

**Traffic Control Setup Signage and Barricades**

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			<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 Management, Governance and Legal Compliance	<ul style="list-style-type: none"> <li>Lack of overarching WHS policy specific to traffic control, signage and barricades</li> <li>Inadequate understanding of WHS Act 2011 and WHS Regulation duties for PCBUs, officers and workers</li> <li>Poor integration of traffic control obligations into the organisation's WHS management system</li> <li>Failure to allocate clear WHS responsibilities for planning, approving and monitoring barricading and signage</li> <li>Inadequate consultation with workers and Health and Safety Representatives on traffic management risks</li> <li>No process to verify principal contractor, subcontractors and traffic control companies meet WHS obligations</li> <li>Insufficient monitoring of changes to Australian Standards, Codes of Practice and road authority guidelines</li> <li>Failure to ensure due diligence by officers regarding sourcing, verification and continuous improvement</li> </ul>	4A	<ul style="list-style-type: none"> <li>Develop and implement a documented WHS management system that includes a specific Traffic Management and Barricading Standard aligned with WHS Act 2011, WHS Regulation and relevant Codes of Practice</li> <li>Define and document WHS roles, responsibilities and accountabilities for PCBUs, officers, supervisors, planners and traffic controllers involved in signage and barricade activities</li> <li>Establish a legal and standards register covering WHS legislation, AS 1742 series, Austroads guides, local road authority manuals and update it at defined intervals</li> <li>Implement formal WHS consultation mechanisms (toolbox talks, HSR forums, pre-start meetings) specifically addressing signage, hoarding and barricade risks</li> <li>Embed traffic control governance requirements into contracts, procurement documentation and onboarding of subcontractors and traffic control providers</li> <li>Include verification activities (audits, inspections, management walk-arounds) in the WHS plan to monitor compliance with traffic control policies and procedures</li> <li>Provide officer-level due diligence training so senior leaders understand obligations regarding traffic control setup and barricades</li> <li>Review and update the Traffic Management and Barricading Standard at least annually or following significant incidents, changes in scope or regulatory updates</li> </ul>	3H
2. Planning and Design of Traffic Management Systems	<ul style="list-style-type: none"> <li>Inadequate planning for area cordoning and partitioning work areas off from public access</li> <li>Traffic Management Plans (TMPs) and Traffic Guidance Schemes (TGSs) not prepared or not fit for purpose</li> <li>Insufficient allowance for heavy plant interaction with pedestrians and public traffic</li> <li>Failure to consider emergency vehicle access and egress in the layout of barriers and hoarding</li> <li>No systematic consideration of staging for barrier setup, removal and alteration as work phases change</li> </ul>	4A	<ul style="list-style-type: none"> <li>Mandate development of project-specific Traffic Management Plans and Traffic Guidance Schemes by competent traffic engineers or accredited traffic planners for all works involving signage and barricades</li> <li>Implement a formal TMP/TGS design review and approval process that considers area cordoning, isolation zones, work staging and access for both workers and the public</li> <li>Use standard templates and checklists aligned with AS 1742 and local road authority manuals to ensure consistency and completeness of planning</li> <li>Ensure TMPs explicitly address plant-pedestrian interface, separation distances, buffer zones and protective barriers around active construction areas</li> <li>Require TMPs to model traffic flows, queuing, diversion routes, and heavy vehicle turning paths during barrier setup and removal phases</li> <li>Incorporate emergency access, evacuation routes and contingency plans into the design, including procedures for rapid removal or reconfiguration of barriers</li> </ul>	3H

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	<ul style="list-style-type: none"> <li>Poor consideration of sight distances, approach speeds and road geometry in placement of signs and warning devices</li> <li>Design not considering nearby intersections, driveways, public transport stops and pedestrian desire lines</li> <li>Over-reliance on on-site improvisation rather than engineered, pre-approved traffic control designs</li> </ul>		<ul style="list-style-type: none"> <li>Include a process for engineering sign-off on non-standard layouts, hoarding designs and protective barriers</li> <li>Schedule regular design reviews to adjust the TMP/TGS when work fronts move or scope changes, with a defined change management process</li> </ul>	
3. Risk Assessment and Change Management Processes	<ul style="list-style-type: none"> <li>No formal risk assessment process specific to signage and barricade activities</li> <li>Failure to identify systemic risks associated with barrier removal, setup and adjustment as works progress</li> <li>Inadequate assessment of night works, poor weather, or special events on traffic control risks</li> <li>Changes to work scope or staging implemented without review of TMP and risk controls</li> <li>Lack of process to respond to risks where incidents, near miss or community complaints occur</li> <li>Inconsistent risk rating methods across projects leading to poor prioritisation of controls</li> <li>Failure to consider cumulative risks from multiple concurrent work zones or nearby projects</li> </ul>	4A	<ul style="list-style-type: none"> <li>Implement a standardised WHS risk assessment procedure for traffic management, requiring consideration of all cordoning, isolation zones, warning devices and public interface risks</li> <li>Require formal review and sign-off of risk assessments by competent persons prior to mobilisation and at defined project milestones</li> <li>Integrate change management procedures that mandate review and, where required, redesign of TMP/TGS before implementing any significant change to barrier locations, access routes or signage</li> <li>Use a consistent corporate risk matrix with clear definitions and guidance to evaluate likelihood and consequence for traffic-related hazards</li> <li>Require specific risk assessments for higher-risk conditions such as night works, high-speed roads, school zones, events and constrained pedestrian areas</li> <li>Link incident and near-miss investigation outcomes directly into risk register updates and TMP revisions</li> <li>Maintain a live risk register for each project that is reviewed at regular coordination meetings and after major work stage changes</li> </ul>	2M
4. Worker Competency, Licensing and Training Systems	<ul style="list-style-type: none"> <li>Traffic controllers or workers setting up signage and barricades without required accreditation or licences</li> <li>Insufficient training on interpretation and implementation of TMPs and TGSs</li> <li>Lack of competency in installing protective barriers, hoarding and isolation zones to design requirements</li> <li>Inadequate training on managing public interactions and preventing</li> </ul>	4A	<p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p>	2M

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	<ul style="list-style-type: none"> <li>unauthorised access into cordoned areas</li> <li>No refresher training for evolving standards, technology and updated road authority requirements</li> <li>Poor understanding of safe system principles for barrier setup, modification and removal</li> <li>Inconsistent verification of third-party traffic control provider competencies</li> </ul>		[REDACTED]	
5. Procurement and Equipment Standards for Signage and Barriers	<ul style="list-style-type: none"> <li>Procurement of non-compliant or substandard signs, cones, barriers, bollards and hoarding systems</li> <li>Insufficient quantity of compliant signage and barricades leading to improvised or incomplete setups</li> <li>Inconsistent use of reflective material and retroreflective sheeting unsuitable for night works</li> <li>Use of makeshift or damaged equipment due to poor procurement standards</li> <li>Lack of standardisation causing confusion in field set up and storage</li> <li>Failure to ensure availability of flashing lights, beacons and warning devices for low-visibility periods</li> </ul>		[REDACTED]	2M
6. Inspection, Maintenance and Asset Management of Traffic Control Devices	<ul style="list-style-type: none"> <li>Signs, barriers and hoarding deteriorating or being damaged without detection</li> <li>Flashing lights, beacons and warning devices failing due to flat batteries or electrical faults</li> <li>Missing or displaced barriers not identified in a timely manner</li> <li>Inadequate record-keeping for maintenance, inspections and repairs of traffic control devices</li> </ul>	3H	[REDACTED]	2M

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	<ul style="list-style-type: none"> <li>Failure to verify structural integrity of hoarding and protective barriers over time</li> <li>Inconsistent pre-shift and post-shift inspection processes</li> </ul>		[REDACTED]	
7. Site Access, Isolation Zones and Public Interface Management	<ul style="list-style-type: none"> <li>Poorly defined isolation zones around active construction, resulting in uncontrolled public entry</li> <li>Inadequate partitioning of work areas off from public access, particularly around pedestrian routes and retail frontages</li> <li>Unsafe desire paths created by pedestrians avoiding long detours or inconvenient routes</li> <li>Confusing or contradictory signage messages for road users and pedestrians</li> <li>Insufficient separation between live traffic lanes and work zones during barrier setup and removal</li> <li>Failure to manage interaction with vulnerable road users such as children, elderly persons and people with disabilities</li> </ul>	4A	[REDACTED]	2M
8. Night Works, Lighting and Visibility Management	<ul style="list-style-type: none"> <li>Reduced visibility of signage, barriers and workers during night works and low-light conditions</li> <li>Inadequate use of flashing lights and beacons at night to warn motorists and pedestrians</li> <li>Glare from work lighting obscuring visibility of signage or road markings</li> <li>Insufficient planning for power supply, battery life and backup for warning devices</li> <li>Failure to adjust approach signage distances for night-time perception and reaction times</li> </ul>	4A	[REDACTED]	2M

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	<ul style="list-style-type: none"> <li>Inadequate monitoring of lighting effectiveness as conditions change</li> </ul>		[REDACTED]	
9. Communication, Sign-Off and Verification of Setup	<ul style="list-style-type: none"> <li>TMP and TGS requirements not effectively communicated to crews installing signage and barricades</li> <li>No formal system to verify that required signage and barriers are in place before work commences</li> <li>Inadequate handover process between planning, setup, operations and barrier removal teams</li> <li>Lack of clear escalation procedures when required controls cannot be implemented as designed</li> <li>Inconsistent documentation of field changes to traffic arrangements</li> <li>Miscommunication regarding timing of barrier setup, isolation zone activation and reopening to traffic</li> </ul>	3H	[REDACTED]	1L
10. Monitoring, Supervision and Field Assurance	<ul style="list-style-type: none"> <li>Inadequate supervision of setting up, adjusting and moving signage and barricades</li> <li>Failure to detect unsafe deviation from approved TMPs and TGS in the field</li> <li>Complacency leading to progressive erosion of control measures (e.g. missing cones, open gaps in hoarding)</li> <li>Lack of real-time monitoring of traffic conditions, near misses and community feedback</li> <li>Insufficient capacity for supervisors to cover multiple work zones safely</li> <li>Non-compliance going uncorrected due to weak enforcement or unclear authority</li> </ul>	3H	[REDACTED]	2M

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11. Emergency Preparedness and Incident Response for Traffic Setups	<ul style="list-style-type: none"> <li>No defined procedures for making work areas safe following vehicle impact with barriers or hoarding</li> <li>Delayed response to incidents involving public or worker injuries at or near barricaded areas</li> <li>Uncoordinated removal or repositioning of barriers during emergency response</li> <li>Failure to provide clear access for emergency services through or around cordoned areas</li> <li>Lack of training on managing aggressive or distressed members of the public attempting to breach barricades</li> </ul>	4A	[REDACTED]	2M
12. Fatigue, Work Scheduling and Resourcing for Traffic Control	<ul style="list-style-type: none"> <li>Extended shifts, night work and rotating rosters leading to fatigue among traffic controllers and supervisors</li> <li>Insufficient staffing causing rushed barrier setup and removal, errors and errors</li> <li>Inadequate breaks and recovery times between shifts, particularly during continuous occupations of road works</li> <li>Poor coordination between construction program and safe sequencing of traffic control changes</li> <li>Pressure to reopen roads quickly resulting in premature removal of signage or barriers</li> </ul>	3H	[REDACTED]	2M
13. Contractor, Traffic Control Provider and Stakeholder Management	<ul style="list-style-type: none"> <li>Use of traffic control subcontractors with inadequate WHS systems or supervision capability</li> </ul>	3H	[REDACTED]	2M

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	<ul style="list-style-type: none"> <li>Misalignment between principal contractor requirements and traffic control provider practices</li> <li>Poor coordination with local councils, road authorities and utility owners on signage and barricade arrangements</li> <li>Inconsistent requirements across multiple contractors sharing the same road or footpath corridor</li> <li>No mechanism to manage and resolve stakeholder concerns about access, noise, and safety around barricaded areas</li> </ul>		[REDACTED]	
14. Information, Documentation and Record Management	<ul style="list-style-type: none"> <li>Loss or misplacement of current TMPs, TGSs and approval records on site</li> <li>Outdated drawings and procedures being used for barrier setup and signage placement</li> <li>Inadequate documentation of inspections, validations and changes to traffic arrangements</li> <li>Lack of audit trails to demonstrate compliance to regulators or to prevent an incident</li> <li>Poor version control resulting in multiple conflicting traffic control documents in circulation</li> </ul>	3L	[REDACTED]	1L
15. Continuous Improvement, Consultation and Learning from Events	<ul style="list-style-type: none"> <li>Repeat occurrences of similar traffic control incidents due to poor organisational learning</li> <li>Failure to consult workers on practical issues with signage and barricade systems</li> <li>Limited analysis of near misses, public complaints and enforcement notices</li> <li>Lack of mechanisms to trial and embed improved technologies or methods for warning and barricading</li> </ul>	3H	[REDACTED]	2M

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	<ul style="list-style-type: none"> <li>Weak feedback loops between projects leading to inconsistent practices across the organisation</li> </ul>		<div style="background-color: black; height: 20px; width: 100%;"></div> <div style="background-color: black; height: 20px; width: 100%;"></div>	

SAMPLE

**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.