

Farm Maintenance

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. WHS Management, Governance & Legal Compliance	<ul style="list-style-type: none"> Lack of formal WHS management system aligned with WHS Act 2011 and WHS Regulations Unclear WHS roles, responsibilities and accountabilities for farm and barn maintenance activities Inadequate consultation with workers, contractors and PCBUs sharing the workplace No process to identify and manage changes in legislation, Codes of Practice and Australian Standards Insufficient senior management oversight of barn repair and maintenance risks Failure to allocate adequate budget and resources for safe maintenance activities Inadequate monitoring of compliance with permits, licences and competency requirements 	4A	<ul style="list-style-type: none"> Establish and maintain a documented WHS Management System aligned with WHS Act 2011, WHS Regulations and relevant Codes of Practice (e.g. Managing Risks of Plant in the Workplace, Working at Height, Confined Spaces, Hazardous Chemicals) Define and document WHS responsibilities for officers, managers, supervisors, workers and contractors, including specific duties for barn maintenance planning and approvals Implement a formal WHS policy endorsed by senior management that explicitly covers farm building and barn maintenance activities Create a documented compliance register capturing all applicable WHS legislation, Australian Standards and Codes of Practice relevant to farm and barn maintenance (e.g. structural work, electrical, plant, high-risk work licences) Establish regular WHS governance meetings (e.g. monthly) to review barn maintenance risks, incidents, audits and improvement actions Integrate WHS performance indicators (e.g. risk assessments completed, corrective actions closed, training completion) into management reporting Ensure consultative mechanisms (HSC/H&S reps, toolbox talks, pre-start meetings) specifically include barn repair and maintenance issues and changes Undertake periodic external or internal WHS audits focusing on maintenance operations, and close out findings via a tracked action plan 	3H
2. Farm & Barn Infrastructure Integrity Management	<ul style="list-style-type: none"> Unassessed structural integrity of barns, roofs, beams, trusses and mezzanines prior to maintenance works Ageing or damaged barn structures not subject to periodic engineering inspection Unauthorised modifications to barn frames, cladding, doors or load-bearing structures Overloading of lofts, storage platforms or suspended plant on barn structures Corroded fixings, rotten timbers or compromised concrete footings not identified in a timely manner No system to manage storm, flood or wind damage to barns before re-occupancy or repair 	4A	<ul style="list-style-type: none"> Implement a scheduled inspection and maintenance program for all barns and associated structures, based on risk and age, including annual structural assessments by a competent person (e.g. structural engineer for higher-risk structures) Develop a barn condition register identifying structural components, known defects, inspection frequency and required controls for each structure Establish a formal process for engineering review and approval of any structural modifications or repairs, including documentation and sign-off by a competent designer/engineer Introduce a barn damage reporting procedure requiring immediate isolation and tagging of any structure suspected to be weakened (e.g. after storms, collision damage, termite activity) Define load ratings for lofts, mezzanines and storage areas and clearly signpost maximum loads and restrictions on storage locations Include structural risk considerations in barn maintenance planning (e.g. roof access only after confirmation of roof capacity, identification of fragile roofing materials) Restrict access to compromised or unstable barn areas using physical barriers, lock-out systems and signage until assessed safe by a competent person Maintain records of structural inspections, engineering reports and completed repair works, with due dates for follow-up actions 	2M

JOB STEP	POTENTIAL HAZARDS	IR	CONTROL MEASURES	RR
SPECIFIC WORK STEPS	HAZARDS THAT MAY ARISE	INITIAL RISK	SPECIFIC MEASURES TO BE PUT IN PLACE TO ELIMINATE OR CONTROL THE RISKS	RESIDUAL RISK
	<ul style="list-style-type: none"> Inadequate segregation of workers from plant operating near fragile or partially collapsed structures 			
3. Contractor, Subcontractor & Visitor Management	<ul style="list-style-type: none"> Contractors undertaking barn repairs without verification of competency, licences or insurances Poor coordination between multiple PCBUs working simultaneously in and around barns (e.g. electricians, roofers, carpenters, machinery operators) Inadequate contractor induction regarding site-specific farm hazards (machinery, livestock, chemicals, terrain) No clear system for contractor supervision, monitoring and performance review relating to WHS standards Incomplete exchange of SWMS, risk assessments and rescue plans for high-risk barn works (e.g. roofing, confined spaces, hot works) Failure to control access of visitors, delivery drivers or farm staff around active barn maintenance areas Contractors bringing unassessd plant, equipment or hazardous substances onto the farm 	4A	<ul style="list-style-type: none"> Implement a formal contractor management procedure covering prequalification, selection, induction, monitoring and review for all barn repair and maintenance contractors Require evidence of appropriate licences, tickets and qualifications (e.g. high-risk work licences, EWP, working at heights) for all engaged contractors for barn maintenance tasks Mandate submission and review of contractor WHS documentation (SWMS for high-risk work, risk assessments, rescue plans, plant maintenance records) before work commences Provide documentation for farm and barn-specific WHS induction to all contractors and visitors, covering traffic management, livestock, chemicals, asbestos, electrical, emergency response and amenities Nominate a competent farm representative as the primary person in control of the workplace (PCBU representative) to coordinate overlapping duties with contractor PCBUs Establish a permit-to-work or written authorisation system for higher-risk barn tasks (e.g. roof work, hot work, confined spaces, electrical isolation) that integrates contractor documentation Implement a contractor sign-in/sign-out system that includes location of work, scope and contact details, allowing real-time awareness of who is working in which barn area Conduct periodic WHS performance reviews of key contractors, including observation of work practices, incident history, non-conformances and improvement actions 	2M
4. Training, Competency & Supervision for Barn Maintenance	<ul style="list-style-type: none"> Workers or family members performing barn repairs without adequate training, competency or licences Assumption that experienced farm workers are competent in specialised tasks (e.g. electrical work, structural repairs, asbestos removal, elevated work platforms) Inadequate supervision of young or inexperienced workers assisting with barn maintenance activities No formal verification of competency for using ladders, scaffolds, telehandlers, tractors with loader attachments or EWPs for barn work 	4A	<p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p>	2M

JOB STEP	POTENTIAL HAZARDS	IR	CONTROL MEASURES	RR
SPECIFIC WORK STEPS	HAZARDS THAT MAY ARISE	INITIAL RISK	SPECIFIC MEASURES TO BE PUT IN PLACE TO ELIMINATE OR CONTROL THE RISKS	RESIDUAL RISK
	<ul style="list-style-type: none"> Lack of training in hazard identification and risk assessment specific to barn environments Informal, undocumented on-the-job training leading to inconsistent work practices Limited understanding of emergency procedures for work at height, crush injuries, entanglement or electrocution in and around barns 		[REDACTED]	
5. Hazard Identification, Risk Assessment & Permit-to-Work	<ul style="list-style-type: none"> Barn repair work starting without a documented risk assessment or permit process Inconsistent identification of key hazards such as electrical, structural collapse, falls, fire, hazardous atmospheres and mobile plant interaction Informal "get it done quickly" culture overriding risk assessment and planning No standardised forms or digital system for risk assessment relating to farm infrastructure maintenance Failure to reassess risks when conditions change (weather, movements, seasonal loads, fatigue) Lack of defined triggers for using permits (e.g. hot work, roof work, confined spaces, isolation of critical systems) Poor linkage between SWMS used by contractors and the farm's own risk controls and procedures 		[REDACTED]	2M
6. Work at Height & Fall Prevention Systems (Barn Roofs & Elevated Areas)	<ul style="list-style-type: none"> Inadequate systems to control work on barn roofs, mezzanines, ladders and elevated platforms Reliance on makeshift access (front-end loaders, pallets, unguarded edges) rather than engineered solutions 	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
	<ul style="list-style-type: none"> Lack of formal inspection and tagging system for ladders, scaffolds and fall arrest equipment Failure to identify and manage fragile roofing materials (fibro, skylights, old tin) prior to access No rescue plan or equipment for a suspended worker in fall arrest systems Poor housekeeping on elevated work areas leading to trip and fall hazards No exclusion zones below roof work, exposing people to falling objects 		[REDACTED]	
7. Plant, Equipment & Machinery Interface with Barn Maintenance	<ul style="list-style-type: none"> Use of tractors, loaders, telehandlers or skid steers near barn structures without traffic controls Unassessed compatibility of attachments (buckets, forks, man cages) used for lifting materials or people during barn repairs No system to prevent unauthorised operation of plant by untrained persons Inadequate segregation between pedestrian workers and mobile plant during barn maintenance activities Poorly maintained plant used for lifting, digging near foundations or supporting structures Lack of pre-use inspections and maintenance records for hired plant and equipment brought onto the farm No documented procedures for operating plant inside barns or confined laneways (fumes, visibility, crush points) 	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
8. Electrical Safety, Isolation & Services within Barns	<ul style="list-style-type: none"> Unidentified live electrical services in walls, roofs or underground near barn repair works No lock-out/tag-out (LOTO) system for isolating barn electrical circuits and associated plant Unauthorised electrical repairs or modifications carried out by unlicensed persons Ageing or damaged electrical installations in barns (light fittings, switchboards, extension leads) not systematically inspected Use of portable electrical equipment in wet or corrosive barn environments without RCD protection Inadequate coordination between electricians and other trades working concurrently in barns Failure to maintain as-built drawings service maps, leading to accidental strikes of buried or concealed services 	4A	<p>[REDACTED]</p>	2M
9. Hazardous Materials, Dust, Chemicals & Asbestos in Barns	<ul style="list-style-type: none"> Unidentified or poorly managed asbestos-containing materials in barn roofs, wall lining, insulation Exposure to agricultural chemicals, fuel, lubricants, paints and solvents stored or used in barns Inhalation of dust, mould spores, bird droppings or animal waste aerosols during barn cleaning or repairs No inventory or Safety Data Sheets (SDS) system for hazardous substances used in maintenance activities Inadequate systems to control welding fumes, smoke and gases during hot work in barns Poor segregation of chemical storage areas from maintenance workspaces and ignition sources 	4A	<p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p>	2M

JOB STEP	POTENTIAL HAZARDS	IR	CONTROL MEASURES	RR
SPECIFIC WORK STEPS	HAZARDS THAT MAY ARISE	INITIAL RISK	SPECIFIC MEASURES TO BE PUT IN PLACE TO ELIMINATE OR CONTROL THE RISKS	RESIDUAL RISK
	<ul style="list-style-type: none"> Lack of procedures for spill management, waste disposal and decontamination following barn maintenance 		[REDACTED]	
10. Traffic Management, Access & Public Interface around Barns	<ul style="list-style-type: none"> Uncontrolled interaction between maintenance vehicles, farm machinery, livestock movements and pedestrians around barns Inadequate signage or barriers leading to unauthorised access by family members, visitors or the public into active barn work areas Poorly designed or maintained access tracks to barns causing vehicle instability, bogging or rollovers for maintenance crews Delivery vehicles and contractors unfamiliar with farm layout, creating confusion and near misses around barn precincts No designated parking or laydown areas for maintenance vehicles and plant, increasing congestion and trip hazards Interface between maintenance and farm entries during barn maintenance works not risk-assessed Limited lighting around barns leading to visibility issues during early morning, evening or emergency works 	3H	[REDACTED]	2M
11. Environmental Conditions, Remote Work & Emergency Preparedness	<ul style="list-style-type: none"> Workers performing barn maintenance alone or remotely without effective communication or check-in systems Extreme weather conditions (heat, storms, high winds) impacting barn structural stability and safe access during repairs Inadequate emergency planning for fires originating in or near barns (hay, dust, electrical faults, hot work) 	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
	<ul style="list-style-type: none"> No clearly defined emergency access routes for ambulances or fire appliances to reach barns Insufficient first aid resources or trained first aiders on site during barn maintenance works Inadequate planning for rescue from height, entrapment in machinery or structural collapse scenarios Lack of clear procedures for ceasing works when weather or environmental conditions deteriorate 		[REDACTED]	
12. Manual Handling, Ergonomics & Material Handling Systems	<ul style="list-style-type: none"> No structured approach to managing manual handling risks during barn repairs (lifting timbers, sheeting, gates, feed equipment) Reliance on human lifting rather than mechanical aids for heavy or awkward barn components Poor storage design leading to frequent bending, reaching and climbing to access maintenance tools and materials Inadequate systems for lifting and stacking roofing sheets, panels or beams in and around barns Lack of planning for material delivery and staging, causing double-handling and ad hoc lifting Limited training in safe manual handling specific to barn environments and constraints No reporting or investigation system for musculoskeletal injuries related to barn maintenance 	3H	[REDACTED]	2M
13. Livestock, Biological Hazards & Barn Hygiene Management	<ul style="list-style-type: none"> Inadequate separation of workers from livestock housed in or near barns during maintenance activities 	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
	<ul style="list-style-type: none"> • Unexpected animal movements causing crush, kick or knock-down incidents during barn repairs • Exposure to zoonotic diseases from animal waste, carcasses, nesting birds, rodents or insects in and around barns • Lack of biosecurity controls when contractors or visitors move between barns, paddocks and other properties • Inadequate cleaning and waste management systems leading to slip hazards, odours and increased pest activity • No clear protocols for temporarily relocating or restraining animals when barn sections are under repair • Poor ventilation during cleaning or disturbance of dusty or contaminated barn areas 		<p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p>	
14. Documentation, Recordkeeping & Continuous Improvement	<ul style="list-style-type: none"> • Incomplete or missing records of barn inspections, maintenance repairs and modifications • Inability to demonstrate due diligence or compliance in the event of an incident or regulator visit • Lessons from barn-related incidents or near misses not captured and shared across the farm • Outdated procedures and risk assessments not reflecting current barn layouts, equipment or work practices • Poor version control of documents leading to workers using superseded procedures or forms • Lack of data to identify trends in barn maintenance-related injuries, hazards or failures 	3H	<p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p>	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

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.