

Tile Removal and Demolition

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			Elimination Remove the hazard.	
LIKELY	2 MODERATE	3 HIGH	3 HIGH	4 ACUTE	4 ACUTE	4A ACUTE	DO NOT PROCEED	Substitution 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.	Engineering 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:	
4A	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.
3H	Review and approve additional controls before task starts. Senior supervisor sign-off needed.
2M	Ensure all nominated controls are in place and effective. 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 & Consultation	<ul style="list-style-type: none"> • Incomplete understanding of WHS Act 2011 and WHS Regulations requirements for demolition and refurbishment work • Absence of a documented WHS management plan for tile removal and minor demolition activities • Lack of consultation with workers and health and safety representatives about methods such as chiselling tiles off walls and wrapping tiles before breaking • No formal process to review new or changed tile removal methods (e.g. new cutting tools, alternative grout removal techniques) • Inadequate inclusion of tile removal risks in the site-wide risk register and WHS objectives • Poor communication of legal duties to principal contractors, subcontractors and labour hire workers 	4A	<ul style="list-style-type: none"> • Establish and maintain a documented WHS management system aligned with WHS Act 2011, WHS Regulations and relevant Codes of Practice for demolition, construction work and hazardous manual tasks • Develop a specific WHS governance procedure for minor demolition and tile removal works, including chiselling, grout cutting and tile breaking methodologies • Ensure senior management clearly allocate WHS duties and due diligence responsibilities for tile removal activities, including appointment of a competent supervisor • Implement structured consultation processes (toolbox meetings, pre-start briefings, safety committee) that specifically canvass tile removal practices and associated hazards • Maintain a legal register summarising applicable WHS legislation, Codes of Practice and Australian Standards relevant to demolition, silica, noise, hazardous chemicals and PPE, and review it at least annually • Integrate tile removal risks into the organisational WHS risk register, including defined risk owners, review dates and performance indicators • Require documented WHS plans from subcontractors performing tile removal, explicitly referencing compliance with the WHS Act 2011 and organisational procedures 	2M
2. Asbestos, Hazardous Materials & Pre-Demolition Survey	<ul style="list-style-type: none"> • Failure to identify lead, asbestos-containing materials behind tiles, in adhesives, backing boards, ceiling linings or old grout systems • Inadequate pre-demolition hazardous materials survey for ceramic and stone tile areas in older buildings • Unclear process for reviewing existing asbestos registers and hazardous materials reports prior to starting work • No system to stop work if suspected asbestos-containing material is uncovered during chiselling or demolition • Unmanaged exposure to lead-based paint, crystalline silica, mould or other hazardous residues during tile removal • Poor communication of survey findings to workers, subcontractors and occupants 	4A	<ul style="list-style-type: none"> • Implement a mandatory pre-demolition hazardous materials assessment procedure for all tile removal jobs, including review of asbestos registers and historical building information • Engage a competent asbestos/hazardous materials assessor where buildings pre-date relevant asbestos bans, or where information is incomplete • Require written confirmation that asbestos has been identified, removed or controlled before tile removal commences, with clear sign-off by a competent person • Establish a documented 'stop work' protocol when suspicious materials are discovered during chiselling, grout cutting or breaking tiles, including immediate isolation and testing • Ensure asbestos management plans and registers are accessible on site and referenced during pre-start briefings for all tile removal workers • Include lead-based paint, mould and other hazardous materials in survey scope where wall and floor finishes are being demolished • Verify that any asbestos removal is undertaken only by appropriately licensed asbestos removalists, under separate SWMS and clearance procedures 	2M

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3. Crystalline Silica, Dust & Airborne Contaminant Management	<ul style="list-style-type: none"> Uncontrolled generation of respirable crystalline silica dust when cutting out old grout, removing ceramic or stone floor tiles or breaking wrapped tiles Inadequate engineering controls for dust suppression (e.g. dry grinding, chiselling or cutting without extraction) Absence of a formal silica exposure risk assessment and air monitoring where required Insufficient respiratory protection program, including selection, fit testing and maintenance of RPE Inadequate ventilation and dust containment leading to exposure of other workers, building occupants and public Poor housekeeping resulting in accumulation of fine dust on surfaces and in adjacent areas 	4A	<ul style="list-style-type: none"> Develop a crystalline silica management procedure consistent with the Code of Practice and relevant Australian Standards for tile and masonry work Specify and enforce the use of engineering controls such as on-tool dust extraction, wet cutting methods and local exhaust ventilation for grout cutting and tile removal Conduct task-based silica exposure risk assessments and commission air monitoring where there is uncertainty about meeting exposure standards Implement a respiratory protection program including selection of suitable P2 or higher RPE, fit-testing, training, cleaning and replacement schedules Use physical barriers, temporary hoarding and negative pressure where needed to prevent dust migration to occupied areas Manage structural housekeeping processes including regular wet wiping or HEPA-filter vacuuming of settled dust with responsibilities defined in site procedures Include silica and general dust hazards in induction and toolbox talks for all workers engaged in tile removal and demolition work 	2M
4. Noise, Vibration & Occupational Health Exposure	<ul style="list-style-type: none"> Excessive noise exposure from impact tools used for chiselling tiles off walls and floors Whole body and hand-arm vibration from powered chisels, breakers and grinders Lack of noise assessment and monitoring for prolonged tile removal operations Insufficient procedures for managing hearing conservation and audiometric testing Potential aggravation of existing musculoskeletal or circulatory conditions due to sustained vibration and awkward postures Inadequate communication of noisy activities to neighbours, occupants and other trades 	3H	<p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p>	2M
5. Structural Integrity, Services Isolation & Demolition Planning	<ul style="list-style-type: none"> Damage to structural elements when removing wall tiles and render using impact methods 	4A		2M

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	<ul style="list-style-type: none"> • Unidentified electrical, plumbing or gas services behind tiles, walls or floors • Absence of a documented demolition plan for tile and substrate removal sequences • Uncontrolled collapse of wall sections, fixtures or substrates when tiles are removed • Interference with fire systems, waterproofing membranes or building services without proper authorisation • Unclear responsibilities for checking and isolating services prior to demolition 		[REDACTED]	
6. Plant, Tools, Equipment & Maintenance Systems	<ul style="list-style-type: none"> • Use of unsuitable or poorly maintained power tools for grout cutting and tile removal • Absence of a structured inspection and maintenance regime for all tools, breakers, grinders and dust extraction units • Non-compliant electrical equipment (e.g. out-of-date test tags) • Lack of standardised tooling specifications for tile removal tasks, leading to ad-hoc tool selection • Uncontrolled modifications or makeshift attachments to tools or guards • Inadequate systems for managing faults, tagging out defective equipment and contractor-supplied tools 	3H	[REDACTED]	1L
7. Hazardous Manual Tasks & Ergonomic Risk Management	<ul style="list-style-type: none"> • Repetitive and forceful movements when chiselling tiles off walls and floors • Awkward postures when working at floor level, in showers, or above shoulder height • Manual handling of heavy boxes or bundles of ceramic or stone tiles during 	3H	[REDACTED]	2M

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	<ul style="list-style-type: none"> removal and wrapping in blankets prior to breaking Lack of formal hazardous manual tasks risk assessment for tile demolition activities Time pressure and poor planning resulting in workers rushing and exceeding safe handling limits Inadequate provision of mechanical aids or work platforms to reduce reaching and bending 		[REDACTED]	
8. Work Environment, Access, Housekeeping & Waste Management	<ul style="list-style-type: none"> Slip, trip and fall risks due to broken tiles, grout dust and tools scattered in work areas Poor housekeeping leading to accumulation of sharp tile fragments around workstations Inadequate planning for safe egress and emergency access during demolition activities Uncontrolled stacking of removed tile and debris, including wrapped tiles awaiting breaking, creating instability Insufficient systems for segregation, containment and removal of materials including potentially contaminated materials Cross-contamination of occupied areas due to poor zoning and traffic management for waste removal 	3H	[REDACTED]	1L
9. Contractor Management, Competency & Training	<ul style="list-style-type: none"> Engagement of tile removal subcontractors without adequate WHS systems or competencies Lack of verification of worker training in demolition, silica control and hazardous manual tasks Inconsistent understanding of procedures for chiselling, grout cutting and wrapping tiles before breaking 	3H	[REDACTED]	2M

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	<ul style="list-style-type: none"> Reliance on informal, undocumented on-the-job instruction instead of structured training Insufficient monitoring of contractor performance and WHS compliance on site Language and literacy barriers preventing workers from understanding WHS requirements 		[REDACTED]	
10. Site Induction, Communication & Information Sharing	<ul style="list-style-type: none"> Workers commencing tile removal without receiving site-specific induction Poor communication of critical information such as hazardous materials locations, restricted areas and emergency procedures Lack of clarity around the requirement to wrap tiles in blankets before breaking and reasons for that control Inadequate communication between multiple trades working in the same area, leading to interface risks Failure to communicate changes in demolition sequencing or methods to all affected workers Incomplete or outdated safety signage in tile removal work 	3H	[REDACTED]	1L
11. Personal Protective Equipment (PPE) Program & Fit-for-Work	<ul style="list-style-type: none"> Over-reliance on PPE instead of higher-level controls for dust and removal hazards Inadequate specification, provision and enforcement of PPE such as eye, respiratory, hearing and hand protection Lack of fit-testing and training for respiratory protective equipment used during dusty tile removal operations Workers not fit for work due to fatigue, alcohol, drugs or pre-existing conditions aggravated by demolition work No formal system for reporting and managing restrictions or medical limitations 	3H	[REDACTED]	2M

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	<ul style="list-style-type: none"> Poor storage, cleaning and replacement practices leading to ineffective PPE 		[REDACTED]	
12. Emergency Preparedness, First Aid & Incident Management	<ul style="list-style-type: none"> Lack of planning for tile removal-specific emergencies such as eye injuries from flying fragments, lacerations from sharp tiles, or dust inhalation events Insufficient first aid resources and trained first aiders on sites where tile demolition is undertaken Unclear procedures for responding to structural damage or service strikes during chiselling or demolition Poor reporting culture leading to under-reporting of near misses and minor injuries Delayed notification and investigation of incidents related to tile removal and grout cutting activities Inadequate integration of tile removal scenarios into emergency exercises and drills 	3H	[REDACTED]	1L
13. Public, Occupant & Neighbouring Property Protection	<ul style="list-style-type: none"> Uncontrolled access by building occupants or public into tile demolition zones Noise, dust and vibration impacts on neighbouring tenancies and properties Inadequate protection of adjacent finishes, fixtures and assets from flying fragments and dust during tile removal Lack of communication with building management or neighbours regarding work timing and expected impacts Improper placement of waste skips or chutes creating hazards for pedestrians and traffic Potential damage claims arising from unrecorded pre-existing defects 	3H	[REDACTED]	1L

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14. Project Planning, Scheduling & Work Coordination	<ul style="list-style-type: none"> • Insufficient lead time to properly plan tile removal methods, controls and resourcing • Work sequencing that places tile removal in conflict with other high-risk activities in the same area • Rushing due to compressed programs, increasing likelihood of shortcuts and non-compliance with procedures • Failure to plan for off-hours work where required to reduce impact on occupants and public • Inadequate consideration of seasonal conditions (heat, humidity, ventilation) affecting demolition work • Poor coordination of deliveries, waste removal and trades handover 	3H	<p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p>	2M
15. Monitoring, Supervision, Audit & Continuous Improvement	<ul style="list-style-type: none"> • Inadequate on-site supervision of tile removal and demolition activities • Failure to monitor compliance with risk controls for chiselling, grout cutting and tile wrapping methods • Lack of periodic WHS audits focusing on demolition work practices and documentation • Absence of performance indicators for WHS outcomes in tile removal projects • Limited mechanisms to capture worker feedback and lessons learned from past projects • No systematic review of risk assessments and procedures following incidents or changes in legislation 	3H	<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/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.