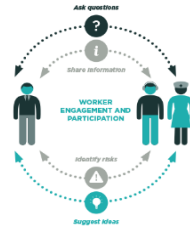




Risk Assessment Worker Participation



Hazards Requiring Attention:

0

AS AT

Thursday, 23 October 2025

Next Review

Friday, 23 October 2026

Total Hazards Recorded

8

Critical Risk Hazards

0

High Risk Hazards

0

Moderate Risk Hazards

8

Low Risk Hazards

0

Risk Matrix - Refer Procedure Hazard Identification

Probability	Low	Minor	Moderate	Major	Critical
Negligible	L2	L3	L4	M5	M6
Unlikely	L3	L4	M5	M6	H7
Possible	L4	M5	M6	H7	H8
Likely	M5	M6	H7	H8	E9
Almost Certain	M6	H7	H8	E9	E10

Worker Participation

Activity	Hazard	Probability	Consequence	Ranking	Control	Probability	Consequence	Ranking
Barriers to Participation	Policies or Practices that Discourage Participation	3	4	H7	1 - Opportunities provided during paid company time to facilitate discussions - Consultation Meetings conducted during working hours. 2 - Arrangements detailed in Health & Safety Consultation Policy and Procedure	2	4	M6
Barriers to Participation	Mechanism	4	4	H8	1 - Toolbox Talks (Client Consultation Meetings) identified as the Main Mechanism for Consultation/Participation 2 - Tools provided for recording of issues - online Meeting Record form.	1	4	M5
Barriers to Participation	Resources	4	4	H8	1 - Directors and Accounts Managers facilitate communication with employees as part of operational procedures - Client Meetings	1	4	M5
Barriers to Participation	Language	3	4	H7	1 - Language Barriers Currently Not Significant	1	4	M5
Barriers to Participation	Involvement	3	4	H7	1 - Regular Client Consultation Meetings	1	4	M5
Barriers to Participation	Training	4	4	H8	1 - Training needs and gaps identified as part of the Consultation Meeting process. 2 - Training materials provided as necessary.	2	4	M6
Barriers to Participation	Reprisals	4	4	H8	1 - Consultation Meetings conducted individually (privately) by Senior Management. 2 - Formal records of Consultation Meetings maintained for review.	2	4	M6

Activity	Hazard	Probability	Consequence	Ranking	Control	Probability	Consequence	Ranking
Participation	Incident Investigation	3	4	H7	1 - Discussions of Incident/Injury performance at Toolbox Talks.	1	4	M5