

The column that decides an audit is the hierarchy-of-control level, because it records the HIGHEST control actually relied on. PPE as a first response is a finding, not a control. Three entries are psychosocial hazards — fatigue, job demands and occupational violence — which Australian WHS regulations now require to be identified and controlled like any other hazard, and which most registers are still missing entirely.

REF	ACTIVITY OR WORK AREA	HAZARD	POTENTIAL HARM	WHO IS EXPOSED	CONDITION (ROUTINE / NON-ROUTINE / EMERGENCY)	EXISTING CONTROLS	HIGHEST CONTROL LEVEL RELIED ON (ELIMINATION > SUBSTITUTION > ENGINEERING > ADMIN > PPE)	LIKELIHOOD (1-5)	CONSEQUENCE (1-5)	RISK SCORE	FURTHER CONTROL REQUIRED	RESIDUAL RISK	OWNER	CLAUSE
HZ-01	Excavation and trenching	Trench collapse / engulfment	Fatality or crush injury	Excavator operator, spotters, service locators	Routine	Benching and battering to design; shoring boxes; daily pre-start inspection; exclusion zones	Engineering	2	5	10	Competent-person sign-off before entry on any trench over 1.5 m	Medium	Site Manager	6.1.2, 8.1
HZ-02	Mobile plant operating near workers	Plant-pedestrian interaction	Fatality or serious crush injury	All site personnel, visitors	Routine	Separated traffic management plan; spotters; reversing alarms; high-vis	Engineering (separation)	3	5	15	Physical barriers rather than painted lines at the two highest-traffic interfaces	Medium	Site Manager	6.1.2, 8.1
HZ-03	Work at height on formwork	Fall from height	Fatality or permanent disability	Formworkers, carpenters	Routine	Edge protection; harness and anchor points where edge protection not practicable; rescue plan	Engineering	2	5	10	Rescue plan tested, not just written	Medium	Leading Hand	6.1.2, 8.2
HZ-04	Concrete cutting and grinding	Respirable crystalline silica dust	Silicosis; irreversible lung disease	Operators and nearby workers	Routine	On-tool water suppression; on-tool extraction; RPE; air monitoring; health surveillance	Engineering	3	5	15	Verify water suppression is used every time, not only when supervised	Medium	HSE Adviser	6.1.2, 8.1, 9.1
HZ-05	Sustained overtime on programme recovery	Fatigue	Impaired judgement; increased incident likelihood; chronic health effects	All site personnel, drivers	Non-routine	Fatigue policy; shift-length caps; travel rules	Administrative	4	4	16	Roster analysis rather than self-reporting; escalation when caps are exceeded	High	Project Manager	6.1.2, 8.1
HZ-06	Unreasonable workload and role ambiguity in site supervision	Psychosocial hazard - job demands and low role clarity	Psychological injury; burnout; turnover	Supervisors, engineers	Routine	None documented at time of assessment	Nothing above admin	4	4	16	Add to risk register properly; consult workers on controls; define role boundaries aegentra.com.au/academy/iso-45001-lead-implementer	High	Project Manager	6.1.2, 5.4

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HZ-07	Exposure to occupational violence from the public at road-work sites	Psychosocial hazard - aggression from third parties	Psychological injury; physical assault	Traffic controllers	Routine	Two-person crews at flagged locations; incident reporting	Administrative	3	3	9	Post-incident support pathway; review of high-risk locations	Medium	Traffic Supervisor	6.1.2, 5.4
HZ-08	Manual handling of kerbing and pavers	Musculoskeletal strain	Back and shoulder injury; long-term disability	Labourers	Routine	Mechanical aids available; two-person lift rule; task rotation	Engineering (partial)	4	3	12	Mechanical aids mandated rather than available; verify at pre-start	Medium	Leading Hand	6.1.2, 8.1
HZ-09	Contact with underground services	Strike on live electrical or gas service	Fatality; explosion; utility outage	Excavation crew, public	Routine	Dial Before You Dig; potholing; service drawings; permit to dig	Administrative + engineering	2	5	10	Permit compliance audited, not assumed; verify drawings age	Medium	Site Engineer	6.1.2, 8.1
HZ-10	Subcontractor arriving with own plant and own SWMS	Unverified competence and unverified plant condition	Any of the above, outside your control	Subcontractor workers, own workers	Routine	Prequalification; SWMS review at mobilisation; plant registration check	Administrative	3	4	12	Verify at site, not only at contract award; spot-check high-risk activities	Medium	Contracts Manager	6.1.2, 8.1.4
HZ-11	Emergency: fuel or chemical spill	Uncontrolled release	Injury; environmental harm; site shutdown	All personnel, neighbours	Emergency	Spill kits; bunding; emergency response plan; annual drill	Engineering + administrative	2	3	6	Drill outcomes actioned, not just recorded	Low	HSE Adviser	6.1.2, 8.2
HZ-12	Emergency: worker injured in a remote part of the site	Delayed emergency response	Worsened outcome from a survivable injury	Isolated workers	Emergency	First-aid officers rostered; site access map; muster points	Administrative	2	4	8	Response time tested by drill from the furthest point, not the gate	Medium	HSE Adviser	6.1.2, 8.2

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