

**Working in Cold Conditions**

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.	Administrative Change																									
<b>Risk Rating &amp; Required Action:</b> <table border="1"> <tr> <td><b>4A</b></td> <td>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.</td> </tr> <tr> <td><b>3H</b></td> <td>Review and approve additional controls before task starts. Senior supervisor sign-off needed.</td> </tr> <tr> <td><b>2M</b></td> <td>Ensure all nominated controls are in place and effective. Proceed with caution; monitor conditions.</td> </tr> <tr> <td><b>1L</b></td> <td>Proceed, following standard operating procedures. Monitor and keep records.</td> </tr> </table>										<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.																
<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.																																
<b>Notes on Hierarchy of Controls:</b> Remember to apply controls in the preferred order shown by the coloured pyramid: <ol style="list-style-type: none"> <li>1. <b>Eliminate</b></li> <li>2. <b>Substitute</b></li> <li>3. <b>Isolate</b></li> <li>4. <b>Engineering</b></li> <li>5. <b>Administrative</b></li> <li>6. <b>PPE</b></li> </ol> <p>Always document <b>why</b> a lower-order control is accepted if elimination or substitution is not reasonably practicable.</p> <p><i>aligned with Safe Work Australia's Managing the risk of fatigue at work (2023) and ISO 45001:2018 clauses 6–8.</i></p>																																	
<b>Consequence Scale:</b> <table border="1"> <thead> <tr> <th>Consequence</th> <th>People (injury/illness)</th> <th>Project / Assets</th> <th>Compliance / Reputation</th> </tr> </thead> <tbody> <tr> <td><b>Catastrophic</b></td> <td>Fatality or permanent total disability</td> <td>project shutdown</td> <td>Significant regulator intervention; criminal prosecution</td> </tr> <tr> <td><b>Major</b></td> <td>Serious injury/illness (hospital &gt; 5 days)</td> <td>critical delay</td> <td>Improvement notice; major media coverage</td> </tr> <tr> <td><b>Moderate</b></td> <td>Medical-treatment injury; lost-time &gt; 1 day</td> <td>moderate delay</td> <td>Minor breach; adverse client comment</td> </tr> <tr> <td><b>Minor</b></td> <td>First-aid only, no lost time</td> <td>negligible delay</td> <td>Isolated non-conformance</td> </tr> <tr> <td><b>Insignificant</b></td> <td>No injury</td> <td>no schedule impact</td> <td>Deviation caught and corrected on site</td> </tr> </tbody> </table>										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
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																														

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, Policy and Legal Compliance	<ul style="list-style-type: none"> <li>Absence of a documented organisational policy for managing work in cold environments, leading to ad hoc and inconsistent practices</li> <li>Failure to identify and comply with obligations under the Work Health and Safety Act 2011, WHS Regulations and relevant codes of practice or guidance (e.g. working in extreme temperatures, remote and isolated work)</li> <li>No clear allocation of WHS roles, responsibilities and accountabilities for managing cold-related risks across management, supervisors and workers</li> <li>Inadequate consultation with workers and Health and Safety Representatives (HSRs) when developing or reviewing systems for working in cold conditions</li> <li>Lack of consideration of cold-related risks in the organisation's overall WH risk management framework and risk register</li> <li>Inadequate review of legal changes, guidance material and industry standards regarding work in cold environments (e.g. refrigerated facilities, alpine work, night shift in winter, cold stores, transport and logistics)</li> </ul>	High	<ul style="list-style-type: none"> <li>Develop and implement a formal 'Working in Cold Conditions' policy that aligns with the WHS Act 2011, WHS Regulations and relevant Safe Work Australia and state/territory regulator guidance, clearly stating the organisation's commitment to eliminating or minimising cold-related risks so far as is reasonably practicable</li> <li>Integrate cold-exposure risks into the organisation's risk management procedure, including requirements for hazard identification, risk assessment, control implementation and review specific to cold environments</li> <li>Formally allocate and document WHS responsibilities for managing cold-related risks within position descriptions, WHS charts and management plans (e.g. senior managers, line managers, supervisors, HSRs, WHS advisors)</li> <li>Embed consultation obligations into WHS governance documents to ensure workers and HSRs are involved in developing, implementing and reviewing systems and procedures for work in cold conditions</li> <li>Include cold-exposure and thermal stress risks in the corporate WHS risk register, with defined risk owners, review timeframes and reporting requirements</li> <li>Establish legal and standards monitoring process (e.g. quarterly regulatory review by WHS advisor) to capture updates in legislation, codes of practice, guidance notes and Australian Standards relevant to working in cold environments</li> <li>Mandate reporting of significant cold-related risks, incidents and trends through existing WHS governance structures (e.g. WHS committee meetings, executive WHS reports, board WHS dashboards)</li> </ul>	Medium
2. Organisational Risk Management and Planning	<ul style="list-style-type: none"> <li>No systematic organisational risk assessment process for tasks and locations where workers are exposed to low temperatures (indoor and outdoor)</li> <li>Failure to consider environmental factors such as wind chill, humidity, precipitation and time of day in planning work, leading to underestimated risk</li> <li>Inadequate consideration of vulnerable workers (e.g. new starters, young workers, older workers, workers with pre-existing medical conditions, pregnant workers) in planning exposure to cold conditions</li> </ul>	High	<ul style="list-style-type: none"> <li>Implement a formal enterprise-level risk assessment framework that requires periodic assessment of all operations involving work in cold conditions (e.g. cold stores, refrigerated vehicles, outdoor winter works, early morning or night shifts)</li> <li>Develop and maintain standardised risk assessment tools and templates for cold environments that require consideration of temperature, wind chill, wetness, exposure duration, workload and rest breaks</li> <li>Incorporate assessment of individual susceptibility factors (e.g. medical clearance where appropriate, self-disclosure processes, reasonable adjustments) into planning for deployment of workers to cold environments while maintaining privacy and anti-discrimination obligations</li> <li>Develop an annual seasonal planning process that identifies higher risk periods (e.g. winter months, alpine weather, overnight operations) and pre-plans additional controls such as staffing levels, altered shift patterns and enhanced PPE</li> <li>Integrate cold-related risk considerations into project planning, contract planning and resource allocation processes to ensure adequate time, equipment and budget for mitigating cold exposure</li> </ul>	Medium

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
	<ul style="list-style-type: none"> <li>Lack of strategic planning to minimise duration and frequency of exposure to cold conditions, especially during peak cold periods or night shifts</li> <li>Insufficient integration of cold-related risks into broader business continuity, emergency and seasonal planning (e.g. winter operations plans, storm response plans)</li> <li>Failure to consider cumulative effects of fatigue, manual handling, vibration and wet conditions on cold stress risk within organisational planning</li> </ul>		<ul style="list-style-type: none"> <li>Ensure organisational risk assessments consider interaction between cold stress and other hazards such as fatigue, manual tasks, slippery surfaces and vehicle operations, using a holistic risk matrix</li> <li>Schedule periodic review of cold-related risk assessments after incidents, near misses, seasonal changes or introduction of new equipment, technology or processes</li> </ul>	
3. Procurement and Provision of Plant, Equipment and Premises	<ul style="list-style-type: none"> <li>Procurement of plant, equipment, vehicles or facilities that are not designed for cold environments (e.g. inadequate insulation, no cabin heating, controls that are difficult to operate with gloves)</li> <li>Failure to specify thermal performance, insulation, heating and anti-condensation requirements in procurement documentation for buildings, cold rooms, vehicles and outdoor shelters</li> <li>Selection of premises with poor design for cold work (e.g. exposed loading docks, lack of warm rest areas, inadequate drying facilities for wet clothing)</li> <li>Inadequate consideration of defrosting, de-icing and anti-slip features in plant and infrastructure (e.g. stairs, handrails, walkways, platforms, access ladders, loading bays)</li> <li>Procurement decisions based solely on upfront cost without life-cycle consideration of WHS implications and operating conditions in cold environments</li> <li>Insufficient compatibility between procured equipment and cold-specific PPE (e.g. hearing protection, gloves and</li> </ul>	High	<ul style="list-style-type: none"> <li>Include the WHS and cold-environment design requirements into procurement policies and procedures, including explicit criteria for insulation, heating, shielding from wind and moisture management</li> <li>Specify in tenders and purchase orders the need for plant, vehicles and facilities to be suitable for the minimum expected ambient temperatures and conditions (including wind chill and icing), referencing relevant Australian Standards where applicable</li> <li>Require WHS participation in design reviews and pre-purchase assessments for new or modified cold rooms, refrigerated vehicles, outdoor work areas and loading docks</li> <li>Ensure new premises and refurbishments include warm rest areas, drying rooms or cupboards, heated amenities and sheltered transition zones between cold and warm environments where reasonably practicable</li> <li>Include requirements for anti-slip surfaces, adequate drainage, de-icing methods and protected walkways in design and procurement of outdoor paths, stairs, loading areas and access points</li> <li>Assess the ergonomic compatibility of equipment with required cold-weather PPE during procurement trials, including usability testing with gloved hands and bulky clothing</li> <li>Adopt a life-cycle cost approach in procurement evaluations that weighs WHS risk reduction, maintainability and energy efficiency of heating/insulation solutions against upfront costs</li> </ul>	Medium

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
	footwear interfering with controls or access)			
4. Thermal Environment Engineering and Workplace Design	<ul style="list-style-type: none"> <li>Workplaces designed or configured in a way that amplifies cold exposure (e.g. direct drafts from open doors, unsealed roller doors, exposed workstations)</li> <li>Inadequate or poorly maintained heating systems in indoor areas adjacent to cold zones, leading to insufficient warm-up areas</li> <li>Lack of physical separation or airlocks between cold rooms/freezers and ambient temperature areas, causing sudden thermal changes and wider cold zones</li> <li>Poor layout requiring excessive movement between cold and warm areas, increasing frequency of thermal stress and condensation on surfaces</li> <li>Insufficient engineering controls to manage wind chill and precipitation for outdoor works (e.g. lack of windbreaks, shelters, portable warming facilities)</li> <li>Inadequate design or monitoring systems for temperature, humidity and air movement in cold work areas</li> </ul>	High	<p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p>	Medium
5. Selection and Management of Personal Protective Equipment (PPE) and Clothing Systems	<ul style="list-style-type: none"> <li>Inappropriate or inadequate cold-weather PPE and clothing systems provided (e.g. insufficient insulation, lack of windproof or waterproof layers)</li> <li>No structured process for selecting PPE based on temperature range, activity level, exposure duration and moisture conditions</li> <li>Failure to provide sufficient quantities and sizes of PPE, leading to poor fit or shared equipment that may be unhygienic or damaged</li> <li>Inadequate systems for cleaning, drying, storing and replacing cold-weather PPE, resulting in workers starting shifts with damp or degraded clothing</li> </ul>	High	<p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p>	Medium

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
	<ul style="list-style-type: none"> <li>• PPE that interferes with the safe operation of plant and vehicles due to bulk, restricted movement or reduced dexterity and visibility</li> <li>• Reliance on workers to supply their own cold-weather clothing without verification of suitability, potentially leading to inequity and unsafe garments</li> </ul>		[REDACTED]	
6. Health Management, Fitness for Work and Medical Monitoring	<ul style="list-style-type: none"> <li>• Lack of a structured fitness-for-work process that considers the impact of cold conditions on underlying medical conditions (e.g. cardiovascular disease, asthma, circulation disorders)</li> <li>• No system for identifying workers at increased risk from cold exposure while protecting privacy and preventing discrimination</li> <li>• Absence of health surveillance or monitoring for signs of cold-related conditions (e.g. frostbite, hypothermia, non-freezing cold injury, Raynaud's phenomenon)</li> <li>• Insufficient processes for managing medication effects, fatigue and substance use that may alter thermoregulation or perception of cold</li> <li>• Inadequate return-to-work and rehabilitation planning that accounts for limitations in cold environments after injury or illness</li> <li>• Lack of education for workers and supervisors on recognising early symptoms of cold stress and appropriate first response</li> </ul>	High	[REDACTED]	Medium
7. Training, Competency and Information	<ul style="list-style-type: none"> <li>• Workers and supervisors not trained to understand the health and safety risks of working in cold conditions, leading to underestimation of hazards</li> <li>• No formal competency requirements for supervisors responsible for planning and overseeing work in cold environments</li> </ul>	High	[REDACTED]	Medium

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
	<ul style="list-style-type: none"> <li>Insufficient induction processes for new workers, contractors or visitors exposed to cold conditions</li> <li>Lack of clear information on safe exposure limits, warm-up break schedules and reporting requirements for cold-related symptoms</li> <li>Overreliance on informal, on-the-job learning without structured training or assessment for tasks in cold environments</li> <li>Failure to provide information in formats and languages suitable for a diverse workforce, increasing the risk of misunderstanding controls</li> </ul>		[REDACTED]	
8. Work Organisation, Rostering and Exposure Management	<ul style="list-style-type: none"> <li>Rosters and work schedules that require prolonged, continuous exposure to cold conditions without adequate breaks in warm environments</li> <li>Insufficient staffing levels, causing workers to skip warm-up breaks or work at unsafe pace to meet deadlines</li> <li>Lack of formal systems for rotating tasks to limit individual exposure time in the cold</li> <li>No defined criteria for pausing, postponing or ceasing work during extreme cold events or severe weather warnings</li> <li>Failure to coordinate shift start and finish times with daylight and temperature patterns, unnecessarily exposing workers to the coldest periods</li> <li>Inadequate management of overtime and extended shifts, increasing cumulative fatigue and cold-related risk</li> </ul>	High	[REDACTED]	Medium
9. Communication, Consultation and Worker Participation	<ul style="list-style-type: none"> <li>Inadequate mechanisms for workers to report cold-related concerns, near misses or symptoms without fear of reprisal</li> <li>Limited involvement of workers and HSRs in the design and review of</li> </ul>	Medium	[REDACTED]	Low

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
	<p>systems for working in cold conditions, leading to impractical controls</p> <ul style="list-style-type: none"> <li>• Poor communication of changes to procedures, PPE requirements or exposure limits, resulting in inconsistent implementation</li> <li>• No structured forum to discuss seasonal or weather-related risks and jointly plan responses</li> <li>• Language, cultural or hierarchical barriers that discourage workers from raising issues about cold exposure and discomfort</li> </ul>		[REDACTED]	
10. Incident Reporting, Investigation and Corrective Action	<ul style="list-style-type: none"> <li>• Under-reporting of cold-related incidents, near misses and health complaints because they are perceived as minor or 'part of the job'</li> <li>• Incident reporting systems that do not capture relevant information about environmental conditions, PPE use, break patterns and health outcomes related to cold exposure</li> <li>• Inadequate investigation of cold-related events, focusing only on immediate behaviours rather than systemic and environmental contributors</li> <li>• Failure to track and analyse data on cold-related incidents across the organisation to identify patterns and emerging issues</li> <li>• Slow or ineffective implementation of corrective actions, resulting in repeated cold-related events</li> </ul>	Medium	[REDACTED]	Low
11. Emergency Preparedness and Response for Cold-Related Events	<ul style="list-style-type: none"> <li>• Lack of specific procedures for responding to cold-related medical emergencies such as hypothermia or severe frostbite</li> <li>• Insufficient first aid resources, equipment and training tailored to</li> </ul>	High	[REDACTED]	Medium

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
	<p>cold-related conditions (e.g. thermal blankets, re-warming protocols)</p> <ul style="list-style-type: none"> <li>No planning for stranded workers or vehicle breakdowns in remote or exposed cold environments</li> <li>Inadequate arrangements with external emergency services for access to remote or difficult-to-reach cold worksites</li> <li>Poor communication systems in areas where cold conditions may impact battery life, signal strength or reliability of devices</li> </ul>		[REDACTED]	
12. Contractor, Labour Hire and Supply Chain Management	<ul style="list-style-type: none"> <li>Contractors and labour hire workers operating in cold conditions without being subject to the organisation's WHS systems and controls</li> <li>Inconsistent standards across different contractors regarding PPE, training and break schedules for cold work</li> <li>Supply chain disruptions affecting availability of suitable cold-weather PPE, heating fuel or de-icing materials, leading to unsafe improvisation</li> <li>Poor communication and coordination between principal contractor, subcontractors and labour hire providers regarding responsibilities for managing cold-related risks</li> </ul>	High	[REDACTED]	Medium
13. Monitoring, Audit and Continuous Improvement	<ul style="list-style-type: none"> <li>No ongoing verification that cold-related controls (engineering, PPE, work organisation) are implemented and effective in practice</li> <li>Failure to track key performance indicators (KPIs) for cold-related risks, limiting management visibility of performance</li> </ul>	Medium	[REDACTED]	Low

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
	<ul style="list-style-type: none"> <li>• Audit programs that overlook specific hazards associated with working in cold conditions, focusing only on generic safety issues</li> <li>• Lack of structured review of systems following significant weather events, equipment upgrades or changes in operations involving cold exposure</li> <li>• Complacency arising from long periods without serious incidents, leading to erosion of controls and reduced investment in improvements</li> </ul>		<div style="background-color: black; height: 15px; 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.