
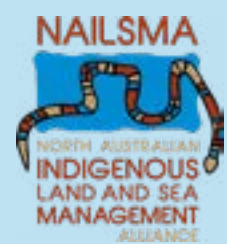


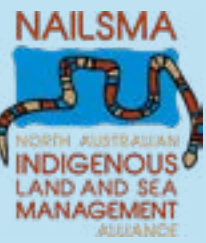
WHS Risk Management Plan - General Field Work																			
Risk Description				Risk Rating			Risk Mitigation Strategy			Residual Risk Rating			WHS Standards and Legislation						
ID	Identify the work task or activity	What are the hazards associated with each activity	Impacts	Likelihood (Raw)	Consequence (Raw)	Raw Risk Rating	Mitigation/Control Strategy	Certified training to mitigate risk (denote required training vs optional training)	Responsible Party	Likelihood (Res)	Consequence (Res)	Risk Ranking (Res)/ Controlled Risk Rating	National	WA	NT	QLD	Comments		
	All workplaces and work activities												Work Health and Safety Act 2011 (WHS Act) Work Health and Safety Regulations 2011	WA Work Health and Safety Act 2020 Work Health and Safety (General) Regulations 2022	Work Health and Safety (National Uniform Legislation) Act 2011 Work Health and Safety (National Uniform Legislation) Regulations 2011	Work Health and Safety Act 2011 Work Health and Safety Regulation 2011			
1	Field communications for any remote work outside of mobile coverage	Unable to contact appropriate people in case of an emergency situation or non-emergency field activity disruption	Death or worsened injury due to longer emergency response times; costs associated with sending out search and rescue when not needed due to lack of communications	Possible	Critical	Severe	<ul style="list-style-type: none">Carry at least one communication device that works using satellite networks (not mobile phone networks)Ideally, carry an emergency beacon (such as a GME MT610G 406MHz Personal Locator Beacon) and a satellite phone and/or other two-way communication tracking device (such as a SpotX or Garmin InReach)Ensure all staff are trained in how to use devicesEnsure all devices are tested annually and are charged/have spare batteries before each remote trip		IRG	Rare	Minor	Low					SpotX and Garmin InReach devices both allow for two-way messaging using satellite networks as well as tracking capabilities for staff in the office to monitor movements/locations of staff when working in the field. SpotX application allows for multiple devices to be viewed within the app at the same time.		
2	Driving a vehicle	Vehicle is involved in an accident through collision with another vehicle or object; roll over; uneven ground; hazards on the road; hidden pot holes; poor weather conditions	Death; injury to self and others; vehicle damaged	Possible	Major	High	<ul style="list-style-type: none">Operator must exercise caution and follow all road laws and regulations whilst driving on public roads and management tracksOperator and all passengers to wear seatbelts at all timesConsider the environmental conditions and travel at an appropriate speedOperator to have participated in appropriate training and to carry all relevant vehicle and machinery licenses at all times while on the work siteOperator to have appropriate experience level for driving conditionsOperator to immediately notify Coordinator of any unforeseen hazards discovered while works are being undertakenCoordinator must be aware of where Ranger is working and arrange a regular schedule of contactOperators must be familiar with:<ul style="list-style-type: none">procedures to follow in the event of an accident.Emergency evacuation points	Driver education course Defensive driving course HLTAID013 - Provide First Aid in remote or isolated site AHCWHS202 - Participate in workplace health and safety processes	Operator / IRG	Unlikely	High	Medium	Australian Driver's license (minimum C Class mandatory) Australian Road Rules 1999	Road Traffic (Vehicles) Act 2012	Traffic Regulations 1999	Transport Operations (Road Use Management) Act 1995 - Part 3 Driving of vehicles and animals Transport Operations (Road Use Management— Road Rules) Regulation 2009			
3	Operating a 4WD Vehicle Off-road	Crash; roll over; wildlife collisions; driving on unsealed roads - loose gravel, loss of traction; Wet conditions - getting bogged or flooded in creek crossings, engine flooding, washed away; equipment loss; vehicle breakdown in remote areas - stranded	Death; injury to self and others; vehicle damaged	Possible	Major	High	<ul style="list-style-type: none">Driver must have qualifications (4WD, driver's license) and feel confidentOperator and all passengers to wear seatbelts at all timesPre-inspection reports done weeklyDrive to conditions (speed)Do not drive through flooded roads without knowing depth/riskRecovery gear/first aid/extra water carried at all timesCommunications – SAT phone, personal beacons carriedDaily plan communicated to team so location/timing is known	SISODRV302A - Drive and recover a 4WD vehicle FWPCOT3325 - Operate four wheel drive vehicle on unsealed roads AHCWHS202 - Participate in workplace health and safety processes HLTAID013 - Provide First Aid in remote or isolated site FWPCOT3202 - Navigate in remote or trackless areas	Operator / IRG	Unlikely	High	Medium	Australian Driver's license (minimum C Class mandatory)	Control of Vehicles (Off-road Areas) Act 1978		Transport Operations (Road Use Management) Act 1995 - Part 3 Driving of vehicles and animals			
4	Quad Bike Operations	Crash; roll over; wildlife collisions; driving on unsealed roads - loose gravel, loss of traction; Wet conditions - getting bogged or flooded in creek crossings, engine flooding, washed away; equipment loss; vehicle breakdown in remote areas - stranded	Death; injury to self and others; vehicle damaged	Possible	Major	High	<ul style="list-style-type: none">Hazard ID Risk Assessment before commencing taskDriver must undertake quad bike training to operatePre-inspection reportsDrive to conditions (speed)Do not drive through flooded roads without knowing depth/riskRecovery gear/first aid/extra water carried at all timesCommunications – SAT phone, personal beacons carriedDaily plan communicated to team so location/timing is knownExercise due caution by continuously watching for obstacles and potential hazards in the path and surrounds of the vehicleWear PPE - approved helmet (AS/ NZS 1698:2006 or UNECE22.05), footwear, long sleeves and pants, eyewear	AHCMOM212 - Operate Quad Bikes (required in some jurisdictions) AHCWHS202 - Participate in workplace health and safety processes AHCBOI203 – Inspect and clean machinery, tools and equipment to preserve biosecurity HLTAID013 - Provide First Aid in remote or isolated site	Operator / IRG	Unlikely	High	Medium	Consumer Goods (Quad Bikes) Safety Standard 2019 Part 3—Requirements for general use quad bikes ATV Codes of practice	Department of Mines, Industry Regulation and Safety Guide - Quad bikes in workplaces	NT WorkSafe Guide - Quad bikes in workplaces	Work Health and Safety (Quad Bikes) Amendment Regulation 2024			
5	Side by side Operations	Crash; roll over; wildlife collisions; driving on unsealed roads - loose gravel, loss of traction; Wet conditions - getting bogged or flooded in creek crossings, engine flooding, washed away; equipment loss; vehicle breakdown in remote areas - stranded	Death; injury to self and others; vehicle damaged	Possible	Major	High	<ul style="list-style-type: none">Hazard ID Risk Assessment before commencing taskDriver must undertake side by side training to operatePre-inspection reportsDrive to conditions (speed)Do not drive through flooded roads without knowing depth/riskRecovery gear/first aid/extra water carried at all timesProperly secure any loads to be carried, consider appropriate speeds, and check that towed items are within towable limits, and the vehicle has not been overloaded.Communications – SAT phone, personal beacons carriedDaily plan communicated to team so location/timing is knownWear seatbelts & PPE - approved helmet (AS/NZS 1698:2006 or UNECE22.05), footwear, long sleeves and pants, eyewear	AHCMOM211 - Side by Side vehicle training AHCBOI203 – Inspect and clean machinery, tools and equipment to preserve biosecurity HLTAID013 - Provide First Aid in remote or isolated site	Operator / IRG	Unlikely	High	Medium							
6	Vehicle operation - Fatigue	Microsleep while driving; lack of awareness	Death; injury to self and others; vehicle damaged	Possible	Major	High	<ul style="list-style-type: none">Adequate restRegular breaks while driving, especially during long drivesLimit driving to daylight hoursDriver Swap (buddy system)Regular check-in with communications officer	AHCWHS202 - Participate in workplace health and safety processes HLTAID013 - Provide First Aid in remote or isolated site	Operator / IRG	Rare	High	Medium		Department of Mines, Industry Regulation and Safety - Code of practice - Fatigue management for commercial vehicle drivers					
7	General field or workshop duties	Physical hazards; working on or around uneven or wet surfaces; Exposure to hazardous manual tasks such as sustained or awkward posture or repetitive or sustained force; interactions with other activities in the vicinity; trips, slips, and falls; musculoskeletal injuries from manual labor; encounters with wildlife such as snakes or spiders; wildfire	Operator injured; work tasks delayed or suspended	Possible	Moderate	Medium	<ul style="list-style-type: none">Complete first aid kit provided at work sites and in vehiclesStaff trained in remote first aidSlips, trips and falls - visual inspection of all areas for debris, obstructions, and wet areas; wear appropriate footwear and choose stable footing; keep work areas clear of clutterBe aware of fatigue and take adequate and regular breaks to rest, eat and rehydrateHazardous manual task - read, understand and follow hazardous manual tasks procedureTake regular breaks while completing repetitive tasksOther activities in the vicinity - only access land after receiving approval from TO/ landownerProvide training on safe lifting techniques and ergonomic work practices, use multiple people or equipment to assist where appropriateBe aware of local wildlife and take appropriate precautionsBushfire - communicate operators position and the position of the fire to local staff and emergency crews, move in the safest direction away from the fire taking into account wind direction.	AHCWHS202 - Participate in workplace health and safety processes HLTAID013 - Provide First Aid in remote or isolated site	Operator / IRG	Possible	Minor	Low							
8	Working remotely	Ranger(s) location unknown during and after normal work hours due to injury to ranger, vehicle breakdown or ranger has left the site	Ranger/operators injured or lost, failure to communicate with staff results in a search to obtain their welfare status <ul style="list-style-type: none">No communicationsStranded /lostLarge distances delaying emergency responseRanger exposed to environmental hazards	Possible	High	Medium	<ul style="list-style-type: none">Ranger teams to carry personal locator beacon and portable uhf radio or Sat phonePartnerships (when present) to phone in when arriving on site at Ranger Base/site staging and phone in when leaving Ranger Base/ site stagingCoordinator must be aware of where rangers and operators are working and arrange a regular schedule of contact. Coordinator must be familiar with procedures to follow in the event of an accident.Appropriate Search and Rescue (SAR) proceduresClear communications during morning tool box meetingEnsure ranger/staff have received remote area safety trainingEach ranger/staff /vehicle has radioEach individual / team / vehicle has sat phoneEach individual team/vehicle has emergency beaconCheck in times, daily brief on plan/check in proceduresCarry appropriate safety and recovery gearIndividuals appropriately trained (first aid, 4WD, vehicle recovery)Do not leave broken down vehicle	AHCWHS202 - Participate in workplace health and safety processes HLTAID013 - Provide First Aid in remote or isolated site FWPCOT3202 - Navigate in remote or trackless areas	IRG	Unlikely	Moderate	Low							
9	Exposure to extreme temperatures and severe weather conditions	Extreme conditions while performing tasks	Failed or delayed projects Death, serious injury or illness from: <ul style="list-style-type: none">Heat stressHypothermiaFlash flooding or wet conditionsIncreased fire risk during dry weather	Possible	High	Medium	<ul style="list-style-type: none">Schedule work activities during cooler parts of the day in hot weatherTraining of staff who may regularly operate in extreme heat environmentsEmergency communication devices checked and in kit (Satellite phone, UHF radio, personal locator beacons)Field staff first aid trained and access to equipped kitEquipment checks prior to deployment, carry backups for critical itemsWater supplies and emergency planning as part of vehicle preparationHazard ID & Risk assessment before undertaking taskSafety Gear (full PPE)Provide access to shelter/shade, cold water/ice, electrolytes and rest breaksCease operations during extreme weather conditions such as thunderstorms or high fire danger days	AHCWHS202 - Participate in workplace health and safety processes	IRG	Unlikely	High	Medium							
10	Contractor management	Contractor not carrying appropriate insurances or certifications	<ul style="list-style-type: none">Unable to complete contracted tasks jeopardizing project outcomesInjury or damage to equipment	Unlikely	High	Medium	<ul style="list-style-type: none">Ensure contactors carry appropriate certifications and insurancesUse reputable contractors recommended by other IRGs or partner organisations		IRG & Contractor	Rare	High	Low							

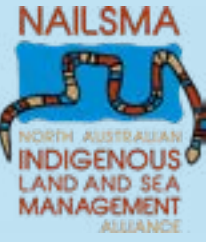
WHS Risk Management Plan - Aerial Operations																		
Risk Description				Risk Rating			Risk Mitigation Strategy			Residual Risk Rating			WHS Standards and Legislation					
ID	Identify the work task or activity	What are the hazards associated with each activity	Impacts	Likelihood (Raw)	Consequence (Raw)	Raw Risk Rating	Mitigation/Control Strategy	Certified training to mitigate risk (denote required training vs optional training)	Responsible Party	Likelihood (Res)	Consequence (Res)	Risk Ranking (Res)/ Controlled Risk Rating	National	WA	NT	QLD	Comments	
	All aerial operations												CASA - Part 138 (Aerial Work Operations) Manual of Standards 2020 made under regulations 138.020 and 201.025 of the Civil Aviation Safety Regulations 1998, and section 4 of the Acts Interpretation Act 1901	CASA regulators, specific requirements vary depending on helicopter operators and contractors		QLD Air Navigation Act 1937	CASA regulations and standards apply to the whole country for all aerial operations, including all activities below, but is not repeated in each row below. Only activity specific WHS Standards and Legislation are listed below.	
11	Aircraft selection	Selecting an aircraft that is unfit or inappropriate for the work being conducted	Catastrophic Injuries / death	Possible	Critical	Severe	<ul style="list-style-type: none">Minimum requirements for aerial surveys and platform operations: minimum 500 Low Level hours operational experience - minimum 1500 hours on type experience.Operator to have aerial work under Air Operators Certificate (AOC) - Organisations can check on CASA website if operator has obtained these. Additionally, organisations can request copies of pilot logbook times and experience.Aircraft to be used varies on aerial work being conducted - aircraft should have 5% power margin whilst hovering out of ground effect (HOGGE) after being loaded with passengers and equipment.Air operator should be supplied with upcoming work information and an idea of passenger and equipment weights so that the appropriate aircraft can be used.		IRG & Contractor	Unlikely	Major	High						
12	Walking in and around helicopters	Aircraft positioning (personnel walking into tail rotor)	Catastrophic Injuries / death	Possible	High	Medium	<ul style="list-style-type: none">Aircraft is to be parked in a direction with tail away from personnel and equipment wherever possibleOnly briefed or suitably qualified personnel allowed to approach / depart the helicopter whilst running without ground crew supervisionPassenger to wait in designated waiting areas and not approach helicopter until signaled to do so by pilotA positive confirmation i.e. 'thumbs up" must be attained from the pilot before exiting or entering the aircraftNo person shall move further aft than the baggage compartment while the helicopter is runningLoose articles or clothing are to be secured to stop them blowing away and being chased into the tail rotorLong objects must be carried horizontally at all times and below shoulder height when walking around the helicopterSafety briefing	PUAFIR017 - Work safely around aircraft Pilot to provide safety briefing	Pilot in charge	Possible	Moderate	Medium	CASA Safely working around helicopters					
13	General operations	Incorrect Aircraft Loading	Improper loading decreases the efficiency and performance of an aircraft from the standpoint of altitude, maneuverability, rate of climb, and speed. It may even be the cause of failure to complete the flight or, failure to start the flight.	Possible	Major	High	<p>Pilots are responsible to:</p> <ul style="list-style-type: none">Ensure the gross weight of the aircraft does not exceed the aircraft limitations and is such that flight performance in accordance with the standards specified by CASA for the type of operation to be undertaken is possible under the prevailing conditionsEnsure any directions of CASA with respect to the loading of the aircraft have been complied withAircraft shall at all times be loaded in accordance with the weight and balance limitations specified in its approved Flight Manual and the loading system. In so doing the Zero Fuel Weight, Ramp Weight, Take-off Weight, Landing Weight and any performance limited weights must be considered as appropriate	Aircraft company to adhere to CASA and flight manual regulations	Pilot in charge	Possible	Moderate	Medium						
14	General operations	Aircraft Malfunction/ Structural/ Mechanical Failure	Catastrophic Injuries / death	Possible	Critical	Severe	<ul style="list-style-type: none">Pre-Flight inspection conducted prior to flight and maintenance release signedMaintenance conducted by approved maintenance personnel in accordance with aircraft maintenance schedulePassengers to wear PPE including non-flammable boots, flame resistant clothing and an appropriate flying helmet during high risk aerial operationsAt minimum, one passenger is trained in remote first aidSeatbelt to be worn during flight at all times	Pilot in charge with sign off from aircraft company	Pilot in charge	Possible	Moderate	Medium						
15	General Operations	Collision with terrain	Catastrophic Injuries / death	Possible	Critical	Severe	<ul style="list-style-type: none">Pilots will fly with due caution in areas prone to 'brown outs' or 'white outs' where dust or fog/ cloud/drizzle/smoke, can impact on visibilityWhere available, pilots will converse with ground crew as to the conditions at a proposed landing siteAn alternate site will be used if there is any doubt about safetyHand held radios or mobile phones can be used to provide air to ground communicationsWhere dust is of concern, water trucks may be utilised to wet down the landing siteMinimum Helicopter Landing Site size is 2 X diameter of aircraftPassengers to wear PPE including non-flammable boots, flame resistant clothing and an appropriate flying helmet during high risk aerial operationsAt minimum, one passenger is trained in remote first aidSeatbelt to be worn during flight at all times	Pilot in charge with sign off from aircraft company	Pilot in charge	Possible	Major	High	<ul style="list-style-type: none">Part 101 of the Civil Aviation Safety Regulations 1998 (CASR)Part 101 Manual of Standards (MOS)Aircraft systems licensing and operations					
16	Feral animal control platform shooting	Carrying firearms	Legal and security considerations whilst traveling to the location of operations	Possible	Moderate	Medium	All firearms transported in locked strong box with ammunition carried separately in locked box and only accessible by licensed shooter	Platform shooting qualification carriage and discharge gun license Cat A , B , C , D depending on firearms being utilised	Pilot in charge company and personal conducting aerial platform shooting	Unlikely	Moderate	Low	National Firearms Safety Code			Qld Weapons Act 1990 - Part 2 and Part 3 Weapons Regulation 2016		
17	Feral animal control platform shooting	Discharging firearms during aerial culling	Firing not in the arc of helicopter could result in bullets hitting skids, main and tail rotor leading to aircraft malfunction or ricochet bullet - catastrophic injuries/ death	Possible	Critical	Severe	<ul style="list-style-type: none">The aiming and firing of the firearm shall at all times be within an arc which is well clear of helicopter components such as skids and main and tail rotors and shall at all times be in an arc which is a minimum of 30 degrees below the main rotor disc and forward of 90 degrees from the direction of flightPilot to approve the shooter for weapon use when pilot has positioned aircraft	Platform shooting qualification carriage and discharge gun license Cat A , B , C , D depending on firearms being utilised	Pilot in charge shooter	Possible	High	Medium	<ul style="list-style-type: none">National Firearms Safety Code Part 101 of the Civil Aviation Safety Regulations 1998 (CASR)Part 101 Manual of Standards (MOS)Advisory Circular (AC) 101-01 Remotely piloted aircraft systems - licensing and operations				Qld Weapons Act 1990 - Part 2 and Part 3 Weapons Regulation 2016	
18	Drone operations	Causing accident	<ul style="list-style-type: none">Loss of equipmentInjury to self or others	Possible	High	Medium	<ul style="list-style-type: none">Hazard ID and Risk management conducted before commencing taskEnsure operator is trained and qualified to operate a droneOnly fly one drone at a timeAlways fly your drone in visual line-of-sight — this means:<ul style="list-style-type: none">flying only during the dayavoid flying through cloud, fog or smokeyou can always see your drone with your own eyes — not by using goggles, binoculars or another devicenot flying behind obstacles that stop you from always seeing your drone. For example, trees, buildings or other structures.	NAT11247019 - Use airborne drones for surveys NAT11087010 - Use drones for coastal monitoring When operating large drones or near controlled airspaces you will need: CASA Remote Pilot Licence (RePL)and/or Aeronautical Radio Operator Certificate	Drone operator - IRG or contractor	Unlikely	High	Medium	<ul style="list-style-type: none">Part 101 of the Civil Aviation Safety Regulations 1998 (CASR)Part 101 Manual of Standards (MOS)Advisory Circular (AC) 101-01 Remotely piloted aircraft systems - licensing and operations	Check local government regulations	Check local government regulations	Check local government regulations		

WHS Risk Management Plan - General Invasive Species Management

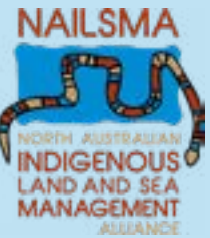


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19	Using chemicals for invasive species control- Chemical Exposure	Exposure to chemicals when mixing for weed management	<ul style="list-style-type: none">• Skin irritation or burns from herbicides• Inhalation of herbicide fumes• Contamination of water sources• Contamination of food• Ingestion	Possible	Major	High	<ul style="list-style-type: none">• Risk Assessment done before commencing task• Provide appropriate personal protective equipment (PPE) including gloves, masks, and eye protection (ASNZ standard)• Use herbicides approved for specific weed species being managed• Implement proper application techniques to minimize drift and runoff• Wash hands thoroughly after handling chemicals or products• Have labels and safety data sheets available• Train employees to handle the chemicals appropriately• Include information on the hazards of the chemicals in the work area and the measures to be used to protect employees• Inform workers of all hazardous chemicals in their workplace• Label dangerous substances with useful information• Provide specific training to anyone who risks exposure under normal working conditions	Chemical use supervisor requires: <ul style="list-style-type: none">• AHCCHM307 - Prepare and apply chemicals to control pest, weeds and diseasesAHCCHM304 - Transport and store chemicalsAHCPMG301 - Control weeds• For rangers applying chemicals under supervision:• AHCCHM201 - Apply chemicals under supervision• AHCPMG201 - Treat weeds	IRG	Unlikely	Major	High	Environment Protection and Biodiversity Conservation Act 1999	Biosecurity and Agriculture Management Act 2007	NT chemicals Pest Animal Management Authorisation (PAMA) and Permit	QLD Chemical Usage (Agricultural and Veterinary) Control Act 1988 Chemical Usage (Agricultural and Veterinary) Control Regulation 2017	
20	Using chemicals for invasive species control- Environmental Impact	Exposing the environment to chemicals	<ul style="list-style-type: none">• Contamination of soil and waterways with herbicides• Disruption of native ecosystems and biodiversity	Possible	Minor	Low	Conduct environmental impact assessments prior to management activities Implement integrated pest management (IPM) strategies to minimize reliance on herbicides Monitor and mitigate potential impacts on non-target species and habitats	Chemical use supervisor requires: <ul style="list-style-type: none">• AHCCHM307 - Prepare and apply chemicals to control pest, weeds and diseasesAHCCHM304 - Transport and store chemicalsAHCPMG301 - Control weedsFor rangers applying chemicals under supervision:• AHCCHM201 - Apply chemicals under supervision• AHCPMG201 - Treat weeds	IRG	Unlikely	Minor	Low	Environment Protection and Biodiversity Conservation Act 1999	Biosecurity and Agriculture Management Act 2007	NT chemicals Pest Animal Management Authorisation (PAMA) and Permit	QLD Chemical Usage (Agricultural and Veterinary) Control Act 1988 Chemical Usage (Agricultural and Veterinary) Control Regulation 2017	
21	Using chemicals for invasive species control - Public Safety	Exposing the public to chemicals	Accidental exposure of the public to herbicides causing adverse health impacts	Possible	Moderate	Medium	<ul style="list-style-type: none">• Clearly mark work areas with signage indicating herbicide use and associated risks• Implement safety protocols to prevent unauthorized access to work sites• Conduct hazard assessments of public areas prior to management activities	Chemical use supervisor requires: <ul style="list-style-type: none">• AHCCHM307 - Prepare and apply chemicals to control pest, weeds and diseasesAHCCHM304 - Transport and store chemicalsAHCPMG301 - Control weeds• For rangers applying chemicals under supervision:• AHCCHM201 - Apply chemicals under supervision• AHCPMG201 - Treat weeds	IRG	Unlikely	Moderate	Low	Environment Protection and Biodiversity Conservation Act 1999	Biosecurity and Agriculture Management Act 2007	NT chemicals Pest Animal Management Authorisation (PAMA) and Permit	QLD Chemical Usage (Agricultural and Veterinary) Control Act 1988 Chemical Usage (Agricultural and Veterinary) Control Regulation 2017	
22	Clearing out area for operations	Biological hazards	Stings or bites from insects or animals inhabiting weed-infested areas; Exposure to allergens from Parkinsonia pollen	Possible	High	Medium	<ul style="list-style-type: none">• Wear long-sleeved clothing and insect repellent when working in weed-infested areas• Educate workers about potential biological hazards and appropriate precautions	HLTAID013 - Provide First Aid in remote or isolated site	IRG	Possible	Moderate	Medium					

<div> <div>WHS Risk Management Plan - Feral Animal Management (ground operations)</div> <div>  </div> </div>																	
Risk Description				Risk Rating			Risk Mitigation Strategy			Residual Risk Rating			WHS Standards and Legislation				Comments
ID	Identify the work task or activity	What are the hazards associated with each activity	Impacts	Likelihood (Raw)	Consequence (Raw)	Raw Risk Rating	Mitigation/Control Strategy	Certified training to mitigate risk (denote required training vs optional training)	Responsible Party	Likelihood (Res)	Consequence (Res)	Risk Ranking (Res)/ Controlled Risk Rating	National	WA	NT	QLD	
23	Handling feral animals - zoonotic diseases	Care must be taken when handling carcasses (e.g. pig) as they may carry diseases such as leptospirosis, Q fever, brucellosis, sparganosis, melioidosis and tuberculosis	Can affect humans and other animals by transmission of diseases (e.g., toxoplasmosis, roundworm) from ferals to humans	Possible	High	Medium	<ul style="list-style-type: none"> Get appropriate vaccinations Implement strict hygiene protocols, including hand washing and disinfection of equipment and work areas Provide education and training on zoonotic disease prevention Wear appropriate personal protective equipment (PPE) such as gloves, glasses, p2 masks and long-sleeved clothing. 	AHCWHS202 - Participate in workplace health and safety processes HLTAID013 - Provide First Aid in remote or isolated site AHCPMG307 - Apply Animal Trapping Techniques	IRG	Unlikely	High	Medium	<ul style="list-style-type: none"> Threatened Species Action Plan 2022-2032 Threat abatement plan for predation by feral cats 	Biosecurity and Agriculture Management Act 2007	Animal ethics permit if used for research or training NLC research permit if on Aboriginal Lands Aboriginal land rights Act	Animal Care and protection Act 2001	
24	Handling feral animals - injury	Scratches, bites, allergic reactions to cat dander and saliva	Risk of infection (e.g., cat scratch fever, rabies) Risk of injury from scratching or biting during handling	Possible	High	High	<ul style="list-style-type: none"> Wear appropriate personal protective equipment (PPE) such as leather gloves and long-sleeved clothing Provide training on handling techniques and ensure all personnel are up-to-date on vaccinations Implement a behavior assessment protocol to identify potentially aggressive animals Use humane handling techniques and provide training on feral animal behavior for personnel Maintain a safe distance when handling aggressive animals and use appropriate restraints if necessary Identify personnel with known animal allergies and provide them with appropriate PPE, such as masks and antihistamines Minimize exposure to cat dander by providing well-ventilated workspaces and regular cleaning of equipment and facilities 	AHCWHS202 - Participate in workplace health and safety processes HLTAID013 - Provide First Aid in remote or isolated site AHCPMG307 - Apply Animal Trapping Techniques	IRG	Unlikely	High	Medium	<ul style="list-style-type: none"> Threatened Species Action Plan 2022-2032 Threat abatement plan for predation by feral cats 	Biosecurity and Agriculture Management Act 2007	Animal ethics permit if used for research or training NLC research permit if on Aboriginal Lands Aboriginal land rights Act	Animal Care and protection Act 2001	
25	Use of 1080 poisons or equivalent	Exposure to poison baits when trap setting (1080 baiting, Hoggone)	<ul style="list-style-type: none"> Unnecessary use of poison Incorrect application for target species Incorrect disposal of excess baits Incorrect disposal of empty containers Chemical exposure during transport, storage, injecting, use and disposal Potential injuries Too much mixed/diluted solution Contamination risk to person and public Spillage of pesticide Chemical exposure to domestic animals and children Exposure to chemical and chemical residues 	Unlikely	Major	High	<ul style="list-style-type: none"> Appropriate disposal of carcasses Signage, where needed, to indicate poison in use Use of target specific equipment such as traps Appropriate storage of chemicals as per legislation Consider alternatives to baiting Accurately record location of bait stations Containers that have held product are not to be used for any other purpose and should they be disposed; they must be buried in a deep pit Consult Safety Data Sheet (SDS) for appropriate PPE and dispose of appropriately: safety boots/ rubber, eye protection, PVC gloves (elbow length), protective clothing, breathing protection Ensure SDS is always readily available Ensure First Aid Kit is always available Ensure Spill Kit, towels, digging tools, water and soap is always available Only prepare enough chemical for immediate use An accurately calibrated measuring cylinder must be used when preparing solutions Containers for storage and transportation must be properly labelled as per SDS and manufacturer and in accordance with Work Health and Safety Act and Regulations 2011. Containers must be clean, stable, leak proof and transported where 	WA - Landholder 1080 and strychnine courses required to apply landholder permit: agric.wa.gov.au/baits-poisons/registered-pesticide-permits AHCPMG312 – Apply poison baits for vertebrate pest control in rural and environmental landscapes (QLD mandatory for 1080 concentrate)	IRG	Rare	Major	Medium	Environment Protection and Biodiversity Conservation Act 2001 Australian Standard2507 4.6 - “The Storage and Handling of Pesticides”	The Medicines and Poisons (Section 72) (Registered Pesticides 1080 and PAPP) Notice 2018 requires a Code of Practice to be issued. Adhere to the Code of Practice for the safe use and management of 1080, PAPP and Strychnine Complete training and apply for permit: agric.wa.gov.au/sites/gateway/files/RCP%20permit%20application%20form_0.pdf	Must obtain NTG approvals (PAMA) Pest Animal Management Authorisation	Queensland Health Departmental Standard Dealing with restricted S7 poisons for invasive animal control — version 1 Medicines and Poisons Act 2019 Must obtain a Landholder authorisation - General approval – landholder application form (RTF 1279 kB)	
26	Pig trap deployment	Heavy lifting injury ; Metal wire cuts	Injury to self or others	Possible	Minor	Low	<ul style="list-style-type: none"> Appropriate lifting procedures to be adhered to First aid officer available during trap deployments Appropriate safety equipment and communications available Trapping techniques conform to accepted animal welfare practices 	AHCPMG307 - Apply Animal Trapping Techniques	IRG	Unlikely	Minor	Low		<ul style="list-style-type: none"> WA - Permit required to trap pigs - Application: Permit to-trap-declared-pest-species.pdf (agric.wa.gov.au) Animal Welfare Act 2002 Animal Welfare (General) Regulations 2003 Biosecurity and Agriculture Management Act 2007 BAM Regulations 2013 	<ul style="list-style-type: none"> Animal ethics permit if used for research or training NLC research permit if on Aboriginal Lands Aboriginal land rights Act 	Animal Care and Protection Act 2001	
27	Feral cat trap deployment	Accidental trigger of (leghold) trap	Injury to self or others	Possible	Minor	Low	<ul style="list-style-type: none"> Ensure traps are secure and set up correctly. Designed traps can be moved or re-used as necessary Staff trained on trapping method Full PPE for the task Accurately record and mark location of all traps Trapping techniques conform to accepted animal welfare practices 	AHCPMG307 - Apply Animal Trapping Techniques	IRG	Unlikely	Minor	Low	<ul style="list-style-type: none"> Threatened Species Action Plan 2022-2032 Threat abatement plan for predation by feral cats 	Animal Welfare (General) Regulations 2003 Animal Welfare Act 2002	Animal Protection Act 2018	Animal Care and protection Act 2001	
28	Camera Setup	Surrounding while performing task	Injury from setting cameras up or biological hazard	Possible	Moderate	Medium	Hazard ID & Risk assessment before undertaking task	AHCPMG307 - Apply Animal Trapping Techniques	IRG	Unlikely	Moderate	Low	Privacy Act 1988	Surveillance Devices Act 1998 (WA)	Surveillance Devices Act (NT)	Listening Devices Act 1992 (ACT); Invasion of Privacy Act 1971 (Qld);	
29	Use of firearms to humanly destroy pigs in trap/feral cats	Misfire of firearm	Injury - mild to life threatening	Rare	Major	Medium	<ul style="list-style-type: none"> Meet state gun safety requirements Hold a valid firearms license or be a nominated person on a corporate firearms license Firearm is registered and stored in police approved and registered gun safe When travelling, firearm is stored in approved vehicle storage that can be locked Firearm is not loaded whilst walking around traps until shooter is ready Appropriate communications during toolbox meetings and in the field regarding firearm operations First aid officer on site with appropriate first aid equipment Be familiar and utilise animal ethics guidelines 	AHCPMG304 - Use firearms to humanely destroy animals Gun license Cat A , B , C , D depending on firearms being utilised Firearm safety awareness course & mental health assessment (WA required)	IRG	Rare	High	Low	National Firearms Safety Code	<ul style="list-style-type: none"> Dangerous Goods Safety Act 2004, Dangerous Goods Safety (Explosives) Regulations 2007 Dangerous Goods Safety (Storage and Handling Non-Explosives) Regulations 2007 Firearms Act 1973 & Firearms Act 2024 Firearms Regulations 1974 Weapons Act 1999, Weapons Regulations 1999 	<ul style="list-style-type: none"> Dangerous Goods Safety Act 2004, Dangerous Goods Safety (Explosives) Regulations 2007 Dangerous Goods Safety (Storage and Handling Non-Explosives) Regulations 2007 Firearms Act 1973 Firearms Regulations 1974 Weapons Act 1999, Weapons Regulations 1999 	Qld Weapons Act 1990 - Part 2 and Part 3 Weapons Regulation 2016	
30	Firearm use - Legal and regulatory compliance	Failure to comply with relevant laws and regulations governing firearms use.	Fine enforcements, loss of corporate firearm license, individual firearm license removal	Likely	High	High	<ul style="list-style-type: none"> Regularly review and update procedures to ensure compliance with relevant laws and regulations Conduct periodic audits and inspections to verify adherence to established protocols Maintain comprehensive records of all control activities, including firearm usage, personnel involved, locations, and outcomes Document any incidents or near misses, along with corrective actions taken to prevent recurrence 	AHCPMG304 - Use firearms to humanely destroy animals Gun license Cat A , B , C , D depending on firearms being utilised Firearm safety awareness course & mental health assessment (WA required)	IRG	Unlikely	High	Medium	National Firearms Safety Code	<ul style="list-style-type: none"> Dangerous Goods Safety Act 2004, Dangerous Goods Safety (Explosives) Regulations 2007 Dangerous Goods Safety (Storage and Handling Non-Explosives) Regulations 2007 Firearms Act 1973 Firearms Regulations 1974 Weapons Act 1999, Weapons Regulations 1999 	<ul style="list-style-type: none"> Dangerous Goods Safety Act 2004, Dangerous Goods Safety (Explosives) Regulations 2007 Dangerous Goods Safety (Storage and Handling Non-Explosives) Regulations 2007 Firearms Act 1973 Firearms Regulations 1974 Weapons Act 1999, Weapons Regulations 1999 	Qld Weapons Act 1990 - Part 2 and Part 3 Weapons Regulation 2016	

<div> <div>WHS Risk Management Plan - Feral Animal Management (aerial culling operations)</div> <div>  </div> </div>																	
Risk Description				Risk Rating			Risk Mitigation Strategy			Residual Risk Rating			WHS Standards and Legislation				
ID	Identify the work task or activity	What are the hazards associated with each activity	Impacts	Likelihood (Raw)	Consequence (Raw)	Raw Risk Rating	Mitigation/Control Strategy	Certified training to mitigate risk (denote required training vs optional training)	Responsible Party	Likelihood (Res)	Consequence (Res)	Risk Ranking (Res)/ Controlled Risk Rating	National	WA	NT	QLD	Comments
31	Transportation to cull location	Legal and security considerations whilst traveling to the location of operations	Accidental death or injury of persons or animals	Possible	Major	High	All firearms transported in locked strong box with ammunition carried separately in locked box and only accessible by licensed shooter	AHCPMG311 - Use firearms for pest control activities from aircraft Aerial Platform Shooting Qualification Gun license Cat A , B , C , D depending on firearms being utilised	Helicopter company & licensee of aerial firearms	Unlikely	High	Medium	<ul style="list-style-type: none"> CASA - Part 138 (Aerial Work Operations) Manual of Standards 2020 made under regulations 138.020 and 201.025 of the Civil Aviation Safety Regulations 1998, and section 4 of the Acts Interpretation Act 1901. CASA- Part 91 carriage or discharge of firearms on aircraft 			Qld Weapons Act 1990 - Part 2 and Part 3 Weapons Regulation 2016 QLD Air Navigation Act 1936	The CASA Part 138 Manual of Standards may prescribe requirements relating to training and checking that must be completed by a task specialist for a flight. The Part 138 Manual of Standards at 25.02(1) reads: For sub regulation 138.580 (3), the operator must ensure that, before performing unsupervised duties on a flight (the relevant duties), a task specialist is competent in carrying out the operator's normal, abnormal and emergency procedures for the aircraft and the operation that are relevant to the task specialist's duties for the flight (the relevant procedures).
32	Carriage of firearms and ammunition in aircraft and discharge of firearm from aircraft - culling.	Accidental discharge of firearm from aircraft	Accidental death or injury of persons or animals, damage to aircraft leading to potential failure	Possible	Major	High	<ul style="list-style-type: none"> Magazine not loaded onto rifle until animals are sighted and rifle muzzle is pointing outside cabin in downwards direction Magazine is not loaded onto rifle until muzzle is pointing outside cabin, action is not cocked placing a round into the chamber until pilot is lining up aircraft to first animal and has been informed by shooter via radio of "LOADING" Shooter will only take shot if background is safe, animal is unobstructed and range is ideal for clean humane dispatch as per RSPCA doctrine, informing pilot "FIRING" At completion of a string of animals firearm is unloaded, action is checked to be clear and communicated to pilot "CLEAR" prior to muzzle coming back inside cabin 	AHCPMG311 - Use firearms for pest control activities from aircraft AHCPMG304 - Use firearms to humanely destroy animals Aerial Platform Shooting Qualification Gun license Cat A , B , C , D depending on firearms being utilised	Helicopter company & licensee of aerial firearms	Unlikely	High	Medium	CASA - Part 138 (Aerial Work Operations) Manual of Standards 2020 made under regulations 138.020 and 201.025 of the Civil Aviation Safety Regulations 1998, and section 4 of the Acts Interpretation Act 1901. CASA- Part 91 carriage or discharge of firearms on aircraft			Qld Weapons Act 1990 - Part 2 and Part 3 Weapons Regulation 2016 QLD Air Navigation Act 1936	
33	Culling operations - Firearms breakages	Disruption to culling operations and training	Disruption to aerial operations and training	Possible	Moderate	Medium	<ul style="list-style-type: none"> Serviceability checks by qualified armourer prior to each planned shoot Inspection during each cleaning activity 	AHCPMG311 - Use firearms for pest control activities from aircraft AHCPMG304 - Use firearms to humanely destroy animals Aerial Platform Shooting Qualification Gun license Cat A , B , C , D depending on firearms being utilised	Licensee of aerial firearms	Unlikely	Moderate	Low	National Firearms Safety Code	<ul style="list-style-type: none"> Dangerous Goods Safety Act 2004, Dangerous Goods Safety (Explosives) Regulations 2007 Dangerous Goods Safety (Storage and Handling Non-Explosives) Regulations 2007 Firearms Act 1973 Firearms Regulations 1974 Weapons Act 1999, Weapons Regulations 1999 	<ul style="list-style-type: none"> Dangerous Goods Safety Act 2004, Dangerous Goods Safety (Explosives) Regulations 2007 Dangerous Goods Safety (Storage and Handling Non-Explosives) Regulations 2007 Firearms Act 1973 Firearms Regulations 1974 Weapons Act 1999, Weapons Regulations 1999 	Qld Weapons Act 1990 - Part 2 and Part 3 Weapons Regulation 2016 QLD Air Navigation Act 1936	
34	Undertake feral animal cull operations (as per RSPCA doctrine)	Catastrophic failure of firearm during cull, wounded animals and helicopter hard landing or crash	Disruption to culling operations and training, accidental death or injury of persons or animals	Possible	High	High	<ul style="list-style-type: none"> Second identical semi-automatic rifle is carried in soft bag in aircraft in case of catastrophic failure, enabling shooter to complete string of animals as per RSPCA doctrine Pilot always flies back over string of downed animals to enable shooter to check for signs of life and administer lethal shot if required Helicopters carry EPIRB devices both automatic and manual in case of hard landing or crash 	AHCPMG311 - Use firearms for pest control activities from aircraft AHCPMG304 - Use firearms to humanely destroy animals Aerial Platform Shooting Qualification Gun license Cat A , B , C , D depending on firearms being utilised	Helicopter company & licensee of aerial firearms	Unlikely	High	Medium	<ul style="list-style-type: none"> CASA - Part 138 (Aerial Work Operations) Manual of Standards 2020 made under regulations 138.020 and 201.025 of the Civil Aviation Safety Regulations 1998, and section 4 of the Acts Interpretation Act 1901. CASA- Part 91 carriage or discharge of firearms on aircraft 			Qld Weapons Act 1990 - Part 2 and Part 3 Weapons Regulation 2016 QLD Air Navigation Act 1936	
35	Communication between pilot and shooter	Loss of communication between pilot and shooter	Disruption of culling operations and possible accident or injury of persons or animal	Possible	High	High	<ul style="list-style-type: none"> Pilot and shooter communicate via headsets and microphones installed within helmets. Should these fail secondary headsets with microphones are carried in the aircraft. Should these fail the shooter carries two hand held UHF radios with earpiece and microphones. If communication is lost, cease culling operations immediately 	AHCPMG311 - Use firearms for pest control activities from aircraft AHCPMG304 - Use firearms to humanely destroy animals Aerial Platform Shooting Qualification Gun license Cat A , B , C , D depending on firearms being utilised	Helicopter company & licensee of aerial firearms	Unlikely	High	Medium	<ul style="list-style-type: none"> CASA - Part 138 (Aerial Work Operations) Manual of Standards 2020 made under regulations 138.020 and 201.025 of the Civil Aviation Safety Regulations 1998, and section 4 of the Acts Interpretation Act 1901. CASA- Part 91 carriage or discharge of firearms on aircraft 			Qld Weapons Act 1990 - Part 2 and Part 3 Weapons Regulation 2016 QLD Air Navigation Act 1936	
36	Data recording of animals culled during flight	Loss or failure of data recording tool	Data loss or incomplete or incorrect data	Possible	High	High	<ul style="list-style-type: none"> Always carry back up data recording devices/tools (e.g. primary recording tool is tablet, secondary tool is GPS with way point navigator and third back up tool is hand held counter with GPS) Ensure all recording tools have full batteries before each flight Test recording tools (apps or tool functions) before flights to ensure correct settings and observer knows how to use and problem solve any issues with device or tool during flight 		IRG	Unlikely	Moderate	Low					

Weed Management - Physical (for chemical use see “General Invasive Species Management” section)



Risk Description				Risk Rating			Risk Mitigation Strategy			Residual Risk Rating			WHS Standards and Legislation				
ID	Identify the work task or activity	What are the hazards associated with each activity	Impacts	Likelihood (Raw)	Consequence (Raw)	Raw Risk Rating	Mitigation/Control Strategy	Certified training to mitigate risk (denote required training vs optional training)	Responsible Party	Likelihood (Res)	Consequence (Res)	Risk Ranking (Res)/ Controlled Risk Rating	National	WA	NT	QLD	Comments
37	Brush cutter operation	Physical hazards, injury from repetitive manual tasks, interactions with people an activities in the vicinity, machinery malfunction or breakdown	Accidental injury to self or others from machinery, noise-induced hearing loss, damage to equipment	Likely	Moderate	Medium	<ul style="list-style-type: none">Ensure all operators are trained and competent in small machinery & equipment operationConduct regular maintenance and inspections of machineryUse appropriate PPE including ear protection and high-visibility clothing	AHCMOM304 - Operate machinery and equipment	IRG	Unlikely	Moderate	Low					
38	Using hand tools (rake, axe, cane knife etc.)	Physical hazards, injury from repetitive manual tasks, interactions with people an activities in the vicinity	Injury to self and others	Possible	High	Medium	<ul style="list-style-type: none">Hazard ID & Risk assessment before undertaking task3-meter radius if working close to team membersFull PPE for the task	AHCMOM304 - Operate machinery and equipment	IRG	Unlikely	Moderate	Low					
39	Fueling up machinery	Inhalation of fumes, fire	Injury to self and others, damage to equipment	Possible	High	Medium	Hazard ID & Risk assessment before undertaking task	AHCMOM304 - Operate machinery and equipment	IRG	Unlikely	Moderate	Low					
40	Chainsaw operation	Physical hazards, injury from repetitive manual tasks, interactions with people an activities in the vicinity, machinery malfunction or breakdown	Accidental injury to self or others from machinery, noise-induced hearing loss, damage to equipment	Likely	High	High	<ul style="list-style-type: none">Hazard ID & Risk assessment before undertaking taskTrained operator at all timesClear communications at all timesEnsure saw chains are sharp at all times3-meter radius if working close to team membersFull PPE for the task	AHCMOM213 - Operate and maintain chainsaws AHCPCM205 - Fell small trees	IRG	Possible	Moderate	Medium					