Temporary Fencing Setup			
Business Name:		ABN:	
Business Address:			
Contact Person:	Phone:	Email:	

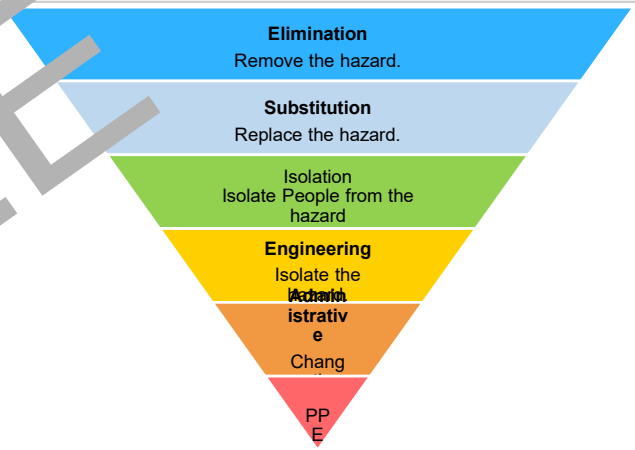
THIS RISK ASSESSMENT IS APPROVED BY THE PCBU OF THE PROJECT		
Under the Work Health and Safety Regulation (WHS Regulation), a person conducting a business or undertaking (PCBU) is required to ensure that a RISK ASSESSMENT is prepared before the proposed work starts.		
Full Name:		
Signature:	Title:	Date:

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 and Duty of Care	• Inadequate understanding of duties under WHS Act 2011 and WHS Regulation (e.g. failure to manage risks associated with temporary structures and construction work) • Absence of a documented WHS risk management procedure specific to temporary fencing setup around construction areas • Inadequate consultation with workers, Health and Safety Representatives (HSRs) and subcontractors on fencing risks and control strategies • No clear allocation of WHS responsibilities between PCBU, principal contractor, subcontractors and labour hire providers for temporary fencing activities • Failure to consider interaction with public, adjacent properties and shared workplaces in the WHS management system	High	• Establish and maintain a WHS Management System (WHSMS) that specifically references temporary fencing for construction sites, aligned with WHS Act 2011, WHS Regulation and relevant Codes of Practice (e.g. Construction Work, Managing Risks of Plant in the Workplace) • Develop a documented Temporary Fencing WHS Procedure that covers planning, design, procurement, installation oversight, inspection, modification and removal at all construction stages • Define and document roles, responsibilities and accountabilities for temporary fencing (e.g. designer/engineer, site manager, supervisor, contractor, principal contractor, traffic management coordinator) • Integrate temporary fencing risk assessment into the project-wide WHS risk register and project planning processes, including consultation with workers and HSRs • Implement a formal consultation and communication framework (toolbox talks, pre-start meetings, contractor kick-off meetings) that includes discussion of fencing risks and management expectations • Require all contractors engaged in fencing activities to provide WHS documentation (e.g. insurances, risk assessments, relevant SWMS, training records) and review these against organisational standards before engagement • Undertake periodic internal WHS audits and inspections that explicitly verify compliance of temporary fencing systems with organisational standards and legislative requirements • Include temporary fencing hazards and control expectations in induction materials for staff, subcontractors and visitors who may interact with or work near the fencing • Ensure processes are in place for incident and near-miss reporting, investigation and corrective actions relating to fencing failures, collapses, unauthorised access or public interaction	Medium
2. Design, Engineering and System Selection for Temporary Fencing	• Use of non-compliant or poorly engineered fencing systems not suitable to construction environments (e.g. insufficient stability, inadequate panel height, poor wind resistance) • Failure to consider site-specific loads such as wind, crowd pressure, vehicle impact or uneven ground when selecting fencing systems • Inadequate design of gate systems for plant and pedestrian access, leading to uncontrolled interaction between mobile plant, workers and public • Insufficient consideration of underground and overhead services during design of fencing alignment, leading to service strikes during post or weight placement	High	• Adopt an organisational engineering and design standard for temporary fencing at construction sites, referencing relevant Australian Standards and industry guidelines • Specify minimum performance requirements for temporary fencing systems (e.g. panel height, mesh size, loading, stability, anti-climb characteristics, wind load capacity) and ensure procurement aligns with these specifications • Require manufacturers' technical data sheets and, where necessary, engineering certifications for fencing systems, including requirements for bracing, ballast and maximum panel spans • Implement a formal design review process for fencing layouts on each project, including risk assessment of alignment, access points, interfaces with public areas, traffic routes and emergency egress • Mandate engineering input or sign-off for complex or high-risk fencing arrangements, such as hoarding integrations, scaffolding interfaces, fencing near live traffic or in cyclone-prone/high-wind regions • Standardise the use of compatible system components from approved suppliers only, with a process to assess and approve any alternative components before use • Incorporate design controls to segregate pedestrian and vehicle access (e.g. dedicated gates, separation distances, physical barriers) and align with the project Traffic Management Plan	Medium

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	• Use of incompatible components (panels, feet, clamps, bracing, stabilisers) from different systems without engineering verification • No formal engineering verification for high-risk installations (e.g. long runs near roads, elevated areas, retaining walls, public interfaces or high-wind zones)		• Ensure design documentation identifies restricted zones, no-go areas and minimum clearance to overhead powerlines and underground services, with reference to Dial Before You Dig/Before You Dig Australia and network operator requirements • Establish a review process to reassess fencing design when the construction footprint, neighbouring activities or risk profile changes (e.g. new excavation, increased plant movements, public events nearby)	
3. Procurement, Supply Chain and Equipment Quality	• Procurement of cheap or substandard fencing panels, feet and clamps that do not meet required strength or durability for construction use • Inconsistent supply of components leading to ad-hoc mixing and unsafe configurations (e.g. missing clamps, insufficient bracing, poor quality couplers) • Lack of supplier vetting, resulting in inadequate documentation, counterfeit parts or absence of engineering data for fencing products • No system to verify deliveries (e.g. damaged panels, cracked concrete feet, deformities) before acceptance onto site • Inadequate contractual arrangements with hire companies regarding inspection, maintenance and replacement of damaged components • Failure to ensure adequate stock levels of essential safety accessories (e.g. bracing, stabilisers, ballast, signage panels, lockable gates)	High	• Develop a procurement policy that sets minimum WHS and quality requirements for temporary fencing products and hire services, including evidence of compliance with relevant Australian Standards and engineering requirements • Pre-qualify fencing suppliers and hire companies through a documented evaluation process that includes WHS performance, product certifications, inspection regimes and incident history • Incorporate explicit WHS specifications into purchase and hire contracts (e.g. panel design loads, maximum panel weight, requirement for wind bracing, quality of concrete feet, anti-trip design, delivery documentation) • Implement a formal goods-inward inspection process for fencing components, with checklists and rejection criteria for damaged, deformed or non-conforming items before they are accepted into inventory • Maintain an inventory management system that tracks fencing components, identifies damaged items, and ensures removal from service until inspected, repaired or disposed of • Specify in supplier agreements the responsibilities for routine inspection, maintenance, replacement and certification of fencing systems while on hire • Ensure adequate quantities of compatible accessories (e.g. couplers, stays, weights, gates, locking devices, warning signage backing panels) are procured and stored to support safe configurations at all times • Review supplier performance periodically (e.g. six-monthly or at project completion) and remove underperforming suppliers from the approved list where recurring WHS issues are identified	Low
4. Site Planning, Layout and Interface with Public and Traffic	• Poorly planned fencing layout causing interaction between workers, mobile plant, delivery vehicles and the public at site boundaries • Fencing alignment obstructing traffic sight lines, pedestrian desire lines or emergency vehicle access • Inadequate segregation between construction areas and public spaces, leading to unauthorised entry,	High	[redacted]	Medium

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	vandalism, theft or injuries to members of the public • Fencing installed too close to roadways or footpaths without consideration of vehicle strikes and crowd movement during peak periods or special events • Insufficient planning for emergency egress from within fenced construction zones • Inadequate consideration of neighbouring properties, schools, childcare centres or sensitive receptors when determining fencing height, security and screening		[redacted]	
5. Contractor Management and Competency Oversight	• Engagement of subcontractors to assemble and disassemble temporary fencing without verifying WHS competence or experience in high-risk construction environments • Inadequate supervision and oversight of fencing crews, leading to inconsistent application of organisational standards • Lack of clarity regarding which PCBU controls specific risks (e.g. work at height on retaining walls, interaction with traffic while adjusting fencing, work near services) • No systematic review of contractors' risk assessments and SWMS covering temporary fencing activities in construction zones • Failure to manage labour hire workers performing fencing tasks to the same standard as direct employees	High	[redacted]	Medium
6. Training, Competency and Information for Workers	• Workers assembling and disassembling fencing not competent in safe handling of panels, feet and bracing systems in a construction context	High	[redacted]	Medium

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	• Lack of training in recognising unstable or damaged fencing and system limitations (e.g. maximum span without bracing, wind thresholds) • Inadequate instruction on working near live traffic, operating plant, excavations and services when moving or modifying fencing • Site inductions that do not adequately cover fencing-specific risks, emergency arrangements and reporting pathways • Poor understanding of legal obligations, including duty to report hazards, incidents and near misses related to fencing		[redacted]	
7. Systems for Inspection, Maintenance and Repair of Fencing	• Lack of a structured inspection regime leading to undetected [illegible]ation, damage or unauth[illegible]ed modification of fencing • Damaged panels, [illegible]welds, cracked or unstable feet, missing cla[illegible]ps or braces remaining in service • No formal process for tag[illegible]out or quarantining unsafe fencing components • Failure to adjust or reinforce fencing after changes in site conditions (e.g. new excavations, soil movement, heavy rain, high-wind events, traffic pattern changes) • Inadequate record-keeping, making it difficult to track recurring faults or systemic failures	High	[redacted]	Low
8. Change Management, Site	• Uncontrolled changes to fencing layout during construction staging, leading to	High		Medium

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Staging and Reconfiguration of Fencing	unprotected edges, open excavations or inadequate separation from high-risk activities • Ad-hoc removal of panels or feet by workers, subcontractors or third parties to create shortcuts or unauthorised access points • Poor coordination when roads, footpaths or access points are re-routed, resulting in conflicting movements between plant, workers and public • Failure to reassess risks when fencing is moved closer to temporary structures, excavations, traffic or overhead services • Inadequate communication of fencing changes to all affected workers, subcontractors and visitors		[redacted]	
9. Public Safety, Security and Access Control	• Members of the public gaining unauthorised access to [redacted] zones through gaps, climbed sections or poorly secured gates • Fencing collapse [redacted] displacement onto public footpaths or roadways, especially during high winds or vehicle impacts • Insufficient security measures leading to theft, vandalism or deliberate interference with fencing stability (e.g. removal of feet or clamps) • Inadequate signage warning the public of construction, restricted access and alternative routes • Failure to consider vulnerable groups (children, people with disability, elderly) in fencing and access design	High	[redacted]	Medium

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			[redacted]	
10. Emergency Management, Incident Response and Business Continuity	• Inadequate planning for emergency evacuation through or around fencing during fires, medical incidents or major plant incidents within the construction area • Delayed emergency services access to the work area due to locked or poorly signposted gates • Lack of procedures to quickly make fencing safe following a partial collapse, vehicle impact or extreme weather event • Insufficient contingency planning for significant disruptions (e.g. storm damage to extended fence lines around large construction sites) • Failure to investigate and learn from incidents and near misses relating to temporary fencing	High	[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

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