

**Pesticide Safety**

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.	Administrative Change	
								PPE	

  

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 for the task parts. 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, Policies and Legal Compliance for Pesticides	<ul style="list-style-type: none"> <li>Lack of an organisation-wide pesticide safety policy aligned with WHS Act 2011, WHS Regulations and relevant APVMA requirements</li> <li>Failure to identify and comply with state and territory-specific pesticide control legislation, environmental protection laws and local council requirements</li> <li>No clear allocation of WHS duties and due diligence responsibilities for officers in relation to pesticide use</li> <li>Inadequate integration of pesticide risk management into the broader WHS management system</li> <li>Insufficient review of new or changed legislation, standards and codes of practice relating to pesticides, herbicides and dangerous goods</li> <li>Poor documentation and retention of records needed to demonstrate compliance and due diligence (e.g. training, health monitoring, maintenance, incident investigations)</li> </ul>	4A	<ul style="list-style-type: none"> <li>Develop and implement a formal Pesticide and Chemical Management Policy endorsed by senior management, referencing the WHS Act 2011, WHS Regulations, APVMA requirements, relevant state pesticide legislation and environmental protection laws</li> <li>Assign clear WHS governance roles, responsibilities and accountabilities for pesticide management, including officers, PCBUs, managers, supervisors and workers</li> <li>Integrate pesticide management into the organisation's WHS Management System (e.g. ISO 45001-aligned), including planning, consultation, risk management, incident management and monitoring processes</li> <li>Maintain a legal and standards register of pesticide-related legislation, Australian Standards, codes of practice and guidance with a scheduled review process and responsibility assigned</li> <li>Implement a documented procedure for the approval, procurement, introduction and review of any new pesticide or chemical product, including WHS and environmental impact considerations</li> <li>Ensure systems are in place for regular internal audits, management reviews and external compliance checks of pesticide safety practices</li> <li>Establish document and record management systems for pesticide policies, risk assessments, training records, health monitoring, exposure records, SDSs, maintenance logs and incident investigations, with retention periods compliant with legislation</li> </ul>	2M
2. Pesticide Selection, Procurement and Approval	<ul style="list-style-type: none"> <li>Selection of pesticides with unnecessary toxicity, volatility or environmental persistence when safer alternatives are available</li> <li>Procurement of unregistered, decanted or incorrectly labelled pesticides not approved by APVMA</li> <li>Purchasing pesticides without WHS or environmental review, leading to incompatible or unsuitable products on site</li> <li>Use of products that are not fit for purpose (e.g. agricultural formulations used in public gardens or near waterways)</li> <li>Inadequate assessment of signal headings (Danger, Warning, Caution)</li> </ul>	4A	<ul style="list-style-type: none"> <li>Establish a formal pesticide selection and approval procedure requiring WHS and environmental assessment (including review of SDS, product label and APVMA registration) before procurement</li> <li>Implement a preferred products list prioritising less hazardous, lower-volatility and targeted pesticides and herbicides, and considering non-chemical or integrated pest management (IPM) options</li> <li>Require approval by a competent person (e.g. WHS Advisor, licensed pest management technician, agronomist) before new pesticides are introduced into the workplace</li> <li>Mandate verification that all pesticides are APVMA-registered, correctly labelled and appropriate for the intended application, location and pest/weed species</li> <li>Include evaluation of off-target impacts, environmental sensitivity (e.g. waterways, pollinators, native vegetation) and public exposure as part of the product selection process</li> <li>Implement a systematic review to remove or substitute higher-risk pesticides with safer alternatives where practicable</li> <li>Integrate procurement controls into purchasing systems (e.g. approved supplier lists, purchasing software alerts) to prevent unauthorised or ad-hoc purchases of pesticides</li> </ul>	2M

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	<p>and hazard classifications (GHS) prior to purchase</p> <ul style="list-style-type: none"> <li>• Failure to consider vulnerable persons and public exposure in selection (e.g. childcare centres, schools, aged-care facilities, public gardens)</li> <li>• Lack of process to phase out high-risk pesticides or chemicals of security concern</li> </ul>			
3. Chemical Inventory Management and Safety Data Sheet (SDS) Control	<ul style="list-style-type: none"> <li>• Incomplete or inaccurate inventory of pesticides, herbicides and other hazardous chemicals on site</li> <li>• Out-of-date or missing SDSs for pesticides and chemicals used for vegetation control and groundskeeping</li> <li>• Lack of visibility of quantities and storage locations, hindering emergency response planning</li> <li>• Inadequate tracking of decanted or premixed pesticide solutions, leading to unidentified containers</li> <li>• Failure to identify chemicals that are incompatible, unstable or subject to additional regulatory controls</li> <li>• Poor communication of inventory information to workers, contractors and emergency services</li> </ul>	3H	<ul style="list-style-type: none"> <li>• Implement and maintain a centralised chemical inventory system (digital register) listing all pesticides, herbicides and other hazardous chemicals including quantities, storage locations, hazard classifications and expiry dates</li> <li>• Ensure current SDSs (issued within the last 5 years) are readily accessible for all pesticides and chemicals, both digitally and at points of use and storage</li> <li>• Introduce a documented process for regular inventory reconciliation (e.g. quarterly checks) to confirm stocks, expiry dates and removal of obsolete products</li> <li>• Require labelling and tracking of all decanted or premixed pesticide containers with product name, concentration, date of mixing and responsible person</li> <li>• Use the inventory to identify and manage incompatible chemicals, restricted-use pesticides and any substances requiring specific licences or authorisations</li> <li>• Provide emergency services with up-to-date chemical inventory and site plans, and ensure this information is available in emergency information cabinets at key locations</li> <li>• Integrate the chemical register with risk assessments, training needs analysis and health monitoring plans for workers handling pesticides</li> </ul>	1L
4. Pesticide Storage, Segregation and Security Systems	<ul style="list-style-type: none"> <li>• Improper storage conditions (temperature, ventilation, segregation) causing chemical degradation, leaks or reactions</li> <li>• Inadequate bunding and spill containment in pesticide stores, leading to environmental contamination</li> <li>• Uncontrolled access to pesticide storage areas by untrained staff, children, visitors or unauthorised persons</li> <li>• Storage of incompatible or reactive chemicals together (e.g. oxidisers with organics, herbicides with fertilisers)</li> </ul>	4A	<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 security against theft or misuse of pesticides, including chemicals of security concern</li> <li>• Poor housekeeping and clutter leading to leaks going unnoticed and obstructed access/egress</li> <li>• Lack of signage and emergency information at storage areas</li> </ul>		[REDACTED]	
5. Pesticide Transport, Loading and Off-Site Movement Management	<ul style="list-style-type: none"> <li>• Inadequate systems for safe transport of concentrated and mixed pesticides between depots, gardens and grounds</li> <li>• Unsecured pesticide containers in vehicles leading to spills, leaks or projectiles in the event of a crash</li> <li>• Lack of separation between pesticides and occupants in vehicles</li> <li>• No documented procedures for transport of pesticides on public roads including placarding where applicable</li> <li>• Insufficient emergency response equipment and information in vehicles transporting pesticides</li> <li>• Failure to consider weather, heat and spill risk in journey planning for pesticide transport</li> <li>• Inadequate driver awareness of chemical hazards and emergency actions</li> </ul>	3H	[REDACTED]	1L
6. Pesticide Mixing, Dilution and Application System Controls	<ul style="list-style-type: none"> <li>• Inadequate procedures for calculating and preparing pesticide dilutions, leading to over- or under-dosing</li> <li>• Reliance on informal practices or verbal instructions instead of written mixing and application guidance</li> <li>• Lack of systems to prevent cross-contamination between mixing equipment, water supplies and other chemicals</li> <li>• Insufficient control of spray drift, vapour movement and overspray to adjacent</li> </ul>	4A	[REDACTED]	2M

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	<p>properties, gardens, waterways or public areas</p> <ul style="list-style-type: none"> <li>• Use of inappropriate or poorly maintained mixing and application equipment (e.g. boom sprayers, backpack sprayers, wiper applicators)</li> <li>• No standardised approach to safe set-up, calibration and verification of application equipment</li> <li>• Failure to integrate weather, topography and vegetation considerations into application planning</li> </ul>		[REDACTED]	
7. Worker Competency, Licensing and Training for Pesticide Use	<ul style="list-style-type: none"> <li>• Workers applying pesticides, herbicides or other chemicals without appropriate training, licensing or competency assessment</li> <li>• Insufficient understanding of label directions, SDS information and legal obligations for pesticide use</li> <li>• Lack of awareness of chronic health risks (e.g. respiratory sensitisation, carcinogenicity, reproductive impacts) associated with pesticides</li> <li>• Inadequate supervision of new or inexperienced workers and contractors engaged in groundskeeping or vegetation control</li> <li>• Failure to provide refresh training leading to skill fade and complacency</li> <li>• No system to verify competency of external contractors engaged for pesticide application</li> </ul>		[REDACTED]	2M
8. Health Risk Management, Exposure Monitoring and Health Surveillance	<ul style="list-style-type: none"> <li>• Chronic or acute health effects from repeated low-level pesticide exposure through inhalation, skin contact or ingestion</li> <li>• Failure to identify workers at higher risk (e.g. pre-existing respiratory or skin conditions, pregnant workers, young workers)</li> </ul>	4A	[REDACTED]	2M

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	<ul style="list-style-type: none"> <li>Lack of systems for monitoring exposure levels where pesticides present significant health risks</li> <li>Absence of health surveillance and medical review for workers regularly handling high-risk pesticides</li> <li>Late recognition of symptoms of pesticide poisoning due to inadequate education and reporting mechanisms</li> <li>No linkage between incident/near-miss data and health monitoring programs</li> </ul>		[REDACTED]	
9. Personal Protective Equipment (PPE) Management Systems	<ul style="list-style-type: none"> <li>Over-reliance on PPE instead of implementing higher-order controls in pesticide risk management</li> <li>Inadequate selection of PPE types and ratings for specific pesticide formulations and application methods</li> <li>Poor fit, maintenance and storage of PPE leading to reduced protection and cross-contamination</li> <li>Lack of systems for PPE issue, replacement, laundering and decontamination</li> <li>Workers not trained or supervised for correct PPE use, donning/doffing and limitations</li> <li>No documented process to verify PPE performance (e.g. respirator fit testing, compatibility with other equipment)</li> </ul>	1	[REDACTED]	1L
10. Environmental Protection and Off-Target Impact Management	<ul style="list-style-type: none"> <li>Spray drift, runoff or leaching of pesticides into waterways, drains, wetlands or neighbouring properties</li> <li>Uncontrolled impacts on non-target species including pollinators, native vegetation, pets and wildlife in gardens and grounds</li> </ul>	4A	[REDACTED]	2M

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	<ul style="list-style-type: none"> <li>Inappropriate pesticide use in sensitive environments (e.g. schools, hospitals, playgrounds, conservation areas)</li> <li>Lack of planning for weather conditions and site characteristics that increase environmental risks</li> <li>Insufficient systems for notification and consultation with affected stakeholders (e.g. neighbours, local councils, community groups)</li> <li>Failure to manage pesticide residues on surfaces accessible to the public</li> </ul>		[REDACTED]	
11. Contractor and Groundskeeping Workforce Management	<ul style="list-style-type: none"> <li>Inconsistent safety standards between in-house staff and contractors performing pesticide work</li> <li>Inadequate prequalification and selection of contractors for pesticide application and vegetation control</li> <li>Poor communication of site-specific hazards, restrictions and community sensitivities to contractors working in gardens and grounds</li> <li>Lack of oversight of subcontractors engaged by primary contractors</li> <li>Inadequate systems for verifying that contractor work practices comply with WHS Act 2011 duties and organisational pesticide policies</li> <li>Fragmented incident reporting and learning between in-house teams and contractors</li> </ul>	3H	[REDACTED]	1L
12. Community, Worker Consultation and Information Sharing	<ul style="list-style-type: none"> <li>Lack of consultation with workers and health and safety representatives regarding pesticide use and changes to procedures</li> <li>Poor communication with the public, neighbours, facility users and other</li> </ul>	3H	[REDACTED]	1L

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	<p>stakeholders about pesticide programs in gardens and grounds</p> <ul style="list-style-type: none"> <li>Community anxiety or complaints due to perceived or actual pesticide risks</li> <li>Insufficient mechanisms for workers and the public to provide feedback, raise concerns or suggest improvements</li> <li>Failure to include vulnerable community groups in communication planning (e.g. schools, aged-care, disability services)</li> </ul>		[REDACTED]	
13. Emergency Preparedness, Spill Response and First Aid Systems	<ul style="list-style-type: none"> <li>Inadequate preparedness for spills, leaks, fires or acute exposure incidents involving pesticides</li> <li>Lack of standardised procedures for responding to pesticide spills in gardens on vehicles, pathways or near drains and waterways</li> <li>Insufficient emergency equipment (spill kits, containment devices, decontamination facilities) or poorly maintained equipment</li> <li>Workers and supervisors not know how to access SDSs and emergency information promptly</li> <li>Unclear roles and responsibilities during pesticide-related emergencies, leading to delayed or inappropriate response</li> <li>Failure to review and learn from previous emergencies or near misses</li> </ul>	4A	[REDACTED]	2M
14. Waste, Container Management and Disposal of Pesticides	<ul style="list-style-type: none"> <li>Improper disposal of leftover pesticides, wash-down water or contaminated soils leading to environmental contamination</li> <li>Inappropriate reuse or disposal of empty pesticide containers, causing residual exposure or misuse</li> </ul>	3H	[REDACTED]	1L

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	<ul style="list-style-type: none"> <li>Lack of systems for triple-rinsing, puncturing and segregation of containers in accordance with product label and regulatory requirements</li> <li>Uncontrolled accumulation of outdated, banned or unlabelled pesticides in storage areas</li> <li>Failure to engage licensed waste contractors for regulated pesticide wastes</li> <li>Inadequate documentation of disposal methods and destinations</li> </ul>		[REDACTED]	
15. Monitoring, Audit, Reporting and Continuous Improvement	<ul style="list-style-type: none"> <li>Lack of systematic monitoring of pesticide safety performance, leading to unrecognised trends and recurring issues</li> <li>Inadequate WHS inspections and audits of pesticide systems, storage, equipment and documentation</li> <li>Under-reporting of incidents, near misses and health concerns related to pesticide exposure</li> <li>Failure to incorporate lessons learned from incidents, regulatory changes or industry best practice into systems</li> <li>Performance indicators focusing on injury outcomes rather than leading indicators (training completion, inspections, compliance with procedures)</li> </ul>	3H	[REDACTED]	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/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.