

Workplace Health, Safety & Environmental Management Plan (WHS&E)

1 Purpose

The purpose of this WHS&E Management Plan is to establish and maintain an effective health safety and environmental management system. Hannahbull Group is committed in establishing a structured approach to workplace health, safety and environmental management.

This WHS&E Management Plan will assist Hannahbull Group in meeting its obligations in accordance with applicable legislation.

This WHS&E Plan applies to all Hannahbull Group officers, workers as well as other persons at risk from work carried out at Hannahbull Group workplaces.

Hannahbull Group will:

- Make this plan available to all workers and contractors on the project and ensure they have the opportunity to read, understand, clarify and ask questions
- Review the plan regularly throughout the project and make any revisions known to those working on the project
- Promote and enhance the focus on safety and lead by example with evaluating, anticipating, minimising and controlling high risk activities. The success of WHS&E performance depends upon the combined capability and contribution of all personnel, and Hannahbull Group promotes a highly visible, supportive and positive safety leadership style.

Evaluation of process effectiveness is carried out using Internal audits and site Safety Inspections.

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2 Scope of Project

This WHS&E Management Plan applies to various projects undertaken by Hannahbull Group. Significant hazards, risks identified and work methods to be implemented for any project will be managed by a SWMS.

3 Construction Site Contacts and WHS Responsibilities

People with Specific WHS Responsibilities

Name	Position	Phone Number	Brief Description of WHS Responsibilities
Paul Bull & Steven Hannah	Principal Contractor/ Director	07 4751 8931	Responsible for implementing policies and systems of Hannahbull Group. Point of contact for WHS matters when the site supervisor is unavailable.
Paul Bull & Steven Hannah	Site Supervisor	P: 0417 705 673, S: 0405 227 127	Responsible for implementing the Hannahbull Group WHS Policies, procedures and site rules as set out by this WHS&E Management Handbook.
Erker Safety Pty Ltd	Safety Contact	0429 155 541	Responsible for implementing the Workplace Health Systems, act as a point of guidance on safety matters for Hannahbull Group and conduct regular site safety inspections. Responsible for updating the WHS policies, procedures and site rules as outlined in this WHS&E Management Handbook by Hannahbull Group.

Arrangements for WHS Consultation and Co-ordination

Item	Responsible Person	
	Supervisor	PCBU
Coordinate the safe interaction between PCBUs working on the site.	✓	
Prepare, monitor, maintain & make available this WHS&E Management Handbook		✓
Monitor and make available this WHS&E Management Handbook	✓	
Consult with all workers on any WHS matter that may affect them.	✓	✓
Coordinate SWMS amendments, as appropriate.	✓	✓
Ensure all workers and visitors receive relevant site safety information.	✓	✓
Confirm PCBUs give site safety briefings to their workers.	✓	✓
Ensure all contractors engaged are prequalified through Erker Safety Pty Ltd.	✓	✓
Confirm all workers have construction induction training	✓	✓
Confirm PCBUs give site safety briefings to their workers.	✓	✓
Ensure workers are aware of this plan and are provided access to it.	✓	✓

4 WHS&E Policy and Organisation Responsibilities

Workplace Health, Safety and Environmental (WHS&E) Policy

The Statement of Commitment and the Implementation of Policy Commitment provide the overarching direction Hannahbull Group will follow in pursuit of workplace health, safety, and environmental outcomes.

Statement of Commitment

Hannahbull Group is committed to providing a workplace that enables all work activities to be carried out safely. We will take all reasonably practicable measures to eliminate or minimise risks to the health, safety,



environment and welfare of workers, contractors, visitors, and anyone else who may be affected by our operations.

We are committed to ensuring we comply with the Work Health and Safety Act 2011 (the Act). We will also comply with any other relevant legislation, applicable Codes of Practice and Australian Standards so far as is reasonably practicable.

This WHS&E Management Plan and Hannahbull Group WHS&E Policies and Procedures set out the safety arrangements and principles which are to be observed by Hannahbull Group and its workers to ensure compliance with WHS and Environmental Legislation and to provide appropriate mechanisms for continuing consultation and management of WHS&E matters.

Implementation of Policy Commitment

Hannahbull Group is committed to ensuring, so far as is reasonably practicable, the health and safety of its workers (employees, contractors, labour hire workers, outworkers, apprentices, students or volunteers) while they are at work, and that the health and safety of other persons (e.g. visitors) is not put at risk from our operations. This will be achieved by:

- Providing and maintaining a healthy and safe work environment through the implementation of safe work practices, safe systems of work and the provision of safe plant and equipment
- Ensuring that workplaces under the control of Hannahbull Group are safe, without risk to health, and have safe means of access and egress
- Routinely consulting to maintain effective and co-operative relationships between Hannahbull Group and its workers, and with other duty holders, on health and safety matters in the workplace; and
- Reviewing, through appropriate mechanisms, the effectiveness of the safety measures taken.

Responsibilities

Company

Hannahbull Hydro Excavations, being the PCBU, must so far as is reasonably practicable:

- Ensure the health and safety of its workers and others in our workplace
- Ensure the health and safety of other persons is not put at risk from work carried out as part of its operations
- Provide and maintain a work environment that is without risks to health and safety
- Provide and maintain safe plant and structures
- Provide and maintain safe systems of work
- Provide a suitable injury management and return to work program
- Ensure the safe use, handling and storage of plant, structures and substances
- Provide adequate facilities for the welfare of workers
- Provide information, training, instruction and supervision
- Monitor the health of workers and the conditions of our workplaces
- Recording and notifying Workplace Health & Safety QLD / Electrical Safety Office, of any notifiable incidents arising out of the conduct of the business or undertaking
- Ensuring authorisations are in place for any high risk work or plant
- Consulting so far as reasonably practicable with other PCBUs or persons who have a duty regarding a work health, safety, or environmental matter
- Consulting so far as reasonably practicable with workers, their representatives and Health and Safety Representatives on work health and safety matters.

The Directors and Officers



The directors/officers are responsible for ensuring that Hannahbull Group complies with any duty or obligation under the WHS Act. This is achieved by these officers exercising due diligence, which means they must, as far as is reasonably practicable:

- Acquire and keep an up-to-date knowledge of work health and safety matters
- Gain an understanding of Hannahbull Group operations and the hazards and risks involved
- Ensure that appropriate resources and processes are provided to enable hazards to be identified and risks to be eliminated or minimised
- Ensure that information regarding incidents, hazards and risks is received, considered and responded to in a timely way
- Ensure that Hannahbull Group has, and implements, processes for complying with its WHS&E duties and obligations
- Ensure a suitable injury management and return to work program is in place
- Verify the provision and use of the resources and processes listed above.

Supervisor

The supervisor is responsible for ensuring that Hannahbull Group WHS&E policies and procedures are implemented in the workplace and/or systems of work under their control. As an integral part of their normal duties, the supervisor will, as far as is reasonably practicable:

- Foster a strong work health and safety culture where worker input is valued
- Actively follow agreed safety practices and model positive attitudes towards health and safety matters
- Arrange for workers to be instructed in healthy and safe systems of work and procedures and supervise the practice of safe working procedures
- Support the identification of hazards and risks and the management of these. This includes notifying management of all incidents, hazardous situations, dangerous occurrences or immediate risks to health and safety of any workers
- Ensure that all workers are informed of this policy
- Undertake consultation with all supervisors and workers on change that may affect their health and safety
- Communicate WHS&E matters to the management team
- Demonstrating a commitment to good health and safety performance by:
 - talking about safety at regular meetings
 - ensuring safe work procedures are followed
 - assessing task risk and not allowing an activity to continue until it can be controlled adequately
- Promoting and implementing the Hannahbull Group Workplace Health, Safety and Environment Plan
- Proactively manage other duty holders (e.g. contractors), when required.

Workers

Workers must take reasonable care for their own health and safety while they are at work and take reasonable care that their acts or omissions do not adversely affect the health and safety of other persons. They must comply, so far as they are reasonably able, with any reasonable instruction given by the supervisor, as well as co-operating with any reasonable Hannahbull Group policy or procedure which relates to workplace health, safety, and environment. On a day-to-day basis, this includes:

- To the extent of the worker's control or influence over working conditions and methods, take reasonable care to work safely
- Making sure that the work area is safe when leaving it
- Make proper use of all appropriate safeguards, safety devices and personal protective equipment
- Follow agreed safe working practices and rules
- Report all known hazards, accidents, and incidents, as soon as possible, to supervisor.



If any worker believes that a contractor may be engaging in an unsafe work practice, they are required to report this issue to their manager.

It is acknowledged that, in accordance with the Act, a worker may cease, or refuse to carry out work if they have a reasonable concern the work would expose the worker to a serious risk to their health or safety. The Act requires workers who cease work to notify the relevant supervisor/manager that they have ceased unsafe work as soon as practicable after doing so. It also requires workers to remain available to carry out 'suitable alternative work'. This would not however require workers to remain at any place that poses a serious risk to their health or safety.

Contractors

Contractors, sub-contractors, and self-employed persons are defined as "workers" under WHS and Environmental Legislation if they carry out work in any capacity for Hannahbull Hydro Excavations. They are required to:

- Comply with the requirements of the WHS and Environmental Legislation
- Have in place any work health, safety and environmental policies and programs required under State or Territory safety legislation Group
- Consult with Hannahbull Group about safety matters and comply with Hannahbull Group policies
- Work safely and to include the safety of Hannahbull Group staff and visitors in their safety plans.

Visitors

Visitors and other persons to Hannahbull Group also have responsibilities to abide by our workplace safety rules and procedures. These responsibilities include to:

- Take reasonable care for their own health and safety and for the health and safety of other persons
- Comply with, so far as they are reasonably able, all reasonable safety directions provided by Hannahbull Group staff Group
- Report all safety related incidents to Hannahbull Group staff
- Not enter any restricted area without authorisation or escort
- Not bring or consume alcohol or illegal drugs at Hannahbull Group workplaces
- Not wilfully or recklessly interfere with Hannahbull Group property.

5 Consultation and Communication Arrangements

Hannahbull Group will consult with all interested stakeholders to ensure, as far as is reasonably practicable, that the work environment is without risks to health and safety.

Open communication between Hannahbull Group / directors / supervisors / workers /contractors / visitors is important to ensuring a safe workplace. Therefore, Hannahbull Group encourages, as far as is reasonably practicable, interested stakeholders to:

- Ask questions relating to WHS&E
- Bring up safety concerns
- Make recommendations regarding WHS&E
- Give regular feedback
- Become involved in evaluation of safety issues
- Participate in any WHS&E related problem-solving process.

It is important that workers help shape decisions about WHS&E particularly when:

- Identifying hazards and assessing risks
- Making decisions about ways to eliminate or minimise those hazards or risks
- Proposing business changes that may affect the health and safety of workers
- Purchasing of new equipment or substances



- Developing or changing job tasks or safety procedures.

All workers are encouraged to raise any work health, safety, and environmental concerns they may have with their supervisor/manager and/or health and safety representative. If the issue identified remains unresolved, it should be raised directly with the management team.

Health and Safety Representatives (HSR)

HSRs are elected by members of a work group to represent the interests of that work group and to raise any issues with employer.

Under the Work Health Safety Act 2011 a HSR has the ability to exercise certain powers and functions, they can choose when to exercise them. The WHS Act does not impose mandatory obligations or duties on HSRs to use their powers or carry out the functions of a HSR.

HSRs

- Cannot exercise their powers under Legislation unless they are trained
- Are not liable for acts or omissions that are undertaken in good faith
- Are not entitled to personal or medical information about a worker without their consent unless that information is of a general form that does not identify workers specifically.

Health and Safety Committee

Health and Safety Committees provide the forum for the constructive discussion of measures to assure health and safety in the workplace. At Hannahbull Group the Health and Safety Committee will meet regularly and:

- Facilitate co-operation between the PCBU and workers in the instigation, development and implementation of WHS&E policies and procedures.
- Assist in developing standards, rules and procedures relating to health and safety.
- Consult with workers regarding their WHS&E concerns
- Consult with management regarding worker WHS&E concerns including change that may influence WHS&E more broadly.
- Ensure the conduct of regular workplace inspections.

Minutes of the latest Health, Safety and Environment Committee meeting will be made available for all workers to review.

WHS&E Issue Resolution

Wherever possible, any WHS&E concerns will be resolved through consultation between workers, their representatives and/or their supervisor/manager. If the concern cannot be resolved, then it can be referred to the management team. Ultimately any issue remaining unresolved may be referred to the Directors. Where the issue remains unresolved the default procedure for issue resolution set out in WHS and Environmental Legislation must be followed.

6 Training

Hannahbull Group is committed to providing appropriate training to ensure workers have the skills and knowledge necessary to fulfil their WHS&E obligations. WHS&E training is a fundamental requirement for Hannahbull Group to achieve a safe workplace. The WHS&E training needs for Hannahbull Group will be determined in consultation with supervisors and workers, as well as through review of the Incident Register, however it can be generally categorised into three kinds:

Generic WHS&E Training—skills and knowledge which is commonly required, e.g. induction training, WHS&E risk management training, evacuation procedures.



Risk Specific WHS&E Training—training required for those persons conducting activities with a specific risk to health and safety or a verification activity, e.g. first aid training, hazardous substances training, manual tasks training, confined spaces training, working from heights.

Task Specific WHS&E Training—skills and licensing which are required depending on the specific hazards and risk, e.g. any farm equipment operation, high risk work licenses such as for driving forklifts, cranes.

Hannahbull Group workers entering an operational construction zone will be required to have a General Construction Induction Card (white card). Supervisors will monitor that workers have obtained the appropriate training and received a white card prior to undertaking work activities on an operational construction zone.

Hannahbull Group will conduct a training needs analysis and arrange for appropriate WHS&E training to be undertaken by workers as required.

Where required, Hannahbull Group workers are to demonstrate their competencies to perform required tasks safely.

Tasks with a high risk for injury, a separate documented assessment of a person's competency may be undertaken.

As a guide, competency assessments should be signed and dated by the assessor and contain the following elements:

- Task or equipment description
- Information on licenses held (or other relevant qualifications)
- A checklist containing the essential competencies that were demonstrated, and
- Comments or confirmation that the competency was met.

Hannahbull Group is committed to developing a suite of competencies to deal with all safety sensitive work tasks.

Documentation for Training

Training records shall be maintained as evidence of training delivery and assessment of competence.

7 Induction

General Induction for Staff

All new supervisors and workers are required to be provided with WHS&E information regarding the workplace as part of their overall induction and introduction to Hannahbull Hydro Excavations. The WHS&E induction should be in conjunction with the general induction training program for workers to ensure that all new workers are aware of the WHS&E systems, policies, and procedures in place within Hannahbull Hydro Excavations.

The supervisor must ensure a WHS&E induction is provided on the worker's first day. If the supervisor is not available, he or she should organise for a replacement to conduct the induction. The supervisor must ensure that all WHS&E issues are covered.

Site Induction – Staff and Subcontractors

Prior to commencing work activities onsite all staff and subcontractors will complete a Project Site Specific Induction as required by the principal contractor.



All staff and subcontractors must sign in when entering project site.

Induction for Visitors

All visitors to attend to onsite office and should be provided with a safety briefing (Attachment 1) prior to entering the Hannahbull Group premises. At a minimum, all visitors must sign in and should be advised of onsite emergency procedures and location of facilities.

8 Contractor Management:

Contractors also known as trade contractors or PCBU.

Hannahbull Group is committed to ensuring that all workers under its control, including contractors and subcontractors have a safe and healthy environment in which to perform their duties.

Contractors are likely to be workers employed by Hannahbull Group to undertake a specific task; various site construction tasks recognised under the QBCC, the delivery/pickup of goods, tradespeople undertaking repair or maintenance work within the workplace. To achieve this objective, it is recognised that contractors need to be:

- Suitably experienced to perform the tasks
- In possession of all necessary licenses, permits, registrations, SWMS and insurance required to perform the works safely and in compliance with appropriate regulations
- Notified of any potential hazards associated with the location or use of the area where the works are to be carried out
- Made aware of Emergency Procedures
- If the work will involve high risk tasks, have a completed detailed SWMS.

All contractors must abide by Hannahbull Group WHS&E requirements which will be advised of them before engagement.

9 General Site Rules

- All PCBUs and their workers need to be aware of the contents, understand and have access to the current WHS&E Management Handbook.
- All PCBUs and their workers must be inducted.
- No access is permitted to the site unless Hannahbull Group has been informed.
- Do not enter the barricaded area unless authorised to do so.
- Where Personal Protective Equipment (PPE) is being used:
 - Equipment must be worn and used in accordance with manufacturer's instructions, as directed by Hannahbull Group and according to site signage.
 - PCBU is responsible to provide their workers with training and supervision to ensure the proper fit and use of the PPE.
 - Respiratory Fit Test Certificate must be provided if Respiratory Protection Equipment (RPE) is being used.
- PCBUs are to have first aid kits available in their vehicles whenever working on site.
- No alcohol or drugs (other than prescription drugs) are to be consumed on this site.
- No smoking allowed on site
- No open fires and/or lighting of fires allowed on site.
- No fighting, bullying, harassment or aggressive behaviour by anyone on this site.
- Work areas are to be kept clean and tidy and rubbish to be placed in bins/cages.



- Persons must leave site amenities in a clean, tidy and hygienic state after use – notify Hannahbull Group if facilities are unhygienic.
- All injuries, work-related illnesses, incidents and near misses must be reported to Hannahbull Group immediately.
- Hannahbull Group requires any person undertaking operation of a plant or an activity that requires an operator’s licence to hold a valid and relevant licence at all times.
- PCBU’s must ensure that a Safe Work Method Statement (SWMS) is in a readily available location for the duration of the high-risk construction work and for at least 2 years after a notifiable incident occurs.
- PCBU’s must ensure a copy of all relevant Safety Data Sheets (SDS’s) are readily available while on site.
- PCBU’s must ensure that all electrical equipment brought onto site has been tested and tagged within the last 3 months
- Animals are not allowed on site.
- Children are not allowed on site.

10 Risk Assessment & Management

The purpose of any WHS&E risk assessment is to ensure that, for any identified hazards, appropriate control measures are implemented to protect workers, contractors and visitors from risks to their health, safety and welfare. Control measures for WHS&E hazards should be implemented as required using the following hierarchy of control, in order of preference these measures relate to:

- Elimination (removal of the hazard)
- Substitution (substitute the hazard for something which is less hazardous e.g. replace a hazardous chemical with one which is not hazardous)
- Isolation (isolate the hazard from people e.g. place a noisy piece of equipment in another location)
- Engineering (e.g. guarding on machinery)
- Administrative (e.g. provision of training, policies and procedures, signage)
- Personal protective equipment (e.g. use of hearing, eye protection, high visibility vests).

Outcomes of risk assessments will be documented, and the control measures reviewed at least annually or earlier should a task or activity be the subject of a WHS&E incident or a change of process or requirement. Current risk assessments will ensure that Hannahbull Group achieves the goal of eliminating or minimising the risk workers may be exposed to. The list of Hannahbull Group policies and procedures in place to manage workplace risk include:

- Construction Site EMP
- Safe Work Method Statements
- Incident Register
- Site Safety Inspection/ Toolbox Register
- Training Needs Analysis (TNA)

Documentation for Risk Assessment

The documentation required for a WHS&E risk assessment will depend on the operation or activity being assessed. The appropriate WHS&E Risk Assessment Form must be used when undertaking a risk assessment of the various activities of Hannahbull Hydro Excavations.

Risk Management

WHS&E risk management is a systematic process of hazard identification, risk assessment, and risk control with the aim of providing healthy and safe conditions for supervisors, workers, visitors, and contractors at Hannahbull Hydro Excavations. As required by WHS and Environmental Legislation, Hannahbull Group has adopted a risk management approach to underpin its WHS&E Management System. This approach involves all



supervisors and workers in identifying hazards, assessing and prioritising risks, implementing control measures and reviewing how effective the control measures are.

All workers are responsible for assisting in managing the risks associated with their specific work environment.

Risk management strategies used by Hannahbull Group include:

- Regular site inspections of the Hannahbull Group construction sites
- Comprehensive SWMS detailing all WHS&E risks associated with the operation and activities of Hannahbull Group
- Documented WHS&E policies and procedures
- Risk assessments of newly purchased equipment
- Risk assessments for any change to work processes
- Hazard, injury, incident reporting procedures
- Incident investigations

The Risk Management Process

WHS&E risk management should be undertaken for all activities where there is the potential for harm including:

- Before activities commence;
- Before the introduction of new equipment, procedures or processes;
- When equipment, procedures or processes are modified.

STEP 1: Identify the Hazard

A hazard is a source or potential source of injury, ill health or disease. Hazard identification is the process of identifying all situations and events that could cause injury or illness by examining a work area/task for identifying all threats which are 'inherent in the job'. Tasks can include, but may not be limited to using tools, hazardous chemicals, demolition, lifting/moving items and working at heights.

STEP 2: Assess the Risk

Assessing the risk from a hazard determines its significance. Firstly, consider the consequences should something happen; will it cause a serious injury, illness or death or a minor injury. Secondly, consider how likely is this to occur—very likely, not likely at all or somewhere in between? Some of the things to think about include:

- how often is the task undertaken?
- how frequently are people near the hazard
- how many people are near the hazard at a time
- has an incident happened before?
- have there been any 'near misses'

Use the table below to determine how significant the risk is.

Where a manager, worker, contractor, or visitor to the workplace identifies a hazard, Hannahbull Group requires that it is eliminated or reduced in consultation with the relevant stakeholders.

- Step 1: identify the potential hazards
- Step 2: identify what a possible consequence could be
- Step 3: decide how likely it is to happen
- Step 4: come to a designated number
- Step 5: Use the Priority table

HOW TO USE THIS RISK TABLE	Appendix B - Risk Calculator		
	RISK RATING CALCULATOR		Likelihood



Step 1: Identify potential hazards.	Consequence What injury/damage could it cause?	Rare - 3 Could only happen once in 25 years	Unlikely - 2 Could happen, once in 5 years	Possible - 1 Could happen each year	Likely - 0 Could Happen more than once a year	Almost Certain - 0 Could happen anytime
Step 2: Decide what a possible Consequence could be.	Catastrophic - 0 Multiple Fatalities	3	2	1	0	0
	Major - 0 Death or serious disability	3	2	1	0	0
Step 3: Decide How Likely? it is to happen	Moderate - 1 Long term illness or serious injury	4	3	2	1	1
Step 4: Line up your choices in the table to get a number	Minor - 2 Medical attention & several days off work	5	4	3	2	2
Step 5: Use the Priority table to the right.	Insignificant - 3 First aid needed	6	5	4	3	3

STEP 3: Risk priority score

Identifies the necessary action and response.

Risk Rating	Prioritisation
0, 1 or 2	Action to rectify must be done immediately before work may commence
3	Consider control measure, implement further controls to reduce risk
4, 5, 6	Continue to use correct controls and maintain communication

STEP 4: Control the hazard

Control the hazards—the aim is to implement the most reliable controls to create a safe workplace rather than simply relying on people to behave safely, following processes, or using protective equipment. In many cases, a combination of several control strategies may be the best solution.

Hierarchy of control strategies (in order of preference):

- Eliminate the hazard; remove the equipment from use, dispose of unwanted chemicals
- Substitute; use a non-hazardous chemical, use a different machine that can do the same task
- Isolation; contain noisy machinery within a booth
- Engineering controls; design equipment differently, providing lifting devices to minimise manual tasks
- Administrative processes; task variation, job rotation, training
- Personal protective equipment; gloves, hearing protection, eye protection

STEP 5: Review the Process

Continuously review to monitor and improve control measures and find safer ways of doing things.



11 Incident Reporting: Hazard/Near Miss/Accident/Injury Reporting

How to Report a Hazard/Near Miss/Accident/Injury:

Incident reporting requires that all incidents are documented and reported immediately on the day of occurrence.



QR Code available onsite to access Forms

All supervisors and workers including contractors are required to complete an incident form via QR Code if a hazard/near miss/accident/injury occurs, and:

- Advise the supervisor of the incident
- For recording purposes scan QR Code and complete form
 - Scan QR code that is specific to Hannahbull Group
 - Click on prompt for 'Report an Incident'
 - Enter information requested
 - Click 'Send'
 - Erker Safety will follow up
- All incident forms should be signed by the relevant parties
- All incidents will be recorded on the Incident Register
- Internal reporting of any a hazard/near miss/accident/injury should occur is separate from reporting of notifiable incidents to Workplace Health and Safety Queensland / Electrical Safety Office / QBCC.

Reporting of Notifiable Incidents

Any serious incidents must be notified immediately to the supervisor. After becoming aware that any such incident has occurred, it is the supervisor's responsibility to report 'notifiable incidents' to Hannahbull Group by the fastest possible means, either:

- Phone: Hannahbull Group 07 4751 8931
- Email: admin@hannahbull.com.au

Hannahbull Group requires that immediate notification is followed up, within 48 hours, by scanning QR Code and completing form and submitting.

Hannahbull Group must immediately report notifiable incidents to WHSQ / Electrical Safety Office/ QBCC on the approved form. A copy of forms is available from the WHSQ or QBCC website at:

<https://ols.workcoverqld.com.au/ols/public/incident/registration.wc>

https://qbccrs.au1.qualtrics.com/jfe/form/SV_1WS0P50ycZ5tTT

If the incident involves a death, immediate notification is required by calling WHSQ on 1300 362 128.

A copy of all completed forms must be forwarded to the principal contractor and will be kept by the business.



Notifiable incidents include:

- The death of a person; or
- A serious injury or illness of a person; or
- A dangerous incident; or
- A serious electrical incident: or
- A dangerous electrical event.

Notification of safety incidents on a site must be reported to QBCC. These include:

- A notifiable incident (an incident that either exposes a person to risk of serious injury or illness, or is an incident that results in the death or serious injury or illness of a person) occurs on the site
- A person on any site where they are carrying out building work fails to comply with a notice or injunction issued under the Work Health and Safety Act 2011 (Part 10) or the Electrical Safety Act 2002 (Part 11A).

QBCC can be notified by:

- Phone: 139 333
- Online form

12 WHS&E Record Keeping

Hannahbull Group must retain all work health and safety and workers compensation documents (as per requirements under Work Health and Safety Act (QLD) (the Act) and the Work Health and Safety Regulation 2011 (Regulations). These documents are required to be kept in safe storage accessible only to authorised personnel in accordance with the Privacy Amendment (Enhancing Privacy Protection).

13 Purchasing

Prior to purchasing any goods or services for the workplace, they should be assessed to determine if there are any associated health and safety hazards. This includes the purchase of equipment such as machinery, tools, furniture, chemicals, as well as contracted services such as maintenance.

14 Control & Security of the Site

Hannahbull Group will remain in control of the construction site until the site is handed back to the client. Only persons conducting work activities that have discussed the content or received a copy of this WHS&E Management Plan are to enter the site.

It is the responsibility of any other PCBUs to ensure that any workers engaged by them are aware of this WHS&E Management Plan and that they are adequately supervised.

All PCBUs are responsible for WHS&E in their respective work areas, and they have a responsibility to ensure that their work is carried out by workers who are competent and have been trained appropriately and have the skills to perform the task.

Hannahbull Group will ensure as far as reasonably practicable that the workplace is secured from unauthorised access. Any evidence of unauthorised access to the site must be reported to Hannahbull Group as soon as possible.

Confrontation and/or Trespassing

Confrontation Procedures

If you are confronted by a threatening person or a person trespasses onto the site/building, you should follow the steps below:



- Remain calm
- Call for assistance
- Keep out of reach of the aggressor
- Do not antagonize the aggressor
- Observe the aggressor's behaviours and take notes of appearance
- Report the incident to Hannahbull Hydro Excavations

Trespass Procedures

If a person is observed to be acting strangely or located in a part of the workplace restricted to authorised personal only, Hannahbull Group requires that the following procedure be followed:

- Obtain assistance from other workers or notify site supervisor of the situation
- Never challenge someone if you are unsure or alone
- In incidents of trespass, if safe to do so, casually approach the person and ask if you can assist
- If unsafe to approach the person, remove yourself from the situation.

15 Extent of the Site

All work is to be performed inside the boundaries of the site.

If it is necessary to undertake work on the footpath, or other areas outside the boundaries of the site, a risk assessment must be done and if there is a risk to the health and safety of any persons (including members of the public), appropriate control measures must be implemented.

If control measures are implemented due to the nature of a PCBU's work, the cost of implementing the controls will be borne by the PCBU. This also applies if the Hannahbull Group makes the direction to implement a control measure.

16 Signage

Hannahbull Group will ensure site signs are installed that:

- Show Hannahbull Group name and telephone numbers (including an afterhours telephone number)
- Show the location of the site office for the project if any
- Are clearly visible from the outside of the workplace, or the work area of the workplace where the construction project is being undertaken.

17 Site Cleanliness/ House Cleaning

Rubbish bins/cages will be placed on the site for disposal of building waste and will be emptied when necessary.

All workers must not leave waste in any undesignated areas on the site and must place all waste materials in the rubbish bins/cages provided.

If there is an issue with the bins/ cages and/or material storage, (e.g. bin/cage is full, or the site is untidy) Hannahbull Group should be notified as soon as is reasonably practicable.

If any PCBUs fail to manage their waste appropriately and leave the site in an untidy or unclean manner, they may be required to pay the cost of clean-up and removal.

18 Amenities

Amenities such as toilets and drinking water will be provided on site by Hannahbull Hydro Excavations.

- The building under construction may be used to eat meals and provide shelter. Shelter may also be in the form of a worker's vehicle



- All persons on site are to maintain good hygiene standards and clean up after themselves
- If the amenities need attention (e.g. cleanliness or unfit for use), the worker must notify Hannahbull Hydro Excavations.

19 Lighting

Hannahbull Group will supply general lighting to access ways and common areas if a risk assessment identifies that this is required.

Any additional lighting required to perform specific tasks is to be provided by the PCBU responsible for that task.

20 General Safety Induction Card

Hannahbull Group requires that all workers carrying out construction work must have a current general safety induction card. All workers will be required to provide evidence of this, prior to commencing construction work, in the form of a card or where a card has not been issued, a statement of attainment. The business will record the details of this evidence on the Training Needs Analysis (TNA) or equivalent.

21 Blue Card

Hannahbull Group requires all workers that will be working in a regulated child-related environment to have a current blue card. All workers will be required to provide evidence of this prior to commencing work.

22 Safe Work Method Statements

A person conducting a business or undertaking (PCBU) providing any high risk work on a construction project is required under the Work Health and Safety Regulation 2011 to:

- Ensure that SWMS is prepared before the proposed work starts
- Ensure that the SWMS is signed by workers undertaking the high risk work activities as described in the SWMS
- Ensure that the high risk construction work is carried out in accordance with the SWMS
- Ensure that a copy of the SWMS is given to the principal contractor before the work starts
- Ensure that a SWMS is reviewed and revised if necessary.

The signed SWMS must be kept and be available for inspection until at least the high risk construction work is completed and if a SWMS is revised, all versions should be kept.

If a notifiable incident occurs relating to high risk construction work referenced in the SWMS, then the signed SWMS must be kept for at least 2 years from the occurrence of the notifiable incident. If the construction work at the workplace has ceased within that period, then the PCBU should keep the SWMS readily available for inspection.

23 Site Safety Inspections

Hannahbull Group is required by WHS and Environmental Legislation to be proactive in identifying hazards in the workplace which may affect the health and safety of its workers and eliminating or minimising the risks arising from those hazards. To ensure a safe and healthy workplace, the supervisor/ safety advisor / management / health and safety representatives (HSRs) should undertake site safety inspections of the construction sites regularly and at any other times as required.

If any hazards are identified through the site safety inspection, controls must be implemented to ensure that the risk to health and safety is eliminated or minimised.



In addition to these regular site safety inspections, all supervisors should also conduct weekly hazard inspections of their work sites in conjunction with HSRs. Any hazards noted during these inspections should immediately be reported to the supervisor and appropriate remedial action taken.

All hazard inspection documentation should be filed by the supervisor.

24 Common Plant

Hannahbull Group will provide common plant such as scaffold, void protection, power source (switchboard) and toilets for persons to use while on site.

Workers must not alter or interfere with any items of common plant without authorisation from Hannahbull Group or the plant owner.

If a worker becomes aware of any defects with any of the common plant, they must immediately notify Hannahbull Group and cease using the plant until the defect has been rectified

25 Specific WHS&E Requirements

Asbestos Related Work

If there is uncertainty as to whether asbestos is present or used in a certain activity at the workplace, the PCBU must assume asbestos is present and treat the activity as asbestos-related work or arrange for a sample to be analysed to determine if asbestos is present.

If asbestos is identified or assumed to be present, it is essential that the asbestos register be obtained and a decision made as to whether work can be done without disturbing the asbestos.

Any areas of a workplace that contain asbestos, including plant, equipment and components, should be signposted with warning signs to ensure the asbestos is not unknowingly disturbed without the correct precautions being taken.

If asbestos is determined or assumed to be present, the PCBU carrying out the work must inform the Principal Contractor, stop work and follow instructions provided by the Principal Contractor.

When undertaking asbestos-related work activities, the PCBU must ensure that the work is only performed in accordance with the following requirements (as per How to manage and control asbestos in the workplace Code of Practice 2021):

- Any worker undertaking asbestos-related work must be informed of the health risks of exposure to asbestos
- A competent person carries out air monitoring of the work area where asbestos-related work is being carried out if there is uncertainty as to whether the exposure standard is likely to be exceeded
- Any asbestos that may be encountered by workers undertaking asbestos-related work must be identified, and if it is not possible to identify, it must be assumed asbestos is present
- The area in which asbestos-related work is undertaken is separate from the rest of the workplace, so far as is possible
- The asbestos work area must be signed and barricaded to ensure that other workers do not enter the area
- Facilities must be provided to allow for the decontamination of workers, equipment and the items worked upon



- Anything removed from the work area must be decontaminated before it is removed from the work area
- If material contaminated with asbestos is to be removed from the work area, it must be sealed within a container, which is decontaminated and labelled in accordance with the UNECE Globally Harmonized System of Classification and Labelling of Chemicals, (GHS) to indicate the presence of the asbestos and disposed of at a licensed waste disposal facility as soon as is practicable
- If PPE used in asbestos-related work is to be removed from the work area for disposal, it also must be sealed within a container, which is decontaminated and labelled in accordance with the GHS to indicate the presence of the asbestos and disposed of at a licensed waste disposal facility as soon as reasonably practicable.

Confined Spaces

All confined spaces access will be strictly controlled. Entry requires the issue of a confined spaces permit on each occasion. No worker or contractor will be issued a permit to work in any confined space on the site unless they are trained and supervised. When working in a confined space a trained bystander must always be present.

Drugs and Alcohol

Hannahbull Group maintains the right to refuse work to any worker or contractor who, in the opinion of management, is in an unfit state to perform their work in a safe manner.

To assist in these requirements, Hannahbull Group workers, contractors and visitors shall observe that:

- No alcohol may be consumed or permitted on property at any time
- No illegal drugs shall be consumed or permitted on property at any time or under any circumstance
- If, in the opinion of management, a worker is unfit to work safely, they will be sent/taken home
- Workers who are taking prescription medication that may affect their safety at work (that cause drowsiness), are to inform management of the circumstances so that appropriate duties may be assigned.

Electrical

Failure to maintain electrical equipment in a safe condition, or to use equipment in accordance with manufacturer's instructions may result in injury or death to workers or other parties.

All electrical equipment must be protected from damage, used safely and checked regularly. In addition, there are other requirements that must also be implemented for 'specified electrical equipment.' These requirements include combinations of testing and recording and connection to safety switches.

Regular inspection and testing of in-service electrical equipment by a competent person is a way to ensure this safety duty is met. WHS and Environmental Legislation requires that electrical equipment be inspected and tested in accordance with AS/NZS 3760-2010 In-service safety inspection and testing of electrical equipment. Only authorised electrical personnel are to perform installation, inspection, testing and labelling activities.

Residual Current Devices

The fitting of Residual Current Devices (RCD) on certain equipment can reduce the risk of electrocution. An RCD (also known as a safety switch) works by detecting a current leakage. When RCD detects this current leakage, it turns the power off almost immediately. Whilst an electric shock may still be received, the duration will be shortened reducing the risk of serious injury.



Specific regulations and requirements apply to the use of portable RCDs on construction and demolition sites. All portable RCDs shall be tested before each use by operation of the test button and must be “trip time” tested every 3 months by a competent person.

Testing Frequency

The frequency of inspections as outlined in Section 2 of AS/NZS 3760:2010 are recommended but can be varied subject to a risk assessment. The Australian standard includes a table that sets out testing and inspection intervals for various types of equipment, e.g. 3 months for equipment that is high use, high risk, or hire equipment.

In addition to the regular testing and inspection, the standard specifies that electrical equipment is to be inspected and tested:

- Before return to service after a repair or servicing, which could have affected the electrical safety of the equipment, and
- Before return to service from a second-hand sale, to ensure equipment is safe.

Trade Contractors Electrical Equipment

All PCBUs will supply their own leads, power tools, RCD blocks and electrical equipment. They will also ensure that:

- Items are tested and tagged every 3 months. Test records must be made readily available for inspection.
- Only one lead may be used from *power source* – (Generator or mains switchboard), to tool.
- The distance between the *power source* and tool must never exceed 30m.
- Domestic power boards and double adapters are not permitted to be used on site.
- The installation and fitting of electrical equipment are regarded as high-risk activity, therefore any PCBU carrying out this type of work must prepare a SWMS prior to commencing work.

Engineered Stone Benchtops, Panels or Slabs - Prohibition

Any work containing crystalline silica must be undertaken in a way that eliminates or minimizes risks as far as is reasonably practicable.

Engineered stone is defined as an artificial product that contains 1% or more crystalline silica (as a weight/weight concentration) that is created by combining materials such as natural stone, water, resins, or pigments and becomes hardened.

Legacy engineered stone (benchtops, panels, slabs) is defined as previously installed or stock that was not installed prior to the commencement of the Prohibition (1 July 2024).

Work involving the manufacture, supply, processing or installation of engineered stone benchtops, panels or slabs is prohibited unless considered legacy engineered stone.

A PCBU must provide written notice to the WHS regulator ([notification form](#)) before any permitted work with legacy engineered stone is carried out or as soon as practicable after becoming aware that the work involved processing of engineered stone (i.e. misidentifying the engineered stone as another type of product). The notification is current for a 12-month period (is not required for every job as is not task or project specific). Renotification will need to be provided to the WHS regulator when: information provided in previous notification changes, or it is 12 months since last notification to WHS regulator. Notification form must be kept for a period of 5 years and be readily accessible for viewing when carrying out work involving legacy engineered stone.



The controlled processing of legacy engineered stone benchtops, panels or slabs is permitted for the limited purposes of:

- Removal, repair and minor modification to previously installed engineered stone, or
- Disposal of engineered stone (i.e. after removal or disposal of uninstalled stock)

A minor modification to an installed engineered stone product involves a change or alteration to the product that is limited in scope and where the relevant features and purpose of the product remain (i.e. drilling a larger diameter hole in a kitchen benchtop to allow the installation of a new mixer tap would be a minor modification).

Processing of legacy engineered stone for disposal (i.e. crushing engineered stone off-cuts) must be controlled and the disposal must comply with any applicable jurisdictional waste management requirements

Excavation Work

Excavation work means the excavation, fill, or part fill of a trench, tunnel or shaft. A PCBU carrying out excavation work must manage risks associated with that work. Where an excavation includes such risks as:

- A person falling into an excavation
- A person being trapped by the collapse of an excavation
- A person working in an excavation being struck by a falling thing
- A person working in an excavation being exposed to an airborne contaminant.

For all excavations, greater than 1.5 meters deep, the PCBU responsible for the work must prepare a SWMS prior to commencing the work.

Excavations greater than 1.5m deep should be either benched, battered, shored, or have a geotechnical report undertaken prior to working in or around the trench.

A trench at least 1.5m deep must, as far as is reasonably practicable, be secured from unauthorised access (including inadvertent entry).

To restrict access to an excavation the PCBU responsible for the excavation is required to erect a barricade or hoarding at least 900mm high around the excavation unless it is not practicable to do so or there is not likely to be people near the excavation. A barricade means a self-supporting fence, or a self-supporting series of continuous plastic, concrete or other solid barriers.

If a trench is more than 1.5m deep at the workplace access to and from the trench should be by ladder/s. The PCBU undertaking the excavation work should ensure that at least 1 ladder giving access to and from the trench is installed in every 9m of the length of the trench in that part of the trench where a person will be

Falling Objects & Structure Safety

Where there is a risk of falling objects during construction, a clear fall zone will be implemented around the area where the work is taking place.

If a clear fall zone is not possible, the platform the working platform being used will have controls in place to prevent falling objects, for example, kickboards, mesh or hoarding, or the use of lanyards for loose tools and equipment.

All workers are to ensure that their work is secured in a way that does not adversely affect the stability of the overall structure of the project.



Hazardous Substances and Dangerous Goods

Hazardous substances are chemicals, organic matter and other substances which pose a health risk when people are exposed to them. These may include glues, paints, solvents, corrosives, adhesives, thinners, cleaning solutions, chemicals, flammable and dangerous goods. Dangerous goods are hazardous substances that are also explosive or flammable in nature with storage required that is fit for purpose.

All PCBUs bringing hazardous substances onto site will have readily available for inspection by Hannahbull Group with a copy of their:

- Hazardous Substance Register
- Relevant and current Safety Data Sheets (SDS)
- Risk assessment for each hazardous substance (if requested)

It is the responsibility of the PCBU to:

- Keep a copy of Hazardous Substances Register and relevant SDS on site
- Ensure all workers using a hazardous substance must be deemed competent and must follow the requirements of the SDS regarding safe handling, use and wearing of appropriate PPE
- Adhere to all instructions for storage, handling and disposal as per the relevant SDS
- Have an appropriate chemical spill clean-up kit on site in case of spillage. The PCBU must ensure that the clean-up kit is appropriate for the volume and type of chemicals used and that at least one person on the site at any time is trained to clean up a spill.

Hot Works

If a worker is carrying out hot works (e.g. welding, cutting, bronzing) at the site, all combustible material must be removed from the work area and a fire extinguisher must be readily available. The PCBU responsible for the work must also complete a SWMS and provide it to Hannahbull Group prior to commencing work.

After the completion of the hot works, the work area must be inspected to ensure no fire hazards exist.

Ladders, Planks & Trestles

All ladders, planks & trestles used on site must be rated 'Industrial' with 120kg (minimum) load rating. Ladders, planks & trestles are to be maintained in a sound working condition and be appropriate for the task to be undertaken.

Metal ladders should never be used when dealing with electricity. Always choose a non-conductive ladder made of wood or fiberglass

Single and extension ladders must be secured at either the top or the bottom. Planks must be either strapped or clamped to trestles.

Persons using the ladder must always have 3 points of contact (e.g. 2 hands and 1 foot or 2 feet and 1 hand or be holding a stable object e.g. gutter or wall frame).

Tools requiring two handed operation, or a high degree of leverage force should not be used while on ladders.

At no time are domestic ladders, planks, or trestles to be used unless they are clearly stated as an 'Industrial rated.' If ladders, planks, or trestles have no identification they will be deemed as domestic use and are required to be removed from site as soon as possible.



Licenses, Certifications and Permits

If any work activity, item of equipment or operation of mobile plant requires a license, certification or permit, Hannahbull Group requires the person undertaking that work or operating that equipment or plant to hold the relevant license, certification or permit prior to commencing work.

It is the responsibility of the PCBU responsible for the work activity, equipment or mobile plant to ensure that the workers carrying out the work have the appropriate license, certification or permit.

All workers must have their relevant license, certification or permit available for inspection always whilst on site.

Lifting Equipment

The use of lifting equipment is movement of mobile plant, and the requirements outlined above in this WHS&E Management Plan in relation to Mobile Plant must be followed.

All lifting gear being used on site must have a current inspection tag, displaying an inspection date within the last 12 months. Intervals for inspecting and tagging of lifting gear, by a competent person is:

- Synthetic slings at least once every 3 months
- Winches, blocks and Hoists once every 12 months
- Chain slings and shackles at least once every 12 months.

In addition to the above required inspections, part of the daily prestart check is that a visual inspection be conducted on all lifting equipment prior to **each use**.

If the operator of a vehicle loading crane is shifting a load from the truck to the ground or from the ground to the truck, there is no requirement for the operator to hold a dogging licence. This is because this activity is covered in the unit of competency that must be successfully completed prior to obtaining a Vehicle Loading Crane licence and if the crane is of a smaller capacity than which warrants a licence, then it is an activity that the PCBU must ensure the operator is competent to perform.

If the operator of a vehicle loading crane is shifting a load anywhere other than from the truck to the ground, or from the ground to the truck e.g. shifting trusses from the truck and placing them directly onto the top of a house frame, the operator must hold a dogging licence as this constitutes dogging work.

Manual Tasks

All workers are encouraged to use good manual task techniques. Where materials are too heavy or awkward for one person to lift, more than one person or a mechanical lifting device should be used to assist with the lift.

Material or equipment delivered to the site should be placed as close as possible to where it is to be used. It is the responsibility of the PCBU arranging the delivery of materials or equipment, to ensure that that material or equipment is stored appropriately, to avoid risk to health and safety, damage from adverse weather and theft or unauthorised use.

All materials must be stored inside the boundaries of the site, not on the footpath and be kept clear of access ways.

Mobile Plant

Any PCBU's using mobile powered plant (e.g. mobile cranes, excavators, forklifts, elevated work platforms, etc.) are required to supply a Safe Work Method Statement to Hannahbull Group prior to the commencement of works.



All mobile powered plant should be used and maintained in accordance with the manufacturer's instructions and specifications.

The operator's manual, up to date logbook, maintenance regime and risk and hazard assessment for each item of mobile plant must be readily available upon request by Hannahbull Hydro Excavations.

Plant prestart inspection form/checklist to be completed prior to commencement of shift and prestart form/checklist be readily available upon request.

Instructions from licensed operators, regarding the safe operation of their equipment, should be observed by all persons on site while the mobile plant is present.

All persons working on site while mobile plant is in use must be wearing an approved high visibility shirt or vest.

Noise

Hannahbull Group will ensure that the noise a worker is exposed to does not exceed the exposure standard (85dbz).

If a worker is frequently required to undertake work that may expose them to noise greater than that of the exposure standard, the worker will be required to wear personal protective equipment to control this risk.

If a worker is provided with personal protective equipment to control noise exposure above the exposure standards, the PCBU is recommended to provide audiometric testing for the worker within 3 months of the worker commencing work and at least every 2 years thereafter whilst still engaged by the business.

Personal Protective Equipment

All workers carrying out work on the site are required to wear appropriate protective footwear and clothing.

All workers should use the following items of PPE in the following situations:

- Eye protection such as goggles, shield or glasses where there is a risk of a foreign object striking the eye
- Ear protection such as ear muffs or plugs where equipment makes excessive noise
- Head protection such as a hard hat or helmet where there is a risk of injury to the head from a falling object or overhead moving plant
- Hi Vis Clothing when mobile equipment is being used onsite
- Closed in Foot protection shall be used always.

All workers operating plant equipment or power tools must follow the manufacturer's instructions in the use of correct PPE during its operation. All workers must be competent in the use of the PPE.

Protrusions

Any hazardous protruding objects created by PCBU's work, for example (starter bars, tie down bolts, copper pipes, stirrups) should be removed, capped, bent over or barricades so that they do not pose a risk to injury of other persons on site.

Respirable Crystalline Silica (RCS)

Respirable crystalline silica (RCS) can be generated and released into the air during tasks that involve high-energy processing, such as: cutting, grinding, sawing, drilling, scabbing, crushing.



PCBU Responsibilities:

- Consider the risks of dust exposure before work starts to ensure appropriate actions are taken to limit the amount of dust generated during work tasks
- Make sure that nobody at the workplace is exposed to respirable crystalline silica (RCS) at a level higher than the workplace exposure standard (WES) as outlined on page 9 of Managing respirable crystalline silica dust exposure in construction and manufacturing of construction elements Code of Practice 2022
- Provide all workers that are involved in tasks that make or disturb RCS with the information, training and or supervision needed to do the job safely
- Provide a SWMS to Principal Contractor for any high-risk work that will be carried out in an area that may have an atmosphere contaminated with RCS
- Not allow workers to undertake uncontrolled dry cutting or processing of materials that contain 1 per cent or more crystalline silica
- Ensure tried and tested dust control methods that prevent silica dust from being generated or being released into the air, including water suppression and on tool dust extraction are used
- Respiratory protective equipment (RPE) is required if the higher order dust controls used to manage RCS exposure are not able to reduce exposure to below the workplace exposure standard.
- Ensure RPE is used or worn by the worker, so far as is reasonably practicable, and that
- Workers have been fit tested for RPE that is a suitable size, fit and reasonably comfortable for the worker
- RPE is suitable having regard to the nature of the work and any hazard associated with the work
- Workers are clean-shaven
- Provide health monitoring to at-risk workers, with clearly defined triggers for testing based on level of risk
- Use exposure data from air monitoring to check dust controls are effective
- Cease work activities, until controls are reviewed, if dust suppression is not effective and /or if suspected dust exposure to RCS is at a level higher than the workplace exposure standard.

Workers Responsibilities:

- Take reasonable care for their own health and safety
- Use or wear RPE in accordance with any information, training or reasonable instruction given by the PCBU
- Be clean-shaven to wear RPE
- Use equipment with dust suppression systems i.e. integrated water delivery system, integrated dust collection system, exhaust ventilation, shrouds
- Only use vacuum rated to either M or H class
- Cease work activities, until controls are reviewed, if dust suppression is not effective

Tools and Equipment

All workers must be trained in the safe use of tools and equipment they are operating on site. Workers must follow manufacturer's instructions in the correct use of guarding and safety features for tools and equipment being operated. Guarding must not be removed to perform any work activity.

All tools and equipment are to be inspected prior to use for any faults or defects. If a fault or defect is found, tool or equipment should be withdrawn immediately from service and have a label attached warning against further use. As soon as possible arrangements should be made for such equipment to be disposed of, destroyed, or repaired by an authorised repair agent or competent person. As soon as practicable report to Hannahbull Group or relevant PCBU that a defective tool or plant has been identified and corrective action taken.



If a tool or item of equipment is unfit for use, an out of service tag should be fitted to the tool or equipment in a prominent position near the controls. If the equipment can be inadvertently started the worker should lock the equipment with the fitted isolation device or their own lockable device to ensure that it is not inadvertently started.

Underground Services

“Underground essential services” means essential services that use pipes, cables, storage tanks or other associated plant located underground.

Hannahbull Group will take all reasonable steps to obtain current underground essential services information about the any of the areas requiring excavation before directing or allowing the excavation work to commence.

Dial Before You Dig offers a single point of contact to request information about the infrastructure networks at the planned project site. Lodge an enquiry at Dial Before You Dig by:

- Online via the Dial Before You Dig website www.1100.com.au
- Mobile website or iPhone app
- By phone call 1100 (toll free, during business hours).

It is important **NOT** to proceed until you have received the relevant information from all asset owners affected by your project.

The information that is required to be collected in relation to the underground essential services includes information about:

- The essential services that may be affected by the excavation
- The location, including the depth, of any pipes, cables or other plant associated with the affected essential services
- Any conditions on the proposed excavation work.

Hannahbull Group when given information about underground essential services must have regard to the information in carrying out or directing or allowing the carrying out of the excavation work.

Mobile crane operators will ensure that there is sufficient room to deploy the outriggers away from excavations, shoring, trenches, buried utilities and foundations.

UV Protection and Heat Exposure

Ultraviolet radiation (UV) exposure can cause sunburn, skin and eye damage and skin cancer. Hannahbull Group will encourage all workers on site to wear adequate clothing such as shirts and hats, sunglasses, and sunscreen to protect themselves from the effects of working while exposed to UV rays from the sun.

Hannahbull Group also encourages workers to follow the below points to reduce the risk of exposure to heat (causing heat stress):

- Schedule heavy tasks for cooler periods of the day
- Take frequent rest breaks in hot times of the day
- Drink water frequently
- Utilize shaded areas for meal and rest breaks
- Work in the shade where possible
- Rotate or share tasks that are exposed to heat or UV rays amongst several workers
- Use mechanical assistance for physically demanding tasks



- If taking certain medications follow doctors' advice before working in hot conditions
- Provide training in the identification of symptoms of health-related illnesses.

Work Near Overhead Powerlines

Electrical Safety Regulation requires that before carrying out any work at a workplace where there is a risk of any person, plant or thing encroaching the exclusion zone of overhead electric lines, the person, worker or PCBU is required to ensure that the potential hazards are identified, a risk assessment conducted and the necessary control measures implemented to minimise electrical safety risks to ensure the safety of all workers and other persons at the workplace.

Exclusion zones extend in all directions. The exclusion zone will vary depending on the:

- Voltage of the line
- Whether the line is insulated or bare
- The level of competence, training and authorisation of the person carrying out the work.

Generally, exclusion zones are (as per Ergon Energy):

- 3 metres for voltages up to 132kV
- 6 metres for voltages up to 330kV

Where a risk assessment has been conducted and it has been identified that exclusion zones from overhead electric lines cannot be maintained, the person, worker or PCBU is then required to contact Electricity Entity and request written Safety Advice. The person, worker or PCBU shall be required to maintain exclusion zones until such times as the Electricity Entity has provided written Safety Advice.

A person, worker or PCBU would not be required to contact the Electricity Entity and request a written Safety Advice where their risk assessment and implemented control measures ensure that exclusion zones from overhead electric lines will be maintained throughout performance of work to be undertaken at a particular site.

No part of a worker, operating plant or vehicle should enter an exclusion zone while the overhead electric line is energised (live).

To obtain written Safety Advice where it has been identified as being required, complete and submit or return by email the applicable Safety Advice Request Form which is accessible via the electricity entity website:

<https://www.ergon.com.au/network/safety/business-safety/the-outdoor-workplace/working-near-powerlines>

Additional details and fact sheets on Electricity Entity requirements for working near overhead electric lines are located on the following internet site: <https://www.ergon.com.au/network/safety/business-safety/the-outdoor-workplace/working-near-powerlines>

Work On or Adjacent to Roads

Any work that impedes either vehicular or pedestrian traffic must be controlled using a traffic management plan. The PCBU undertaking the work on or adjacent to the road must comply with all local council or state requirements for traffic management on the road including obtaining any relevant permits or using workers with specialized training.

Refer to Queensland Government Department of Transport and Main Roads for specific information i.e. safety principals concerning work zones, barricade and channelizing devices, need for traffic control plans, etc.

<https://www.tmr.qld.gov.au/business-industry/business-with-us/traffic-management>.



Any workers required to work on or adjacent to any road, should take all reasonable safety precautions to eliminate or minimise the risks.

Working Alone

The risk of injury or harm for people who work alone may be increased because of difficulty contacting emergency services when they are required. Emergency situations may arise because of the sudden onset of a medical condition, accidental work-related injury or disease, attack by an animal, exposure to the elements, or by becoming stranded without food or water.

The consequences of an incident arising when working alone may be very serious so Hannahbull Group supervisors and workers shall implement the following for each alone work task:

- Telephone Hannahbull Group on arrival and departure at a remote work site
- Have in place a trip itinerary for extended trips and adhere to the itinerary
- Pre-trip agreement on departure and arrival times and accommodation arrangements
- For travel in remote areas an emergency location beacon should be carried in the vehicle
- Pre-arranged mobile/satellite phone calls at scheduled times
- Appropriate first aid kit
- Enough water for emergency purposes.

Working at Heights

Any PCBU's performing work where there is a risk in falling from one level to another where a reasonable injury could be sustained, must supply a SWMS to Hannahbull Group before commencing work on site.

Hannahbull Group will provide adequate physical fall protection, (e.g. hanging bracket platforms, scaffolding, elevated work platforms) where a risk assessment identifies the need and where it is reasonably practicable to do so.

If a physical fall protection system is provided, workers are not permitted to alter the configuration of the system or dismantle the system in any way without prior approval from Hannahbull Hydro Excavations, or without consultation with the PCBU responsible for its erection.

If a PCBU requires additional fall protection other than what has been supplied by Hannahbull Hydro Excavations, such additional fall protection will be supplied by that PCBU at their own cost.

Any additional fall protection provided by a PCBU must comply with all relevant legislation, codes of practice and standards, in its erection, alteration, dismantling and performance.

26 Psychosocial / Mental Health

Hannahbull Group recognizes that workplace factors can contribute to psychological health. While it is understood that a certain amount of stress is inherent in work, Hannahbull Group aspires to a work environment where continuous improvement in work practices and processes address psychological safety and support mental health. When psychosocial health is compromised it may restrict a person's ability to:

- Be in certain types of environments
- Concentrate
- Have enough stamina to complete tasks
- Cope with time pressures and multiple tasks
- Interact with others
- Understand constructive feedback
- Manage stress.



Everyone at work has a responsibility for health and safety, both physical and psychological. Hannahbull Group has a duty of care that all individuals are fit for work. When reporting for work, all individuals must be fit for work, including being medically and mentally fit as well as properly rested, to ensure that they can perform their duties in a safe and efficient manner.

It's important to talk about stressors and risks that you believe are or could be affecting your mental health with a manager or other appropriate person at your place of work. Discussions about sensitive or personal issues will be private and confidential, and will not be shared with anyone else, unless you give permission to share this information. If a mental health condition has impacted your ability to perform in your role, talk to your employer about whether they can make changes to your job or support you during your recovery.

Hannahbull Group recognises that bullying, violence, threat of violence, abuse, fatigue, stress, illness and the effects of alcohol and drugs can all potentially impair an individual's physical and psychological performance within the workplace posing significant work health and safety issues.

Bullying / Harassment / Violence / Threat of Violence / Abuse

Workplace bullying is defined as repeated and unreasonable behaviour directed towards a worker or a group of workers, that creates a risk to health and safety.

Violence at work is any incident in which a person is abused, threatened, or assaulted in circumstances relating to their work.

Workplace harassment is a form of discrimination. The Equal Employment Opportunity Commission (EEOC) defines harassment as unwelcome verbal or physical behaviour that is based on race, colour, religion, sex (including pregnancy), gender/gender identity, nationality, age, physical or mental disability, or genetic information.

Bullying, harassment, violence, threat of violence or abuse of any form will not be tolerated at Hannahbull Hydro Excavations. Hannahbull Group undertakes to investigate complaints formally made and will act to resolve the complaint, so far as is reasonably practicable. If the complaint is found to be valid, action may include any combination of the following:

- Asking for an apology
- Creating an agreement with the offender that will stop the behaviour of concern
- Conciliation/mediation conducted by an independent/impartial third party to seek a mutually acceptable solution
- Disciplinary action in the form of verbal, written or final warning or dismissal
- All violence will be reported to the police.

In determining the action to be taken, the following factors will be considered:

- Severity and frequency of the behaviour
- Whether there have been previous incidents or prior warnings.

As a worker, you will:

- Behave in a way that promotes a work environment free from any form of bullying, harassment, violence, threat of violence and abuse
- Familiarise yourself with available workplace support options and specialist referral services
- Actively participate in bullying, harassment, violence and abuse related learning and development activities such as online awareness raising programs (except where it may negatively impact their wellbeing).



Hannahbull Group will:

- Promote values and behaviour to ensure a work environment free from any form of bullying, harassment, violence, threat of violence and abuse
- Take prompt and appropriate action to support employee affected by bullying, harassment, violence, threat of violence or abuse
- Assist employees to source available support options

Fatigue

It's more than feeling tired and drowsy – fatigue is a state of mental and/or physical exhaustion that reduces the ability to work safely and effectively. Fatigue can be caused by factors that may be work related, non-work related or a combination of both and can build up over time. Fatigue impacts alertness, which may lead to mistakes and an increase in incidents and injuries. The effects of fatigue can be short or long term.

Fatigue management is a shared responsibility between management and workers, as it involves factors both inside and outside of work.

Hannahbull Group will use a risk management approach to manage fatigue, following the four-step risk management process.

Stress

Work-related stress not only affects workers' productivity, but it can also affect their physical and emotional health. Work-related stress is a psychosocial hazard that describes the response of a worker who feels that their work demands aren't matched to their knowledge and abilities or the resources that they have available to do the work. This response can be physical, mental or emotional. Feeling stressed at work for long periods of time can cause physiological and/or psychological illnesses and impact health behaviours.

Stress can also be caused by environmental factors such as:

- Noise
- Temperature and humidity
- Lighting
- Vibration
- Air quality
- Cramped spaces
- Unguarded plant and equipment
- Hazardous manual tasks.

Workload

You may be more likely to develop a mental health condition if you're always working long hours or your job is very demanding.

It is important to talk to your manager, supervisor, someone from the health and safety team or another person at your place of work that you feel comfortable with.

Conflict with a Colleague

There are two types of conflicts that can happen at a place of work:

- When people's ideas, decisions or actions about the job are not the same
- When two people just do not get along.

Talk to:

- Your manager or supervisor
- Hannahbull Hydro Excavations External employee assistance program



- A support person
- Your doctor or psychologist.

Exposure to a Traumatic Incident or Event

Almost everyone who witnesses or experiences a traumatic event will be emotionally affected, and there are many ways people respond. Symptoms after an event can happen immediately or even some time afterwards. For support following a traumatic event or critical incident contact:

- Your manager or supervisor
- A health and safety representative
- A support person at work
- External employee assistance program
- Your doctor or treating health professional.

27 Infectious Outbreaks

In the event of an infectious outbreak, Hannahbull Group requires that the following procedure should be followed:

- All infected person or persons may be sent home and may be required to remain at home until they can provide a medical certificate saying they are no longer infectious.
- Any person who may have had contact with an infected person is to seek medical advice and follow directives.

For the latest advice, information and resources, go to www.health.gov.au.

The phone number of your state or territory public health agency is available at: www.health.gov.au/state-territory-contacts

If you have concerns about your health, speak to your doctor.

28 Emergency Management

Emergency management for Hannahbull Hydro Excavations and covers the following in relation to information, procedures and effective responses:

Emergency procedures include:

- An effective response to an emergency
- Evacuation procedures
- Notifying emergency service organisations at the earliest opportunity
- Medical treatment assistance and
- Effective communication between the people authorised by the business to co-ordinate the emergency response and all persons in the workplace
- Testing of the emergency procedures including the frequency of testing

Hannahbull Group requires that the emergency procedures as outlined in this emergency management section will be tested at the site if it is identified that testing is required due to a change in the procedure, equipment or personnel, and if it is reasonably practicable to do so.

Hannahbull Group will maintain the emergency management procedures for the workplace so that they remain effective.

Emergency Contact Numbers



Ambulance		
Police	000 or 112 (from Mobile)	
Fire Service		
Emergency Centre	Name	Townsville University Hospital
	Address	100 Angus Smith Drive, Douglas
	Phone	07 4433 1111
	Operating Hours	24 hours
Site Safety Contact	Name	Erker Safety Pty Ltd
	Phone	0429 155 541
Hannahbull Group Supervisor	Name	Martin
	Phone	TBA

Specialist Emergency Contacts

Police Station	Non-life threatening: (07) 4759 9777
Poisons Information Centre	13 11 26
EPA Pollution Hotline	1300 130 372
Telstra	13 22 03
Local Council	13 48 10 (24 Hours)
Electrical Emergency	13 16 70
Water Emergency	13 48 10 (24 hours)
Gas Emergency	1800 808 526
WHSQ	1300 362 128
QBCC	139 333

Emergency Evacuations

In the event of an emergency evacuation, all workers are to cease carrying out their work and vacate the workplace immediately, following the process outlined in the emergency plan for that workplace.

If there are any other persons present within the workplace who may not be familiar with evacuation procedures, workers are to assist these persons in evacuating.

All persons are required to assemble in the nominated assembly points at the workplace until they receive further instructions from the business or emergency services personnel.

In the event of a fire all persons should follow the "Fire Emergency Procedure" outlined in this section of the system.

After Hours Emergencies

If any workers are working at the workplace outside ordinary work hours, it is their responsibility to notify the emergency services and evacuate the workplace in the event of an emergency.

Evacuating Injured / People with Disabilities

Workers should give immediate assistance to injured/ disabled people and assist them out of the workplace after all other workers have commenced their evacuation.

Fire Emergencies

Fire Emergency Procedure

Hannahbull Group requires that in the event of fire or the presence of smoke, no matter how minor the following procedure must be followed:

- Rescue anyone in immediate danger



- Raise the alarm
- Inform emergency services by calling 000 (24hour service) or 112 (from mobile phone)
- Prepare for evacuation
- Attack the fire, **if safe to do so**, using the appropriate firefighting equipment
- Once away from the workplace, assemble at a pre-designated location
- Remain at assembly area till advised all clear by Emergency Services/Area Warden

It is also important to remember:

- To avoid panic and leave the workplace in an orderly fashion.
- If your or another person's clothes catch fire you should (or get the person to):
 - **STOP** where you are, do not run
 - **DROP** to the floor
 - **ROLL** to smother the flames
- If confronted by heavy volumes of smoke, crawl to safety (the clear air is near the floor).
- Follow the instructions of the emergency service personnel.

All fire emergency equipment, such as horns, sirens and fire extinguishers, will be tested by an approved provider every 12 months

Types of Fire Fighting Equipment

Hannahbull Group requires that only the correct firefighting equipment be used for the appropriate type of fire, as outlined in the table below:

 YES  NO TYPE OF EXTINGUISHER Colour scheme - AS 1841.1 Pre 1997 Post 1997		A Wood, Paper & Plastic 	B Flammable & Combustible Liquids 	C Flammable Gases 	E Energised Electrical Equipment 	F Cooking Oils & Fats 	COMMENTS: Refer Appendix B of AS 2444
 	Powder ABE						Special Powders are available specifically for various types of metal fires. Seek expert advice.
 	Powder BE						Special Powders are available specifically for various types of metal fires. Seek expert advice.
 	Carbon Dioxide (CO ₂)	* LIMITED	* LIMITED				Generally not suitable for outdoor fires. Suitable only for small fires.
 	Water						Dangerous if used on flammable liquid, energized electrical equipment and cooking oil/fat fires.
 	Foam ***					* LIMITED	Dangerous if used on energized electrical equipment.
 	Wet Chemical						Dangerous if used on energized electrical equipment.
 	Vaporising Liquid		* LIMITED	* LIMITED			Check the characteristics of the specific extinguishant.
	Fire Blanket						Use blanket to wrap around a human torch. Ensure you replace the blanket with a new one after use.
	Fire Hose Reel						Ensure you maintain a path of egress between you and the nearest exit.

* Limited indicates that the extinguishant is not the agent of choice for the class of fire, but that it will have limited extinguishing capability.

*** Solvents which may mix with water, e.g. alcohol and acetone, are known as polar solvents and require special foam. These solvents break down conventional AFFF.

NOTE: Class D fires (involving combustible metal(s)) use only special purpose extinguishers and seek expert advice.

Power Line Emergencies



- Try not to panic. Remain calm and stay in the vehicle. Don't risk being electrocuted by attempting to leave the machine/vehicle
- Advise anyone near the incident site to stay at least eight metres away from the machine/vehicle or any fallen power lines
- Contact the local electricity supply authority to switch the power off
- Call 000 to report the life-threatening situation.
- If you're not going to create another hazard to yourself or others, try to break the vehicle's contact with the power line
- If you must leave the vehicle because of a fire or other life-threatening situation, jump clear to ensure that you don't have contact with the vehicle and the ground at the same time. When you jump clear, ensure that you land with your feet together and then continue to jump or shuffle with your feet together until you are at least eight metres clear of the vehicle, power lines or anything in contact with the vehicle or power lines.
- Untrained or unequipped persons should not attempt to rescue a person who has received an electric shock.

Medical Emergencies

If a person is injured or becomes ill whilst at the workplace, the following procedures should be carried out by the relevant person:

- Person who discovers casualty:
 - Prevents unauthorised treatment or unnecessary movement of casualty; and
 - Immediately contact the trained first aid personnel.
 - If the person is unconscious, not breathing or bleeding badly, you should call an ambulance immediately.
- Trained first aid personnel:
 - Treats casualty as required
 - Records details of injured person and treatment administered
 - Telephone for an ambulance if required and continue to offer first aid. If worker is refusing offers of an ambulance (which is their right) then a workplace representative needs to accompany/drive worker if further medical attention is required. A worker must not drive themselves or family take them.

The names and direct telephone numbers of trained first aid personnel can be found in the "Emergency Contact Details" found within this Emergency Management.

In all instances Hannahbull Group must be notified and an incident report may be required to be completed.

Bomb Threat Procedures

If a bomb threat is received either in person or by phone or email, Hannahbull Group requires that the following procedure be followed:

- If a bomb threat is received by telephone, do not disconnect the call, but observe as many details and complete the information on the bomb threat report as soon as possible (refer to attached list)
- If a bomb threat is received in the mail, retain the correspondence including any envelopes or packaging, and do not over handle it
- If a bomb threat is received in person, follow the steps outlined above for "Confrontations" and write down a description of the person as soon as possible
- Notify the principal contractor immediately of any bomb threat
- Do not create panic by telling any other workers immediately
- The principal contractor will notify the Police (000) and follow their directions
- If evacuation is required, follow the general evacuation procedures, however, DO NOT take any personal items with you as these will need to be inspected as part of the search process.



Searchers will check workplace systematically, so those who are familiar with the area may be asked for assistance in identifying whether items are out of place or unusual.

29 First Aid

Hannahbull Group has in place the following first aid procedures, as required by First Aid in the Workplace Code of Practice

- The appointment and training of First Aid Officers (FAO)
- The provision of first aid kits within the workplace
- Clear signage with the name of the FAO and the location of the first aid kits
- The provision of a suitable first aid kit in all Hannahbull Group vehicles.

It is the FAO's responsibility to ensure that the contents of all first aid kits are maintained.

First Aid Officer Training:

- The minimum level of training for a FAO is the Senior First Aid Certificate (or equivalent)
- First aid refresher training should be undertaken every three years, however CPR component needs to be updated annually.

First Aid Officer Responsibilities:

- The FAO is approved to render first aid assistance in the workplace
- The FAO should ensure that they do not administer first aid services beyond their level of training
- A record of any first aid treatment given should be kept by the FAO and reported to the supervisor on a regular basis to assist with reviewing first aid arrangements.

Contact details for Hannahbull Group FAOs are displayed at all sites.

30 Environmental Responsibilities and Management

Responsibilities

Environmental management applies to all personnel (staff, contractors and subcontractors). Objectives and control measures are provided to minimise adverse effects on the environment and to ensure compliance with legal and other requirements.

The success of environmental management relies on clear and unambiguous assignment of accountability to key positions within Hannahbull Hydro Excavations.

Management:

- The overall responsibility for environmental sustainability rests with management.
- Management responsibilities include:
 - Ensuring that all environmental policies and procedures are implemented
 - Complying with all relevant environmental legislation and adhere to regulatory standards at local, national and international levels as required
 - Ensure a risk-based monitoring and management system is implemented as required
 - Ensuring we act in a socially responsible manner regarding the management of our people, our communities and resources
 - Encouraging consultation and co-operation between management, employees and stakeholders in matters which may affect or impact on the environment
 - Providing adequate resources to meet these environmental commitments
 - Having vision and foresight for emerging trends in environmental issues regarding land development activities, resource management, ecological and heritage values.

Project Manager:



- Develops and reviews workplace health, safety and environmental plans
- Accountable for safe operation of the work site
- Monitors, implements, and ensures compliance with the Environmental Management Plan - oversees day to day environmental matters
- Provides advise to Hannahbull Group management and supervisors
- Manages inspections and periodic audits of the worksite to monitor Environmental performance and to identify and implement improvement strategies
- Ensures subcontractor compliance with approved safe systems of work and ensures systems in place to demonstrate compliance
- Conducts toolbox meetings to discuss Environmental issues with employees and to identify areas for improvement Group
- Report all incidents to Hannahbull Group and other relevant stakeholders.

Site Supervisor:

- Accountable for setting up the worksite to ensure that all activities can be conducted in a safe manner for persons working on site, visitors and members of the public
- Ensures environmental management plan is implemented on site
- Ensures workers on site are aware of environmental responsibilities
- Conducts visual daily site inspections to ensure procedures are being followed
- Documents inspections and takes immediate and effective action to correct reported or observed breaches
- Ensures all incidents are reported to the project manager as soon as possible
- Ensures that all personnel working on site are competent to carry out assigned tasks by checking evidence and by observing work practices.

Employees:

- Must always work in a safe manner and immediately report all incidents, hazards or near misses to the site supervisor
- Takes reasonable steps to seek information on the environmental working requirements of the project
- Ensure following all health, safety and environmental policies and procedures
- Actively participates in safety discussions at pre-start and toolbox meetings
- Take part in onsite audits when required
- Always act in a socially responsible manner encouraging an environmentally friendly workplace.

Subcontractors / Subcontractor Employees:

- Must always work in a safe manner and immediately report all incidents, hazards or near misses to the site supervisor
- Takes reasonable steps to seek information on the environmental working requirements of the project
- Always co-operate with project management in ensuring compliance with company and client health, safety and environmental policies and procedures and statutory requirements
- Subcontractors undertaking high risk work activities on the project shall have SWMS in place prior to commencing work.

Management

Air Quality

Hannahbull Group will minimise the emission of dust to the environment and loss of soil from the environment. Dust can be both a visual annoyance from dust accumulation and a health risk to surrounding residents/businesses. Emissions from machines impact on the quality of the atmosphere. Chemical odours



can be a smell annoyance and can be an inhalation health risk. Air quality will be considered as part of the scope of works on all projects.

Control Measures:

Fumes:

- Machines are maintained and serviced regularly to the manufacturer's specifications
- Vehicles, plant & machinery to be fitted with appropriate emission control equipment
- Daily prestart checks to be undertaken
- Engines are not to be left running needlessly.

Dust:

- Site speed limits to be always adhered to
- Avoid or reduce dust generating activities (e.g. excavation, etc) during extremely dry and windy conditions
- If dust cannot be controlled, then dust suppression measures to be implemented such as watering exposed areas when visible dust is observed or applying a dust suppressing agent.

Odours:

- Paints, solvents and other substances with a strong odour will be stored correctly and used in a way that meets workplace health and safety and environmental standards
- Refuelling of machines will be done in a location away from nearby residents/businesses.

Noise and Vibration

Hannahbull Group will prevent or minimize impact of noise on nearby residents/businesses during the construction work. Noise can inconvenience nearby residents/businesses.

Control Measures:

- Site speed limits to be always adhered to
- Noise emissions are to be in accordance with Australian Standard AS2436 and work hours will comply with Environmental Protection (Noise) Policy (2019), Standards and Local Council bylaws
- The times of operation of the machines is critical to the comfort of surrounding residents and only emergency work or unobtrusive work is to be conducted outside the hours of 6.30am-6.30pm Monday to Friday
- Site supervisor will need to approve if noisy operation is to continue outside allotted work hours and nearby resident and local council to be advised
- Vehicles, plant & machinery are to be maintained and serviced regularly to ensure are running efficiently.

Erosion & Sediment Control

Hannahbull Group will protect open drains and natural drainage lines from sedimentation deposits by minimising soil movement and transportation of sediments during construction.

Sediments may be lost as part of runoff from site which would impact on both the site and the area where the sediment is eventually deposited. Dirty water can impact on aquatic life and can cause a decline in ecosystem health.

Control Measures:

- Land clearance should be kept to a minimum
- Avoid, if possible, clearing areas of highly erodible soils and steep slopes as these will be prone to wind and water erosion
- As required, cleared areas shall have a dust suppressing agent applied to them
- Vehicles to use well-marked and graded access roads
- Use small levees to divert clean stormwater away from areas of site where soil is exposed
- As required, install silt fencing or sedimentation basins/tanks/ponds to allow stormwater drainage to exit site



- All excavated material should be temporarily stockpiled on the high side of trench
- Where practicable, all trenches should be backfilled at the end of working day
- If required areas should be rehabilitated progressively to reduce the potential for sediments to flow into waterways
- Unless necessary machine activity to be kept away from drainage lines or kept to a minimum
- Where practicable, construction plant and machinery are to remain within the construction site till contract finalised thus limiting the transfer of mud and weeds from site.

Construction Waste Management

Hannahbull Group will minimise generation of solid wastes from construction and to dispose of this waste appropriately. Hannahbull Group will ensure waste is being managed on site and that where practical separated for recycling.

Control Measures:

- Recycle waste materials – educate and erect signs
- Solid wastes to be placed in designated disposal containers and areas
- Work areas should be maintained in a tidy condition
- All waste to be collected regularly – not allowed to build up
- Waste should not be burnt or buried on site
- Waste vegetation should be chipped/mulched onsite and reused or appropriately disposed of
- Weeds are to be disposed of offsite in designated disposal facilities
- Wastes should be recycled where possible or disposed to approved landfills
- When removing waste from site it should be covered
- Covered bins to be provided to prevent scavenging fauna and birds.
- Recycled construction materials should be used where possible
- General site clean-up is the responsibility of the Principal Contractor.

Hydrocarbon and Hazardous Chemical Substances

Hannahbull Group will ensure that chemicals and hydrocarbon are stored and handled to prevent the contamination to environment, groundwater, or soil. Spillage will be investigated, and steps taken to ensure the possibility of recurrence are low.

Control Measures:

- As practicable, minimise hazardous chemicals and hydrocarbon brought to / stored onsite
- If necessary to store hydrocarbon and other hazardous materials onsite they will be in appropriately bunded structures away from creeks and drainage lines
- Monitor that register and safety data sheets (SDS) for hazardous chemicals and hydrocarbon are available on site and are accessible to personnel responsible for using the hazardous substances
- Ensure spill kits are available on site and if a spill does occur immediate action is taken
- Ensure fuelling operations are performed in a safe and correct manner
- No plant maintenance to be carried out on site
- Site supervisor will complete daily visual monitoring for signs of spills or release of hazardous substances on site
- In the event of a spill, remedial work will be performed to restore disturbed area(s) and to clean up and neutralise spillages.

Vegetation Clearing

Hannahbull Group will prevent unauthorised clearing of vegetation and conservation of significant vegetation.

Control Measures:

- Prior to clearing works vegetation to be cleared has been surveyed, adequately marked and all workers have been made aware of protected vegetation



- Hannahbull Hydro Excavations's, will only clear the designated vegetation, 'no go zones' will be barricaded off and all vehicles / machines prevented from entering
- All site personnel are to be aware of where the project boundaries are
- Cleared vegetation not to be pushed or dumped on vegetation to be retained.

Fauna Management Group

Hannahbull Group will minimise direct impacts on wildlife by protecting native fauna from being trapped, injured or killed.

Control Measures:

- All open trenches should be inspected prior to commencement of work each day for trapped fauna
- If wildlife is identified, then trees shall not be cleared until wildlife has safely left the area.
- Site workers do not touch or relocate fauna
- Feeding of native animals is discouraged
- If snakes are sighted, site supervisor should be contacted immediately
- Professionals are contacted for all spotting and relocation activities related to fauna
- Any native fauna encountered shall not be disturbed and a small buffer zone established until authorities give clearance
- If injured or dead fauna are found during the works. Site supervisor should be contacted immediately.

Cultural Heritage

Hannahbull Group will take all reasonable and practical measures to ensure the preservation of any potential artifacts and areas of cultural heritage.

Control Measures:

If any sign of potential artifacts is discovered the following action will happen:

- Construction will stop immediately
- The identified area will be isolated
- Site supervisor and project manager will be notified
- No further work will be undertaken until the relevant authorities give clearance.
- If necessary, full co-operation will be given to relevant authorities during the stop work period and work will not commence until clearance is given.

Pest and Weed Management

Hannahbull Group will take all reasonable and practical measures to ensure that the spread of invasive species of pests and plants are not transported into unaffected areas due to construction works.

Control Measures:

- Prior to commencing work onsite, construction equipment and trucks shall be free of soil and plant material
- Machinery and plant will be cleaned of soil and plant prior to entering and leaving the site
- Any fill brought into the site will be certified weed and dieback free or obtained from a source which has been assessed for dieback risk and is categorised low risk.

Acid Sulphate Soils

Hannahbull Group will ensure that Acid Sulphate Soils are identified and treated to prevent impact on the environment.

Control Measures:

- If suspected Acid Sulphate Soils are discovered during earthworks, site supervisor and project manager are to be notified and works should cease until further investigation is undertaken to confirm presence of Acid Sulphate Soils
- If confirmed that Acid Sulphate Soils are present then an Acid Sulphate Soil Management Plan is to be developed, approved and implemented prior to recommencing works.



31 Complaints Management

All complaints to be dealt with using principles of fairness and objectivity. Anonymous complaints can be made, however, ability to investigate them may be limited. Hannahbull Group will maintain a complaints log.

32 Definitions

Definitions

WHS&E Documentation

Typical documents include plans, policies, procedures, guidelines, and forms that define the system.

Controlled document or record

Any document for which distribution and status are required to be kept current by the issuer to ensure that authorised holders or users have the most up to date version available.

Person Conducting a Business or Undertaking (PCBU)

A PCBU has the primary duty of care to ensure, so far as is reasonably practicable:

- the health and safety of its workers while they are at work, and
- that the health and safety of other persons is not put at risk from work carried out as part of the conduct of the PCBU.
- Hannahbull Group is a PCBU.

Officer

It is an officer's duty to exercise due diligence to ensure that the PCBU complies with its health and safety obligations under the WHS and Environmental Legislation.

- The Members of the Board for Hannahbull Group will usually be Officers under WHS and Environmental Legislation.
- The supervisor may be an Officer under WHS and Environmental Legislation

Note: A person is an Officer under the WHS and Environmental Legislation only if they "make, or participate in making, decisions that affect the whole, or a substantial part, of the business of the corporation; or who has the capacity to affect significantly the corporation's financial standing". Whether a person is an Officer or not under WHS and Environmental Legislation will depend on the facts of the situation.

Worker

Previously known as 'employee'.

The term worker includes employees, contractors and sub-contractors and their employees, labour hire employees, outworkers, apprentices and trainees, work experience students and volunteers.

Health and Safety Representative (HSR)

A worker elected by members of their work group to represent them in health and safety matters.

Other persons

Includes any visitors.

Notifiable incident

'Notifiable incidents' include the following:

- The death of a person; or
- A serious injury or illness of a person; or
- A dangerous incident; or
- A serious electrical incident: or
- Dangerous electrical event.

A Dangerous Incident



A 'dangerous incident' means any incident in relation to a workplace that exposes a worker or any other person to a serious risk to a person's health or safety caused by incidents such as uncontrolled escape, spillage or leakage of a substance, an uncontrolled implosion, explosion, fire, or uncontrolled escape of gas or steam.

First Aid

First Aid is the immediate treatment or care given to a person suffering from an injury or illness until more advanced care is provided or the person recovers.

First Aid Officer

Is a person who has successfully completed a nationally accredited training course or an equivalent level of training that has given them the competencies required to administer first aid.

Hazard

Anything which has the potential to cause injury or illness.

Risk

A WHS&E risk is the chance of someone becoming injured or ill because of a workplace hazard. This significance of the risk is determined by considering the likelihood of it happening and the consequences if it does happen.

Risk Control

WHS&E risk control is action taken to eliminate or reduce the likelihood that exposure to a hazard will result in injury or illness to people or damage to property and the environment.

33 Legislation Sources

Work Health and Safety Act 2011

<https://www.worksafe.qld.gov.au/laws-and-compliance/work-health-and-safety-laws>

Work Health and Safety Regulation 2011

<https://www.worksafe.qld.gov.au/laws-and-compliance/work-health-and-safety-laws>

Electrical Safety Act 2002

<https://www.legislation.qld.gov.au/view/html/inforce/current/act-2002-042>

Electrical Safety Regulation 2013

<https://www.legislation.qld.gov.au/view/html/inforce/current/sl-2013-0213>

Environmental Protection Act 1994

<https://www.legislation.qld.gov.au/view/pdf/inforce/current/act-1994-062>

Environmental Protection Regulation 2019

<https://www.legislation.qld.gov.au/view/pdf/inforce/2019-09-01/sl-2019-0155>

Aboriginal Cultural Heritage Act 2003

<https://www.legislation.qld.gov.au/view/html/inforce/current/act-2003-079>

Torres Strait Islander Cultural Heritage Act 2003

<https://www.legislation.qld.gov.au/view/html/inforce/current/act-2003-080>

Current Work Health and Safety Codes of Practice

<https://www.worksafe.qld.gov.au/laws-and-compliance/codes-of-practice>

Australian Standards

<https://www.standards.org.au/search-for-a-standard>

Attachment 1: WHS&E Safety Briefing



Welcome to Hannahbull Group safety briefing.

Hannahbull Group is committed to ensuring the health and safety of our supervisors, workers, contractors, and all other visitors.

For your safety and the safety of others, it is a condition of entry to this Worksite that you take a few minutes to read this briefing.

General Safety Information

- All visitors are required to report to the main office on arrival.
- Observe any posted speed and parking restrictions.
- Obey all safety signs and barricades.
- Violent, threatening, or other unacceptable behaviour is not tolerated.
- Smoking, alcohol, and illegal drugs are not permitted on Hannahbull Group sites.
- Weapons, including knives, are not permitted on Hannahbull Group sites.
- Visitors and contractors intending to bring dangerous goods and/or hazardous substances onto the worksite must advise Hannahbull Group prior to entering the site, provide register and have readily available SDS.
- All hazards, incidents and injuries must be reported to Hannahbull Hydro Excavations. Injuries will be recorded in the Incident Register. First Aid treatment is available on site.

Emergency Procedures

In a life-threatening emergency DIAL 000 For Fire, Police and Ambulance. In all cases advise a staff member. Follow directions of Hannahbull Group staff in the event of an evacuation.

Evacuation Procedures

When the evacuation alarm sounds:

- Evacuate the building and proceed to the assembly area identified on the site map.
- Remain in the assembly area until advised otherwise.

Contractors

All contractors are to report to the main office to:

- Indicate the location and duration of the job
- Sign in/ out of Hannahbull Group Visitor Register
- Advise of the status of the job before leaving the site
- Remove all job and personal rubbish

Additionally, the contractor may be required to:

- Produce a copy of their Safety Management Plan, including use of personal protective equipment and controls for site specific hazards, including signage and removal of job and personal rubbish
- Produce Workcover & Public Liability Insurance documentation before work is commenced
- Present evidence of tasks requiring specific training or licenses
- Hazardous Substance Register
- Electrical Test and Tag Register
- QBCC Licence
- Provide proof of general industry construction card (Blue or White Cards)
- Sign induction letter
- Site Induction



Emergency Contacts

INCIDENT PROCEDURE

In the event of an incident Hannahbull Hydro Excavations requires the following procedure be followed:

1. Ensure area is safe for you before entering.
2. If further medical attention will be required call emergency services (ambulance) immediately and stay online.
3. If required and able to, apply First Aid to any injured persons.
4. Make the area safe so others do not get injured.
5. Liaise with emergency services if called (ambulance) to receive further instructions.
6. If worker is refusing offers of an ambulance (which is their right) then a workplace representative needs to accompany/drive worker if further medical attention is required.
7. If Emergency services wasn't required to call but further medical attention is required go to nearest medical center for treatment.
8. A worker must not drive themselves or have a family member drive them.
9. Contact Paul Bull & Steven Hannah from Hannahbull Hydro Excavations on P - 0417 705 673, S - 0405 227 127.
10. Take photos of incident and complete an incident report via QR Code. (See Below)



11. Send both photos and incident report to Hannahbull Hydro Excavations & Erker Safety Pty Ltd.

EMERGENCY CONTACT NUMBERS

EMERGENCY CENTRE	
Townsville University Hospital	100 Angus Smith Drive Douglas, QLD 07 4433 1111 (24 hours)
SAFETY CONTACT	
Erker Safety Pty Ltd	0429 155 541
Hannahbull Hydro Excavations Supervisor	
Paul Bull	0417 705 673
Steve Hannah	0405 227 127
SPECIALIST EMERGENCY CONTACTS	
AMBULANCE	000
POLICE STATION	000 Non-life threatening 07 4759 9777
POISONS INFORMATION CENTRE	13 11 26
EPA POLLUTION HOTLINE	1300 130 372
LOCAL COUNCIL	13 48 10 (24 Hours)
ELECTRICAL EMERGENCY	13 16 70
WATER EMERGENCY	13 48 10 (24 hours)
GAS EMERGENCY	1800 808 526
WHS AUTHORITY	1300 362 128



**Hannahbull
Group**