Working on Wet Icy or Slippery Surfaces

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:

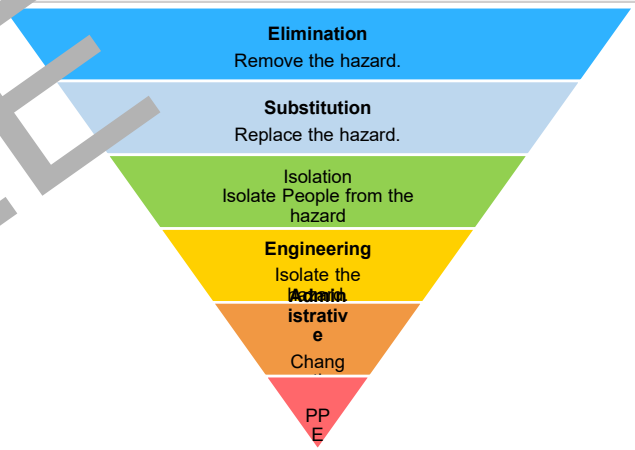
CLIENT OR PRINCIPAL CONTRACTOR DETAILS

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, Roles and Due Diligence	• Lack of clear WHS governance for work on wet, icy or slippery surfaces • Officers not exercising due diligence as required by WHS Act 2011 • Unclear allocation of responsibilities between PCBUs, contractors and site controllers • Failure to integrate slippery-surface risks into the organisation's WHS management system • Inadequate consultation with workers and Health and Safety Representatives (HSRs) on surface condition risks • No process for reviewing compliance with applicable WHS Regulations, Codes of Practice and Australian Standards	4A	• Establish and document a WHS governance framework that explicitly includes work on wet, icy or slippery surfaces, aligned with WHS Act 2011 duties for PCBUs, officers and workers • Define and communicate clear WHS roles, responsibilities and accountabilities for managing slippery-surface risks across executives, line managers, supervisors, HSRs and workers • Require officers to demonstrate due diligence by regularly reviewing information on surface-related incidents, audit findings and control effectiveness, and allocating adequate resources for risk control • Embed slippery-surface risk management requirements in corporate WHS policies, risk management procedures and contractor management systems • Implement a formal consultation process requiring engagement with workers and HSRs in the development, implementation and review of surface condition controls • Schedule periodic formal compliance reviews to confirm current controls and procedures meet WHS Act 2011, WHS Regulations and relevant guidance material	3H
2. Strategic Risk Management and Planning	• Absence of a structured risk assessment framework specific to wet, icy or slippery surface conditions • Failure to consider seasonal and climatic variations in risk (rain, frost, storms, temperature extremes) • Inadequate integration of surface-condition risk into business project and site planning processes • No systematic process to identify high-risk locations such as ramps, stairs, external walkways and loading areas • Insufficient consideration of interfaces between different PCBUs sharing premises or worksites	4A	• Develop and implement a formal risk management procedure that requires identification, assessment and control of wet, icy and slippery surface hazards across all operations • Maintain a register of high-risk areas with wet or slippery potential (e.g. external entries, loading docks, plant wash-down zones, refrigerated areas) and review it at least annually • Integrate seasonal and weather-related risk considerations into annual WHS planning, including triggers for heightened controls during adverse conditions • Require project and site establishment plans to incorporate dedicated design and layout controls to minimise worker exposure to slippery surfaces • Implement a documented process for coordinating surface-condition risk controls where multiple PCBUs operate on the same site, including clear demarcation of control zones and responsibilities • Ensure all new projects, leases and facilities undergo a WHS risk review that explicitly addresses surface condition hazards before approval	2M
3. Site and Facility Design for Surface Safety	• Poor site layout leading to unnecessary pedestrian and vehicle travel over wet or icy areas • Use of flooring and external surface materials with inadequate slip-resistance ratings for expected conditions • Insufficient shelter, awnings or covered walkways in areas of high foot traffic	4A	• Adopt design standards and specifications that mandate appropriate slip-resistant surface ratings for all new floors, ramps, stairs and external walkways, based on expected wet or icy conditions • Incorporate covered walkways, entry canopies and sheltered waiting or loading zones in facility designs to minimise exposure to precipitation and surface wetting • Require civil and building designers to include engineered drainage solutions that prevent ponding and direct water away from pedestrian routes and work zones	2M

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	• Poor drainage design causing pooling, water run-off across walkways or formation of ice patches • Inadequate camber, grading and kerb design around loading docks and outdoor work platforms • Limited handrails, guardrails or edge protection on ramps, stairways and elevated walkways		• Design traffic routes to separate pedestrians from vehicles and reduce the need for workers to traverse known high-risk wet or icy areas • Include handrails, balustrades and edge protection as standard in the design of all ramps, stairs and elevated structures where slippery conditions may occur • Implement a formal design review process that includes WHS and facilities personnel to verify that slippery-surface risks have been adequately addressed prior to construction	
4. Engineering Controls and Infrastructure	• Reliance solely on behavioural or PPE controls instead of engineered solutions • Absence of fixed slip-resistant treatments in historically problematic areas • Inadequate lighting making wet or icy patches difficult to identify • Lack of physical barriers, speed control devices or fall-protection systems near edges and level changes • Insufficient heating or de-icing systems where freezing conditions are foreseeable • No systematic approach to [redacted] legacy surfaces and infrastructure	4A	[redacted]	2M
5. Surface Inspection, Monitoring and Maintenance Systems	• Inconsistent inspection of surface conditions, particularly during or after adverse weather • No formal system to record, prioritise and close out surface condition defects • Delayed repair of damaged, worn or degraded slip-resistant surfaces • Reactive rather than planned maintenance leading to persistent high-risk areas • Insufficient resourcing for timely inspection and maintenance activities	4A	[redacted]	2M

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	• Failure to monitor effectiveness of installed anti-slip treatments over time		[redacted]	
6. Weather, Environmental and Seasonal Risk Management	• Lack of monitoring of weather forecasts and environmental conditions affecting surface safety • No predefined escalation of controls during heavy rain, storms, frost or low temperatures • Inadequate protocols for restricting or sequencing work when surfaces become unsafe • Failure to manage risk from run-off from roofs, plant and vehicles during adverse weather • Poor communication of changing surface conditions to affected workers and contractors	4A	[redacted]	2M
7. Contractor and Visitor Management	• Contractors and visitors unaware of site-specific wet or icy surface risks • Inadequate verification that contractors have appropriate systems to manage slippery-surface risks • Poor coordination between multiple PCBUs undertaking work that affects surface conditions (e.g. cleaning, landscaping, construction) • No controls to ensure visitors follow designated safe routes during adverse conditions • Insufficient induction coverage of variable and seasonal surface hazards	3H	[redacted]	2M

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			[redacted]	
8. Worker Competency, Training and Supervision	• Workers not trained to recognise and report hazardous wet or icy surface conditions • Limited understanding of how work practices can create or worsen slippery surfaces • Inadequate supervision of new or young workers in environments with variable surface risks • Failure to train workers on organisational procedures for restricted access, barricading and temporary controls • No competency verification for supervisors managing tasks in high-risk surface areas	3H	[redacted]	2M
9. Work Planning, Rostering and Fatigue Management	• Scheduling tasks requiring extensive movement over wet or icy surfaces during high-risk times of day or season • Inadequate consideration of travel distance and route choice in work allocation • Fatigue contributing to reduced concentration, poor route selection and slower response to unexpected surface changes • Insufficient allowance in job planning for slower, safer movement and additional controls during wet or freezing conditions • Pressure to meet production or delivery targets overriding safe access decisions	3H	[redacted]	2M

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10. Cleaning, Housekeeping and Contamination Control Systems	• Cleaning practices unintentionally increasing the area and duration of slippery surfaces • Lack of documented procedures governing cleaning timing, methods and isolation of wet areas • Inadequate control of contaminants such as mud, debris, residues or fine material that interact with water to create slippery films • No coordination between cleaning schedules and work activities, leading to exposure of workers to wet areas • Failure to provide and maintain suitable entry controls such as mats or grates to reduce water and debris transfer	4A	[redacted]	2M
11. Information, Signage and Communication Systems	• Inadequate or unclear signage warni[redacted] of known wet or icy hazard areas • Failure to promptly communicate temporary changes to [redacted]outes or surface conditions • Over-reliance on [redacted]eneric sig[redacted]out supporting enginee[redacted]inistra[redacted]e controls • Inconsistent use of barriers, co[redacted] and tape leading to confusion[redacted]safe paths of travel • Language or literacy barriers preventing workers and visitors from understanding surface-related warnings	3H	[redacted]	2M
12. Personal Protective Equipment (PPE) Program Management	• Over-reliance on footwear and other PPE as the primary control for surface hazards • Inadequate specification, selection or procurement of slip-resistant footwear suited to site conditions	2M	[redacted]	1L

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	• Lack of policy on replacement, inspection and maintenance of footwear and related PPE • Insufficient guidance to workers and contractors regarding required footwear standards • Failure to consider compatibility of PPE with other equipment and work tasks		[redacted]	
13. Health Monitoring and Fitness for Work	• Workers with musculoskeletal or balance impairments at elevated risk when working on slippery surfaces • Undeclared or unmanaged medical conditions affecting stability, vision or reaction time • Substance use or medication side-effects contributing to poor coordination and hazard perception • No process for considering individual capability in task allocation where surface risks are significant	3H	[redacted]	2M
14. Incident Reporting, Investigation and Corrective Actions	• Under-reporting of near misses and minor incidents related to wet or ic surfaces • Inadequate investigation of surface-related incidents leading to repeat events • Failure to identify systemic root causes such as design, maintenance or planning deficiencies • Slow or ineffective implementation of corrective and preventive actions • Limited organisational learning and sharing of lessons across sites or business units	3H	[redacted]	1L

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15. Emergency Response and Business Continuity	• Emergency evacuation routes becoming unsafe due to wet or icy surface conditions • Lack of planning for first responder access where surfaces are severely compromised • Inadequate procedures for managing injured persons on slippery or uneven terrain • Failure to maintain business continuity while controlling risks associated with unsafe access routes • Emergency drills not accounting for realistic surface conditions	3H	[redacted]	2M
16. Performance Measurement, Audit and Continuous Improvement	• Lack of performance indicators for managing wet, icy or slip[redacted] surface risks • No structured au[redacted] program to verify implementation of [redacted] controls • Failure to incorporate worker feed[redacted]ck into improvement initiative[redacted] • Inadequate management review of system performance, leading to stagnation of control measures • Controls not updated in line with technological advances or changes in standards	3H	[redacted]	1L

EMERGENCY RESPONSE – CALL 000 FOR EMERGENCIES

Ensure to have an Emergency Management Plan in place as well as adequate numbers of trained first aid staff with easy access to fully stocked first aid kits, rescue equipment, material safety data sheets, adequate access to emergency communication equipment and fire-fighting equipment suitable for all classes of fire and ignition sources.

LEGISLATIVE REFERENCES

RELEVANT LEGISLATION AND CODES OF PRACTICE. DELETE THE LEGISLATIVE REFERENCES FOR ANY STATE THAT ARE NOT APPLICABLE

Queensland & Australian Capital Territory
Work Health and Safety Act 2011
Work Health and Safety Regulations 2011
Legislation QLD: https://www.worksafe.qld.gov.au/laws-and-compliance/work-health-and-safety-laws
Codes of Practice QLD: https://www.worksafe.qld.gov.au/laws-and-compliance/codes-of-practice
Legislation ACT: https://www.worksafe.act.gov.au/laws-and-compliance/acts-and-regulations
Codes of Practice ACT: https://www.worksafe.act.gov.au/laws-and-compliance/codes-of-practice

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