

Activity Information					
High Risk Activity	Electrical rectification and compliance upgrade works.	Project		(SERP) – QC128971 – Aurukun – Napranum – Weipa – Hopevale – Laura – Lockhart River	
SWMS Register No.	GMH-SWMS-SERP-F45	Revision No.		01	
Company Information					
Company Name	GMH Solutions	Company ABN		14 612 876 641	
Company Address	84 Scott St, Bungalow	Company Contact		Greg Hamill	
		Phone Number		(07) 4000 4786	
Supervisors	Greg Hamill – Director Adrian Austin - Manager	Personnel Consulted in Development		Queensland Health / TCHHS Superintendent (or nominated representative) Health Care Centre Facility Manager / Clinical representatives Ergon Energy (where network interface approvals are required) Electrical Contractor – Project Manager / Supervisors GMH Solutions – Project Manager, Site Supervisor(s), QA/WHs Lead	
Requirements					
High Risk Work Contained in This Activity	▫ Asbestos ▫ Confined Space (unless identified)	▫ Demolition (unless variation) ▫ Excavation and Trenching (where required)	▫ Hazardous Substances (fuel/oils) ▫ Heights	▫ Plant (EWP, generators, lifting) ▫ Working on or near Energised Electrical Installations / Equipment	▫ Working Near Overhead Powerlines (unless identified) ▫ Working on or near a Road (unless identified)
	PPE/Emergency Equipment Required LV rescue kit (incl rescue crook), insulating rubber mat, LOTO kit, insulated tools. Arc-rated PPE for switching/testing (as required): arc-rated clothing, face shield, gloves. General PPE: safety boots, high-vis, hard hat, safety glasses, hearing protection. Working at heights: harness/lanyard (where required), tool lanyards.				

	Asbestos / dust controls (where applicable): disposable coveralls, disposable gloves, P2 respirator, shaving cream/wet methods, PVA/silicone sealant, asbestos waste bags. Infection control PPE as required by facility (mask, gloves, gown) and hand hygiene supplies. Fire extinguisher and spill kit (fuel/oil). First aid kit.				
Plant/Equipment Required for this Activity	Electrical test equipment (CAT-rated meter, proving unit, IR tester), RCD tester, label maker. Hand tools and battery tools (maintained and tagged), torque tools. Access equipment: ladders (industrial), mobile scaffold, EWP (scissor/boom) where required. Temporary power equipment (as required): generators, temporary DBs, UPS, temporary lighting, leads and protection. Lifting/handling: trolleys, pallet jack, lifting gear as required. Barricades/signage, exclusion zone barriers, drop sheets, dust extraction/HEPA vacuum. Cleaning and waste containment materials (incl asbestos bags where applicable).				
Permit/s Required (tick if permits required)	☐ Confined Space (if required) ☐ Excavation / ground disturbance (if required)	☐ Hot Work (if required) ☐ Live Electrical / Live testing (testing only, by permit)	☐ High Voltage (unless identified) ☐ Radiation	☐ Penetration of Walls and Structures	☐ Other, specify: • Electrical isolation / outage permit and client approval • Temporary power permit/plan (where required) • EWP / working at heights authorisation (where required) • Asbestos permit/clearance process (where required) • Clinical access / infection control requirements
Potential Environmental Impacts (tick applicable impacts)	☐ Vibration ☐ Air pollution (dust) ☐ Spills to ground or water (fuel/oil)	☐ Noise pollution ☐ Fire prevention ☐ Mud (as applicable)	☐ Soil management (as applicable) ☐ Hazards to flora & fauna (as applicable)	☐ Asbestos (where applicable) ☐ Lead exposure (as identified)	☐ Other (list): Clinical continuity / loss of power to essential services

			p Waste management	p Services proximity (power/water/data/gas)	Remote waste transport and disposal requirements
Competencies/Qualifications/Training Requirements	All workers trained in use of this SWMS and site-specific inductions.	Licensed electricians (Cert III Electrotechnology), LV Rescue, CPR.	AS/NZS 4836 awareness; infection control (facility requirements).	Asbestos awareness training (and licensed removalists if removal required).	Working at heights / EWP (HRW) where applicable; plant operator competencies.

GMH-SWMS-SERP-F45

Date Created: 27/02/2026

PROCEDURE (break the job down into steps)	POTENTIAL SAFETY AND ENVIRONMENTAL HAZARDS (what can go wrong)	INHERENT RISK SCORE			MANAGEMENT METHOD (controls to be in place in order to manage potential hazards)	RESIDUAL RISK SCORE	PERSON RESPONSIBLE (to ensure implementation of controls)			
Pre-start planning, permits & approvals (site-specific)	• Incomplete scope or incorrect staging leading to unplanned disruption • Lack of permits/authorisations (outage, penetration, excavation) • Poor coordination with facility causing clinical impacts • Remote logistics delays and inadequate resources on arrival	L 4	C 3	R 12	• Confirm approved Staging & Sequencing Plan and current programme for the site • Confirm Outage Management Plan (minimum 14 days prior where practicable) and client approvals • Review drawings, site assessment notes, and constraints log; confirm	• Confirm approved Staging & Sequencing Plan and current programme for the site • Confirm Outage Management Plan (minimum 14 days prior where practicable) and client approvals • Review drawings, site assessment notes, and constraints log; confirm access/laydown, working hours, and clinical interfaces • Confirm emergency response plan (LV rescue, first aid, incident escalation, communication) • Verify workforce competencies	L 1	C 1	R 1	Project Manager / Site Supervisor

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			access/laydown, working hours, and clinical interfaces • Confirm emergency response plan (LV rescue, first aid, incident escalation, communication) • Verify workforce competencies and licences (electrical licence, LV rescue/CPR, EWP/WAH, asbestos awareness) • Toolbox talk and daily pre-start briefing • Review and apply relevant GMH task SWMS as required (e.g., F13 Asbestos, F17 Electrical Isolation, F18 Live Testing, F19 Manual Handling, F20 Plant, F24–F28 Working at Heights, F34 Circuit Breaker/RCBO Replacement) • Confirm material availability and correct specifications prior to mobilisation	and licences (electrical licence, LV rescue/CPR, EWP/WAH, asbestos awareness) • Toolbox talk and daily pre-start briefing • Review and apply relevant GMH task SWMS as required (e.g., F13 Asbestos, F17 Electrical Isolation, F18 Live Testing, F19 Manual Handling, F20 Plant, F24–F28 Working at Heights, F34 Circuit Breaker/RCBO Replacement) • Confirm material availability and correct specifications prior to mobilisation (avoid substitutions without approval)		
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			(avoid substitutions without approval)															
Site induction, infection control & establish work zones	• Infection control breach in healthcare areas • Unauthorised access to work area by patients/staff • Slips/trips from leads, tools and materials • Dust/noise impacting clinical operations	<table><tr><td>L</td><td>C</td><td>R</td></tr><tr><td>4</td><td>3</td><td>12</td></tr></table>	L	C	R	4	3	12	• Complete facility induction and confirm local rules (restricted areas, emergency procedures, infection control) • Implement SWMS-F42 COVID-19 / infection control controls as required by facility • Establish exclusion zones with signage and barriers; maintain clear egress routes • Implement dust/noise controls (HEPA vac, drop sheets, wet methods, after-hours works where required) • Maintain housekeeping throughout works; manage leads with cable ramps and segregation • Communicate daily with Facility Manager/Clinical Lead; issue disruption notices as required	• Complete facility induction and confirm local rules (restricted areas, emergency procedures, infection control) • Implement SWMS-F42 COVID-19 / infection control controls as required by facility • Establish exclusion zones with signage and barriers; maintain clear egress routes • Implement dust/noise controls (HEPA vac, drop sheets, wet methods, after-hours works where required) • Maintain housekeeping throughout works; manage leads with cable ramps and segregation • Communicate daily with Facility Manager/Clinical Lead; issue disruption notices as required	<table><tr><td>L</td><td>C</td><td>R</td></tr><tr><td>1</td><td>1</td><td>1</td></tr></table>	L	C	R	1	1	1	Site Supervisor / All workers
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Review ACM register and manage asbestos-containing materials (ACM)	• Exposure to asbestos fibres from drilling/cutting/chasing walls or ceilings • Uncontrolled spread/contamination of work area • Incorrect disposal of asbestos waste (environmental and regulatory breach)	<table><tr><td>L</td><td>C</td><td>R</td></tr><tr><td>4</td><td>3</td><td>12</td></tr></table>	L	C	R	4	3	12	• Obtain and review current ACM register and relevant building information prior to any penetration or disturbance • If ACM is confirmed or suspected: STOP WORK, isolate the area, and escalate to Site Supervisor/Client for direction • Apply SWMS-F13 Asbestos controls: minimise disturbance, use wet methods/shaving cream, HEPA vacuum, PVA/silicone sealing, and appropriate PPE (P2 respirator, coveralls, gloves) • Establish exclusion zone and signage for any ACM-related work; prevent access by others. • Bag, label, store and dispose of asbestos waste in accordance with requirements.	• Obtain and review current ACM register and relevant building information prior to any penetration or disturbance • If ACM is confirmed or suspected: STOP WORK, isolate the area, and escalate to Site Supervisor/Client for direction • Apply SWMS-F13 Asbestos controls: minimise disturbance, use wet methods/shaving cream, HEPA vacuum, PVA/silicone sealing, and appropriate PPE (P2 respirator, coveralls, gloves) • Establish exclusion zone and signage for any ACM-related work; prevent access by others • Engage appropriately licensed asbestos professionals for removal/clearance where required • Bag, label, store and dispose of asbestos waste in accordance with regulatory requirements and client processes; maintain disposal records.	<table><tr><td>L</td><td>C</td><td>R</td></tr><tr><td>1</td><td>1</td><td>1</td></tr></table>	L	C	R	1	1	1	Site Supervisor / All workers
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Outage management, electrical isolation and LOTO (prove de-energised)	• Electric shock/arc flash resulting in serious injury or fatality • Backfeed/incorrect isolation leading to energised conductors • Loss of power to essential clinical services • Uncontrolled outage leading to patient risk and equipment damage	<table><tr><td>L</td><td>C</td><td>R</td></tr><tr><td>4</td><td>3</td><td>12</td></tr></table>	L	C	R	4	3	12	• Follow SWMS-F17 Electrical Isolation and AS/NZS 4836 safe working practices • Confirm outage window approvals and affected loads; coordinate with Facility Manager and clinical stakeholders • Implement LOTO: isolate upstream sources, apply locks/tags, and maintain a lock register • Test for dead using a proven testing method (test–prove–test) and CAT-rated equipment • Use insulating mat, LV rescue kit on standby, and competent personnel only • Prevent backfeed: verify alternative supplies are isolated and controlled • Maintain checklist	• Follow SWMS-F17 Electrical Isolation and AS/NZS 4836 safe working practices • Confirm outage window approvals and affected loads; coordinate with Facility Manager and clinical stakeholders • Implement LOTO: isolate upstream sources, apply locks/tags, and maintain a lock register • Test for dead using a proven testing method (test–prove–test) and CAT-rated equipment • Use insulating mat, LV rescue kit on standby, and competent personnel only • Prevent backfeed: verify alternative supplies (generators/UPS/solar) are isolated and controlled • Maintain a restoration verification checklist (critical loads and essential services) • If any uncertainty exists, do not proceed—escalate immediately	<table><tr><td>L</td><td>C</td><td>R</td></tr><tr><td>1</td><td>1</td><td>1</td></tr></table>	L	C	R	1	1	1	Electrical Supervisor (Licensed Electrician) / Site Supervisor
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Temporary power/lighting provisions (where required)	• Incorrect temporary supply causing overload, fire or equipment damage • Backfeed into installation • Fuel spills and fumes from generators • Trip hazards from leads and temporary cabling	<table><tr><td>L</td><td>C</td><td>R</td></tr><tr><td>4</td><td>3</td><td>12</td></tr></table>	L	C	R	4	3	12	• Temporary power to be designed/installed by licensed electricians; confirm earthing, MEN, and protection devices • Load calculations and monitoring; do not exceed generator/UPS capacity • Clear labelling of temporary circuits and isolation points; segregate from public areas • Fuel management: bunding where practicable, spill kit available, refuelling controls, ventilation and exhaust management • Function test temporary supply prior to cutover; maintain standby arrangements where required • Remove temporary systems as soon as permanent supply is verified and stable	• Temporary power to be designed/installed by licensed electricians; confirm earthing, MEN, and protection devices • Load calculations and monitoring; do not exceed generator/UPS capacity • Clear labelling of temporary circuits and isolation points; segregate from public areas • Fuel management: bunding where practicable, spill kit available, refuelling controls, ventilation and exhaust management • Use industrial leads, mechanical protection and cable management (ramps/overhead where possible) • Function test temporary supply prior to cutover; maintain standby arrangements where required • Remove temporary systems as soon as permanent supply is verified and stable.	<table><tr><td>L</td><td>C</td><td>R</td></tr><tr><td>1</td><td>1</td><td>1</td></tr></table>	L	C	R	1	1	1	Electrical Supervisor / Site Supervisor
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Switchboard / distribution board upgrade, modification and progressive cutover	• Arc flash/electric shock during removal, termination, or testing • Crush injuries and manual handling injuries during board removal/installation • Dropped objects, pinch points, sharp edges • Incorrect terminations leading to faults and outages	<table><tr><td>L</td><td>C</td><td>R</td></tr><tr><td>4</td><td>3</td><td>12</td></tr></table>	L	C	R	4	3	12	• Confirm isolation and prove de-energised prior to access; maintain barriers and restricted access • Use insulated tools, correct PPE, and arc-rated PPE for any required live verification/testing • Lifting plan for heavy components: use mechanical aids (trolleys, pallet jacks, lifting gear) and team lifts • Maintain clear work area; manage sharp edges; use gloves and appropriate handling methods • Terminations and torque settings to manufacturer specification. • Progressive cutover plan: stage circuits to maintain operations; • Update circuit schedules/labels and as-built mark-ups as works progress	• Confirm isolation and prove de-energised prior to access; maintain barriers and restricted access • Use insulated tools, correct PPE, and arc-rated PPE for any required live verification/testing • Lifting plan for heavy components: use mechanical aids (trolleys, pallet jacks, lifting gear) and team lifts • Maintain clear work area; manage sharp edges; use gloves and appropriate handling methods • Terminations and torque settings to manufacturer specification; conduct peer checks on critical terminations • Progressive cutover plan: stage circuits to maintain operations; verify each circuit before proceeding to next stage • Update circuit schedules/labels and as-built mark-ups as works progress.	<table><tr><td>L</td><td>C</td><td>R</td></tr><tr><td>1</td><td>1</td><td>1</td></tr></table>	L	C	R	1	1	1	Electrical Supervisor / QA-WHS Lead / Site Supervisor
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AS/NZS 3003 Body/Cadiac Protected Area (BPA/CPA) compliance upgrades	• Electric shock during works in clinical areas • Incorrect installation compromising patient electrical safety • Dust/noise contamination in treatment rooms • Loss of clinical capacity if rooms are taken out of service without staging	<table><tr><td>L</td><td>C</td><td>R</td></tr><tr><td>4</td><td>3</td><td>12</td></tr></table>	L	C	R	4	3	12	• Confirm areas designated as BPA/CPA and applicable design requirements prior to works • Stage works to maintain clinical service continuity (limit rooms out of service; maintain at least one compliant space where practicable) • Install dedicated circuits, compliant outlet plates/switches, LPDs, isolating switches and mechanical protection as required • Apply strict dust/infection controls: barriers, HEPA vacuum, wipe-down and cleaning prior to handback • Verification testing and certification to AS/NZS 3003 • Label and document items correctly.	• Confirm areas designated as BPA/CPA and applicable design requirements prior to works • Stage works to maintain clinical service continuity (limit rooms out of service; maintain at least one compliant space where practicable) • Install dedicated circuits, compliant outlet plates/switches, LPDs, isolating switches and mechanical protection as required • Apply strict dust/infection controls: barriers, HEPA vacuum, wipe-down and cleaning prior to handback • Verification testing and certification to AS/NZS 3003 by suitably qualified certifier; maintain test records • Label circuits and outlets correctly; update documentation and provide handover pack	<table><tr><td>L</td><td>C</td><td>R</td></tr><tr><td>1</td><td>1</td><td>1</td></tr></table>	L	C	R	1	1	1	Electrical Supervisor / AS/NZS 3003 Certifier / Site Supervisor
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4	3	12																
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General power, cabling, penetrations and associated building remediation	• Striking concealed services (power/water/data/gas) • Dust exposure (including ACM if present) • Cuts, abrasions and manual handling injuries • Environmental impacts from waste and dust	<table><tr><td>L</td><td>C</td><td>R</td></tr><tr><td>4</td><td>3</td><td>12</td></tr></table>	L	C	R	4	3	12	• Permit to penetrate and “services check” before drilling/chasing (scan where possible; review drawings) • Use dust control (HEPA extraction, wet methods) and appropriate PPE • Manage waste streams: segregate general waste, e-waste, metals, hazardous waste; store securely • Reinstate fire rating and seal penetrations as required; patch/paint to agreed finish • Maintain clear access ways; tidy as you go; secure tools and materials • If suspect ACM is encountered: stop work and follow asbestos process (Step 3)	• Permit to penetrate and “services check” before drilling/chasing (scan where possible; review drawings) • Use dust control (HEPA extraction, wet methods) and appropriate PPE • Manage waste streams: segregate general waste, e-waste, metals, hazardous waste; store securely • Reinstate fire rating and seal penetrations as required; patch/paint to agreed finish • Maintain clear access ways; tidy as you go; secure tools and materials • If suspect ACM is encountered: stop work and follow asbestos process (Step 3).	<table><tr><td>L</td><td>C</td><td>R</td></tr><tr><td>1</td><td>1</td><td>1</td></tr></table>	L	C	R	1	1	1	Site Supervisor / All workers
		L	C	R														
4	3	12																
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Lighting and emergency lighting upgrades (working at heights)	• Falls from heights; dropped objects • EWP/scaffold incidents • Electric shock from lighting circuits • Ceiling damage and debris in occupied areas	<table><tr><td>L</td><td>C</td><td>R</td></tr><tr><td>4</td><td>3</td><td>12</td></tr></table>	L	C	R	4	3	12	• Apply working-at-heights controls (SWMS-F24–F28) and ensure equipment is inspected and suitable • EWP operators to hold required HRW licences; use spotter where required • Establish exclusion zone below work area; use tool lanyards and drop protection • Isolate lighting circuits and prove de-energised prior to works • Manage ceiling access and debris: drop sheets, controlled removal, HEPA vacuum and clean-up • Emergency lighting: integrate with existing monitoring or provide compliant test switching as required; test functionality before handback	• Apply working-at-heights controls (SWMS-F24–F28) and ensure equipment is inspected and suitable • EWP operators to hold required HRW licences; use spotter where required • Establish exclusion zone below work area; use tool lanyards and drop protection • Isolate lighting circuits and prove de-energised prior to works • Manage ceiling access and debris: drop sheets, controlled removal, HEPA vacuum and clean-up • Emergency lighting: integrate with existing monitoring or provide compliant test switching as required; test functionality before handback.	<table><tr><td>L</td><td>C</td><td>R</td></tr><tr><td>1</td><td>1</td><td>1</td></tr></table>	L	C	R	1	1	1	EWP Operator / Electrical Supervisor / Site Supervisor
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BMS / ATS interface works and generator monitoring integrations (where specified)	• Electric shock from control circuits • Work near generators (noise, heat, moving parts) • Trips and access hazards in plant rooms • Commissioning errors impacting monitoring/alarms	<table><tr><td>L</td><td>C</td><td>R</td></tr><tr><td>4</td><td>3</td><td>12</td></tr></table>	L	C	R	4	3	12	• Isolate and verify control circuits prior to modifications; follow OEM pathways and approved design • Coordinate with BMS vendor/technician; maintain change control and versioned programming • Secure and protect cabling/radio links; ensure enclosures are weatherproof and vandal-resistant where required • Commission and function test alarms/monitoring points; document settings and results • Maintain housekeeping and safe access in plant rooms; apply hearing protection where required.	• Isolate and verify control circuits prior to modifications; follow OEM pathways and approved design • Coordinate with BMS vendor/technician; maintain change control and versioned programming • Secure and protect cabling/radio links; ensure enclosures are weatherproof and vandal-resistant where required • Commission and function test alarms/monitoring points; document settings and results • Maintain housekeeping and safe access in plant rooms; apply hearing protection where required.	<table><tr><td>L</td><td>C</td><td>R</td></tr><tr><td>1</td><td>1</td><td>1</td></tr></table>	L	C	R	1	1	1	Electrical Supervisor / BMS Technician / Site Supervisor
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Testing, commissioning, certification and documentation	• Electric shock during live testing • Incomplete testing leading to hidden defects • Incorrect documentation affecting compliance and future maintenance	<table><tr><td>L</td><td>C</td><td>R</td></tr><tr><td>4</td><td>3</td><td>12</td></tr></table>	L	C	R	4	3	12	• Follow SWMS-F18 Live Testing and AS/NZS 4836 requirements; live testing limited to verification only • Use barriers, signage and spotter as required; maintain arc-rated PPE when testing/switching • Complete verification testing to AS/NZS 3000 and patient area testing/certification to AS/NZS 3003 • Record results, attach certificates, update as-built drawings and circuit schedules • Maintain commissioning and handover tracker; no area is handed back until tests and certification are complete	• Follow SWMS-F18 Live Testing and AS/NZS 4836 requirements; live testing limited to verification only • Use barriers, signage and spotter as required; maintain arc-rated PPE when testing/switching • Complete verification testing to AS/NZS 3000 and patient area testing/certification to AS/NZS 3003 • Record results, attach certificates, update as-built drawings and circuit schedules • Maintain commissioning and handover tracker; no area is handed back until tests and certification are complete.	<table><tr><td>L</td><td>C</td><td>R</td></tr><tr><td>1</td><td>1</td><td>1</td></tr></table>	L	C	R	1	1	1	Electrical Supervisor / QA-WHS Lead / Certifier
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Re-energisation, restoration verification and formal handback	• Re-energising with personnel still in hazardous areas • Faults on energisation causing fire or equipment damage • Loss of essential services due to incorrect sequencing • Inadequate cleaning/handback leading to clinical risk	<table><tr><td>L</td><td>C</td><td>R</td></tr><tr><td>4</td><td>3</td><td>12</td></tr></table>	L	C	R	4	3	12	• Confirm work area is clear; remove tools/materials; account for all personnel • Re-energise in a staged sequence per cutover plan; monitor for abnormal conditions • Verify essential services and critical circuits; complete restoration checklist with client representative • Remove temporary power only after permanent supply stability is confirmed • Clean area, remove barriers when safe, and obtain formal handback sign-off (facility/clinical representative) • Update documentation and communicate changes to relevant stakeholders	• Confirm work area is clear; remove tools/materials; account for all personnel • Re-energise in a staged sequence per cutover plan; monitor for abnormal conditions • Verify essential services and critical circuits; complete restoration checklist with client representative • Remove temporary power only after permanent supply stability is confirmed • Clean area, remove barriers when safe, and obtain formal handback sign-off (facility/clinical representative) • Update documentation and communicate changes to relevant stakeholders.	<table><tr><td>L</td><td>C</td><td>R</td></tr><tr><td>1</td><td>1</td><td>1</td></tr></table>	L	C	R	1	1	1	Electrical Supervisor / Site Supervisor / Client Representative (handback)
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4	3	12																
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Clean-up, waste management and demobilisation (incl ACM where applicable)	• Cuts from scrap materials and sharp edges • Slips/trips from debris • Incorrect disposal of hazardous/asbestos waste • Environmental harm from spills or poor waste containment	<table><tr><td>L</td><td>C</td><td>R</td></tr><tr><td>4</td><td>3</td><td>12</td></tr></table>	L	C	R	4	3	12	• Progressive clean-up throughout works; final clean and inspection prior to leaving the area • Segregate waste streams and secure for transport (remote waste logistics) • If ACM waste generated: double bag, label, store securely and dispose in accordance with regulatory requirements; retain disposal records • Remove or reinstate any temporary barricades/signage as appropriate • Confirm all plant and equipment is safely loaded and secured; close out permits and handover documentation	• Progressive clean-up throughout works; final clean and inspection prior to leaving the area • Segregate waste streams and secure for transport (remote waste logistics) • If ACM waste generated: double bag, label, store securely and dispose in accordance with regulatory requirements; retain disposal records • Remove or reinstate any temporary barricades/signage as appropriate • Confirm all plant and equipment is safely loaded and secured; close out permits and handover documentation.	<table><tr><td>L</td><td>C</td><td>R</td></tr><tr><td>1</td><td>1</td><td>1</td></tr></table>	L	C	R	1	1	1	Site Supervisor / All workers
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Additional hazards – remote work, travel, fatigue and heat stress	• Fatigue from travel, extended shifts or after-hours outages • Heat stress/dehydration (remote and tropical conditions) • Communication delays in emergencies • Psychosocial hazards (remote work, accommodation, stress)	<table><tr><td>L</td><td>C</td><td>R</td></tr><tr><td>4</td><td>3</td><td>12</td></tr></table>	L	C	R	4	3	12	• Journey management and travel planning; suitable vehicles and communications (sat/phone where required) • Fatigue management: plan shifts, enforce rest breaks, rotate high concentration tasks, and stop work if fatigued • Heat management: hydration, shade, appropriate PPE selection, and monitoring of workers • Emergency communications and escalation pathways confirmed prior to start • Maintain respectful workplace behaviour and support; escalate psychosocial concerns early	• Journey management and travel planning; suitable vehicles and communications (sat/phone where required) • Fatigue management: plan shifts, enforce rest breaks, rotate high concentration tasks, and stop work if fatigued • Heat management: hydration, shade, appropriate PPE selection, and monitoring of workers • Emergency communications and escalation pathways confirmed prior to start • Maintain respectful workplace behaviour and support; escalate psychosocial concerns early	<table><tr><td>L</td><td>C</td><td>R</td></tr><tr><td>1</td><td>1</td><td>1</td></tr></table>	L	C	R	1	1	1	Project Manager / Site Supervisor / All workers
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Risk Matrix		CONSEQUENCES				
		Insignificant (1)	Minor (2)	Moderate (3)	Major (4)	Catastrophic (5)
L I K E L Y H O O D	Almost Certain (5)	Moderate (5)	High (10)	High (10)	Catastrophic (20)	Catastrophic (25)
	Likely (4)	Moderate (4)	Moderate (8)	High (12)	Catastrophic (16)	Catastrophic (20)
	Possible (3)	Low (3)	Moderate (6)	Moderate (9)	High (12)	High (15)
	Unlikely (2)	Low (2)	Moderate (4)	Moderate (6)	Moderate (8)	High (10)
	Rare (1)	Low (1)	Low (2)	Low (3)	Moderate (4)	Moderate (5)

If the residual risk	=	Catastrophic (16+)	Then	Work unable to proceed seek other methods (Significant)
	=	High (10-15)	Then	Permission from High level management for work to proceed (Significant)
	=	Moderate (4-9)	Then	Permission from work in charge for work to proceed (Insignificant)
	=	Low (1-3)	Then	Work able to proceed (Insignificant)

1. Eliminate	➡	2. Substitute	➡	3. Isolate	➡	4. Redesign	➡	5. Administrative	➡	PPE Last Resort
<i>Eliminate the hazard</i>		<i>Substitute with less hazardous material, process or equipment</i>		<i>Isolate the hazard</i>		<i>Redesign equipment or work process</i>		<i>Introduce administrative controls</i>		<i>Use appropriate Personal protective Equipment</i>

C=Consequence	L-Likelihood
5 = Catastrophic = Fatality, permanent disability, long term widespread impacts, huge financial loss.	5 = Almost Certain = It is almost certain that the risk will occur in most circumstances.
4 = Major = Permanent disability or extensive injuries, medium to long term widespread impact, major financial loss.	4 = Likely = The risk is likely to occur in most circumstances.
3 = Moderate = Long term injury, reversible medium-term local impact, high financial loss.	3 = Possible = There is uncertainty that the risk could occur.
2 = Minor = Medical treatment, reversible short-medium term impact to local area, medium financial loss.	2 = Unlikely = The risk could occur at some time but there is confidence that it will not
1 = Insignificant = First aid, limited impact to minimal area, low financial loss.	1 = Rare = The impact/risk may occur only in exceptional circumstances.

Legislations/Standards

Queensland (QLD)	
Work Health and Safety (National Uniform Legislation) Act 2011	AS/NZS 3000:2018 Electrical Installations – Wiring Rules
Work Health and Safety (National Uniform Legislation) Regulations 2011	AS/NZS 3003:2018 Electrical installations – Patient areas
Electrical Safety Act 2002 (QLD) and Electrical Safety Regulation 2013 (QLD)	AS/NZS 4836:2011 Safe Working on or Near Low-Voltage Electrical Installations and Equipment
COP How to Manage Health and Safety Risks 2021	Queensland Health / TCHHS Infection Control Requirements (as applicable)

Note: For the latest version, please refer to legal register or call MEA on 1300 889 198.

GMH-SWMS-SERP-F45 Date Created: 27/02/2026									
Approver Name	Greg Hamill		Signature			Date of Approval		27/02/2026	
Review No	1	2	3	4	5	6	7	8	9
Name and Initials	GH.								
Date	27/02/2026								

We, the undersigned, confirm that we have been consulted in the development of this SWMS. If a failure is identified within the SWMS work will stop, the SWMS amended and changes communicated to the workforce. We also clearly understand that the controls must be applied as documented, otherwise work is to cease immediately. We also confirm that we are qualified to carry out the works identified above; a copy of our required qualifications has been provided and where applicable all insurances and work cover policies to undertake this activity are current.

Name & Signature	Date	Name & Signature	Date