

**General Farm Maintenance Chemicals and Workshop**

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:	

SAMPLE

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. WHS Governance, Consultation and Farm Safety Leadership	<ul style="list-style-type: none"> <li>Absence of a documented WHS management plan covering chemicals and workshop activities</li> <li>Inadequate consultation with workers, family members and contractors about farm risks</li> <li>Unclear WHS roles, responsibilities and delegation of authority for farm maintenance and chemical safety</li> <li>Failure to integrate WHS Act 2011 duties into day-to-day farm decision-making</li> <li>Poor safety culture leading to normalisation of unsafe practices in the workshop and chemical storage areas</li> <li>Inadequate incident reporting, investigation and corrective action processes</li> <li>Lack of monitoring of compliance with internal policies and legal obligations</li> </ul>	4A	<ul style="list-style-type: none"> <li>Establish and maintain a documented WHS management plan for the farm that specifically covers agricultural and veterinary chemicals, general farm maintenance, workshop activities, effluent systems, liquid manure handling, telemetry and remote equipment</li> <li>Define and record WHS responsibilities for all PCP officers, workers and contractors in position descriptions, contractor agreements and farm manuals</li> <li>Set up regular safety meetings or toolbox talks to consult with workers and contractors on identified hazards, proposed control measures and changes to work practices</li> <li>Implement a WHS policy endorsed by farm management that references obligations under the Work Health and Safety Act 2011 and relevant WHS Regulations and Codes of Practice</li> <li>Develop a simple, confidential incident and near-miss reporting system and ensure all events related to chemicals and workshop activities are investigated and corrective actions tracked to completion</li> <li>Schedule periodic WHS audits or inspections focused on chemical safety, workshop condition, machinery guarding, and effluent systems, with findings documented and actioned</li> <li>Ensure officers exercise due diligence by regularly reviewing WHS performance, resourcing safety initiatives and staying up to date with changes in WHS law and farm industry guidance</li> <li>Integrate WHS considerations into procurement, contractor engagement, planning of major repairs, and capital works such as windmills, wells and effluent infrastructure</li> </ul>	3H
2. Farm Chemical Governance and Inventory Management	<ul style="list-style-type: none"> <li>Lack of a current chemical inventory for agricultural and veterinary chemicals stored or used on the farm</li> <li>Use of unregistered, decommissioned or mislabelled products leading to unknown health and environmental risks</li> <li>Failure to obtain, store and reference current Safety Data Sheets (SDS) as required by WHS Regulations</li> <li>Excessive quantities of incompatible chemicals (e.g. oxidisers and fuels) stored in close proximity</li> <li>Inadequate control of who can purchase, receive and authorise the use of hazardous chemicals</li> <li>Poor record keeping of chemical use, mixing, disposal and spill incidents</li> <li>Retention of banned, expired or deteriorated products that may become unstable or ineffective</li> </ul>	4A	<ul style="list-style-type: none"> <li>Implement a documented chemical management procedure covering selection, procurement, receipt, storage, use and disposal of agricultural and veterinary chemicals</li> <li>Maintain an up-to-date chemical register for all hazardous chemicals used or stored on site, including quantities, storage locations and SDS references</li> <li>Require that all chemicals on site are clearly labelled in accordance with the Globally Harmonised System (GHS) and that decanting into unlabelled containers is prohibited by procedure</li> <li>Set purchasing controls so that only authorised and trained persons can order agricultural and veterinary chemicals, with checks for registration status and suitability for intended use</li> <li>Ensure current SDS (within 5 years) are readily accessible near storage areas and via electronic means for all workers and contractors</li> <li>Implement a periodic stocktake and disposal program for obsolete, banned or expired chemicals using licensed collection and disposal services</li> <li>Separate and segregate incompatible substances in storage in line with Australian Standards and supplier guidance (e.g. fuels, corrosives, oxidisers, pesticides)</li> <li>Record chemical use, application areas and any incidents or spills in a central log to support traceability and continuous improvement</li> </ul>	2M

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3. Chemical Storage, Mixing Areas and Spill Containment	<ul style="list-style-type: none"> <li>Improperly designed or unbunded chemical sheds leading to uncontrolled spills and environmental contamination</li> <li>Inadequate segregation of agricultural chemicals from feed, seed, veterinary supplies and ignition sources</li> <li>Lack of controlled, ventilated and weather-protected areas for chemical mixing and decanting</li> <li>Poorly maintained storage structures, racks and shelving leading to collapse or container damage</li> <li>Insufficient spill kits, absorbent materials and drip trays for routine and emergency spill response</li> <li>Inadequate stormwater management leading to chemicals entering drains, wells, bores or watercourses</li> <li>Unauthorised access by children, visitors or livestock to chemical storage or mixing areas</li> </ul>	4A	<ul style="list-style-type: none"> <li>Construct or upgrade chemical storage areas in accordance with relevant Australian Standards, including bunding, ventilation, racking and weather protection, sized to contain credible spill volumes</li> <li>Segregate chemical storage from animal feed, seed, combustible materials and open ignition sources through design, signage and restricted access controls</li> <li>Designate and signpost a dedicated chemical mixing and decanting area with impervious surfaces, drainage to contained sumps and ready access to water for decontamination where appropriate</li> <li>Develop a spill prevention and response procedure for chemical storage and mixing areas, including notification requirements and environmental protection measures</li> <li>Provide appropriately sized and clearly marked spill kits, absorbent materials, drain covers and disposal containers and store near all major chemical storage and mixing points</li> <li>Inspect storage structures, bunds, pallets and shelving on a scheduled basis and document repair or replacement actions</li> <li>Install secure locking systems and warning signage on chemical sheds to prevent unauthorised access by children, visitors and livestock</li> <li>Implement controls to prevent chemical entry into wells, bores and water sources, including physical separation, diversion drains and backflow prevention devices where chemicals interface with water systems</li> </ul>	2M
4. Worker Competency, Licencing and Training for Chemicals and Workshop	<ul style="list-style-type: none"> <li>Workers and contractors handling agricultural and veterinary chemicals without adequate training in safe use and risk controls</li> <li>Lack of verification of high-risk competencies for tasks such as work at height on windmills, confined space work near wells and effluent pipes, electrical tasks on telemetry systems</li> <li>Inadequate induction for new or seasonal workers regarding chemical hazards, workshop plant, and emergency procedures</li> <li>Failure to maintain records of training, licences and authorisations, leading to unqualified persons performing hazardous tasks</li> <li>Insufficient understanding of hazard communication, including labelling, SDS and chemical risk assessments</li> </ul>	4A	<p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p>	2M

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	<ul style="list-style-type: none"> <li>Language or literacy barriers that impede understanding of instructions or safety information</li> </ul>		[REDACTED]	
5. Workshop Layout, Housekeeping and General Safety Systems	<ul style="list-style-type: none"> <li>Poor workshop layout causing congestion, trip hazards and unsafe interaction between vehicles, machinery and pedestrians</li> <li>Inadequate separation of grinding, welding and hot-work activities from flammable liquids and combustible materials</li> <li>Accumulation of waste materials, offcuts, oily rags and farm rubbish increasing fire and trip risks</li> <li>Insufficient storage solutions leading to tools and parts being stored at height in unstable stacks</li> <li>Inadequate lighting and ventilation in workshop and maintenance areas</li> <li>Lack of documented workshop rules, authorisation and signage for high-risk maintenance activities</li> </ul>	3H	[REDACTED]	2M
6. Plant, Tools and Machinery Maintenance Systems	<ul style="list-style-type: none"> <li>Absence of a planned maintenance schedule for tractors, farm machinery, power tools, and workshop equipment</li> <li>Failure to inspect and maintain safety-critical devices such as guards, ROPS, PTO shields, hydraulic hoses and pressure relief valves</li> <li>Use of defective, modified or non-compliant tools and equipment in the workshop</li> <li>Inadequate lock-out, tag-out and isolation procedures during maintenance</li> </ul>	4A	[REDACTED]	2M

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	<p>and repair of machinery, windmills and pumps</p> <ul style="list-style-type: none"> <li>• Poorly managed mobile plant and vehicle maintenance increasing breakdown and crash risks</li> <li>• Lack of documented pre-start and post-maintenance checks for key farm equipment</li> </ul>		[REDACTED]	
7. Work at Height, Windmill and Structural Maintenance Risk Management	<ul style="list-style-type: none"> <li>• Uncontrolled work at height on windmills, tank stands, roofs and elevated structures without proper fall protection systems</li> <li>• Use of unsuitable ladders, workshift platforms or non-rated lifting equipment for structural repair</li> <li>• Lack of engineering system for routine maintenance or elevated tank windmills and telemetry installations</li> <li>• Inadequate assessment of structural integrity before workers climb or attach equipment</li> <li>• Failure to manage dropped object risks around elevated work areas</li> <li>• Insufficient planning for emergency rescue in the event of a fall or medical episode while working at height</li> </ul>	4A	[REDACTED]	2M
8. Wells, Pits, Effluent Systems and Liquid	<ul style="list-style-type: none"> <li>• Exposure to toxic or asphyxiating gases from effluent ponds, liquid manure storage, sumps and enclosed pits</li> </ul>	4A	[REDACTED]	2M

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Manure Risk Management	<ul style="list-style-type: none"> <li>Uncontrolled entry into confined spaces such as tanks, wells, underground sumps and effluent pits without proper controls</li> <li>Unprotected edges around wells, tanks and ponds creating fall hazards for workers, children and livestock</li> <li>Failure of covers, gratings or barriers over wells and pits due to corrosion or poor design</li> <li>Inadequate design and maintenance of effluent systems leading to blockages, overflows and environmental contamination</li> <li>Lack of clear procedures for managing crusted surfaces on effluent ponds that may conceal weak points</li> </ul>		<p>[REDACTED]</p>	
9. Farm Waste, Effluent Treatment and Environmental Management	<ul style="list-style-type: none"> <li>Unsystematic management of farm waste leading to uncontrolled burning, illegal dumping or contamination of soil and waterways</li> <li>Inadequate separation of chemical containers, veterinary waste, sharps, oily wastes and general rubbish</li> <li>Failure to manage run-off from manure stockpiles and effluent spreading areas, impacting neighbours and water sources</li> <li>Storage of waste agricultural and veterinary chemical containers without triple-rinsing or appropriate collection arrangements</li> <li>Lack of documented procedures for the treatment and land application of farm effluent and liquid manure</li> </ul>	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> <p>[REDACTED]</p>	2M

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	<ul style="list-style-type: none"> <li>Insufficient records to demonstrate compliance with environmental and biosecurity requirements</li> </ul>		[REDACTED]	
10. Telemetry, Electrical Safety and Remote Monitoring Systems	<ul style="list-style-type: none"> <li>Installation or modification of telemetry and electrical systems on pumps, windmills and equipment by unqualified persons</li> <li>Inadequate protection of low-voltage, solar and battery systems against weather, dust and mechanical damage</li> <li>Poor segregation of electrical wiring from metal pipework, walkways and access ladders</li> <li>Lack of documented inspection and testing regime for electrical installations and portable equipment in the workshop</li> <li>Insufficient cybersecurity or system integrity controls on telemetry leading to unreliable data for safety critical decisions (e.g. water levels, pump operation)</li> <li>Failure of remote monitoring system without alarms or back-up checks, resulting in undetected hazards such as empty tanks, pump failure or overflows</li> </ul>	3H	[REDACTED]	2M
11. Emergency Preparedness, First Aid and Incident Response	<ul style="list-style-type: none"> <li>Lack of coordinated response plans for chemical exposure, fires, structural collapse, gas incidents and machinery entrapment</li> <li>Insufficient accessible first aid supplies, eyewash and safety showers near workshops and chemical handling areas</li> <li>Poor communication arrangements for remote work on windmills, wells and distant paddocks</li> </ul>	4A	[REDACTED]	2M

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	<ul style="list-style-type: none"> <li>Workers and family members not trained in basic first aid, CPR or emergency use of fire equipment</li> <li>Inadequate planning for spill containment and notification to regulators or neighbours after major incidents</li> <li>Absence of clear property addressing, maps or site information for emergency services</li> </ul>		[REDACTED]	
12. Personal Protective Equipment (PPE) Management and Hygiene Systems	<ul style="list-style-type: none"> <li>Over-reliance on PPE instead of higher-order controls for chemicals and workshop hazards</li> <li>Inadequate selection, fitting, maintenance and replacement of PPE for chemical handling, effluent work and workshop tasks</li> <li>Shared or poorly cleaned PPE, increasing risk of contamination and dermatitis</li> <li>Lack of facilities in workshop for decontamination and safe clothing changes after chemical or effluent exposure</li> <li>Failure to enforce PPE requirements in farm policies and supervision practices</li> </ul>		[REDACTED]	1L
13. Contractor and Supplier Management for Farm Maintenance Activities	<ul style="list-style-type: none"> <li>Engagement of contractors for workshop repairs, windmill maintenance, telemetry setup or effluent works without adequate WHS vetting</li> <li>Poor coordination between farm operations and contractor activities leading to conflicting tasks and increased risk</li> </ul>	3H	[REDACTED]	2M

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	<ul style="list-style-type: none"> <li>Lack of clear exchange of information about site-specific hazards, chemicals and underground services</li> <li>Inadequate supervision of contractor work, particularly where high-risk plant, work at height or confined spaces are involved</li> <li>Assumption that contractors fully manage their own safety without verification</li> </ul>		<p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p>	
14. Documentation, Record Keeping and Continuous Improvement	<ul style="list-style-type: none"> <li>Loss of critical WHS records such as chemical registers, training records, maintenance logs and risk assessments</li> <li>Outdated procedures and policies remaining in circulation and causing confusion</li> <li>Inability to demonstrate compliance with WHS Act 2011 and Regulations during inspections or incidents</li> <li>Failure to systematically review incidents, near misses and changes in farm operations for learning opportunities</li> <li>Informal or verbal safety arrangements that are not consistently communicated or applied</li> </ul>	3H	<p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p>	1L

**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/factsheets-and-resources/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.