

**Fencing**

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

**THIS RISK ASSESSMENT IS APPROVED BY THE PCBU ON THIS PROJECT**

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

Full Name:		
Signature:	Title:	Date:

**CLIENT OR PRINCIPAL CONTRACTOR DETAILS**

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



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

  

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

  

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

  

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

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

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

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

JOB STEP	POTENTIAL HAZARDS	IR	CONTROL MEASURES	RR
SPECIFIC WORK STEPS	HAZARDS THAT MAY ARISE	INITIAL RISK	SPECIFIC MEASURES TO BE PUT IN PLACE TO ELIMINATE OR CONTROL THE RISKS	RESIDUAL RISK
1. Governance, Legal Compliance and WHS Duties	<ul style="list-style-type: none"> <li>Lack of clear allocation of WHS duties for fencing activities under WHS Act 2011, leading to gaps in accountability</li> <li>Failure to identify and comply with relevant WHS Regulations, Codes of Practice and Australian Standards for fencing (e.g. AS/NZS temporary fencing, pool fencing, electrical proximity, traffic management)</li> <li>Inadequate consultation mechanisms with workers and Health and Safety Representatives (HSRs) regarding fencing risks and controls</li> <li>No systematic process to identify whether other PCBU's (builders, principal contractors, landlords, utilities) share responsibilities for fencing works</li> <li>Poor integration of fencing risk management into the organisation's overall WHS management system</li> <li>Lack of documented risk assessment specific to the types of fencing systems and environments (near construction, public, pools, security, roadside)</li> </ul>	High	<ul style="list-style-type: none"> <li>Define and document WHS governance structure for fencing operations, including roles, responsibilities and reporting lines for Officers, managers, supervisors and workers in line with WHS Act 2011</li> <li>Develop and maintain a documented WHS Risk Management Procedure that explicitly covers fencing system and management risks, including hazard identification, risk assessment and control, monitoring and review</li> <li>Identify and maintain a legal and standards register relevant to fencing (e.g. WHS Regulations, Codes of Practice, AS/NZS temporary fencing, pool fencing, security fencing, electrical safety, traffic control) and review at least annually</li> <li>Establish formal consultation arrangements with workers and HSRs (e.g. WHS committee meetings, toolbox talks focused on fencing risk, employee feedback channels) and record outcomes and agreed actions</li> <li>Implement a documented process for managing shared duties with other PCBU's (e.g. principal contractor, clients, utilities) including written agreements, pre-start coordination meetings and exchange of SWHS and site risk information</li> <li>Integrate fencing-specific risks into the organisation's WHS objectives, KPIs and audit program so that fencing safety performance is routinely monitored and reported</li> <li>Conduct periodic WHS compliance audits of fencing activities and management systems, and implement corrective actions with tracked close-out</li> <li>Ensure Officers exercise due diligence regarding fencing activities by regularly reviewing risk reports, incident data and audit findings and providing adequate resources for risk controls</li> </ul>	Medium
2. Planning, Design and Engineering of Fencing Systems	<ul style="list-style-type: none"> <li>Fencing systems selected and installed without formal engineering assessment for wind loading, ground conditions, impact, structural integrity or public interface</li> <li>Inadequate planning for underground and overhead services (electricity, gas, water, telecommunications) in fence alignment and post locations</li> <li>Lack of consideration for interface with traffic, pedestrians, neighbouring properties and public access points when planning fence layout</li> <li>Use of non-compliant fencing designs for specific purposes (e.g. pool fencing not meeting height or latch requirements; security fencing not adequate for risk level)</li> </ul>	High	<ul style="list-style-type: none"> <li>Implement a formal design and engineering procedure for fencing that requires documented assessment of structural adequacy, stability and relevant Australian Standards prior to procurement or installation</li> <li>Require competent persons (e.g. engineers or experienced fencing designers) to review and approve standard fencing designs and any non-standard or high-risk fencing configurations</li> <li>Mandate the use of service locating processes (Dial Before You Dig / Before You Dig Australia, utility plans, ground-penetrating radar where appropriate) during design and planning of fence lines and post locations</li> <li>Ensure fencing design templates incorporate separation distances from overhead electrical assets, roads and mobile plant operating zones in accordance with WHS and electrical safety guidance</li> <li>Develop standard design specifications for different fencing types (temporary site fencing, pool fencing, rural wire fencing, security fencing, noise barriers) that stipulate materials, fixings, foundations and height requirements</li> <li>Incorporate safe access, emergency egress, muster points and emergency service entry into fence layout plans, with clear signage and key/lock management systems</li> <li>Introduce a pre-implementation design risk review for higher-risk fencing projects (e.g. near traffic, rail, public spaces, schools, pools) involving WHS, operations and, where relevant, client representatives</li> </ul>	Medium

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	<ul style="list-style-type: none"> <li>Poor specification of components (posts, panels, footings, fasteners, gates) leading to instability, collapse risk or misuse</li> <li>Failure to design safe access/egress and emergency routes around fenced areas for workers, contractors and the public</li> <li>Inadequate consideration of environmental factors (wind, slope, watercourses, corrosion, fire risk, fauna) in system design</li> </ul>		<ul style="list-style-type: none"> <li>Document environmental design considerations (wind zones, corrosion exposure categories, flood zones, bushfire risk) and specify suitable materials, coatings and foundation designs accordingly</li> </ul>	
3. Procurement, Supplier Management and Materials Quality	<ul style="list-style-type: none"> <li>Procurement of sub-standard or non-compliant fencing materials that do not meet relevant Australian Standards or design specifications</li> <li>Selection of fencing systems based solely on price without considering safety performance, durability and compatibility with existing systems</li> <li>Lack of supplier vetting, resulting in inconsistent quality, unknown material grades or counterfeit products</li> <li>Inadequate specification in purchase orders, leading to incorrect dimensions, load ratings, coatings or component types</li> <li>Poor traceability of fencing components, preventing effective recall, inspection or replacement when defects are identified</li> <li>Failure to verify that hired or leased temporary fencing systems meet current legislative and standards requirements</li> </ul>	High	<ul style="list-style-type: none"> <li>Develop and enforce a formal procurement policy for fencing that requires all products and systems to meet specified Australian Standards and verified design requirements</li> <li>Establish approved supplier lists for fencing materials, with pre-qualification criteria covering quality, insurance, safety, certifications and compliance evidence</li> <li>Include detailed technical specifications in all purchase orders and contracts for fencing components (e.g. grade of steel, mesh gauge, coating, post size, footing type, load ratings)</li> <li>Require suppliers to provide certificates of conformity, test reports or engineering certification for key fencing system components and maintain these in a central register</li> <li>Implement incoming goods inspection procedures for fencing materials, including visual checks, dimensional verification and documentation checks before acceptance into inventory</li> <li>Ensure hire agreements for temporary fencing explicitly state standards compliance, maintenance responsibilities and inspection requirements, and retain supporting documentation</li> <li>Introduce a component traceability system (batch numbers, serial numbers or lot codes) to enable targeted replacement of defective items and support incident investigations</li> <li>Periodically review supplier performance (defect rates, late deliveries, safety issues) and take corrective actions such as additional controls, supplier development or removal from approved list</li> </ul>	Medium
4. Contractor and Subcontractor Management	<ul style="list-style-type: none"> <li>Engagement of fencing contractors without adequate checks of WHS competence, licences and insurance</li> <li>Inconsistent implementation of the principal organisation's WHS standards across subcontractors and labour hire providers</li> </ul>	High	<p>[REDACTED]</p> <p>[REDACTED]</p>	Medium

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	<ul style="list-style-type: none"> <li>Lack of clarity about who controls specific fencing safety risks when multiple PCBUs are involved</li> <li>Inadequate review of contractor SWMS, risk assessments and procedures for fencing activities</li> <li>Poor monitoring of contractor performance, leading to unsafe practices becoming normalised on sites</li> <li>Communication failures between principal contractor, fencing contractor and other trades about changes to fence layout or site conditions</li> </ul>		[REDACTED]	
5. Training, Competency and Supervision	<ul style="list-style-type: none"> <li>Workers and supervisors involved in fencing planning, installation or maintenance lacking competency in risk management and legislative requirements</li> <li>Insufficient training in recognising system-level hazards such as proximity, public interface, training exposure, electrical proximity and manual handling risks</li> <li>No formal verification of competency for key tasks (e.g. operating plant for post installation, working near live traffic, installing pool or security fencing)</li> <li>Inadequate supervision of new or inexperienced workers engaged in fencing activities</li> <li>Failure to provide refresher training when standards, procedures, equipment or materials change</li> <li>Limited understanding by managers of their due diligence obligations and how to support safe fencing systems</li> </ul>	High	[REDACTED]	Medium

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6. Systems for Site Assessment, Planning and Authorisation	<ul style="list-style-type: none"> <li>No standardised pre-works assessment to identify fencing-specific hazards at each site (topography, ground conditions, utilities, public exposure, wildlife, vegetation)</li> <li>Failure to plan fencing works in coordination with other site activities, leading to conflict with plant movements, deliveries or public access</li> <li>Inadequate assessment of weather and environmental conditions (high winds, storms, fire danger, flooding) that can compromise fencing stability and worker safety</li> <li>Lack of documented approval or permit process for higher-risk fencing operations (roadside works, rail corridors, confined or restricted spaces, around pools)</li> <li>Poor planning of storage and staging areas for fencing materials, causing congestion, trip hazards and unauthorised access</li> <li>Inconsistent approach to temporary changes in fence layout, leading to uncontrolled gaps, locked exits or security failures</li> </ul>	High	<p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p>	Medium
7. Traffic, Mobile Plant and Public Interface Management	<ul style="list-style-type: none"> <li>Inadequate separation of fencing activities and installed fencing from vehicles, mobile plant and pedestrian traffic</li> <li>Poorly planned fence lines obstructing sight lines for drivers, cyclists or pedestrians near entrances, corners or crossings</li> <li>Insufficient systems to manage public access near construction or event fencing, leading to unauthorised entry or entrapment</li> <li>Lack of coordinated traffic management planning where fencing is installed adjacent to public roads or within shared zones</li> </ul>	High	<p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p>	Medium

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	<ul style="list-style-type: none"> <li>Failure to manage interface with neighbours, schools, playgrounds or other sensitive receptors when fencing is erected nearby</li> <li>Inadequate inspection and maintenance of barriers and signage used to protect public from fencing activities</li> </ul>		[REDACTED]	
8. Plant, Equipment and Tool Management	<ul style="list-style-type: none"> <li>Use of inappropriate or poorly maintained plant and equipment for fencing tasks (post drivers, augers, elevated work platforms, vehicles, lifting devices)</li> <li>Lack of systematic inspection, testing and tagging of powered equipment and tools used in fencing operations</li> <li>Uncontrolled modification of equipment (e.g. homemade attachments or guards removed) used for installing or maintaining fencing</li> <li>Inadequate processes for selecting plant suited to terrain, ground conditions or access constraints at fencing sites</li> <li>No formal lock-out/tag-out procedures for defective fencing equipment leading to continued unsafe use</li> <li>Insufficient training or authorisation controls for personnel operating specialised equipment for fencing installations</li> </ul>	High	[REDACTED]	Medium
9. Manual Handling, Ergonomics and Materials Handling Systems	<ul style="list-style-type: none"> <li>Lack of systems for assessing and controlling manual handling risks associated with heavy or awkward fencing panels, posts, rolls of wire and concrete bags</li> <li>Inadequate provision or planning for mechanical aids, leading to reliance on high-risk manual lifting and carrying during fencing activities</li> <li>Poor yard and site layout for storage of fencing materials, causing frequent</li> </ul>	High	[REDACTED]	Medium

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	<p>carrying over long distances, on uneven ground or on slopes</p> <ul style="list-style-type: none"> <li>• No formal process for assessing cumulative fatigue from repetitive fencing tasks (driving posts, tying wire, lifting panels)</li> <li>• Insufficient guidance on team lifting techniques, load limits and rotation of tasks for fencing crews</li> <li>• Failure to consider ergonomic factors in tool and equipment selection for fencing work (vibration, grip size, posture)</li> </ul>		[REDACTED]	
10. Environmental, Ground Condition and Structural Stability Management	<ul style="list-style-type: none"> <li>• Inadequate assessment of soil type, ground stability and subsurface conditions prior to fence installation, leading to leaning or collapse</li> <li>• Failure to consider wind load and exposure when selecting and installing fencing systems, particularly temporary fencing and hoardings</li> <li>• No system for monitoring changes in ground conditions (soil erosion, saturation, subsidence, excavation nearby) that may compromise fence stability</li> <li>• Poor management of stormwater around fence lines, causing scouring, undercutting or undermining of hoardings</li> <li>• Lack of planning for corrosion, rot or termite attack on fence components, reducing structural integrity over the life of the fence</li> <li>• Insufficient assessment of adjacent structures, trees or loads that may interact with or fall onto fencing</li> </ul>	High	[REDACTED]	Medium
11. Security, Access Control and Public Safety	<ul style="list-style-type: none"> <li>• Fencing systems not designed or managed to provide adequate security for the risk level (trespass, theft, vandalism, unauthorised access to hazards)</li> </ul>	High	[REDACTED]	Medium

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	<ul style="list-style-type: none"> <li>• Uncontrolled or poorly managed access points (gates, removable panels) allowing unauthorised entry to construction zones, pools or hazardous areas</li> <li>• Inadequate processes for managing keys, locks, combinations and access permissions for secured fenced areas</li> <li>• Failure to consider entrapment, climbing or entanglement risks for children or vulnerable persons around fences</li> <li>• Lack of signage or information for the public about restricted areas, emergency contacts or alternative routes when fencing blocks usual paths</li> <li>• No systematic review of fencing security effectiveness after incidents or changes in site risk profile</li> </ul>		<p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p>	
12. Inspection, Maintenance and Lifecycle Management	<ul style="list-style-type: none"> <li>• Absence of a structured inspection regime for both temporary and permanent fencing, leading to undetected deterioration or damage</li> <li>• No preventive maintenance of fences, gates, hinges and locking systems and foundations</li> <li>• Inadequate recording and tracking of defects, temporary repairs and follow-up actions for fencing assets</li> <li>• Failure to reassess risk as fences age, are modified or are subjected to new loads (e.g. signage, shade cloth, leaning materials)</li> <li>• Lack of clear criteria for when fencing must be repaired, upgraded or replaced</li> <li>• Poor management of decommissioned fencing materials, creating hazards from sharp edges, unstable stacks or environmental contamination</li> </ul>	High	<p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p>	Low

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			[REDACTED]	
13. Incident, Near Miss and Non-Conformance Management	<ul style="list-style-type: none"> <li>• Under-reporting of incidents and near misses involving fencing (collapses, unauthorised access, minor injuries), limiting learning and improvement</li> <li>• Inconsistent investigation of fencing-related events, leading to repeated system failures</li> <li>• Lack of root cause analysis processes that focus on organisational and management factors rather than individual blame</li> <li>• Poor communication of lessons learned from fencing incidents across projects or business units</li> <li>• No link between incident findings and updates to procedures, training, design or procurement practices for fencing</li> <li>• Inadequate monitoring of regulatory notifications or enforcement actions relating to fencing issues</li> </ul>	High	[REDACTED]	Medium
14. Emergency Preparedness and Response in Fenced Environments	<ul style="list-style-type: none"> <li>• Emergency plans do not account for the presence and configuration of fencing, leading to blocked escape routes or delayed emergency response</li> <li>• Lack of clearly identified and maintained emergency access points through or around fences for fire, ambulance or police</li> <li>• Inadequate communication systems for alerting workers and the public within or near fenced areas during an emergency</li> <li>• Poorly controlled locking systems on gates, causing difficulty in rapid evacuation or emergency entry</li> <li>• Failure to plan for emergency scenarios specific to fenced environments (crowd surges at events,</li> </ul>	High	[REDACTED]	Medium

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	<p>pool rescues, animal escapes on rural properties)</p> <ul style="list-style-type: none"> <li>Insufficient testing and exercises of emergency procedures involving interaction with fences and gates</li> </ul>		[REDACTED]	
15. Consultation, Communication and Document Control	<ul style="list-style-type: none"> <li>Workers and contractors not adequately consulted about practical risks and control measures related to fencing systems</li> <li>Outdated or inconsistent fencing procedures, designs and standards in circulation due to poor document control</li> <li>Critical information about fencing risks (services, traffic, environmental constraints) not effectively communicated to all relevant parties</li> <li>Language, literacy or cultural barriers reducing understanding of fencing-related instructions and signage</li> <li>No central repository for fencing-related documents, leading to ad-hoc and inconsistent practices across sites</li> <li>Lack of feedback mechanisms for workers to raise concerns or suggest improvements to fencing systems</li> </ul>	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>

**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.