdown | Significant regulator intervention; criminal prosecution |
| Major | Serious injury/illness (hospital > 5 days) | critical delay | Improvement notice; major media coverage |
| Moderate | Medical-treatment injury; lost-time > 1 day | moderate delay | Minor breach; adverse client comment |
| Minor | First-aid only, no lost time | negligible delay | Isolated non-conformance |
| Insignificant | No injury | no schedule impact | Deviation caught and corrected on site |

Notes on Hierarchy of Controls:
Remember to apply controls in the preferred order shown by the coloured pyramid:

1. **Eliminate**
2. **Substitute**
3. **Isolate**
4. **Engineering**
5. **Administrative**
6. **PPE**

Always document **why** a lower-order control is accepted if elimination or substitution is not reasonably practicable.

aligned with Safe Work Australia's Managing the risk of fatigue at work (2023) and ISO 45001:2018 clauses 6–8.

| JOB STEP | POTENTIAL HAZARDS | IR | CONTROL MEASURES | RR |
|---|---|--------------|--|---------------|
| SPECIFIC WORK STEPS | HAZARDS THAT MAY ARISE | INITIAL RISK | SPECIFIC MEASURES TO BE PUT IN PLACE TO ELIMINATE OR CONTROL THE RISKS | RESIDUAL RISK |
| 1. Governance, WHS Duty of Care and Regulatory Compliance | <ul style="list-style-type: none"> Lack of clear allocation of WHS responsibilities between client, principal contractor, designers, and subcontractors leading to unmanaged system risks Failure to identify and comply with WHS Act 2011, WHS Regulations 2011, Codes of Practice and relevant Australian Standards for construction, temporary works and public spaces Inadequate WHS management plan for construction or renovation works involving public areas, temporary walkways and public art/statuses Poor consultation, cooperation and coordination arrangements between multiple PCBUs on shared worksites and public interfaces No formal process to ensure Safe Work Method Statements (SWMS) are developed, reviewed and monitored for high-risk construction work Insufficient oversight of principal contractor's WHS systems where the client retains significant control or influence Inadequate review of builder/contractor WHS capability prior to engagement (e.g. no evidence of safety records, licences, insurances) | High | <ul style="list-style-type: none"> Establish and document a WHS governance framework that defines PCBU roles, officer due diligence obligations and chains of responsibility for construction and renovation projects Develop and enforce a project-specific WHS Management Plan, aligned with WHS Act 2011 and WHS Regulations 2011, covering temporary works, public interfaces, traffic and pedestrian management, and placement of public art/statuses Implement a formal control or pre-qualification process including review of WHS management systems, incident history, competencies, insurances and references Require principal contractor to provide and regularly update a WHS Management Plan and project risk register with specific sections addressing public access, temporary walkways and temporary structural works Establish written consultation and coordination arrangements (e.g. WHS coordination procedure) between client, principal contractor, subcontractors, designers, and facility managers Mandate the development, review and monitoring of SWMS for all high-risk construction work as defined under WHS Regulations 2011, and ensure integration with overarching risk assessments Schedule regular WHS governance meetings (e.g. monthly or at key project milestones) with documented actions, responsibilities and close-out dates Require formal change management procedures for any design or scope changes, especially those affecting temporary works, public areas and traffic/pedestrian management Ensure officers exercise due diligence by periodically reviewing WHS performance reports, audit outcomes and incident investigations and taking corrective action where required | Medium |
| 2. Strategic Planning, Design and Temporary Works Engineering | <ul style="list-style-type: none"> Inadequate early-stage WHS risk identification during concept and detailed design, particularly for public interfaces and occupied buildings Lack of competent temporary works design for scaffolds, shoring, propping, hoardings, gantries, crane bases and temporary walkways Poor consideration of constructability, access and egress for workers and the public in design of public art/statuses and associated foundations | High | <ul style="list-style-type: none"> Adopt a formal Safety in Design (SID) process requiring designers to identify, eliminate or minimise risks so far as reasonably practicable throughout the life cycle of the structure Engage competent structural and temporary works engineers to design all significant temporary works, including scaffolding layouts, props, hoardings, protective gantries and temporary walkways Require that design documentation for public art/statuses includes loadings, fixing details, anti-vandalism measures, access for installation and maintenance, and interface with adjacent structures and services Implement a design review process including WHS, operations and facilities representatives to assess constructability, public safety, emergency egress and accessibility of proposed works Mandate documented engineering assessments of ground bearing capacity, underground services and clearances before approving locations for statues, large art pieces and heavy temporary structures | Medium |

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| | <ul style="list-style-type: none"> Insufficient engineering assessment of ground conditions and services for placement of heavy statues, plinths and temporary works Design of temporary pedestrian routes without adequate capacity, lighting, protection from work areas or provision for people with disability Failure to incorporate fall protection, edge protection or maintenance access for installed public art or structures Inadequate design controls for wind loading, impact loading and vandalism on public art, statues and temporary structures Omission of clear design assumptions and limitations for temporary works, leading to unsafe changes on site | | <ul style="list-style-type: none"> Specify in design documents the required performance standards for temporary walkways including width, slip resistance, lighting, gradients, handrails, kerbs, overhead protection and disability access provisions Ensure design deliverables for temporary works clearly state design assumptions, load limits, prohibition of unauthorised modifications and requirements for inspection and sign-off Require designers to provide residual risk registers highlighting any risks that could not be eliminated and the controls required during construction, use and maintenance Implement a formal design change control procedure ensuring that any change impacting temporary works or public interfaces is reviewed and signed off by the competent designer or engineer | |
| 3. Contractor and Supplier Selection, Procurement and Engagement | <ul style="list-style-type: none"> Engagement of contractors without adequate WHS systems or experience in live public environments and temporary works Procurement decisions based solely on cost, leading to unsafe shortcuts in planning, supervision or quality of temporary works and walkways Inadequate verification of licences, insurances, qualifications and high-risk work licences for workers and subcontractors Poor specification of WHS requirements in contracts for fabrication, transport and installation of public art, statues and temporary structures Use of substandard, non-compliant or incompatible materials and components for temporary walkways, barriers and fixings Uncontrolled use of labour-hire or secondary subcontractors with unclear supervision and WHS responsibilities | High | <ul style="list-style-type: none"> Implement a structured procurement policy that includes WHS capability as a mandatory evaluation criterion for all construction, renovation and temporary works contracts Develop standard contract clauses defining WHS expectations, including compliance with WHS Act 2011, WHS Regulations 2011, relevant Codes of Practice and Australian Standards, and specific requirements for temporary works and public areas Establish a prequalification process requiring evidence of contractor WHS management systems, previous performance, incident statistics, training programs and independent certifications where relevant Require verification and periodic auditing of licences, insurances, high-risk work licences, plant registration and competency records before site access is granted Specify technical and safety performance requirements for temporary walkways, barriers, signage, hoardings and public art/statue fixings in procurement documentation Implement a formal approval process for any subcontractor or labour-hire provider, including assessment of supervision arrangements, communication protocols and integration into the principal contractor's WHS system Set clear performance-based KPIs for WHS in contracts (e.g. audit scores, completion of inspections, close-out of corrective actions, safety meeting participation) with commercial consequences for non-compliance Require suppliers of prefabricated public art/statues to provide engineering certifications, installation instructions, maintenance requirements and hazard information | Medium |

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| 4. WHS Planning, Risk Management and Project Integration | <ul style="list-style-type: none"> Fragmented or inconsistent risk assessments across multiple trades and phases of work, particularly at the public interface Failure to integrate construction staging, temporary works and building operations, resulting in unmanaged risks to occupants and the public Insufficient planning for simultaneous operations (SIMOPs) such as construction, deliveries, public access, and other facility activities Lack of structured process to review and update risk assessments as works progress, designs change or public routes are altered Inadequate planning for the safe movement of pedestrians, vehicles and mobile plant around temporary walkways and public art sites Poor consideration of seasonal and environmental factors (e.g. wet weather, heat, reduced visibility) that affect temporary works and public art No systematic risk assessment for installation, removal and long-term stability of statues and public art in high traffic or high wind areas | 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> | Medium |
| 5. Information, Consultation, Communication and Worker Participation | <ul style="list-style-type: none"> Insufficient consultation with workers, Health and Safety Representatives (HSRs), building occupants and the public about changes arising from construction or temporary works Inadequate communication systems between multiple PCBUs, leading to conflicting instructions and unmanaged interface risks Poor notification and signage to the public about temporary walkways, changed access routes and construction hazards Lack of mechanisms for workers to raise and resolve WHS concerns about | Medium | <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> | Low |

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| | <p>temporary works, public art placements and pedestrian controls</p> <ul style="list-style-type: none"> Information about residual design risks and temporary works limitations not effectively communicated to site supervisors and workers Language, literacy or cultural barriers that prevent workers or public-facing staff from fully understanding WHS information | | [REDACTED] | |
| 6. Training, Competency and Supervision Systems | <ul style="list-style-type: none"> Workers and supervisors lacking competency in managing temporary works, public interfaces and high-risk construction work Inadequate induction processes failing to address specific hazards related to temporary walkways, hoardings, statues and public spaces Poor supervision of subcontractors and labour-hire workers leading to inconsistent application of WHS procedures No systematic verification of competency for personnel performing critical roles such as temporary work coordinators, doggers, riggers and crane operators Insufficient training for site facilities and front-of-house staff who interact with the public around construction zones and temporary walkways Inadequate emergency response training, including for potential structural instability of temporary works or public art installations | High | [REDACTED] | Medium |
| 7. Site Access Control, Public Interface and Temporary Walkways Management | <ul style="list-style-type: none"> Uncontrolled interaction between construction activities and the public due to inadequate site segregation and access management Poorly planned temporary walkways that are too narrow, poorly lit, slippery, | High | [REDACTED] | Medium |

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| | <p>or confusing, leading to slips, trips, falls or crowding</p> <ul style="list-style-type: none"> • Inadequate wayfinding and change management for pedestrians around construction zones, public art installations or blocked routes • Unclear demarcation between vehicle routes, delivery zones and pedestrian temporary walkways • Failure to maintain safe emergency egress routes for occupants of buildings undergoing construction or renovation • Temporary walkways and hoardings obscuring sightlines for vehicles, cyclists or pedestrians • Insufficient consideration for people with disability, prams and mobility aids when re-routing pedestrian traffic | | <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> | |
| 8. Plant, Equipment and Material Management (Including Public Art and Statues) | <ul style="list-style-type: none"> • Inadequate systems for selection, inspection and maintenance of plant used for lifting, moving and installing heavy materials, public art and statues • Poor storage and handling arrangements for large or awkward public art pieces, fixings, glass and cladding near public areas • Use of non-approved lifting points or slings on prefabricated art/statue components due to missing information or poor documentation • Insufficient planning for routes and exclusion zones when transporting large pieces through or near public spaces and temporary walkways • Inadequate systems for ensuring plant operators and doggers/riggers are competent and authorised • Lack of a controlled process for decommissioning and removing | High | <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> | Medium |

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| | temporary works and equipment, leaving residual hazards | | [REDACTED] | |
| 9. Structural Integrity, Temporary Works Monitoring and Public Art Stability | <ul style="list-style-type: none"> Failure of temporary structures (e.g. scaffolds, hoardings, gantries, temporary walkways, shoring) due to design, installation or modification errors Long-term instability of installed public art/statues caused by inadequate foundations, fixings, corrosion or vandalism Unauthorised alteration or overloading of temporary works (e.g. adding signage, materials or lighting unsupported by design) Inadequate inspection and monitoring regimes for temporary works subject to heavy pedestrian loads, weather or vehicle impact risks Lack of documented criteria for when temporary works must be removed, modified or upgraded as the project evolves Absence of a clear maintenance and inspection regime for permanent public art and associated structures once handed over | High | [REDACTED] | Medium |
| 10. Emergency Preparedness, Incident Management and Business Continuity | <ul style="list-style-type: none"> Inadequate integration of construction activities and temporary walkways into existing site emergency plans and procedures Delayed emergency response due to blocked or confusing access routes for emergency services around construction zones Insufficient planning for structural or near-miss incidents involving temporary works, hoardings, walkways or public art/statues | Medium | [REDACTED] | Low |

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| | <ul style="list-style-type: none"> Lack of clear procedures for managing public injuries or incidents in or near temporary walkways and construction interfaces Poor post-incident investigation and lessons-learned processes, leading to recurrence of systemic failures Inadequate business continuity planning to manage disruptions to tenants, public access and operations arising from WHS incidents | | [REDACTED] | |
| 11. Health, Wellbeing, Fatigue and Psychosocial Risk Management | <ul style="list-style-type: none"> Extended working hours, shift work and compressed schedules to meet construction deadlines leading to fatigue-related errors in managing temporary works and public safety Psychosocial stressors arising from high-pressure project environments, complex stakeholder demands and public complaints Exposure of workers and supervisors to aggressive or abusive behaviour from members of the public affected by temporary walkways or artworks Insufficient planning for amenities, rest facilities and welfare in constrained or temporary worksites Poor consideration of noise, dust and vibration impacts on building occupants, neighbours and the public, creating conflict and psychosocial strain | Medium | [REDACTED] | Low |
| 12. Monitoring, Audit, Reporting and Continuous Improvement | <ul style="list-style-type: none"> Lack of systematic verification that WHS systems for construction, renovations, temporary works and public interfaces are implemented and effective Under-reporting of hazards, near misses and incidents due to a blame | Medium | [REDACTED] | Low |

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| | culture or cumbersome reporting systems • Failure to detect deterioration of controls over time, such as signage, barriers, temporary walkways and public art maintenance • Inadequate management review of WHS performance and missed opportunities to improve systems and prevent recurrence • Poor record-keeping, resulting in inability to demonstrate due diligence or track control effectiveness over the project life cycle | | [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED] | |
| | | | | |

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.