Fibrous Plastering Cornice and Heritage Mouldings			
Business Name:		ABN:	
Business Address:			
Contact Person:	Phone:	Email:	

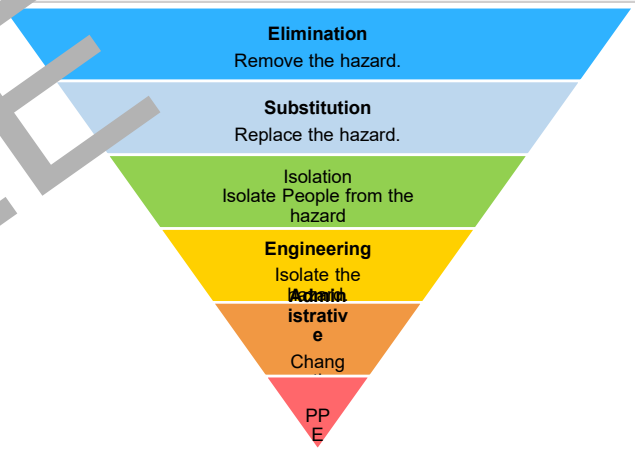
THIS RISK ASSESSMENT IS APPROVED BY THE PCBU OF THE PROJECT		
Under the Work Health and Safety Regulation (WHS Regulation), a person conducting a business or undertaking (PCBU) is required to ensure that a RISK ASSESSMENT is prepared before the proposed work starts.		
Full Name:		
Signature:	Title:	Date:

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 Governance, Legal Compliance & PCBU Duties	• Lack of documented WHS management system addressing fibrous plastering cornice and heritage mouldings work • Poor understanding of WHS Act 2011 and WHS Regulations duties by officers, managers and supervisors • Inadequate due diligence by officers in monitoring WHS performance and resource allocation • Failure to define and communicate roles, responsibilities and accountabilities for WHS across projects • Insufficient consultation with workers and Health and Safety Representatives regarding heritage plaster work risks • Absence of documented WHS objectives, targets and review mechanisms for ongoing improvement	4A	• Establish and maintain a documented WHS management system aligned with WHS Act 2011, WHS Regulations and applicable Codes of Practice for construction and heritage work • Define, document and communicate WHS duties, responsibilities and authorities for PCBUs, officers, managers, supervisors, subcontractors and workers involved in fibrous plastering and ornate cornice works • Implement officer due diligence processes including regular WHS performance reporting, incident trend reviews and verification of adequate financial and human resources for risk control • Develop a WHS legal register capturing relevant Australian and state or territory legislation, Australian Standards and heritage conservation requirements, and review it at least annually • Implement formal consultation arrangements with workers and HSRs for changes to methods, materials or equipment relating to bracketed cornices, centreflowers, detached cornices or heritage mouldings • Integrate WHS considerations into project governance, contracts and design coordination meetings for all fibrous plastering and ornamental ceiling works • Conduct periodic management reviews of the WHS system, assessing achievement of WHS objectives, audit outcomes and emerging risks specific to heritage plaster restoration	3H
2. Heritage Design, Engineering & Structural Assessment Controls	• Inadequate structural assessment of substrates supporting heavy cornices, ceiling roses and centreflowers • Lack of engineering verification for bracketed cornices and suspended decorative mouldings in [illegible] buildings • Unknown condition of historic lath and plaster leading to hidden defects and failure under load • Poor coordination between designers, heritage architects and engineers regarding load paths and fixings • Use of non-compliant or incompatible fixings, adhesives or reinforcement systems • Failure to consider seismic, vibration or movement effects on ornate plaster systems in heritage structures	4A	• Establish a mandatory engineering review process for all heavy or suspended fibrous plaster elements, including bracketed cornices, centreflowers, ceiling roses and large heritage mouldings • Require structural assessment of existing substrates, including lath and plaster, masonry and timber framing, by a competent engineer before finalising installation methods • Develop and implement design standards and technical specifications for fibrous plaster support systems, fixings and reinforcement in heritage applications, referencing relevant Australian Standards • Implement a formal design coordination process involving heritage architects, engineers and principal contractors to verify compatibility of design, load paths and construction methods • Require engineering certification and documentation (e.g. design calculations, shop drawings) for bespoke or unusually heavy ornamental plaster installations and repairs • Establish a change management procedure to ensure any deviation from approved design, fixings or supports is reviewed and signed off by a competent engineer • Maintain a technical library of approved products, compatible adhesives, fixings and reinforcement systems suitable for heritage substrates and conditions	2M
3. Procurement of Materials, Adhesives & Plant	• Procurement of substandard or non-compliant fibrous plaster products, cornice mouldings or centreflowers	3H	• Implement a formal procurement procedure that specifies compliance with Australian Standards, building codes and heritage requirements for all fibrous plaster, cornices, ceiling roses and mouldings	2M

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	• Use of incompatible adhesives, plasters or fillers with heritage substrates leading to delamination or failure • Purchasing plant and equipment (lifts, access towers, mixing equipment) that do not meet Australian Standards • Inadequate verification of supplier quality management and product traceability • Lack of safety data and technical information for products used in historic lath and plaster restoration • Failure to specify dust-reducing or low-silica products where reasonably practicable		• Pre-qualify and periodically review suppliers and manufacturers based on quality assurance, product testing, traceability and WHS performance • Maintain a controlled register of approved material adhesives and fillers with documented compatibility for historic lath and plaster substrates and ornat mouldings • Require current Safety Data Sheets, tech al datasheet and installation instructions from suppliers, and ensure they are accessible to supervis and wo rs • Specify plant and equipment that complies wit ustralian Stan rds and is suitable for handling, lifting and installing heavy decorati plaster elements • Integrate WHS risk criteria (e.g ow dust generatio er toxicity, reduced manual handling load) into procurement evalu • Establish a -conforma e and all pro s to identify, quarantine and remove unsafe or unsuitable materials or p t from use	
4. Contractor, Designer & Heritage Specialist Management	• Engagement of contractors or artisans without verification of competency in fibrous plaster and heritage work • Poor communication between PCBU designers, heritage consultants and principal contractors regarding WHS responsibilities • Fragmented man ement of multiple subcontractors wo ng simult ly on ornate plaster re • Inadequate vetting of designer and heritage specialist qualifications a insurances • Lack of alignment between heritage conservation requirements and WHS controls (e.g. access, dust management, structural reinforcement) • Failure to manage interfaces between general construction works and specialist cornice or ceiling rose installation activities	3H	[redacted]	2M
5. Competency, Licensing, Training & Supervision	• Inadequate skills in handling and installing delicate bracketed cornices, centreflowers and ceiling roses	4A	[redacted]	2M

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	• Lack of training in heritage lath and plaster repair techniques and compatible materials • Insufficient understanding of structural support requirements for heavy ornate mouldings • Inadequate training in safe use of access equipment, mechanical aids and lifting devices • Poor supervisory oversight of apprentices and less experienced workers on complex restoration tasks • Failure to provide refresher training for changing methods, products or legislation		[redacted]	
6. Planning, Work Sequencing & Project Integration	• Poor planning of sequence for installing cornice mouldings, ceiling roses and centreflowers relative to oth trades • Congested work are due o overlapping trades ading to increased risk of damage or ls from heigh • Inadequate allowa curing tim , structural reinforcement or substrate preparation in programme • Failure to plan access ro for transporting large or fragile mouldings into position • Insufficient planning to manage vibration, movement or demolition activities near completed ornate plaster work • Lack of integration of heritage protection requirements into construction staging and methodologies	3H	[redacted]	2M
7. Structural Support Systems, Fixings & Quality Assurance	• Systemic failure to verify adequacy of fixings and brackets for heavy cornices and detached mouldings	4A	[redacted]	2M

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	• Use of non-specified screws, anchors, hangers or backing members due to poor control of materials • Inadequate inspection of concealed supports before closing ceilings or walls • Lack of standardised methods for testing bond strength of adhesives or mechanical fixings • Inconsistent application of backing, reinforcing mesh or support members on heritage lath and plaster • No systematic approach to load assessment for clustered centreflowers and grouped ceiling roses		[redacted]	
8. Access, Scaffolding & Work at Height Management	• Inadequate design and control of scaffolds and temporary platforms used for ceiling works and cornice installati • Unplanned use of ladders in place of engineered access systems for overhead heritage pla • Insufficient contro for working above stairwells, voids a fragile hi ceilings • Overloading of platforms with hea mouldings, plaster bags and tool • Poor management of mobile elevated work platforms in confined heritage interiors • Lack of systematic inspection and tagging of access equipment	4A	[redacted]	2M
9. Manual Handling, Ergonomics & Mechanical Aids	• Routine manual handling of heavy and awkward fibrous plaster sheets, cornices, centreflowers and ceiling roses • Poor ergonomic design of work methods leading to sustained overhead work and repetitive movements	3H	[redacted]	2M

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	• Insufficient availability or misuse of lifting aids, panel lifters and trolleys • Inadequate planning for team lifts and coordination when positioning large heritage mouldings • Lack of systems to control cumulative manual handling exposures across the project • Failure to factor manual handling risk into design of bracket spacing, pre-assembly and modularisation		[redacted]	
10. Dust, Silica, Hazardous Substances & Environmental Conditions	• Generation of respirable dust and potential crystalline silica from cutting, sanding and chasing plaster and backing materials • Exposure to historic materials such a lead-based paints, asbestos-containing products or mould in old lath and plaste systems • Inadequate ventil on when using adhesives, sealan or consoli in enclosed heritage s • Lack of systematic control of wet methods, on-tool extraction and housekeeping to manage • Insufficient chemical management for specialised heritage consolidants, release agents and cleaning products • Failure to assess and manage temperature, humidity and environmental conditions impacting both worker health and product performance	4A	[redacted]	2M
11. Site Protection, Public Safety & Heritage Asset Security	• Uncontrolled public or client access to areas beneath ceiling works, detached cornices or suspended mouldings • Inadequate exclusion zones under work at height areas leading to struck-by	3H	[redacted]	2M

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	risks from falling tools or plaster elements • Damage to significant heritage features during access installation, material handling or waste removal • Poor control over after-hours site security in publicly accessible heritage buildings • Insufficient systems to protect floor surfaces, artworks and fittings from dust, splatter and mechanical damage • Failure to manage temporary propping and shoring of unstable historic lath and plaster ceilings		[redacted]	
12. Plant, Tools, Electrical Safety & Maintenance Systems	• Use of poorly maintained mixers, sanders, saws and lifting equipment for plaster and cornice work • Inadequate test and tag systems for portable electrical equipment in heritag buildings with older wiring • Lack of guarding or saf tures on cutting and sanding uipment used on ornate mouldings • Absence of a def repo and ck-out process for unsaf plant • Use of inappropriate plant inside sensitive heritage interior haust emissions, excessive vibration) • Uncontrolled introduction of hired or subcontractor plant without verification of compliance	3H	[redacted]	2M
13. Emergency Preparedness, Incident Management & Structural Failure Response	• Lack of specific emergency procedures for partial collapse of ceilings, detached cornices or heavy heritage mouldings • Inadequate response planning for incidents involving damage to significant heritage fabric	3H	[redacted]	2M

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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
	• Poor communication systems for summoning assistance in confined or remote areas of large heritage buildings • Insufficient training in first aid and rescue techniques relevant to work at height and falling object incidents • Failure to capture and analyse near misses such as minor plaster falls or fixing failures • No structured process for temporary making-safe of unstable plaster elements following an incident		[redacted]	
14. Documentation, Records, Inspections & Audit	• Incomplete or inaccurate records of inspections, certifications and approvals for heritage plaster work • Loss of critical information about concealed fixings, supports and repairs for future maintenance • Inconsistent application of inspection regimes across different projects and supervisors • Lack of internal auditing of WHS management controls specific to ornate plaster installations • Failure to document lessons learned from defects, incidents or near misses • Poor version control of drawings, specifications and heritage directives	3H	[redacted]	1L
15. Worker Consultation, Health Monitoring & Wellbeing	• Insufficient mechanisms for workers to raise concerns about unsafe systems of work on heritage plaster projects • Lack of formal processes to address fatigue from sustained overhead work and extended shifts	3H	[redacted]	2M

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	• Psychosocial risks associated with high precision work on irreplaceable heritage features under time pressure • Inadequate health monitoring where workers are exposed to silica, dusts or hazardous chemicals over time • Poor consideration of cultural or linguistic diversity in communication of WHS requirements • Failure to involve workers in development and review of procedures for specialised fibrous plaster tasks		[redacted]	

EMERGENCY RESPONSE – CALL 000 FOR EMERGENCIES

Ensure to have an Emergency Management Plan in place as well as adequate numbers of trained first aid staff with easy access to fully stocked first aid kits, rescue equipment, material safety data sheets, adequate access to emergency communication equipment and fire-fighting equipment suitable for all classes of fire and ignition sources.

LEGISLATIVE REFERENCES

RELEVANT LEGISLATION AND CODES OF PRACTICE. DELETE THE LEGISLATIVE REFERENCES FOR ANY STATE THAT ARE NOT APPLICABLE

Queensland & Australian Capital Territory
Work Health and Safety Act 2011
Work Health and Safety Regulations 2011
Legislation QLD: https://www.worksafe.qld.gov.au/laws-and-compliance/work-health-and-safety-laws
Codes of Practice QLD: https://www.worksafe.qld.gov.au/laws-and-compliance/codes-of-practice
Legislation ACT: https://www.worksafe.act.gov.au/laws-and-compliance/acts-and-regulations
Codes of Practice ACT: https://www.worksafe.act.gov.au/laws-and-compliance/codes-of-practice

New South Wales
Work Health and Safety Act 2011
Work Health and Safety Regulations 2025
Legislation NSW: https://www.safework.nsw.gov.au/legal-obligations/legislation
Codes of Practice NSW: https://www.safework.nsw.gov.au/resource-library/list-of-codes-of-practice

Northern Territory
Work Health and Safety (National Uniform Legislation) Act 2011
Work Health and Safety (National Uniform Legislation) Regulations 2011
Legislation NT: https://worksafe.nt.gov.au/laws-and-compliance/workplace-safety-laws
Codes of Practice NT: https://worksafe.nt.gov.au/forms-and-resources/codes-of-practice

South Australia
Work Health and Safety Act 2012 (SA)
Work Health and Safety Regulations 2012 (SA)
Legislation for SA: https://www.safework.sa.gov.au/resources/legislation
Codes of Practice for SA: https://www.safework.sa.gov.au/workplaces/codes-of-practice#COPs

Tasmania
Work Health and Safety Act 2012
Work Health and Safety (Transitional and Consequential Provisions) Act 2012
Work Health and Safety Regulations 2012
Work Health and Safety (Transitional) Regulations 2012
Legislation for TAS: https://worksafe.tas.gov.au/topics/laws-and-compliance/acts-and-regulations
Codes of Practice for TAS: https://worksafe.tas.gov.au/topics/laws-and-compliance/codes-of-practice

Details of permits, licenses or access required by regulatory bodies (add or delete as required):

- Permits from local council
- Authorisation to commence work
- Any required documents.

Victoria
Occupational Health and Safety Act 2004
Occupational Health and Safety Regulations 2017
Legislation VIC: https://www.worksafe.vic.gov.au/occupational-health-and-safety-act-and-regulations
Codes of Practice VIC: https://www.worksafe.vic.gov.au/compliance-codes-and-codes-practice

Western Australia
Work Health and Safety Act 2020
Work Health and Safety Regulations 2022
Legislation Western Australia: https://www.commerce.wa.gov.au/worksafe/legislation
Codes of Practice WA: https://www.commerce.wa.gov.au/worksafe/codes-practice

Safe Work Australia Links
Law and Regulation (All States): https://www.safeworkaustralia.gov.au/law-and-regulation
Model Codes of Practice: https://www.safeworkaustralia.gov.au/resources-publications/model-codes-of-practice

Model Codes of Practice

- Managing noise and preventing hearing loss at work
- Confined spaces
- Labelling of workplace hazardous chemicals
- Managing risks of hazardous chemicals in the workplace
- Welding processes
- First aid in the workplace
- Managing the risk of falls at workplaces
- Hazardous manual tasks
- Managing the risk of falls in housing construction
- Managing electrical risks in the workplace
- Demolition work
- Excavation work
- Work health and safety consultation, cooperation and coordination
- Managing the work environment and facilities
- How to manage work health and safety risks
- Managing risks of plant in the workplace
- Construction work