

Category	Description of Hazard/Risk	Inherent Risk Analysis		Inherent Risk Rating	Legislation	Standards/Codes/Guidance	UoM Policies/Procedures	Controls	Opportunities – what is the benefit?	Residual Risk Rating
		L	C							
1. Chemical	<ul style="list-style-type: none"> <li>Chemical exposure - acute or chronic:               <ul style="list-style-type: none"> <li>inhalation</li> <li>absorption</li> <li>ingestion</li> <li>injection</li> </ul> </li> <li>Fire and/or explosion through incorrect storage, handling, labelling or mixing of chemicals</li> <li>New chemicals with uncertain properties arising from research and subsequent health affects</li> <li>Time sensitive chemicals that can become unstable during storage</li> <li>Production of hazardous wastes</li> <li>Contamination due to accidental leakage, spills, emissions:               <ul style="list-style-type: none"> <li>air</li> <li>water</li> <li>soil/ground</li> <li>Engineered nanoparticles</li> </ul> </li> </ul>	Possible	Severe	Extreme	<ul style="list-style-type: none"> <li>Occupational Health and Safety Act 2004 (Vic)</li> <li>Occupational Health and Safety Regulations 2017 (Vic) Part 4.1 Hazardous Substances and Materials</li> <li>Occupational Health and Safety Regulations 2017 (Vic) Part 4.2 Scheduled Carcinogenic Substances</li> <li>Dangerous Goods Act 1985 (Vic)</li> <li>Dangerous Goods (Storage and Handling) Regulations 2022 (Vic)</li> <li>Dangerous Goods (Explosives) Regulations 2022 (Vic)</li> <li>Dangerous Goods (High Consequence Dangerous Goods) Regulations 2022 (Vic)</li> <li>Drugs Poisons and Controlled Substances Regulations 2017 (Vic)</li> <li>Drugs Poisons and Controlled Substances (Precursor Chemicals) Regulations 2007 (Vic)</li> <li>Drugs Poisons and Controlled Substances (Volatile Substances) Regulations 2014 (Vic)</li> <li>Therapeutic Goods Act 2010 (Vic)</li> <li>Weapons of Mass Destruction (Prevention of Proliferation) Act 1995 (Cth)</li> <li>Weapons of Mass Destruction 1995 (Cth)</li> <li>Agricultural and Veterinary Chemicals (Victoria) Act 1994 (Vic)</li> <li>Industrial Chemicals Act 2019 (Cth)</li> </ul>	<ul style="list-style-type: none"> <li>Australian dangerous goods transport code</li> <li>AS/NZS 1020 The control of undesirable static electricity</li> <li>AS 1345 Identification of the contents of pipes, conduits and ducts</li> <li>AS/NZS 1596: The storage and handling of LP Gas</li> <li>AS 1894 The storage and handling of non- flammable cryogenic and refrigerated liquids</li> <li>AS 1940; The storage and handling of flammable and combustible liquids</li> <li>AS/NZS 2022: Anhydrous ammonia - Storage and handling</li> <li>AS/NZS 2229 Fuel dispensing equipment for explosive atmospheres</li> <li>AS/NZS 2243.2: Safety in laboratories – Chemical aspects</li> <li>AS/NZS 2243.10: Safety in laboratories – Storage of chemicals</li> <li>AS2473 (series): Valves for compressed gas cylinders</li> <li>AS 2507: The storage and handling of agricultural and veterinary chemicals</li> <li>AS 2252.5: Controlled environments – Cytotoxic drug safety cabinets (CDSC) – Design, construction, installation, testing and use</li> <li>AS 2714: The storage and handling of organic peroxides</li> <li>AS/NZS 2927: The storage and handling of liquefied chlorine gas</li> <li>AS 3780: The storage and handling of corrosive substances</li> <li>AS/NZS 3833: The storage and handling of mixed classes of dangerous goods, in packages and intermediate bulk containers</li> <li>AS 3961: The storage and handling of liquefied natural gas</li> <li>AS/NZS 4081: The storage and handling of liquid and liquefied polyfunctional isocyanates</li> <li>AS 4326: The storage and handling of oxidizing agents</li> </ul>	<ul style="list-style-type: none"> <li>Health &amp; Safety: Chemical management requirements</li> <li>Health &amp; Safety: Regulated plant requirements</li> <li>Health &amp; Safety: Personal protective equipment</li> <li>Health &amp; Safety: Risk management requirements</li> <li>Health &amp; Safety: Workplace inspection requirements</li> <li>Health &amp; Safety: Waste management requirements</li> <li>Health &amp; Safety: Spill management requirements</li> </ul>	<ul style="list-style-type: none"> <li>GoldFFX – SDS repository, chemical manifest and inventory system</li> <li>GoldFFX – SmartSuite app</li> <li>Chemical management University website</li> <li>Chemical management guidelines</li> <li>Chemical risk assessments</li> <li>Risk assessments that include chemical</li> <li>Local area standard operating procedures</li> <li>Pre-purchase assessment – chemicals</li> <li>Licensing agreements and requirements</li> <li>Engineering controls such as:               <ul style="list-style-type: none"> <li>fume cupboards</li> <li>mechanical ventilation</li> <li>extraction</li> <li>atmospheric monitoring</li> </ul> </li> <li>Purpose built storage areas for cylinders and compressed gases</li> <li>Restricted access to authorised personnel</li> <li>Correct labelling, storage and segregation</li> <li>Scheduled workplace assessments that include chemical assessment</li> <li>Time sensitive chemicals dated</li> <li>Emergency procedures for accidental release/spillage</li> <li>Emergency showers and eye wash</li> <li>Employee health monitoring</li> <li>Chemical management training</li> <li>Gas safety training</li> <li>Personal protective equipment training</li> <li>Personal protective equipment</li> <li>Hazardous waste removal procedures and processes</li> </ul>	<ul style="list-style-type: none"> <li>Safeguards the health and safety of workers</li> <li>Helps prevent environmental contamination and pollution.</li> <li>Ensures compliance with regulatory requirements related to chemical handling and disposal</li> </ul>	Medium

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						<ul style="list-style-type: none"> <li>AS 4332: The storage and handling of gases in cylinders</li> <li>AS/NZS 4452: The storage and handling of toxic substances</li> <li>AS/NZS 4681: The storage and handling of Class 9 (miscellaneous) dangerous goods and articles</li> <li>AS/NZS 5026: The storage and handling of Class 4 dangerous goods</li> <li>AS/NZS 60079.10.1 Explosive atmospheres – classification of areas – Explosive gas atmospheres (IEC 60079-10-1 ed 1.0 [2008] mod)</li> <li>Model Code of Practice. Preparation of safety data sheets (Cth)</li> <li>Model Code of Practice. Labelling workplace chemicals (Cth)</li> <li>Globally Harmonised System for the Classification and Labelling of Chemicals (GHS) information sheet (Cth)</li> <li>Standard for the uniform scheduling of drugs and poisons (Cth)</li> <li>Hazardous Chemical Information System (HCIS)</li> <li>Australian Industrial Chemicals Introduction Scheme (AICIS)</li> <li>Model Code of Practice: Managing risks of hazardous chemicals in the workplace (Cth)</li> <li>Hazardous Substances Information System (HSIS) (Cth)</li> <li>Health Monitoring Guides (Various) SafeWork Australia (Cth)</li> <li>Compliance code Hazardous substances (Vic)</li> <li>Evaluation of potential safety hazards associated with the use of engineered nanomaterials (Safe Work Australia)</li> <li>Work Health and safety assessment tool for handling engineered nanomaterials (Safe Work Australia)</li> <li>National hazard exposure worker surveillance: Exposure to dust, gases, vapours, smoke and fumes and the provision of controls for these airborne hazards in Australian workplaces (Cth)</li> </ul>	<ul style="list-style-type: none"> <li>Health and Safety Services chemical subject matter expert</li> </ul>			

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2. Contractor	<ul style="list-style-type: none"> <li>Unfamiliar with University health and safety procedures</li> <li>Work that adversely impacts on the University environment and/or staff/students</li> <li>Conducting work unsafely or in conflict with university procedures</li> <li>High risk and/or specialised tasks</li> <li>Introduced hazards into the workplace</li> </ul>	Possible	Severe	Extreme	<ul style="list-style-type: none"> <li>Occupational Health and Safety Act 2004 (Vic)</li> <li>Occupational Health and Safety Regulations 2017 (Vic) Part 3.6 High Risk Work</li> <li>Occupational Health and Safety Regulations 2017 (Vic) Part 5.1 Construction</li> <li>Occupational Health and Safety Regulations 2017 (Vic) s 5A Extended definition of employer and employee — labour hire</li> </ul>	<ul style="list-style-type: none"> <li>AS 4301 General conditions of tendering and tender form for design and construct contract</li> <li>Contractor guidelines (Vic)</li> <li>Information on engaging a contractor (Vic)</li> <li>Checklist – Contractor, subcontractor (Vic)</li> </ul>	<ul style="list-style-type: none"> <li>Health &amp; Safety: Risk management requirements</li> <li>Health &amp; Safety: Contractor (service provider) requirements</li> </ul>	<ul style="list-style-type: none"> <li>Contractor agreed scope of works and/or contracts prior to commencing work</li> <li>Contractor performance monitoring and reviews</li> <li>Contractor health and safety questionnaire</li> <li>Contractor health and safety plans</li> <li>Risk assessments</li> <li>Standard operating procedures</li> <li>University contact person</li> </ul>	<ul style="list-style-type: none"> <li>Promotes a collaborative environment where all parties are committed to prioritising safety.</li> <li>Demonstrates due diligence in fulfilling our duty of care obligations under OHS legislation.</li> <li>Reduces the potential for legal disputes, regulatory fines, and reputational damage resulting from incidents involving contractors.</li> </ul>	Medium
3. Diving	<ul style="list-style-type: none"> <li>Adverse diving conditions</li> <li>Dangerous marine flora and fauna</li> <li>Diver poor swimming skills</li> <li>Abandoned/lost</li> <li>Diving associated conditions (e.g., bends)</li> <li>Faulty equipment</li> <li>Operating/using boat and equipment</li> </ul>	Unlikely	Severe	High	<ul style="list-style-type: none"> <li>Occupational Health and Safety Act 2004 (Vic)</li> <li>Marine and Coastal Act 2018 (Vic)</li> <li>Marine Safety Regulations 2012 (Vic)</li> </ul>	<ul style="list-style-type: none"> <li>AS/NZS 2299 (series) Occupational diving operations</li> <li>Dive Industry of Victoria Association (DIVA) Code of Practice</li> <li>AS Australian Diver Accreditation Scheme [ADAS Board and Cth]</li> <li>Marine Safety Victoria (Vic)</li> <li>A guide to marine regulations and how they affect you (Vic)</li> <li>Recreational boating safety handbook (Vic)</li> </ul>	<ul style="list-style-type: none"> <li>Health &amp; Safety: Scientific diving requirements</li> <li>Health &amp; Safety: Risk management requirements</li> </ul>	<ul style="list-style-type: none"> <li>Field work risk assessment</li> <li>Field work guidelines</li> <li>Field work plan</li> <li>Dive plans</li> <li>Risk assessments</li> <li>Diver induction</li> <li>Diver training</li> <li>Diving teams</li> <li>Maintenance of equipment</li> </ul>	<ul style="list-style-type: none"> <li>Strengthen risk management protocols for scientific diving activities.</li> <li>Minimise the risk of legal consequences but also uphold our duty of care to protect the health and safety of divers involved in fieldwork activities.</li> </ul>	Medium
4. Electrical	<ul style="list-style-type: none"> <li>Use of faulty or damaged equipment/appliances</li> <li>Use of uncertified electrical equipment/appliances</li> <li>Incorrect and/or faulty electrical installation</li> <li>Use of electrical equipment/appliances that do not meet relevant Standards and Codes</li> <li>Working on or near live electrical installations</li> </ul>	Possible	Severe	Extreme	<ul style="list-style-type: none"> <li>Occupational Health and Safety Act 2004 (Vic)</li> <li>Electrical Safety Act 1998 (Vic)</li> <li>Electrical Safety (Equipment Safety Scheme) Regulations 2019 (Vic)</li> <li>Electricity Safety (Management) Regulations 2019 (Vic)</li> <li>Electricity Safety (General) Regulations 2019 (Vic)</li> </ul>	<ul style="list-style-type: none"> <li>AS/NZS 3000 Electrical installations (Australian/New Zealand Wiring Rules)</li> <li>Refer to AS/NZS 3000 wiring rules Appendix A referenced documents</li> <li>AS/NZS 3105 Approval and test specification – Electrical and portable outlet devices</li> <li>AS/NZS 3199 Approval and test specification – Cord extension sets</li> <li>AS/NZS 3200: (Series) Approval and test specification - Medical electrical equipment</li> <li>AS/NZS 3760 In-service safety inspection and testing of electrical equipment</li> <li>AS/NZS 3112 Approval and test specification – Plug and socket outlets</li> </ul>	<ul style="list-style-type: none"> <li>Health &amp; Safety: Risk management requirements</li> <li>Health &amp; Safety: Electrical inspection and testing requirements</li> <li>Health &amp; Safety: Isolation, lock out, tag out requirements</li> <li>Health &amp; Safety: Unsafe plant and equipment requirements</li> <li>Health &amp; Safety: Purchasing requirements</li> </ul>	<ul style="list-style-type: none"> <li>Scheduled inspection and testing of portable electrical equipment, in building with partial or no RCD protection of power outlets</li> <li>Residual Current Device (RCD) protection for power outlets</li> <li>RCD testing</li> <li>Pre-purchase assessment – Electrical equipment</li> <li>Certificates of Electrical Safety</li> <li>Electrical installation by licensed electricians</li> <li>Visual checks prior to use</li> <li>Risk assessment</li> <li>Standard operating procedures</li> <li>Scheduled workplace inspections</li> </ul>	<ul style="list-style-type: none"> <li>By identifying and addressing issues such as faulty or damaged equipment, uncertified appliances, and incorrect electrical installations, the University can proactively mitigate the risk of electric shocks, burns, and fires.</li> <li>This not only protects the health and safety of employees but also minimises potential downtime and productivity losses resulting from workplace accidents.</li> <li>Implementing measures such as electrical inspection and testing, isolation procedures, and pre-purchase</li> </ul>	Medium

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						<ul style="list-style-type: none"> <li>AS/NZS 1660 (series) Test methods for electric cables, cords and conductors</li> <li>Model code of practice. Managing Electrical risks in the workplace</li> <li>Electrical Equipment and safety guidelines (Vic)</li> <li>Code of Practice of electrical safety for work on or near high voltage electrical apparatus "The Blue Book" (Vic)</li> </ul>		<ul style="list-style-type: none"> <li>Removing faulty equipment and tagging included in induction</li> </ul>	<ul style="list-style-type: none"> <li>assessments of electrical equipment not only helps prevent accidents but also mitigates the risk of non-compliance penalties, regulatory fines and reputational damage associated with safety violations.</li> </ul>	
5. Event	<ul style="list-style-type: none"> <li>Equipment hire</li> <li>Unknown and introduced risks</li> <li>Large numbers of people/public</li> <li>Inadequate venue</li> <li>Uncontrolled events</li> <li>One-off events</li> <li>Inappropriate behaviours</li> <li>Traffic hazards</li> <li>Handling large bulky loads</li> </ul> <p>Also refer to <b>Contractors, Hazardous Manual Handling, Alcohol, Traffic and Pandemic</b></p>	Unlikely	Severe	High	<ul style="list-style-type: none"> <li>Occupational Health and Safety Act 2004</li> <li>Equipment (Public Safety) Regulations 2017 (Vic)</li> </ul>	<ul style="list-style-type: none"> <li>Traffic Management Guide – Events (Cth)</li> <li>AS/NZS 3002:2008 Electrical installations - Shows and carnivals</li> </ul>	<ul style="list-style-type: none"> <li>Health &amp; Safety: Risk management requirements</li> </ul>	<ul style="list-style-type: none"> <li>Events management website</li> <li>Events guidance</li> <li>Risk assessments</li> <li>Event management processes</li> <li>Events management – Health and safety information</li> <li>Standard operating procedures for setting up events</li> </ul>	<ul style="list-style-type: none"> <li>By establishing clear protocols for equipment hire, traffic management, handling large bulky loads, and addressing unknown or introduced risks, the University can streamline event coordination and ensure smooth operations.</li> <li>This initiative-taking approach minimises disruptions, enhances the University efficiency, and contributes to the overall success of the event.</li> </ul>	Medium
6. Hazardous Manual Handling	<ul style="list-style-type: none"> <li>Hazardous manual handling tasks/activities that include the following characteristics: <ul style="list-style-type: none"> <li>repetitive or sustained application of force</li> <li>repetitive or sustained awkward posture</li> <li>repetitive movement</li> <li>application of high force</li> <li>exposure to sustained vibration</li> <li>handling of a person or an animal</li> </ul> </li> </ul>	Possible	Major	High	<ul style="list-style-type: none"> <li>Occupational Health and Safety Act 2004 (Vic)</li> <li>Occupational Health and Safety Regulations 2017 (Vic) Part 3.1</li> <li>Hazardous Manual Handling</li> </ul>	<ul style="list-style-type: none"> <li>Model code of practice. Hazardous manual tasks (Cth)</li> <li>Compliance code. Hazardous manual handling (Vic)</li> <li>Hazardous manual handling health and safety guide (Vic)</li> <li>Improving manual handling risk controls after musculoskeletal disorders (Vic)</li> <li>Hazardous manual handling. Review and Revision of risk controls (Vic)</li> <li>Improving the review and revision of manual handling risk controls (Vic)</li> <li>Work related musculoskeletal disorders in Australia (Cth)</li> <li>OfficeWise A guide to health and safety in offices (Vic)</li> </ul>	<ul style="list-style-type: none"> <li>Health &amp; Safety: Hazardous manual handling requirements</li> <li>Health &amp; Safety: Ergonomic requirements</li> <li>Health &amp; Safety: Risk management requirements</li> <li>Recruitment and appointment policy (MPF1152)</li> </ul>	<ul style="list-style-type: none"> <li>Health &amp; Safety Website: Ergonomics</li> <li>Manual handling training</li> <li>Office ergonomics training</li> <li>Specific task-based training</li> <li>Manual handling risk assessments</li> <li>Application of specific ergonomic assessment tools</li> <li>Mechanical aids and lifting devices <ul style="list-style-type: none"> <li>trolleys</li> <li>forklifts</li> <li>pedestrian stackers and walkers</li> <li>platform ladders</li> <li>hoists</li> </ul> </li> <li>Workstation risk assessments</li> <li>Pre-purchase assessments</li> </ul>	<ul style="list-style-type: none"> <li>Providing specific task-based training, office ergonomics training, and workstation risk assessments helps employees understand proper lifting techniques and ergonomics, reducing the strain on their bodies and minimising the risk of injuries.</li> <li>This initiative-taking approach not only enhances employee health and well-being but also reduces absenteeism, workers' compensation claims, and associated costs for the organisation.</li> <li>Controlling hazardous manual handling risks</li> </ul>	Medium

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	<ul style="list-style-type: none"> <li>handling of unstable or unbalanced loads or loads which are difficult to grasp or hold</li> <li>Factors resulting in musculoskeletal disorders or other injuries include:               <ul style="list-style-type: none"> <li>poor workplace design and/or environment</li> <li>poor systems of work</li> <li>poor job design</li> <li>poor job practices</li> </ul> </li> </ul> <p>Also refer to <b>Psychosocial, Vibration, Workplace Design and Construction</b></p>							<ul style="list-style-type: none"> <li>Health and Safety Services ergonomic and manual handling subject matter expert</li> <li>Employee Induction Procedure (MPF1150)</li> <li>Risk assessments</li> <li>Standard operating procedures</li> <li>Induction</li> <li>University Design Standards</li> </ul>	leads to improved workplace productivity and efficiency by optimising work processes and reducing the likelihood of disruptions due to injuries or discomfort.	
7. Legal Compliance	<ul style="list-style-type: none"> <li>Injury and/or property damage</li> <li>Workplace manslaughter</li> <li>Prosecution and fines</li> <li>Intervention programs</li> <li>Enforceable undertaking</li> <li>Reputational damage to the University</li> <li>Loss of funding:               <ul style="list-style-type: none"> <li>government</li> <li>private sector</li> <li>other</li> </ul> </li> <li>Loss of certification or license</li> <li>Restrictions/conditions to or loss of self-insurance approval</li> </ul>	Rare	Severe	High	<ul style="list-style-type: none"> <li>Occupational Health and Safety Act 2004 (Vic)</li> <li>Occupational Health and Safety Regulations 2017 (Vic)</li> <li>Dangerous Goods Act 1985 (Vic)</li> <li>Dangerous Goods regulations (Various) (Vic)</li> <li>Workplace Injury Rehabilitation and Compensation Act 2013 (Vic)</li> </ul>	<ul style="list-style-type: none"> <li>AS/NZS ISO 45001 Occupational Health and Safety Management System Requirements with guidance for use NAT – National Audit Tool</li> <li>AS/NZS ISO 31000 Risk management – Principles and guidelines</li> <li>AS/NZS 4801 Occupational health and safety management systems – Specification with guidance for use</li> <li>AS/NZS 4804 Occupational health and safety management systems – General guidelines on principles, systems and supporting techniques</li> <li>NAT National Audit Tool</li> </ul>	<ul style="list-style-type: none"> <li>Health and Safety Policy (MPF1205)</li> <li>Health &amp; Safety: Management system documentation requirements</li> <li>Health &amp; Safety: Management system review and audit requirements</li> <li>Health &amp; Safety: Responsibilities and legal requirements</li> <li>Health &amp; Safety: Consultation representation and committee requirements</li> <li>Health &amp; Safety: Risk management requirements</li> <li>Health &amp; Safety: Incident, injury, hazard reporting and investigation requirements</li> </ul>	<ul style="list-style-type: none"> <li>Health and Safety Management System</li> <li>Certified Health and Safety Management System</li> <li>Compliance training – Health and Safety</li> <li>Roles and Responsibilities training</li> <li>Annual Safety Management Systems review</li> <li>Faculty/School/Division monitoring of health and safety performance</li> <li>Risk assessments</li> <li>Licenses, permits and agreements</li> <li>Authorising Officers</li> <li>Records management and data control</li> <li>University Health and Safety Committee</li> <li>Health and safety management representatives</li> <li>Health and safety representatives and designated work groups</li> <li>Internal auditing</li> <li>External auditing</li> </ul>	<ul style="list-style-type: none"> <li>Compliance with occupational health and safety laws and regulations helps protect the reputation and financial stability of the university.</li> <li>This initiative-taking approach minimises the risk of injury and property damage, workplace manslaughter, and associated legal consequences, which can lead to prosecution, fines, and reputational damage.</li> <li>Compliance training, roles and responsibilities training, and regular audits help ensure that employees understand their legal obligations and are equipped to fulfill them effectively.</li> </ul>	Medium

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								<ul style="list-style-type: none"> <li>Incident investigation and corrective actions</li> <li>Enterprise Risk Management System reporting for incidents and hazards</li> <li>Health and safety resourcing – personnel and infrastructure</li> <li>Injury management and rehabilitation resourcing – personnel and infrastructure</li> <li>Workers' compensation case management</li> <li>Injury management return-to work processes and personnel</li> </ul>		
8. Pandemic	<ul style="list-style-type: none"> <li>Pandemic government and social response based on cause of pandemic</li> <li>Current transmission of COVID-19: <ul style="list-style-type: none"> <li>community transmission</li> <li>workplace exposure</li> <li>droplet</li> <li>fomite</li> </ul> </li> <li>Increased issues associated with use of PPE and chemical agents: <ul style="list-style-type: none"> <li>allergic reactions</li> <li>sensitivity</li> <li>dermatitis</li> </ul> </li> </ul> <p>Also refer to Chemical</p>	Rare	Severe	High	<ul style="list-style-type: none"> <li>Occupational Health and Safety Act 2004 (Vic)</li> <li>Public Health and Wellbeing Act 2008 (Vic)</li> <li>Public health and Wellbeing Regulations 2019 (Vic)</li> <li>Biosecurity Act 2015 (Cth)</li> <li>Other Acts and Instruments as gazette</li> </ul>	<ul style="list-style-type: none"> <li>Coronavirus (COVID-19) website Department of Health (Vic)</li> <li>Coronavirus (COVID-19) WorkSafe (Vic) website</li> <li>COVID-19 Information for workplaces SafeWork</li> <li>Australia (Cth) website</li> </ul>	<ul style="list-style-type: none"> <li>Coronavirus (COVID-19) website</li> <li>COVID Safe Plan</li> <li>Health &amp; Safety: Personal protective equipment requirements</li> <li>Health &amp; Safety: Chemical management requirements</li> </ul>	<ul style="list-style-type: none"> <li>COVID Safe campus training</li> <li>Infection control information and education</li> <li>Face coverings</li> <li>Local area standard operating procedures</li> <li>Immunisation programs</li> <li>Handwashing facilities and sanitiser</li> <li>High touchpoint cleaning and disinfection</li> <li>Monitoring of community transmission risks</li> </ul>	<ul style="list-style-type: none"> <li>By effectively managing pandemic risks, the University contributes to the overall well-being of its stakeholders and helps mitigate the impact of infectious diseases on public health.</li> <li>Proactively managing pandemic risks enhances business continuity and resilience, allowing the University to adapt and thrive in challenging circumstances.</li> </ul>	Low
9. Traffic	<ul style="list-style-type: none"> <li>Shared vehicles and pedestrians' areas</li> <li>Uncontrolled vehicle access on campus</li> <li>Unauthorised and/or unsafe parking</li> <li>Uncontrolled loading dock area</li> <li>Unsafe driving behaviours: <ul style="list-style-type: none"> <li>speeding</li> <li>honking</li> <li>impairment – alcohol/drugs</li> </ul> </li> </ul>	Unlikely	Severe	High	<ul style="list-style-type: none"> <li>Occupational Health and Safety Act 2004 (Vic)</li> <li>Occupational Health and Safety Regulations 2017 (Vic) Part 3.5 Plant</li> <li>Road Safety Act 1986 (Vic)</li> <li>Road Safety (Traffic) Regulations 1988 (Vic)</li> </ul>	<ul style="list-style-type: none"> <li>Forklift safety reducing the risk (Vic)</li> <li>General Guide for Industrial Lift Trucks – Safe Work Australia (Cth)</li> <li>Forklifts – Developing a traffic management plan</li> <li>Traffic management: guide – warehousing (Cth)</li> <li>Traffic management guide – events (Cth)</li> <li>Traffic management – general guide (Cth)</li> <li>Guide to temporary traffic management (set) AustRoads (Cth)</li> <li>Bike and car park areas: Comcare (Cth)</li> </ul>	<ul style="list-style-type: none"> <li>Health &amp; Safety: Risk management requirements</li> </ul>	<ul style="list-style-type: none"> <li>Controlled access of vehicles onto the campuses</li> <li>Traffic management plans: <ul style="list-style-type: none"> <li>speed limits on campus</li> <li>designated delivery points</li> <li>traffic signs</li> <li>designated parking spaces</li> <li>walkways and pathways</li> </ul> </li> <li>Risk assessments</li> <li>Standard operating procedures</li> <li>Designated parking</li> <li>Mobile plant training</li> <li>Security systems and support</li> <li>Traffic Management contract:</li> </ul>	<ul style="list-style-type: none"> <li>By creating a structured and organised traffic environment, the University promotes a culture of safety and reduce the potential for injuries or property damage caused by traffic-related incidents.</li> <li>By proactively managing traffic risks and maintaining compliance with legal obligations, the University minimise the risk of regulatory fines, penalties, and legal liabilities associated with traffic-related incidents on campus.</li> </ul>	Medium

Category	Description of Hazard/Risk	Inherent Risk Analysis		Inherent Risk Rating	Legislation	Standards/Codes/Guidance	UoM Policies/Procedures	Controls	Opportunities – what is the benefit?	Residual Risk Rating
		L	C							
								<ul style="list-style-type: none"> <li>parking restrictions and enforcement</li> <li>access control</li> <li>foot patrols</li> </ul>		
10. Travel and Off Campus Activities and Placements	<ul style="list-style-type: none"> <li>Domestic travel</li> <li>Overseas travel</li> <li>Remote locations</li> <li>Field work and activities</li> <li>Driving and travel arrangements</li> <li>Inadequate communication</li> <li>Unexpected events/emergencies</li> <li>Fatigue</li> <li>Placements: <ul style="list-style-type: none"> <li>Students in workplaces/buildings/locations not controlled by the University</li> <li>Employee in workplaces/buildings/locations not controlled by the University</li> </ul> </li> <li>Labour hire arrangements – placement of employees with host employers</li> </ul>	Unlikely	Major	High	<ul style="list-style-type: none"> <li>Occupational Health and Safety Act 2004 (Vic)</li> <li>Road Safety Act 1986 (Vic)</li> <li>Road Safety (Drivers) Regulations 2019 (Vic)</li> <li>Road Safety (Road Rules) Regulations 1999 (Vic)</li> <li>Labour Hire Licensing Act 2018 (Vic)</li> <li>Labour Hire Licensing Regulations 2018 (Vic)</li> </ul>	<ul style="list-style-type: none"> <li>Outdoor Council of Australia website</li> <li>Outdoors Victoria (Vic)</li> <li>Adventure activity standards (Vic)</li> <li>Travel Advisories DFAT (Cth)</li> <li>National guidelines for working alone or in a remote locality [Cth Safety Management Forum]</li> <li>Fatigue (SafeWork Australia website)</li> <li>Placing workers in safe workplaces. Safety management systems guide for labour hire agencies (Vic)</li> <li>Safety when working off site (NSW)</li> <li>Labour hire WorkSafe (Vic)</li> </ul>	<ul style="list-style-type: none"> <li>Health &amp; Safety: Travel and off campus requirements</li> <li>Health &amp; Safety: Vehicle use requirements</li> <li>Health &amp; Safety: Risk management requirements</li> <li>Student travel and transport policy (MPF1209)</li> <li>Alcohol policy (MPF1267)</li> </ul>	<ul style="list-style-type: none"> <li>UniTravel booking system &amp; Travel service provider</li> <li>Student travel registration system</li> <li>Travel Risk Advisory service provider</li> <li>Field work risk assessment</li> <li>Field work plan</li> <li>DFAT travel advisories</li> <li>University of Melbourne Health Service</li> <li>Travel to high-risk destinations risk assessment</li> <li>Non-UniTravel risk assessments</li> <li>Medical declaration</li> <li>Placement contracts/agreements</li> <li>Local induction</li> <li>Provision of information (e.g., handbook)</li> <li>Host organisation information</li> <li>Working from home and remotely</li> <li>University website</li> <li>Placement assessments</li> </ul>	<ul style="list-style-type: none"> <li>Providing adequate communication channels, such as travel advisories and safety guidelines, helps participants stay informed and prepared for unexpected events or emergencies.</li> <li>By prioritising the safety of participants and proactively addressing potential risks, the University foster a culture of care and responsibility, enhancing the overall experience and well-being of individuals involved in off-campus activities and placements.</li> <li>Implementing structured processes for travel booking, risk assessments, and placement agreements ensures transparency and accountability in managing off-campus activities, further supporting compliance efforts.</li> </ul>	Medium
11. Working at Heights	<ul style="list-style-type: none"> <li>Working close to an edge unprotected</li> <li>Unsuitable working environment: <ul style="list-style-type: none"> <li>slippery roof</li> <li>brittle roof</li> <li>indistinguishable skylights</li> <li>faulty anchor points</li> <li>adverse weather conditions (wind and run)</li> </ul> </li> <li>Unsecured equipment</li> <li>Falling objects</li> <li>Inappropriate use of access and/or</li> </ul>	Unlikely	Severe	High	<ul style="list-style-type: none"> <li>Occupational Health and Safety Act 2004 (Vic)</li> <li>Occupational Health and Safety Regulations 2017 (Vic) Part 3.3 Prevention of Falls</li> </ul>	<ul style="list-style-type: none"> <li>Compliance code. Prevention of falls in general construction (Vic)</li> <li>A guide to falls prevention (Vic)</li> <li>Basic steps for preventing falls from heights (Vic)</li> <li>Prevention of falls – ladders (Vic)</li> <li>Falls prevention (WorkSafe) Vic</li> <li>AS/NZS 1891 (series) Industrial fall-arrest systems and devices</li> <li>AS/NZS 1576 (series) Scaffolding</li> <li>AS 1577 Scaffold planks</li> <li>AS/NZS 4576 Guidelines for scaffolding</li> </ul>	<ul style="list-style-type: none"> <li>Health &amp; Safety: Working at heights requirements</li> <li>Health &amp; Safety: Personal protective equipment requirements</li> <li>Health &amp; Safety: Risk management requirements</li> </ul>	<ul style="list-style-type: none"> <li>Roof risk assessments</li> <li>Risk assessments</li> <li>Standard operating procedures</li> <li>Height safety training</li> <li>Fall arrest training</li> <li>Fall protection: <ul style="list-style-type: none"> <li>handrails and barriers</li> <li>elevated work platforms</li> <li>scaffolding</li> <li>fall arrest and anchor point systems</li> </ul> </li> <li>Accessing heights under suitable weather conditions (e.g., not raining and little/no wind)</li> </ul>	<ul style="list-style-type: none"> <li>By ensuring compliance with legal obligations and industry standards, the University minimises the risk of regulatory fines, penalties, and legal liabilities associated with non-compliance while fostering a culture of safety and accountability in the workplace.</li> </ul>	Medium

Category	Description of Hazard/Risk	Inherent Risk Analysis		Inherent Risk Rating	Legislation	Standards/Codes/Guidance	UoM Policies/Procedures	Controls	Opportunities – what is the benefit?	Residual Risk Rating
		L	C							
	fall arrest equipment: <ul style="list-style-type: none"> <li>o ladders</li> <li>o scaffold</li> <li>o elevated work platform</li> <li>o harnesses and lanyards</li> <li>o anchor points</li> </ul>					<ul style="list-style-type: none"> <li>• AS 1657 Fixed platforms, walkways, stairways and ladders – Design, construction and installation</li> <li>• AS/NZS 1892 (series) Portable Ladders</li> <li>• Working at heights WorkSafe (Vic)</li> </ul>		<ul style="list-style-type: none"> <li>• Restricted access and entry points to roofs and unprotected fall risk locations</li> <li>• Ladder training</li> <li>• Elevated work platform training</li> <li>• Barricading</li> </ul>		
12. University Accommodation Services	<ul style="list-style-type: none"> <li>• In rural areas, unfamiliar with environment               <ul style="list-style-type: none"> <li>o bush fire</li> <li>o flooding</li> <li>o animals</li> <li>o isolation</li> </ul> </li> <li>• General shared facilities:               <ul style="list-style-type: none"> <li>o conflict</li> <li>o impairment (alcohol/other)</li> <li>o noise</li> <li>o property damage/loss</li> <li>o laundromat facilities</li> </ul> </li> <li>• Using communal kitchen:               <ul style="list-style-type: none"> <li>o fire</li> <li>o injury</li> <li>o spilt food/liquids</li> </ul> </li> <li>• Uncontrolled personal items:               <ul style="list-style-type: none"> <li>o chemicals</li> <li>o electrical equipment</li> <li>o prohibited weapons</li> </ul> </li> <li>• Contractors:               <ul style="list-style-type: none"> <li>o working in and around facilities</li> <li>o managing facilities</li> </ul> </li> </ul> <p>Also refer to Electrical and Contractor</p>	Unlikely	Moderate	Medium	<ul style="list-style-type: none"> <li>• Occupational Health and Safety Act 2004 (Vic)</li> </ul>	<ul style="list-style-type: none"> <li>• Building Code of Australia (Cth)</li> <li>• First Aid Compliance Code</li> <li>• AS/NZS 1841 (series) Portable Fire Extinguishers</li> <li>• AS 3745 Emergency Control Organisation and Procedures for Buildings, Structures and Workplaces</li> <li>• AS 1670 (series) Fire Detection, Warning, Control and Intercom Systems</li> </ul>	<ul style="list-style-type: none"> <li>• Health &amp; Safety: Emergency preparedness and response requirements</li> <li>• Health &amp; Safety: First aid requirements</li> <li>• Health &amp; Safety: Electrical inspection and testing requirements</li> <li>• Health &amp; Safety: Contractor (service provider) requirements</li> </ul>	<ul style="list-style-type: none"> <li>• Scheduled servicing and testing fire and emergency equipment.</li> <li>• Warden training</li> <li>• Emergency training (evacuation drill)</li> <li>• First aid procedures</li> <li>• Scheduled electrical inspection and testing.</li> <li>• Scheduled accommodation inspection and maintenance</li> <li>• Scheduled servicing of infrastructure and equipment/plant</li> <li>• Provision of information in "Accommodation Handbook"</li> <li>• Contractor management</li> <li>• Local induction</li> <li>• Working from home and remotely University website</li> </ul>	<ul style="list-style-type: none"> <li>• By prioritising emergency preparedness and safety measures, the University creates a secure living environment for residents.</li> <li>• Effective risk management practices also contribute to improved facility management and oversight of contractors working within university accommodation services.</li> <li>• By maintaining an initiative-taking approach to facility management and contractor oversight, the University reduces the risk of incidents, property damage, and liabilities while fostering a safe and comfortable living environment for residents.</li> </ul>	Low
13. Asbestos and Hazardous Materials	<ul style="list-style-type: none"> <li>• Exposure to hazardous materials:               <ul style="list-style-type: none"> <li>o asbestos</li> <li>o lead</li> <li>o synthetic mineral fibres</li> <li>o polychlorinated biphenyl</li> </ul> </li> <li>• Asbestos and hazardous materials waste</li> </ul>	Rare	Major	Medium	<ul style="list-style-type: none"> <li>• Occupational Health and Safety Act 2004 (Vic)</li> <li>• Occupational Health and Safety Regulations 2017 (Vic) Part 4.3 Lead</li> <li>• Occupational Health and Safety Regulations 2017 (Vic) Part 4.4 Asbestos</li> </ul>	<ul style="list-style-type: none"> <li>• Compliance code. Managing asbestos in the workplace (Vic)</li> <li>• Model code of practice. How to manage and control asbestos in the workplace (Cth)</li> <li>• AS 2601 The Demolition of structures</li> <li>• Asbestos WorkSafe (Vic)</li> <li>• Lead: A guidebook for workplaces (Vic)</li> </ul>	<ul style="list-style-type: none"> <li>• Health &amp; Safety: Asbestos and hazardous materials requirements</li> <li>• Health &amp; Safety: Risk management requirements</li> <li>• Health &amp; Safety: Signage requirements</li> <li>• Health &amp; Safety: Waste management requirements</li> </ul>	<ul style="list-style-type: none"> <li>• Division 5 asbestos survey and risk assessment</li> <li>• Division 6 asbestos survey and risk assessment</li> <li>• Hazardous materials survey and risk assessment</li> <li>• Engage hygienists</li> <li>• Hazardous materials building registers</li> <li>• Consultants with knowledge and skills in asbestos and hazardous</li> </ul>	<ul style="list-style-type: none"> <li>• By providing asbestos awareness training and restricting access to hazardous areas, the University educates employees and contractors on the dangers associated with these materials and minimise the likelihood of exposure-related illnesses or injuries.</li> <li>• By maintaining compliance with regulations and</li> </ul>	Low



Category	Description of Hazard/Risk	Inherent Risk Analysis		Inherent Risk Rating	Legislation	Standards/Codes/Guidance	UoM Policies/Procedures	Controls	Opportunities – what is the benefit?	Residual Risk Rating
		L	C							
								<ul style="list-style-type: none"> <li>materials surveys and management plans</li> <li>Engage licensed asbestos contractors/removalist</li> <li>Asbestos and hazardous materials register</li> <li>Asbestos management plan</li> <li>Signage and labelling</li> <li>Asbestos awareness training</li> <li>Restricted access</li> <li>Hazardous waste removal procedures and processes</li> </ul>	standards, the University not only mitigates the risk of legal penalties but also uphold their reputation as responsible stewards of health and safety in the workplace.	
14. Alcohol and Drugs	<ul style="list-style-type: none"> <li>Inappropriate behaviour</li> <li>Injury</li> <li>Discarded needles: <ul style="list-style-type: none"> <li>occupational injury/disease</li> </ul> </li> <li>Operating plant/equipment whilst impaired</li> <li>Working in potentially hazardous environments whilst impaired</li> </ul>	Rare	Moderate	Low	<ul style="list-style-type: none"> <li>Occupational Health and Safety Act 2004 (Vic)</li> </ul>	<ul style="list-style-type: none"> <li>Australian Drug Information network website (Cth)</li> <li>Guide to developing a workplace alcohol and other drugs policy (Vic)</li> <li>Alcohol WorkSafe (Vic) website</li> </ul>	<ul style="list-style-type: none"> <li>Alcohol Policy (MPF1267)</li> <li>Student conduct policy (MPF1324)</li> <li>Health &amp; Safety: Risk management requirements</li> </ul>	<ul style="list-style-type: none"> <li>Responsible alcohol service requirements</li> <li>Conditions of employment</li> <li>University of Melbourne event authorisation process</li> <li>Risk assessments</li> <li>Event management</li> <li>Local area procedures and processes</li> <li>Sharps disposal facilities</li> </ul>	<ul style="list-style-type: none"> <li>By addressing inappropriate behaviour and the risks associated with impaired judgment due to alcohol or drug use, the University can reduce the likelihood of workplace accidents, injuries, and incidents.</li> <li>Having clear policies and procedures in place to address alcohol and drug-related risks ensures compliance with legal requirements and helps mitigate potential liabilities for the University.</li> </ul>	Low
15. Biological (and other pathogen) Research & Activities	<ul style="list-style-type: none"> <li>Pathogen exposure/contamination: <ul style="list-style-type: none"> <li>bacterium</li> <li>virus</li> <li>prion</li> <li>fungus</li> </ul> </li> <li>Genetically modified organisms (GMO)</li> <li>Release of biological agent into uncontrolled environment</li> <li>Working with animals (see section "Working with Animals")</li> <li>Importation and exportation of biological materials</li> <li>Infectious wastes</li> </ul>	Rare	Major	Medium	<ul style="list-style-type: none"> <li>Occupational Health and Safety Act 2004 (Vic)</li> <li>Gene Technology Act 2001 (Vic)</li> <li>Gene Technology Act 2000 (Cth)</li> <li>Gene Technology Regulations 2021 (Vic)</li> <li>Dangerous Goods Act 1985 (Vic)</li> <li>Dangerous Goods (Storage and Handling) Regulations 2022 (Vic)</li> <li>Public Health and Wellbeing Act 2008 (Vic)</li> <li>Health (Infectious Diseases) Regulations 2001 (Vic)</li> <li>Biological Control Act 1986 (Vic)</li> </ul>	<ul style="list-style-type: none"> <li>AS/NZS 3816 Management of Clinical and Related Wastes</li> <li>HB 202-2000 A management system for clinical and related wastes - Guide to application of AS/NZS 3816-1998, management of clinical and related wastes</li> <li>AS 2252 (series) Biological safety cabinets</li> <li>AS/NZS 4261 Reusable Containers for the collection of sharp items used in human and animal medical applications</li> <li>AS/NZS 2243.3 Safety in laboratories – Microbiological aspects and containment facilities</li> <li>AS/NZS 3816 Management of clinical and related wastes</li> <li>AS 4031 non-reusable containers for the collection of sharp medical items used in health care areas</li> </ul>	<ul style="list-style-type: none"> <li>Health &amp; Safety: Risk management requirements</li> <li>Health &amp; Safety: Personal protective equipment requirements</li> <li>Health &amp; Safety: Workplace inspection requirements</li> <li>Health &amp; Safety: Waste management requirements</li> <li>Health &amp; Safety: Spill management requirements</li> <li>Containment Facility Internal Certification Policy (MPF1195)</li> <li>Containment Facility Internal Certification Procedure (MPF1151)</li> <li>Infectious Agent Project Approval Policy (MPF1246)</li> </ul>	<ul style="list-style-type: none"> <li>Gene Technology and Biosafety Committee (GTBC)</li> <li>Office of Research Ethics and Integrity subject matter expert(s) – gene technology, biosafety and biosecurity</li> <li>Office of Research Ethics and Integrity – resources University website</li> <li>Restricted access to authorised personnel</li> <li>Risk assessments</li> <li>Local area standard operating procedures</li> <li>Biosafety training</li> <li>Laboratory safety training</li> <li>Controlled shipping and movement of infectious substances, diagnostic specimens and genetically modified organisms</li> </ul>	<ul style="list-style-type: none"> <li>By implementing robust risk management strategies, the University can significantly reduce the risk of pathogen exposure and contamination in laboratory and research settings.</li> <li>It enhances the University's reputation as a responsible entity in the field of biological research and biosafety, fostering trust among stakeholders and collaborators.</li> </ul>	Low

Category	Description of Hazard/Risk	Inherent Risk Analysis		Inherent Risk Rating	Legislation	Standards/Codes/Guidance	UoM Policies/Procedures	Controls	Opportunities – what is the benefit?	Residual Risk Rating
		L	C							
	Also refer to Working with Animals				<ul style="list-style-type: none"> <li>Biological Control Act 1984 (Cth)</li> </ul>	<ul style="list-style-type: none"> <li>Health Canada pathogen safety data sheets (PSDS)</li> <li>Laboratory biosafety manual (WHO)</li> <li>Australian dangerous goods transport code</li> <li>Guidelines for the Transport, Storage and Disposal of GMOs (Cth)</li> </ul>	<ul style="list-style-type: none"> <li>Infectious Agent Project Approval Procedure (MPF1153)</li> <li>Infectious Agent Reporting Policy (MPF1250)</li> <li>Infectious Agent Reporting Procedure (MPF1161)</li> </ul>	<ul style="list-style-type: none"> <li>Engineering controls such as laminar flow cupboards</li> <li>Scheduled workplace inspections for laboratories</li> <li>Local area training</li> <li>Personnel protective equipment</li> <li>Employee health monitoring</li> <li>Personal protective equipment</li> <li>Hazardous waste removal procedures and processes</li> </ul>		
16. Clients, Customers, Volunteers, Participants and Public	<ul style="list-style-type: none"> <li>Unfamiliar with University health and safety procedures</li> <li>Activities that adversely impact on the University employee/students: <ul style="list-style-type: none"> <li>organised events (either authorised or unauthorised)</li> <li>spontaneous events/gatherings</li> </ul> </li> </ul> <p>Also refer to Events and Psychosocial</p>	Rare	Moderate	Low	<ul style="list-style-type: none"> <li>Occupational Health and Safety Act 2004 (Vic)</li> </ul>	<ul style="list-style-type: none"> <li>The essential guide to work health and safety for volunteers (Cth)</li> <li>Volunteer health and safety: A handbook for community service organisations</li> </ul>	<ul style="list-style-type: none"> <li>Health &amp; Safety: Risk management requirements</li> </ul>	<ul style="list-style-type: none"> <li>Restricted access to university buildings and property</li> <li>Security systems and support</li> <li>Local University policies and procedures</li> <li>Local visitor inductions and checklists</li> <li>Visitor information</li> <li>Signage</li> <li>Risk assessments</li> </ul>	<ul style="list-style-type: none"> <li>By implementing measures to address potential risks and hazards, the university demonstrates its responsibility and dedication to maintaining a safe environment for all stakeholders.</li> <li>It helps build trust and confidence among stakeholders, including prospective students, donors, community partners, and regulatory agencies, enhancing the university's standing in the broader community.</li> </ul>	Low
17. Confined Spaces	<ul style="list-style-type: none"> <li>Unrestricted access to confined spaces</li> <li>Inadequate risk assessment of confined space</li> <li>Inadequate identification of confined space</li> <li>Poorly ventilated workplaces</li> </ul>	Rare	Severe	High	<ul style="list-style-type: none"> <li>Occupational Health and Safety Act 2004 (Vic)</li> <li>Occupational Health and Safety Regulations 2017 (Vic) Part 3.4 Confined Spaces</li> </ul>	<ul style="list-style-type: none"> <li>AS 2865 Confined spaces</li> <li>Compliance code. Confined spaces (Vic)</li> <li>Confined spaces, shafts, tunnels and trenches (Vic)</li> <li>The dangers of poorly ventilated workplaces (Vic)</li> </ul>	<ul style="list-style-type: none"> <li>Health &amp; Safety: Confined spaces requirements</li> <li>Health &amp; Safety: Risk management requirements</li> <li>Health &amp; Safety: Signage requirements</li> </ul>	<ul style="list-style-type: none"> <li>Confined space entry permit system</li> <li>Confined space entry training</li> <li>Confined space emergency procedures</li> <li>Confined spaces authorising officers</li> <li>Safety signage</li> <li>Confined space risk assessments</li> <li>Safe work method statements</li> <li>Confined spaces register</li> <li>Restricted access</li> <li>University design standards</li> </ul>	<ul style="list-style-type: none"> <li>Adequately managing risks related to confined spaces not only helps avoid potential legal penalties and fines but also reduces the university's liability in the event of accidents or incidents involving confined spaces.</li> <li>Effective risk management practices enhance the university's reputation as a responsible and safety-conscious institution, which can lead to increased trust and confidence among stakeholders.</li> </ul>	Low
18. Cooling Towers	<ul style="list-style-type: none"> <li>Legionella bacteria in cooling tower system</li> <li>Access to roofs</li> <li>Access to plant</li> <li>Use of chemicals</li> </ul>	Rare	Major	Medium	<ul style="list-style-type: none"> <li>Occupational Health and Safety Act 2004 (Vic)</li> <li>Building Act 1993 (Vic)</li> <li>Building Regulations 2018 (Vic)</li> </ul>	<ul style="list-style-type: none"> <li>AS/NZS 3666: (Series) Air-handling and water systems of buildings - Microbial control - Operation and maintenance</li> <li>Guide to developing risk management plans for cooling tower systems (Vic)</li> </ul>	<ul style="list-style-type: none"> <li>Health &amp; Safety: Cooling tower risk requirements</li> <li>Health &amp; Safety: Risk management requirements</li> </ul>	<ul style="list-style-type: none"> <li>Cooling tower risk assessments and plans</li> <li>Cooling tower system registration</li> <li>Scheduled maintenance and management of cooling towers as per the risk management plans</li> </ul>	<ul style="list-style-type: none"> <li>Effective control measures for cooling towers not only mitigate the risk of Legionella contamination but also address other hazards associated with these systems, such as access to roofs, plant machinery,</li> </ul>	Low

Category	Description of Hazard/Risk	Inherent Risk Analysis		Inherent Risk Rating	Legislation	Standards/Codes/Guidance	UoM Policies/Procedures	Controls	Opportunities – what is the benefit?	Residual Risk Rating
		L	C							
	<ul style="list-style-type: none"> <li>Working at heights</li> </ul> <p>Refer also to Plant, Chemical and Working at Heights</p>				<ul style="list-style-type: none"> <li>Public Health and Wellbeing Act 2008 (Vic)</li> <li>Public Health and Wellbeing Regulations 2019 (Vic)</li> <li>Building (Legionella Risk Management) Regulations 2001 (Vic)</li> <li>Health (Legionella) Regulations 2001 (Vic)</li> </ul>	<ul style="list-style-type: none"> <li>Victorian Government Legionella Website Department of Health (Vic)</li> <li>Cooling towers and recycled water (Vic)</li> </ul>		<ul style="list-style-type: none"> <li>Cooling tower audit</li> <li>Restricted access to authorised personnel</li> </ul>	<ul style="list-style-type: none"> <li>use of chemicals, and working at heights.</li> </ul>	
19. Emergency and critical Incident	<ul style="list-style-type: none"> <li>Uncontrolled emergency incident leading to adverse outcomes:               <ul style="list-style-type: none"> <li>loss of life</li> <li>injury or illness</li> <li>property damage</li> <li>continued unsafe environment</li> </ul> </li> <li>Loss of communication</li> <li>Breakdown in emergency procedures</li> <li>Failure to identify critical incident</li> <li>Uncontrolled critical incident leading to adverse outcomes:               <ul style="list-style-type: none"> <li>human life, safety and wellbeing</li> <li>animal life, safety and wellbeing</li> <li>environmental protection</li> <li>the protection of property interests</li> </ul> </li> </ul>	Rare	Major	Medium	<ul style="list-style-type: none"> <li>Occupational Health and Safety Act 2004 (Vic)</li> </ul>	<ul style="list-style-type: none"> <li>Building Code of Australia</li> <li>AS 3745 Emergency control organisation and procedures for buildings, structures and workplaces</li> <li>AS 1603 (series) Automatic fire detection and alarm systems</li> <li>AS 1670 (series) Fire detection, warning, control and intercom systems</li> <li>AS/NZS 1841 (series) Portable fire extinguishers</li> <li>AS/NZS ISO 31000 Risk management – Principles and guidelines</li> <li>AS/NZS 5050 Business continuity – Managing disruption-related risk</li> <li>Compliance Code. First aid (Vic)</li> </ul>	<ul style="list-style-type: none"> <li>Health &amp; Safety: Emergency preparedness and response requirements</li> <li>Health &amp; Safety: First aid requirements</li> <li>Health &amp; Safety: Risk management requirements</li> <li>Health &amp; Safety: Incident, injury and hazard reporting and investigation requirements</li> <li>Risk management policy (MPF1194)</li> <li>Health &amp; Safety – Establish first aid needs</li> <li>Health &amp; Safety – Initiate critical incident</li> <li>Health &amp; Safety – Respond to an incident</li> <li>Enterprise risk management system (ERMS) incident and hazard reporting</li> </ul>	<ul style="list-style-type: none"> <li>Scheduled building evacuations for all occupants</li> <li>Campus/building specific Emergency management plans</li> <li>Building essential services and ongoing maintenance of those services</li> <li>Duress alarms</li> <li>Secure and restricted access</li> <li>Task/activity specific emergency procedures and plans</li> <li>Emergency response procedures (Flip chart)</li> <li>Employee training and instruction:               <ul style="list-style-type: none"> <li>induction</li> <li>evacuation drills</li> <li>fire extinguisher training</li> <li>suspicious package training</li> <li>visitor cards</li> <li>first aid</li> <li>chief and Deputy Chief Warden</li> <li>building Warden</li> <li>breathing apparatus</li> <li>aggressive behaviours/difficult customers training</li> </ul> </li> <li>University of Melbourne Incident Management System</li> <li>University of Melbourne Incident Management System resourcing – personnel and resourcing</li> <li>Security systems and support</li> <li>Risk assessments</li> </ul>	<ul style="list-style-type: none"> <li>By identifying potential hazards, developing robust response plans, and conducting regular drills and training exercises, the university can maintain essential services, minimise disruptions to operations, and facilitate swift recovery from emergencies.</li> <li>This initiative-taking approach not only protects lives and property but also safeguards the university's reputation and academic mission, ensuring continuity of services and minimising financial losses associated with prolonged disruptions.</li> </ul>	Low
20. Firearms, Regulated and Prescribed Weapons	<ul style="list-style-type: none"> <li>Accidental shooting</li> <li>Theft and misuse</li> <li>Violence and assault</li> </ul> <p>Also refer to Noise</p>	Rare	Severe	High	<ul style="list-style-type: none"> <li>Occupational Health and Safety Act 2004 (Vic)</li> <li>Firearms Act 1996 (Vic)</li> <li>Firearms Regulations 2018 (Vic)</li> <li>Control of Weapons Act 1990 (Vic)</li> </ul>	<ul style="list-style-type: none"> <li>National firearms safety code (Cth)</li> <li>Storage and safekeeping requirements for firearms (Vic)</li> <li>Firearms safety code (Vic)</li> <li>Firearm Safety Foundation (Vic)</li> </ul>	<ul style="list-style-type: none"> <li>Health &amp; Safety: Risk management requirements</li> <li>Health &amp; Safety: Personal protective equipment requirements</li> </ul>	<ul style="list-style-type: none"> <li>Licensed and trained personnel with access to firearms</li> <li>Risk assessments</li> <li>Personal protective equipment – hearing and eye protection</li> <li>Gun safes</li> <li>Licenses</li> </ul>	<ul style="list-style-type: none"> <li>By enforcing comprehensive safety measures, such as proper storage, safekeeping requirements, and regular maintenance, the likelihood of unauthorised access and misuse of weapons is significantly reduced.</li> </ul>	Low

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		L	C							
					<ul style="list-style-type: none"> <li>Control of Weapons Regulations 2021 (Vic)</li> </ul>			<ul style="list-style-type: none"> <li>Routine cleaning and maintenance of firearms</li> <li>Local area standard operating instructions</li> <li>Local area firearm policies and procedures</li> <li>Local area regulated and prescribed weapons procedures</li> </ul>	<ul style="list-style-type: none"> <li>Compliance with regulatory requirements not only helps mitigate legal risks, such as penalties, fines, or litigation resulting from non-compliance but also fosters a culture of safety and accountability within the university community.</li> </ul>	
21. Hot Work	<ul style="list-style-type: none"> <li>Fire and/or explosion</li> <li>Injury and/or property damage</li> <li>Conducting hot work outdoors during a total fire ban</li> <li>Faulty equipment</li> </ul>	Unlikely	Major	High	<ul style="list-style-type: none"> <li>Occupational Health and Safety Act 2004 (Vic)</li> <li>Country Fire Authority Act 1958 (Vic)</li> <li>Forests (Fire Protection) Regulations 2014 (Vic)</li> </ul>	<ul style="list-style-type: none"> <li>AS/NZS 1338.1 Filters for eye protectors - Filters for protection against radiation generated in welding and allied operations</li> <li>AS/NZS 1554 (series) Structural steel welding</li> <li>AS 1674 (series) Safety In welding and allied processes</li> <li>Australian Welding Institute website</li> </ul>	<ul style="list-style-type: none"> <li>Health &amp; Safety: Risk management requirements</li> <li>Health &amp; Safety: Hot work requirements</li> </ul>	<ul style="list-style-type: none"> <li>Hot work risk assessments</li> <li>Hot work permit system</li> <li>Safe work method statements</li> <li>Trained operators</li> <li>Hot work authorising officers</li> <li>Hot Work emergency plans</li> <li>Scheduled maintenance for hot work plant and equipment</li> </ul>	<ul style="list-style-type: none"> <li>By minimising the risk of sparks, flames or heat generation that could ignite flammable materials or gases, the University can prevent catastrophic consequences such as injuries, property damage, and even fatalities.</li> <li>This not only protects individuals from harm but also safeguards the university's reputation and minimises the potential for legal liabilities.</li> </ul>	Low
22. Infectious Diseases	<ul style="list-style-type: none"> <li>Working in health care facilities, services and environment</li> <li>Working in childcare facilities</li> <li>First aid activities</li> <li>Infectious wastes</li> <li>Working with animals</li> <li>Pandemic and endemic infectious diseases</li> </ul> <p>Also refer to Pandemic</p>	Rare	Moderate	Low	<ul style="list-style-type: none"> <li>Occupational Health and Safety Act 2004 (Vic)</li> <li>Health Act 1958 (Vic)</li> <li>Health (Infectious Diseases) Regulations 2001 (Vic)</li> <li>Health Records Act 2001 (Vic)</li> <li>Children Services Act 1996 (Vic)</li> <li>Children Services Regulations 2009 (Vic)</li> </ul>	<ul style="list-style-type: none"> <li>Immunisation guidelines for health care workers (Vic)</li> <li>Immunisation website Department of Health (Vic)</li> <li>Blue Book – Guidelines for the control of infectious diseases (Vic)</li> <li>Australian Immunisation Handbook (Cth)</li> <li>Infection control guidelines for the prevention of transmission of infectious diseases in the health care setting (Vic)</li> <li>National hand hygiene initiative (Australian Commission on Safety and Quality in health Care)</li> </ul>	<ul style="list-style-type: none"> <li>Health &amp; Safety: Health monitoring requirements</li> <li>Health &amp; Safety: Risk management requirements</li> <li>Health &amp; Safety: Waste management requirements</li> <li>Health &amp; Safety: Spill management requirements</li> </ul>	<ul style="list-style-type: none"> <li>Risk assessments</li> <li>Local area standard operating procedures</li> <li>Employee health monitoring</li> <li>Occupational Health Services</li> <li>Immunisation programs</li> <li>Standard precautions</li> <li>Additional precautions (for suspected confirmed infectious disease)</li> <li>Personal protective equipment</li> <li>Employee/student training in standard precautions</li> <li>First aid training</li> <li>Hazardous waste removal procedures and processes</li> </ul>	<ul style="list-style-type: none"> <li>By implementing health monitoring programs, providing training in standard precautions and first aid, and establishing procedures for waste management and spill response, the university minimises the risk of infectious disease transmission and complies with regulatory requirements.</li> <li>This not only protects individuals from harm but also enhances the university's reputation as a responsible institution that prioritises health and safety.</li> </ul>	Low
23. Ionising Radiation	<ul style="list-style-type: none"> <li>Unintentional exposure to: <ul style="list-style-type: none"> <li>open sources</li> <li>emitting apparatus</li> </ul> </li> <li>Ionising radiation storage and transport:</li> </ul>	Rare	Moderate	Low	<ul style="list-style-type: none"> <li>Occupational Health and Safety Act 2004 (Vic)</li> <li>Radiation Act 2005 (Vic)</li> <li>Radiation Regulations 2017 (Vic)</li> </ul>	<ul style="list-style-type: none"> <li>Australian dangerous goods transport code Edition 7</li> <li>AS 2243.4 Safety in laboratories – Ionizing radiations</li> <li>Recommendations for Limiting exposure to ionizing radiation and national standard for limiting</li> </ul>	<ul style="list-style-type: none"> <li>Health &amp; Safety: Ionising radiation requirements</li> <li>University of Melbourne Radiation Management Plan</li> <li>Health &amp; Safety: Risk management requirements</li> </ul>	<ul style="list-style-type: none"> <li>University of Melbourne Management License</li> <li>School/Division Radiation Management Plan</li> <li>Register Ionising Radiation Sources</li> <li>University Radiation Advisor and subject matter expert</li> </ul>	<ul style="list-style-type: none"> <li>By minimising the risk of unintentional exposure to radiation, the University reduces the likelihood of deterministic and stochastic injuries or illnesses among personnel and members of the public.</li> </ul>	Low

Category	Description of Hazard/Risk	Inherent Risk Analysis		Inherent Risk Rating	Legislation	Standards/Codes/Guidance	UoM Policies/Procedures	Controls	Opportunities – what is the benefit?	Residual Risk Rating
		L	C							
	<ul style="list-style-type: none"> <li>o Loss of source</li> <li>o Incorrect storage</li> <li>o Loss of control (e.g., leakage)</li> </ul> <ul style="list-style-type: none"> <li>• Ionising radiation wastes</li> <li>• Deterministic and stochastic injuries/ill health</li> </ul> <p>Also refer to Plant and Hazardous Manual Handling</p>				<ul style="list-style-type: none"> <li>• Occupational Health and Safety Regulations 2017 (Vic) Part 3.5 Plant</li> </ul>	<ul style="list-style-type: none"> <li>occupational exposure to ionizing radiation (Cth)</li> <li>• Code of practice for the safe transport of radioactive material (Cth)</li> <li>• Safety guide for the safe transport of radioactive material (Cth)</li> <li>• Recommendations for the Discharge of patients undergoing treatment with radioactive substances (Cth)</li> <li>• Code of Practice and safety guide for portable density/moisture gauges containing radioactive sources (Cth)</li> <li>• National directory for radiation protection (Cth)</li> <li>• Recommendations for intervention in emergency situations involving radiation exposure (Cth)</li> <li>• Code of practice for the exposure of humans to ionizing radiation for research purposes (Cth)</li> <li>• Code of practice and safety guide for radiation protection and radioactive waste management in mining and mineral processing (Cth)</li> <li>• Code of practice and safety guide for radiation protection in dentistry (Cth)</li> <li>• Code of practice for the security of radioactive sources (Cth)</li> <li>• Radiation protection standard for occupational exposure to ultraviolet radiation (Cth)</li> <li>• Code of practice and safety guide for safe use of fixed radiation gauges (Cth)</li> <li>• Code of practice for radiation protection in the medical applications of ionizing radiation (Cth)</li> <li>• Safety guide for radiation protection in diagnostic and interventional radiology (Cth)</li> <li>• Safety guide for radiation protection in nuclear medicine (Cth)</li> <li>• Safety guide for radiation protection in radiotherapy (Cth)</li> <li>• Safety guide for the management of naturally occurring radioactive material (NORM) (Cth)</li> </ul>	<ul style="list-style-type: none"> <li>• Health &amp; Safety: Waste management requirements</li> </ul>	<ul style="list-style-type: none"> <li>• Departmental Radiation Safety Officers</li> <li>• Secured radiation storage area(s)</li> <li>• Personal monitoring (badges)</li> <li>• Risk assessments</li> <li>• Standard operating procedures</li> <li>• Local area induction and training</li> <li>• Ionising Radiation training</li> <li>• Use licences</li> <li>• Security Plan</li> <li>• Certificate of Compliance</li> <li>• Contamination environmental monitoring</li> <li>• Hazardous waste removal procedures and processes</li> <li>• Personal protective equipment</li> <li>• Laboratory certification</li> </ul>	<ul style="list-style-type: none"> <li>• This initiative-taking approach helps mitigate the risk of incidents such as loss of control of radiation sources or incorrect storage, which could result in grave consequences such as contamination or exposure.</li> </ul>	

Category	Description of Hazard/Risk	Inherent Risk Analysis		Inherent Risk Rating	Legislation	Standards/Codes/Guidance	UoM Policies/Procedures	Controls	Opportunities – what is the benefit?	Residual Risk Rating
		L	C							
						<ul style="list-style-type: none"> <li>Safety guide for the predisposal management of radioactive waste (Cth)</li> <li>Code of Practice and safety guide for radiation protection in veterinary medicine (Cth)</li> <li>Code of practice for radiation protection in the application of ionizing radiation by chiropractors (Cth)</li> </ul>				
24. Laboratory Operations	<ul style="list-style-type: none"> <li>Hazards associated with the work/research undertaken in the laboratory:               <ul style="list-style-type: none"> <li>chemical</li> <li>biological (and other pathogens)</li> <li>ionising radiation</li> <li>non-ionising radiation</li> <li>mechanical aspects</li> <li>electrical aspects</li> <li>biomechanical</li> <li>hazardous manual handling</li> <li>vibration</li> </ul> </li> <li>Hazards associated with plants and equipment. For example:               <ul style="list-style-type: none"> <li>centrifuge</li> <li>autoclave</li> <li>microscope</li> <li>pipette</li> <li>fume hoods</li> <li>biological cabinets</li> <li>refrigerators/freezers</li> <li>cage washer</li> </ul> </li> <li>Generation of wastes as per specific hazard category:               <ul style="list-style-type: none"> <li>chemical</li> <li>biological (and other pathogens)</li> <li>radiological</li> <li>infectious diseases</li> </ul> </li> </ul> <p>Also refer to chemical, biological, ionising radiation, non-ionising radiation, plant and equipment, electrical, hazardous manual handling and vibration</p>	Unlikely	Major	High	<ul style="list-style-type: none"> <li>Occupational Health and Safety Act 2004 (Vic)</li> </ul>	<ul style="list-style-type: none"> <li>AS 1319 Safety signs for the occupational environment</li> <li>AS 2982 Laboratory design and construction</li> <li>AS 4775 Emergency eyewash and shower equipment</li> <li>AS 2243 (series) Safety in laboratories</li> </ul>	<ul style="list-style-type: none"> <li>Health &amp; Safety: Laboratory requirements</li> <li>Health &amp; Safety: Personal protective equipment requirements</li> <li>Health &amp; Safety: Risk management requirements</li> <li>Health &amp; Safety: Workplace inspection requirements</li> <li>Health &amp; Safety: Signage requirements</li> <li>Health &amp; Safety: Waste management requirements</li> <li>Health &amp; Safety: Spill management requirements</li> </ul>	<ul style="list-style-type: none"> <li>Laboratory risk assessments</li> <li>Local area standard operating procedures</li> <li>Restricted access</li> <li>Area (laboratory) inductions</li> <li>Scheduled laboratory inspections</li> <li>Personal protective equipment</li> <li>Refer to specific hazard category for required controls</li> <li>Hazardous waste removal procedures and processes</li> </ul>	<ul style="list-style-type: none"> <li>Effective risk management in laboratory operations helps safeguard expensive research equipment and facilities from damage or malfunction due to hazards such as chemical exposure, mechanical failures, or electrical faults.</li> <li>This initiative-taking approach not only protects the university's investment in research infrastructure but also minimises disruptions to ongoing research activities, promoting continuity and efficiency in scientific endeavours.</li> </ul>	Low

Category	Description of Hazard/Risk	Inherent Risk Analysis		Inherent Risk Rating	Legislation	Standards/Codes/Guidance	UoM Policies/Procedures	Controls	Opportunities – what is the benefit?	Residual Risk Rating
		L	C							
25. Noise Sound Pressure	<ul style="list-style-type: none"> <li>Noise greater than the exposure standards</li> <li>Distracting/nuisance noise</li> <li>Noise impact on surrounding work areas</li> <li>Deafness</li> </ul>	Possible	Moderate	Medium	<ul style="list-style-type: none"> <li>Occupational Health and Safety Act 2004 (Vic)</li> <li>Occupational Health and Safety Regulations 2017 (Vic) Part 3.2 Noise</li> </ul>	<ul style="list-style-type: none"> <li>AS 1055 (series) Acoustics – Description and measurement of environmental noise</li> <li>AS/NZS 1269 (series) Occupational noise management</li> <li>AS 2822 Acoustics – Methods of assessing and producing speech privacy and speech intelligibility</li> <li>AS/NZS 2107 Acoustics – Recommended design sound levels and reverberation times for building interiors</li> <li>Compliance code. Noise</li> <li>Noise problems at work – Guide for assessing and fixing (Vic)</li> <li>Noise – Buy quiet guidelines (Vic)</li> <li>Model code of practice: Managing noise and preventing hearing loss at work</li> <li>OfficeWise A Guide to health and safety in offices (Vic)</li> <li>Sound practice – Health handbook for orchestra/musicians (University of Sydney)</li> </ul>	<ul style="list-style-type: none"> <li>Health &amp; Safety: Personal protective equipment requirements</li> <li>Health &amp; Safety: Non-ionising radiation requirements</li> <li>Health &amp; Safety: Risk management requirements</li> <li>Health &amp; Safety: Signage requirements</li> </ul>	<ul style="list-style-type: none"> <li>Purchasing less noisy plant and equipment</li> <li>Pre-purchase assessment</li> <li>Acoustic engineering controls</li> <li>Noise risk assessments</li> <li>Audiometric screening</li> <li>Personal protective equipment</li> <li>Hearing protection training</li> <li>Signage</li> </ul>	<ul style="list-style-type: none"> <li>By prioritising hearing protection and initiative-taking measures, the University can safeguard employees' long-term auditory health and well-being.</li> <li>Controlling noise levels not only protects employees' hearing but also contributes to a more comfortable and productive work environment.</li> <li>This can lead to increased productivity, improved morale, and better overall performance.</li> </ul>	Low
26. Non-Ionising Radiation (excluding outdoors)	<ul style="list-style-type: none"> <li>Excessive exposure to non-ionising radiation</li> <li>Hazards associated with non-ionising radiation including: <ul style="list-style-type: none"> <li>UV</li> <li>lasers</li> <li>microwaves</li> <li>infrared</li> <li>magnetic resonance</li> <li>high frequency</li> <li>low frequency</li> </ul> </li> <li>Laser pointers – possible prohibited weapon (&gt;1 mW)</li> </ul> <p>Also refer to Plant</p>	Unlikely	Major	High	<ul style="list-style-type: none"> <li>Occupational Health and Safety Act 2004 (Vic)</li> <li>Occupational Health and Safety Regulations 2017 (Vic) Part 3.5 Plant</li> <li>Telecommunications Act 1997 (Cth)</li> <li>Control of Weapons Regulations 2011 (Vic)</li> </ul>	<ul style="list-style-type: none"> <li>AS 1337 (series) Personal eye protection</li> <li>AS 2243.5 Safety in laboratories – non-ionising radiations – Electromagnetic, sound and ultrasound</li> <li>AS 2397 Safe Use of lasers in the building and construction industry</li> <li>AS/NZS 1337 (series) Eye and face protection - Lasers</li> <li>AS/NZS 1338.2 Filters for eye protectors - Filters for protection against ultraviolet radiation</li> <li>AS/NZS IEC 60825.1 Safety of laser products – Equipment classification and requirements</li> <li>AS/NZS Safety of laser products – A user's Guide</li> <li>Radiation protection standard for maximum exposure levels to radiofrequency fields – 3kHz to 300GHz (Cth)</li> <li>Radiation protection standard for occupational exposure to ultraviolet radiation (Cth)</li> </ul>	<ul style="list-style-type: none"> <li>Health &amp; Safety: Non-ionising radiation requirements</li> <li>Health &amp; Safety: Risk management requirements</li> </ul>	<ul style="list-style-type: none"> <li>University Radiation Advisor and subject matter expert</li> <li>Local Laser Safety Officers</li> <li>Risk assessments</li> <li>Local area standard operating procedures</li> <li>Local area induction and training</li> <li>Laser training</li> <li>Non-Ionising Radiation training</li> <li>Non-ionising radiation plant register</li> <li>Standard operating procedures</li> <li>Personal protective equipment</li> </ul>	<ul style="list-style-type: none"> <li>Compliance with regulatory requirements helps protect the University from legal liabilities, fines, and reputational damage that may result from non-compliance.</li> <li>By adhering to best practices for non-ionising radiation safety, the University can enhance their reputation as responsible employers and industry leaders in workplace health and safety.</li> </ul>	Low

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		L	C							
27. Plant and Equipment	<ul style="list-style-type: none"> <li>Lack of operator competency/training</li> <li>Unassessed plant and equipment</li> <li>Lack of/inappropriate guarding</li> <li>Unrestricted access</li> <li>Poor management of registrable plant</li> <li>Poorly maintained plant</li> <li>Plant maintenance and other non-routine activities:               <ul style="list-style-type: none"> <li>stored energy</li> <li>entrapment</li> <li>malfunction</li> </ul> </li> <li>Poor ergonomic design               <ul style="list-style-type: none"> <li>unintuitive operational control</li> <li>difficult to operate</li> <li>noisy</li> <li>awkward postures when operating</li> <li>high force exertion</li> </ul> </li> <li>Inappropriately used</li> <li>Inappropriately located               <ul style="list-style-type: none"> <li>dark area</li> <li>difficult to see</li> <li>impacting adversely on surrounding activities</li> <li>unstable footing</li> </ul> </li> <li>Operated in inappropriate environment</li> <li>Falling objects (including unpiloted craft e.g., drones)</li> </ul> <p>Also refer to Electrical, Ionising Radiation, Non-Ionising Radiation, Hazardous Manual</p>	Unlikely	Major	High	<ul style="list-style-type: none"> <li>Occupational Health and Safety Act 2004 (Vic)</li> <li>Occupational Health and Safety Regulations 2017 (Vic Part 3.5 Plant)</li> <li>Occupational Health and Safety Regulations 2017 (Vic) Part 3.6 High Risk Work</li> <li>Equipment (Public Safety) Regulations 2017 (Vic)</li> </ul>	<ul style="list-style-type: none"> <li>AS 3892 Pressure equipment – Installation</li> <li>AS 4024 (series) Safety of Machinery</li> <li>AS 1200 Pressure equipment</li> <li>AS 2243.6 Safety in laboratories – Mechanical aspects</li> <li>AS 2971: Serially produced pressure vessels</li> <li>AS 1893 Code of Practice for the guarding and safe use of metal and paper cutting guillotines</li> <li>AS 1418 (series) Cranes, Hoists and winches</li> <li>AS 1353 (series) Flat synthetic-webbing slings</li> <li>AS 1380 (series) Fibre-rope slings</li> <li>AS 1438 (series) Wire-coil flat slings</li> <li>AS 4497 (series) Round slings— Synthetic fibre</li> <li>AS 1473 (series) Guarding and safe use of woodworking machinery</li> <li>AS/NZS 1576 (series) Scaffolding</li> <li>Model code of practice. Managing risks of plant in the workplace</li> <li>Compliance code. Plant (Vic)</li> <li>Machinery and equipment safety – an introduction (Vic)</li> <li>Clearing sales – Improving safety in used agricultural machinery and equipment sales website WorkSafe (Vic)</li> <li>Flying drones/remotely piloted aircraft in Australia. Civil Aviation Safety Authority website</li> <li>Guidance material for the safe design, manufacture, import and supply of plant (Cth)</li> </ul>	<ul style="list-style-type: none"> <li>Health &amp; Safety: Regulated plant requirements</li> <li>Health &amp; Safety: Personal protective equipment requirements</li> <li>Health &amp; Safety: Risk management requirements</li> <li>Health &amp; Safety: Lock out, tagging and isolation requirements</li> <li>Health &amp; Safety: Unsafe plant and equipment requirements</li> <li>Health &amp; Safety: Waste management requirements</li> </ul>	<ul style="list-style-type: none"> <li>Plant risk assessments</li> <li>Guarding and engineering controls</li> <li>Emergency stops</li> <li>Training and supervision</li> <li>Restricted access</li> <li>Scheduled maintenance</li> <li>Standard operating procedures</li> <li>Plant registers</li> <li>Pre-purchase assessment – plant and equipment</li> <li>Personal protective equipment</li> <li>Hazardous waste removal procedures and processes</li> <li>Removal of decommissioned plant</li> <li>Plant Safety training</li> </ul>	<ul style="list-style-type: none"> <li>Controlling risks associated with plant and equipment helps the University comply with relevant regulations and standards, thereby avoiding legal liabilities and financial penalties.</li> <li>Compliance with regulatory requirements enhances the University's reputation and credibility, fostering trust among employees, customers, and regulatory authorities.</li> <li>By following best practices for plant safety, the University can improve operational efficiency, productivity and overall business performance.</li> </ul>	Low



Category	Description of Hazard/Risk	Inherent Risk Analysis		Inherent Risk Rating	Legislation	Standards/Codes/Guidance	UoM Policies/Procedures	Controls	Opportunities – what is the benefit?	Residual Risk Rating
		L	C							
	Handling, Noise and Vibration									
28. Procurement of Goods and Services	<ul style="list-style-type: none"> <li>Introducing new or uncontrolled hazards into the workplace: <ul style="list-style-type: none"> <li>personal protective equipment</li> <li>office furniture and equipment</li> <li>chemicals and substances</li> <li>radiation sources</li> <li>plant and equipment (including electrical)</li> </ul> </li> <li>Introducing new and/or uncontrolled wastes</li> </ul> <p>Also refer to Chemical, Electrical, Ionising Radiation, working with animals, Plant and Equipment Hazardous Manual Handling, Noise and Vibration</p> <p>Also refer to Contractors</p>	Possible	Minor	Medium	<ul style="list-style-type: none"> <li>Occupational Health and Safety Act 2004 (Vic)</li> </ul>		<ul style="list-style-type: none"> <li>Health &amp; Safety: Risk management requirements</li> <li>Health &amp; Safety: Purchasing requirements</li> </ul>	<ul style="list-style-type: none"> <li>Pre-purchasing assessments for: <ul style="list-style-type: none"> <li>personal protective equipment</li> <li>office furniture and equipment</li> <li>chemicals and substances</li> <li>radiation sources</li> <li>plant and equipment (including electrical)</li> </ul> </li> <li>Preapproved University provider(s)</li> <li>Hazardous waste removal procedures and processes</li> </ul>	<ul style="list-style-type: none"> <li>By implementing rigorous assessment procedures, the University can ensure that the goods and services procured meet safety standards and regulations, thereby preventing the introduction of new or uncontrolled hazards into the workplace.</li> <li>Compliance also reduces the risk of regulatory penalties, lawsuits, and reputational damage associated with non-compliance.</li> </ul>	Low
29. Psychosocial	<p>Psychological health risk factors related to:</p> <ul style="list-style-type: none"> <li>work design, systems, management and conducting of work: <ul style="list-style-type: none"> <li>high /low job demands</li> <li>exposure to traumatic content or events</li> <li>job demands &amp; control</li> <li>support &amp; clarity</li> <li>environmental conditions</li> <li>remote and isolated work</li> <li>organizational justice and change</li> </ul> </li> <li>personal or work-related interactions and relationships: <ul style="list-style-type: none"> <li>aggression or violence</li> </ul> </li> </ul>	Possible	Severe	Extreme	<ul style="list-style-type: none"> <li>Occupational Health and Safety Act 2004 (Vic)</li> </ul>	<ul style="list-style-type: none"> <li>Workplace bullying –a guide for employers (Vic)</li> <li>Work related violence. A guide for employers (Vic)</li> <li>Compliance code workplace amenities and work environment (Vic)</li> <li>Mental health safety basics (Vic)</li> <li>Preventing work-related stress, A guide for employers. (Vic)</li> <li>Preventing work- related stress. Examples of risk control measures (Vic)</li> <li>Work related stress prevention. Risk management worksheet (Vic)</li> <li>Work well tool kit (Vic)</li> <li>Leading the Way: Occupational Health and Safety (Vic Public sector)</li> </ul>	<ul style="list-style-type: none"> <li>Health &amp; Safety: Risk management requirements</li> <li>Appropriate workplace behaviour (MPF1328)</li> <li>Work hours and related conditions (MPF1173)</li> <li>Student conduct policy (MPF1324)</li> <li>Student complaints and grievances policy (MPF1066)</li> <li>Sexual Misconduct Prevention and Response Policy (MPF1359)</li> </ul>	<ul style="list-style-type: none"> <li>Service Centre – HR Assist</li> <li>Counseling services</li> <li>Employee Assistance Program</li> <li>Conditions of employment</li> <li>Diversity and inclusion University website</li> <li>Wellbeing University website</li> <li>Risk assessments</li> <li>Virtual risk assessments and assistance</li> <li>Working from workstation assessments and checklists</li> <li>Working from home and remotely University website</li> <li>Mental health training</li> <li>Safer Community Program</li> </ul>	<p>By implementing measures to prevent and mitigate psychosocial risks, the University fosters a positive workplace culture where employees feel respected, heard, and supported in managing their psychological health.</p> <p>By demonstrating a commitment to promoting psychological health and safety enhances the University's reputation as an employer of choice, attracting top talent and fostering positive relationships with stakeholders, including employees, customers, and the broader community.</p>	Medium

Category	Description of Hazard/Risk	Inherent Risk Analysis		Inherent Risk Rating	Legislation	Standards/Codes/Guidance	UoM Policies/Procedures	Controls	Opportunities – what is the benefit?	Residual Risk Rating
		L	C							
	<ul style="list-style-type: none"> <li>bullying</li> <li>exposure to traumatic content or events</li> <li>sexual harassment.</li> </ul>					<ul style="list-style-type: none"> <li>Work related psychological health and safety. National guidance material (Cth)</li> <li>Preventing workplace violence and aggression (Cth)</li> <li>Work related psychological health and safety. A systematic guide to meeting your duties (Cth)</li> <li>Safe Work Australia Preventing workplace sexual harassment guide</li> <li>Psychosocial health and safety and bullying in Australian workplaces 6th Edition (Cth)</li> </ul>				
30. Smoking, Vaping and Tobacco use	<ul style="list-style-type: none"> <li>Passive smoking</li> <li>Continued smoking on campus</li> <li>Fires</li> </ul>	Rare	Minor	Low	<ul style="list-style-type: none"> <li>Occupational Health and Safety Act 2004 (Vic)</li> <li>Tobacco Act 1987 (Vic)</li> </ul>	<ul style="list-style-type: none"> <li>Smoke-free areas website Department of Health (Vic)</li> <li>Smoking website WorkSafe (Vic)</li> <li>National Hazard Exposure Worker Surveillance: Exposure to dust, gases, vapours, smoke and fumes and the provision of controls for these airborne hazards in Australian workplaces (Cth)</li> </ul>	<ul style="list-style-type: none"> <li>Smoke-free and tobacco-free campus policy (MPF1260)</li> <li>Health &amp; Safety: Risk management requirements</li> </ul>	<ul style="list-style-type: none"> <li>Smoke-free campuses</li> <li>No smoking in vehicles</li> <li>No smoking signs</li> <li>Conditions of employment</li> <li>Designated smoking zones in rural campuses</li> </ul>	<ul style="list-style-type: none"> <li>Promoting smoke-free campuses supports tobacco cessation efforts, encouraging individuals to quit smoking or reduce their tobacco consumption, which further contributes to better health outcomes and overall well-being.</li> <li>By establishing smoke-free policies and designated smoking areas with proper disposal facilities, the University can reduce the likelihood of accidental fires and promote environmental safety.</li> </ul>	Low
31. Working alone	<ul style="list-style-type: none"> <li>Absence of availability of others for assistance and support: <ul style="list-style-type: none"> <li>during an activity</li> <li>for first aid and emergencies</li> </ul> </li> <li>Increased severity/consequence from an incident</li> <li>Reduction in emergency assistance and support</li> <li>Absence of or distant supervision</li> </ul>	Rare	Major	Medium	<ul style="list-style-type: none"> <li>Occupational Health and Safety Act 2004 (Vic)</li> </ul>	<ul style="list-style-type: none"> <li>Guidance notes - Working alone (WA)</li> <li>Code of practice. Working hours (WA)</li> <li>Working alone website WorkSafe (Vic)</li> <li>Working alone information sheet. How to identify and control risks when working alone (Vic)</li> </ul>	<ul style="list-style-type: none"> <li>Health &amp; Safety: Working alone requirements</li> <li>Health &amp; Safety: Risk management requirements</li> <li>Health &amp; Safety: Signage requirements</li> </ul>	<ul style="list-style-type: none"> <li>Risk assessments</li> <li>Local area standard operating procedures</li> <li>Restricted access to university buildings and property</li> <li>After hours sign in books</li> <li>24-hour security support</li> <li>Working alone guidance</li> <li>Duress alarms</li> <li>SafeZone mobile phone app</li> <li>Security monitoring/cameras</li> </ul>	<ul style="list-style-type: none"> <li>By implementing protocols for emergency assistance and support, the University ensures that individuals working alone have access to timely help when needed.</li> <li>By enhancing emergency response capabilities, the University can minimise the potential impact of incidents and improve outcomes for individuals working alone.</li> </ul>	Low
32. Workplace Design and Construction	<ul style="list-style-type: none"> <li>Hazards/Risks associated with construction works: <ul style="list-style-type: none"> <li>electrical</li> <li>plant</li> <li>fall from heights</li> <li>chemicals</li> <li>hazardous manual handling</li> </ul> </li> </ul>	Unlikely	Moderate	Medium	<ul style="list-style-type: none"> <li>Occupational Health and Safety Act 2004 (Vic)</li> <li>Occupational Health and Safety Regulations 2017 (Vic) Part 3.6 High Risk Work</li> </ul>	<ul style="list-style-type: none"> <li>AS 1345 Identification of the contents of pipes, conduits and ducts</li> <li>AS/NZS 3017 Electrical Installations – Verification guidelines</li> <li>AS/NZS 3019 Electrical Installations – Periodic guidelines</li> </ul>	<ul style="list-style-type: none"> <li>University of Melbourne Design Standards Section 2: Occupational Health and Safety</li> <li>Health &amp; Safety: Risk management requirements</li> </ul>	<ul style="list-style-type: none"> <li>Design standards University website</li> <li>Project managers</li> <li>Project management Risk assessments</li> <li>Restricted/authorised access: <ul style="list-style-type: none"> <li>temporary fencing</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Incorporating ergonomic and universal design principles into the design process promotes better ergonomics and accessibility, reducing the risk of musculoskeletal disorders and enhancing</li> </ul>	Low

Category	Description of Hazard/Risk	Inherent Risk Analysis		Inherent Risk Rating	Legislation	Standards/Codes/Guidance	UoM Policies/Procedures	Controls	Opportunities – what is the benefit?	Residual Risk Rating
		L	C							
	<ul style="list-style-type: none"> <li>o noise</li> <li>o changing environment</li> <li>o unauthorised access</li> </ul> <ul style="list-style-type: none"> <li>• Hazardous materials removal</li> <li>• Impact on campus traffic management plan</li> <li>• Introduction hazards/risks at design that do not consider safe design of structures</li> <li>• Poor application of ergonomic and universal design principles</li> <li>• Design faults</li> </ul> <p>Also refer to Contractors</p>				<ul style="list-style-type: none"> <li>• Occupational Health and Safety Regulations 2017 (Vic) Part 5.1 Construction</li> </ul>	<ul style="list-style-type: none"> <li>• AS/NZS 1576 (series) Scaffolding</li> <li>• AS 1657 Fixed platforms, walkways, stairways and ladders – Design, construction and installation</li> <li>• AS 2436 Guide to noise control on construction, maintenance and demolition sites</li> <li>• National Construction Code (formerly Building Code of Australia (Cth)</li> <li>• Model code of practice; Safe design of structures</li> <li>• Handbook. Principles of good work design (Cth)</li> </ul>	<ul style="list-style-type: none"> <li>• Health &amp; Safety: Signage requirements</li> <li>• Health &amp; Safety: Ergonomic requirements</li> </ul>	<ul style="list-style-type: none"> <li>o signage</li> <li>• Site and contractor induction</li> <li>• Preferred contractors</li> <li>• Hazardous waste removal procedures and processes</li> <li>• Safety in design processes</li> </ul>	the overall health and well-being of workers.	
33. Workplace Environment and Facilities	<ul style="list-style-type: none"> <li>• Poor floor plan design, layout and circulation space</li> <li>• Poor design of workstation and furniture</li> <li>• Poor storage design</li> <li>• Poor environmental characteristics: <ul style="list-style-type: none"> <li>o thermal discomfort</li> <li>o nuisance noise</li> <li>o inadequate lighting</li> <li>o glare</li> </ul> </li> <li>• Poorly maintained equipment</li> <li>• Waste</li> <li>• Access to facilities including: <ul style="list-style-type: none"> <li>o toilets</li> <li>o washing facilities</li> <li>o drinking water</li> <li>o dining facilities</li> </ul> </li> <li>• Poor housekeeping: <ul style="list-style-type: none"> <li>o blocked emergency exits</li> </ul> </li> </ul>	Rare	Moderate	Low	<ul style="list-style-type: none"> <li>• Occupational Health and Safety Act 2004 (Vic)</li> <li>• Occupational Health and Safety Regulations 2017 (Vic)</li> <li>• Disability Act 1992 (Vic)</li> </ul>	<ul style="list-style-type: none"> <li>• AS 1680 (series) Interior lighting</li> <li>• AS/NZS 2107 Acoustics - Recommended design sound levels and reverberation times for building interiors</li> <li>• AS/NZS 1668 (series) The use of ventilation and air conditioning in buildings</li> <li>• AS/NZS 4438 Height Adjustable swivel chairs</li> <li>• AS/NZS 4442 Office desks, office workstations and tables intended to be used as office desks - Mechanical, dimensional and general requirements and test methods</li> <li>• AS 3755: Acoustics - Measurement of airborne noise emitted by computer and business equipment</li> <li>• AS 3756: Acoustics - Measurement of high- frequency noise emitted by computer and business equipment</li> <li>• AS 3757: Acoustics - Declared noise emission values of computers and business equipment</li> <li>• AS/NZ 2982: Laboratory design and construction</li> <li>• AS 4775: Emergency eyewash and shower equipment</li> </ul>	<ul style="list-style-type: none"> <li>• Health &amp; Safety: Housekeeping requirements</li> <li>• Health &amp; Safety: Temperature extremes requirements</li> <li>• Health &amp; Safety: Facilities and amenities requirements</li> <li>• Health &amp; Safety: Risk management requirements</li> <li>• Health &amp; Safety: Waste management requirements</li> <li>• Health &amp; Safety: Hazardous manual handling requirements</li> <li>• Health &amp; Safety: Ergonomic requirements</li> <li>• Recruitment and appointment policy (MPF1152)</li> <li>• University of Melbourne Design Standards Section 2 Health &amp; Safety</li> </ul>	<ul style="list-style-type: none"> <li>• Scheduled workplace inspections</li> <li>• Workstation ergonomic assessments</li> <li>• Preapproved University Providers</li> <li>• Provision of facilities: <ul style="list-style-type: none"> <li>o toilets</li> <li>o washing facilities</li> <li>o eating and drinking facilities</li> </ul> </li> <li>• Risk assessments</li> <li>• Office waste removal and recycling initiatives</li> <li>• Health and Safety Services ergonomic and subject matter expert</li> <li>• Get ready to work and onboarding</li> <li>• Local area induction</li> <li>• Working from home workstation assessments and checklists</li> <li>• Working from home and remotely University website</li> <li>• Hazardous waste removal procedures and processes</li> <li>• Equipment such as approved ladders, stepstools, anti-slip mats, handrails, anti- slip coatings cable conduits.</li> <li>• Safety signage:</li> </ul>	<ul style="list-style-type: none"> <li>• By ensuring a comfortable and safe working environment, the University can reduce the risk of stress, fatigue, and discomfort among employees.</li> <li>• Providing adequate facilities and amenities, including toilets, washing facilities, and dining facilities, not only promotes employee comfort but also reduces the risk of health hazards associated with poor sanitation and hygiene.</li> </ul>	Low

Category	Description of Hazard/Risk	Inherent Risk Analysis		Inherent Risk Rating	Legislation	Standards/Codes/Guidance	UoM Policies/Procedures	Controls	Opportunities – what is the benefit?	Residual Risk Rating
		L	C							
	<ul style="list-style-type: none"> <li>o blocked emergency equipment</li> <li>o waste accumulation</li> <li>o electrical cable trip hazards</li> <li>o trip hazards</li> <li>o slips, trips and falls</li> </ul> <ul style="list-style-type: none"> <li>• Working remotely (e.g., from home or in a hotel) with poor human interface with work environment (musculoskeletal and other adverse physical outcomes)</li> <li>• Inadequate workstation/ergonomic set up</li> <li>• Unavailable designated working space</li> <li>• Family and other unplanned interruptions</li> <li>• Unreliable/inadequate technologies (e.g., internet connection)</li> </ul> <p>Also refer to Electrical</p>					<ul style="list-style-type: none"> <li>• AS 1428 Series</li> <li>• Disability Standards for Education 2005 (Cth)</li> <li>• Disability (Access to Premises — Buildings) Standards 2010 (Cth)</li> <li>• Guideline on the application of the Premises Standard (Cth)</li> <li>• OfficeWise A guide to health and safety in offices (Vic)</li> <li>• Compliance code. Workplace amenities and work environment (Vic)</li> <li>• Safe design (SafeWork Australia website)</li> <li>• National Construction Code (formerly Building Code of Australia (Cth)</li> </ul>		<ul style="list-style-type: none"> <li>o wet surface</li> <li>o cleaning in progress</li> <li>o rerouting for emergency exits</li> </ul> <ul style="list-style-type: none"> <li>• Reasonable adjustments</li> </ul>		
34. Working Outdoors	<ul style="list-style-type: none"> <li>• Exposure to adverse weather conditions:               <ul style="list-style-type: none"> <li>o thermal (heat cold)</li> <li>o rain</li> <li>o ultraviolet light exposure</li> <li>o wind</li> <li>o uncontrolled environment</li> </ul> </li> </ul> <p>Also refer to Travel and Working Alone</p>	Rare	Minor	Low	<ul style="list-style-type: none"> <li>• Occupational Health and Safety Act 2004 (Vic)</li> </ul>	<ul style="list-style-type: none"> <li>• AS/NZS 1338.2: Filters for eye protectors-Filters for protection against ultraviolet radiation</li> <li>• AS/NZS 4399: Sun protective clothing - Evaluation and classification</li> <li>• AS/NZS 4501.2: Occupational protective clothing - General requirements</li> <li>• AS/NZS 1067.1: Eye and face protection - Sunglasses and fashion spectacles - Requirements</li> <li>• Radiation protection standard for occupational exposure to ultraviolet radiation (Cth)</li> <li>• Sun protection for construction and other outdoor workers (Vic)</li> <li>• Working in heat (Vic)</li> </ul>	<ul style="list-style-type: none"> <li>• Health &amp; Safety: Risk management requirements</li> <li>• Health &amp; Safety: Personal protective equipment requirements</li> <li>• Health and Safety: Thermal Comfort bulletin</li> </ul>	<ul style="list-style-type: none"> <li>• Risk assessments</li> <li>• Scheduled work at appropriate times, seasons and weather conditions</li> <li>• Local area standard operating procedures</li> <li>• Personal protective equipment:               <ul style="list-style-type: none"> <li>o wet weather gear</li> <li>o long sleeved summer clothing</li> <li>o sunhats</li> <li>o sunglasses</li> </ul> </li> <li>• Sunscreen</li> </ul>	<ul style="list-style-type: none"> <li>• Controlling the risks associated with working outdoors contributes to enhanced workplace safety and productivity.</li> <li>• As a result, workers can perform their tasks more efficiently and effectively, leading to improved productivity and job satisfaction.</li> </ul>	Low

Category	Description of Hazard/Risk	Inherent Risk Analysis		Inherent Risk Rating	Legislation	Standards/Codes/Guidance	UoM Policies/Procedures	Controls	Opportunities – what is the benefit?	Residual Risk Rating
		L	C							
35. Working with Animals	<ul style="list-style-type: none"> <li>Infectious animals</li> <li>Animals escaping enclosures</li> <li>Hazardous manual handling</li> <li>Animal and infectious wastes</li> <li>Assistance/companion animals</li> <li>Therapy animals</li> </ul> <p>Also refer to Hazardous Manual Handling</p>	Unlikely	Moderate	Medium	<ul style="list-style-type: none"> <li>Occupational Health and Safety Act 2004 (Vic)</li> </ul>	<ul style="list-style-type: none"> <li>Australian and New Zealand Council for the care of animals in research and teaching website</li> <li>Alert preventing asthma in animal handlers (NIOSH)</li> <li>Assistance animals and the Disability Discrimination Act 1992 (Australian Human Rights Commission website)</li> </ul>	<ul style="list-style-type: none"> <li>Health &amp; Safety: Risk management requirements</li> <li>Health &amp; Safety: Personal protective equipment requirements</li> <li>Health &amp; Safety: Waste management requirements</li> <li>Health &amp; Safety: Hazardous manual handling requirements</li> <li>Animals on campus guidance</li> </ul>	<ul style="list-style-type: none"> <li>Risk assessments</li> <li>Local area standard operating procedures</li> <li>Immunisation</li> <li>Animal immunisation</li> <li>Restricted access</li> <li>Quarantine areas</li> <li>Appropriate animal housing/farming</li> <li>Standard operating procedures</li> <li>Health screening and monitoring</li> <li>Personal protective equipment</li> <li>Animal ethics and welfare</li> <li>Hazardous waste removal procedures and processes</li> </ul>	<ul style="list-style-type: none"> <li>By establishing standard operating procedures for animal handling, housing, and farming, the University can ensure that animals are treated humanely and provided with appropriate care.</li> <li>By prioritising animal welfare, the University demonstrate its commitment to ethical practices and create a safer and more sustainable work environment.</li> </ul>	Low
36. Vibration	<ul style="list-style-type: none"> <li>Whole body vibration (WBV) – Operating mobile plant and vehicles</li> <li>Hand arm vibration (HAV): <ul style="list-style-type: none"> <li>hand-held power tools and equipment</li> <li>handling materials being processed by plant and equipment.</li> </ul> </li> </ul>	Unlikely	Moderate	Medium	<ul style="list-style-type: none"> <li>Occupational Health and Safety Act 2004 (Vic)</li> <li>Occupational Health and Safety Regulations 2017 (Vic)</li> </ul>	<ul style="list-style-type: none"> <li>Guide to managing risks of hand arm vibration (Cth)</li> <li>Information sheet whole body vibration (Cth)</li> <li>Information sheet hand arm vibration (Cth)</li> <li>Compliance code. Hazardous manual handling (Vic)</li> <li>Code of practice hazardous manual tasks (Cth)</li> </ul>	<ul style="list-style-type: none"> <li>Health &amp; Safety: Regulated plant requirements</li> <li>Health &amp; Safety: Personal protective equipment requirements</li> <li>Health &amp; Safety: Risk management requirements</li> <li>Health &amp; Safety: Lock out, tagging and isolation requirements</li> <li>Health &amp; Safety: Unsafe plant and equipment requirements</li> </ul>	<ul style="list-style-type: none"> <li>Risk assessments</li> <li>Local area standard operating procedures</li> </ul>	<ul style="list-style-type: none"> <li>By implementing engineering controls, such as vibration isolation mounts or anti-vibration gloves, the University can minimise the transmission of vibration to workers, creating a more comfortable working environment.</li> <li>This, in turn, can lead to increased morale, concentration, and efficiency among workers, benefiting the overall productivity of the workplace.</li> </ul>	Low