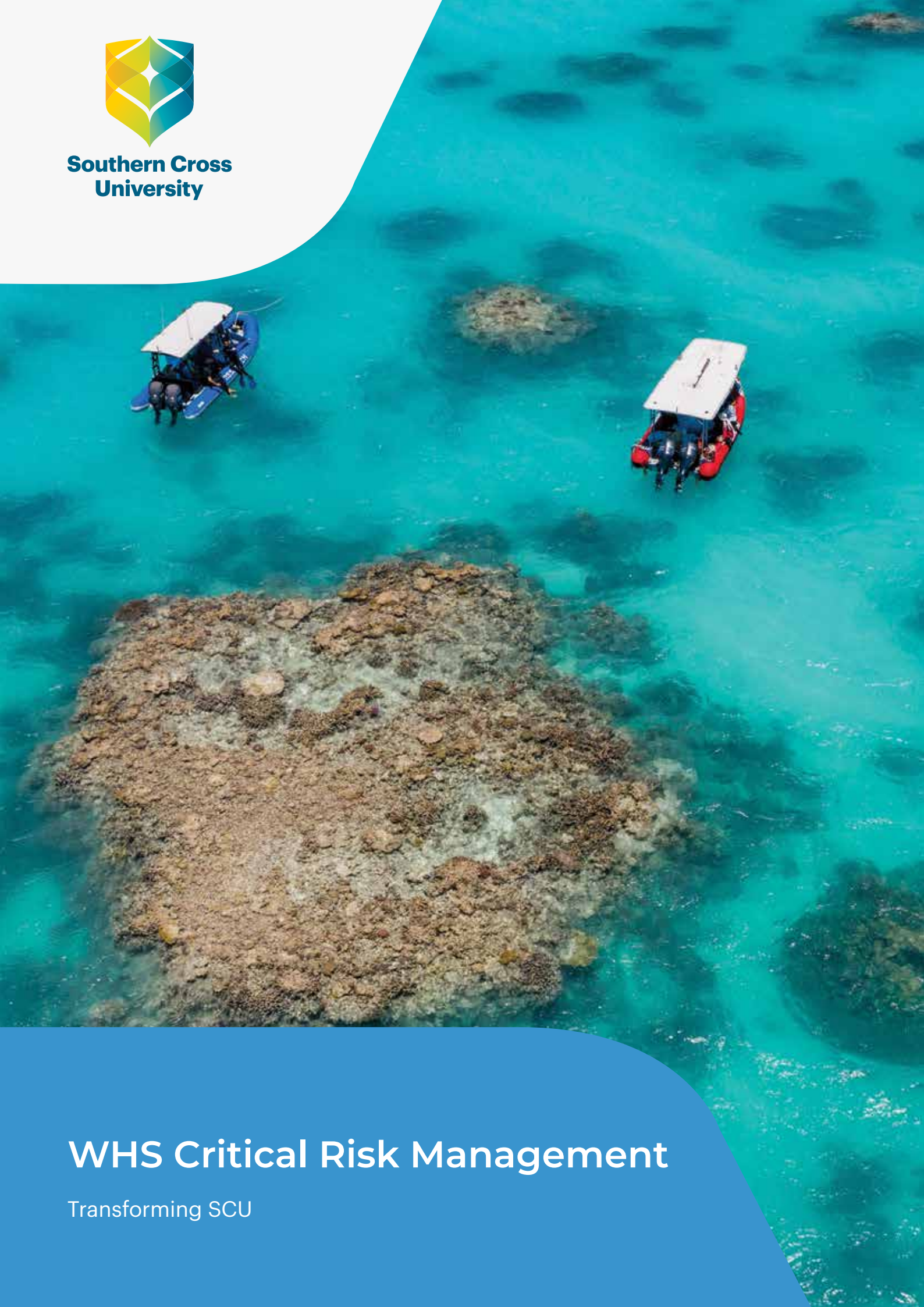




**Southern Cross
University**



WHS Critical Risk Management

Transforming SCU



**Southern Cross
University**



A message from the Vice Chancellor

Dear Colleagues

The volume you hold in your hands is an important one for Southern Cross University. Far from just being a bureaucratic or administrative document, it is driven powerfully by our values.

Striving for excellence, for example, moves the issues of safety and risk from a box-ticking compliance exercise to a deliberate way of thinking about how we work, constantly improving, for the sake of the University, its students, and our colleagues. Caring, likewise, means a culture that values not only the welfare of our University community, but also the suggestions and solutions that they might bring to the table to further enhance our efforts. Building trust through action is about an ethical responsibility for safety – doing what we say we will do, because it is the right thing to do.

Our Critical Risk Management framework will, of course, help us all of to fulfill our legal obligations, but the point is not to get us all bogged down in the minutiae of workplace health and safety. Rather, this framework focuses on the essence of things – those really important factors that surround decision making, controls, work practices, and reporting – and that can make a real difference

As you have heard me say on many occasions around safety, we can only have a mature approach to safety when each of us understands that this is a core part of our everyday responsibilities. This booklet on Critical Risk Management is a really important part of helping you to play your part and I hope you will give it careful consideration.

A handwritten signature in black ink, reading 'Tyrone Carlin'.

Professor Tyrone Carlin
Vice Chancellor



Contents

WHS Critical Risks	5
Introduction & Scope	6
Roles and Responsibilities.....	7
Animals	8
Aviation	9
Biological	10
Boating	11
Confined Space	12
Diving	13
Electrical	14
Emergency Events	15
Falls	16
Hazardous Substances.....	17
Lack of Oxygen.....	18
Occupational Violence and Aggression	19
Personal Vehicle Machinery Interaction	20
Pressurised Gas and Stored Energy	21
Radiation	22
Remote and Isolated Work	23
Vehicle Operation.....	24
Working in and around Water	25
Psychosocial	26
For more information	28



WHS Critical Risks

- Animals
- Aviation
- Biological Agents
- Boating
- Confined Space
- Diving
- Electrical
- Emergency Events
- Falls
- Hazardous Substances
- Lack of Oxygen
- Person-vehicle/machinery interaction
- Pressurised Gas/Stored Energy
- Radiation
- Remote and Isolated Work
- Vehicle Operation
- Violence and Aggression
- Working in or around Water
- Psychosocial

Introduction & Scope

The SCU Work Health and Safety (WHS) Critical Risk Management Framework consists of the end-to-end process of understanding the SCU critical risks, identifying and implementing of the respective critical controls as minimum WHS requirements that apply University wide, and an assurance process of verifying the controls are implemented and effective.



Critical Risks

A risk is deemed critical when its consequences are non-recoverable. Inadequate or ineffective controls for these risks could result in fatal or serious injury or illness affecting SCU employees, students, and others



Critical Controls

Critical risks must be prioritised by implementing proactive measures and controls. These critical controls establish the minimum requirements to ensure legal compliance and mitigate risk effectively.



Critical Control Verification (CCV)

Critical Control Verification is the process of regularly evaluating the status, implementation, and effectiveness of critical controls. It forms the foundation of the WHS Critical Risk Assurance process, enabling consistent oversight and continuous assessment of critical controls across the University.

SCU requires all employees, students, and stakeholders to understand and apply the WHS Critical Risk Management framework. By embedding this framework across all campuses and SCU-controlled sites, we maintain consistently high safety standards, effectively managing critical risks that could lead to fatal or serious injuries.

This proactive approach ensures that hazards are systematically identified, assessed, and controlled, minimising potential harm. SCU is committed to fostering a strong safety culture where individuals at all levels take responsibility for risk management, actively participate in safety initiatives, and continuously improve workplace health and safety practices.

Our core values guide our commitment to safety:

We strive for excellence – We apply the highest standards, always seeking to be at our best.

We are bold – We make ambitious, dynamic, bold decisions to enhance workplace safety.

We care – We care for our people, champion our communities, and respect our planet by ensuring a safe and healthy environment.

We own it – We take responsibility for safety, keeping our word, and learning from challenges.

We build trust through action – We are honest, transparent, and accountable in our commitment to safety.

Through training, communication, and maintaining high standards, we empower our community to make informed decisions that protect lives and enhance the well-being of our workforce and students. Together, we create a safer, more resilient environment for everyone at SCU.

Each WHS Critical Risk is presented in the following way:

Critical Risk	A high-level statement describing the nature of the critical risk.
Critical Control	A list of mandatory, and minimum control requirements for implementation
Non Critical Controls	Control requirements that are non-critical

Roles & Responsibilities



Vice-Chancellor Group

- Provide appropriate resources to ensure the WHS Critical Risk Management framework can be effectively implemented and embedded across the University.
- Responsible for implementation of the assurance framework, including auditing and reporting on the effectiveness of the Critical risk framework.



Heads of Work Unit

- Understand and integrate the WHS Critical Risk Management framework within their campuses, faculties, and sites.
- Plan all work in alignment with the WHS Critical Risk Controls.
- Conduct Level 1 Critical Control Verification within their respective work units.



WHS Manager & Team

- Support Head of Work Unit, Managers, Supervisors and employees to understand and embed the WHS Critical Risk Management framework and Critical Risk Controls.
- Coordinate assurance activities to verify the effective implementation of the WHS Critical Risk Controls.



Everyone

- Actively participate in initiatives that promote the integration of the WHS Critical Risk Management Framework and Critical Risk Controls across the University.
- Identify work activities or tasks that fall under critical hazards and ensure they are managed in alignment with documented Critical Risk Controls.
- Regularly review and familiarise yourself with the relevant Critical Risk Control documents to ensure ongoing compliance and awareness.
- Complete Critical Risk Control verifications when required as part of your role to support a safe and compliant working and learning environment.



Animals

Critical Risk	Exposure to animals on campus, worksites, or during fieldwork or commuting carries risk bites, stings, disease, or accidents.
Critical Controls (CC)	• (CC01) When conducting remote field work, mandatory Australian Standard PPE is required including: Long pants; Long sleeve breathable shirt; Safety boots (ankle height); Waders. • (CC02) When dissecting animal carcasses, mandatory PPE is required. • (CC03) Follow actions outlined in the biological data-base. • (CC04) All swimmers must wear a stinger suit when in tropical waters. • (CC05) Fit for purpose vehicles allocated based on task, role and region. • (CC06) SCU employees or students with a known allergy to stings must carry ample EpiPens at all times when working remotely. • (CC07) All employees and students must have access to a first aid kit including a specialised snake bite kit, apply first aid as required, and be skilled in first aid training.
Non-Critical Controls	• Only trained and approved snake handlers will handle or attempt to remove snakes. • All employees and students, where possible, should not interact with animals. • All employees and students should undertake internal awareness sessions about animals (as a critical risk). • Prior to entering a private residence, contact must be made with the property owners prior to ascertain the presence and securing of dogs or any other animals that could harm. • When conducting field research, each person must carry an animal deterrent (such as a sound emitter or spray). • Employees and students should not enter a property unless animals are controlled, isolated, or restrained. • All employees and students, should avoid travel at dusk and dawn as much as possible as part of the journey planning.
Other Critical Risk Interactions	• Remote or isolated work • Vehicles (Operation) • Boating • Diving



Aviation

Critical Risk	Operating vehicles flying over land and sea for research and fieldwork.
Critical Controls (CC)	• (CC01) SCU ensures use of licensed and approved aircraft operator (with Air Operator Certificate). • (CC02) The SCU aircraft is fitted with the Minimum Equipment List (MEL) for the planned operation.
Non-Critical Controls	• SCU nominates a Control Owner who maintains safety and risk intelligence and provides formal training (Managing Contracted Aviation Risk) to identify and mitigate risks, threats, and controls. • All SCU employees, students and contractors must comply with relevant instructions and procedures as directed by the air crew. • SCU follows adverse weather warnings and does not deliberately operate aircraft in adverse weather. • Induction for all SCU employees working with/around aircraft into SCU WHSMS and contracted operators SMS. • Exclusion zone rules.
Other Critical Risk Interactions	• Working in and around Water • Remote and Isolated



Biological

Critical Risk	Working with biological materials faces the threat of exposure to infectious diseases or viruses.
Critical Controls (CC)	• (CC01) Risk-based vaccination of SCU employees and students dependant upon role. • (CC02) Prohibitive entry into standing water when there are open cuts, unless wearing waterproof bandages and waders.
Non-Critical Controls	• All must take the specified action as per the biological database to ascertain the potential presence of biological hazards or viruses before entering a premises. • Biosafety Cabinet to be used when working with known hazardous biological materials. • Specialised equipment to be used where biological substances are present must be used, stored, maintained, and tested to Australian Standards. • Containment of infectious materials. • Training and induction on handling potentially infectious materials. • All PC2 labs are subject to regular building assessments to ensure all fittings and structures comply with Australian Standards. • SCU employees and students must submit and maintain a medical declaration form (Suitability Questionnaire).
Other Critical Risk Interactions	• Confined Space • Occupational Violence and Aggression



Boating

Critical Risk	Working and conducting research on boats poses a threat of drowning or vessel-related incidents.
Critical Controls (CC)	• (CC01) Wearing of a personal flotation device (PFD) where required by law and for all vessels less than 6m in length. • (CC02) SCU licensed commercial vessels and operators shall be used. Private vessels are not to be utilised by SCU employees. Vessel must be compliant and certified by AMSA. • (CC03) Utilising weather alerts, prior to and during work in an open body of water. • (CC04) Ensure all safety equipment, including life jackets, fire extinguishers, emergency beacons (EPIRBs), and communication devices, are present, accessible. Ensure the vessel is seaworthy and in good working order with all systems (engine, navigation, steering) functioning correctly. • (CC05) SCU employees shall carry location beacons when conducting outdoor activities in and around water and is remote and isolated. • (CC06) Vessel is loaded according to its capacity and stability requirements. • (CC07) SCU employees shall ensure a Marine Commercial F Scale first aid kit is readily accessible when working on water.
Non-Critical Controls	• Hazardous substances are stored in properly labelled containers to prevent spills and accidents (e.g., fuel, oils) and are handled and disposed of correctly. • All boating activities must have a journey plan that is developed and followed, including emergency preparedness and emergency contacts. • Access/egress from boats at marinas and pontoons shall be via fit for purpose gangway.
Other Critical Risk Interactions	• Remote and Isolated Work • Animals • Diving • Working around and in water



Confined Space

Critical Risk

Entering confined spaces create the risk of exposure to hazards inherent to these environments, such as oxygen deficiency, toxic gases, engulfment, or physical entrapment.

Critical Controls (CC)

- (CC01) Completion of a confined space risk assessment and entry permit approved by SCU for all confined space entries.
- (CC02) Air supplied respiratory equipment (RPE) and emergency rescue equipment is available for use, and is provided as determined by CC01.
- (CC03) Required atmospheric monitoring of confined spaces prior to and during confined space work to ensure a respirable atmosphere, and the presence of flammable/explosive atmospheres and/or atmosphericborne contaminants do not exceed exposure standards.
- (CC04) Mandatory requirement that ignition sources are not to be carried into a confined space where there is a risk of a flammable or explosive atmosphere.
- (CC05) All plant, equipment or devices with moving parts or stored energy, including hydraulic, pneumatic, electrical, chemical, mechanical, thermal or other types of energy, shall be reduced to a zero energy condition so that no energy is left in devices and systems, isolated and locked.
- (CC06) Confined space communication must be held, and with monitoring of, persons within the confined space, by a standby person.
- (CC07) Confined space entry signs shall be erected prior to and during all confined space work.
- (CC08) Employees shall purge or ventilate contaminants.
- (CC09) Confined Space Emergency Plan including first aid and rescue procedures must be followed in the event of an emergency in the confined space.

Non-Critical Controls

- Intrinsically safe equipment utilised in confined spaces.
- Ensure concentration of any flammable gas, vapour or mist is less than 5% of its LEL, so far as is reasonably practicable.
- All employees involved in confined space work, including rescuers and standby personnel shall have current, nationally accredited confined space competencies.
- Potential confined space work is clearly defined by each work unit in a confined space register.
- Confined space awareness training provided to relevant employees to assist with the identification of potential confined spaces.
- Review the database to determine the potential presence of hazardous substances before entering a premises.
- Use of external resources including QFRS to enter confined spaces.
- Drones, remote cameras.

Other Critical Risk Interactions

- Remote and Isolated Work
- Hazardous Substances



Diving

Critical Risk	Diving activities pose significant threats, including drowning, decompression sickness, barotrauma, or encounters with hazardous marine life.
Critical Controls (CC)	• (CC01) A dive plan must be in place prior to the dive happening. • (CC02) Medical Fitness for Diving: Employees who dive must hold a current certificate of medical fitness issued in accordance with the fitness criteria in AS/ NZS 2299.1:2015 Occupational Diving Operations – Standard Operational Practice. • (CC03) SCU divers shall wear full length stinger suits when there is the risk of the presence of marine stingers. • (CC04) A spotter must be utilised when working in, or in the vicinity of water with the potential for the presence of crocodiles. • (CC05) A dive proposal and risk assessment must be completed prior to the dive commencing and included pre-checks, maintenance of equipment and ensuring the buddy system is in place. • (CC06) SCU employees shall ensure a Marine Commercial F Scale first aid kit, oxygen provision and rescue equipment is readily accessible when working on water.
Non-Critical Controls	• A risk assessment shall be completed prior to entering water and all employees should be trained in the risk assessment process and understand the control measures. • Where the presence of sharks has been identified as a risk, an approved shark deterrent shall be worn by all divers.
Other Critical Risk Interactions	• Remote and Isolated Work • Animals



Electrical

Critical Risk

Conducting electrical work poses significant threats, caused by electrical shock, arcing, explosions, toxic gas release, or fires resulting in burns.

Critical Controls (CC)

- (CC01) All electrical equipment must be de-energised by isolating and locking out electrical supply and equipment, and unauthorised access put in place.
- (CC02) Electrical equipment must be inspected and tested by a competent person to AS3760.
- (CC03) Appropriately rated PPE must be supplied and used when working on or near energised equipment, or if risk of Arc Flash (face shield, glasses, mat, clothing).
- (CC04) SCU employees shall ensure proximity testing of potential live energy sources.
- (CC05) Maintain safe distance (exclusion area, isolate people, barricade).
- (CC06) Fixed or portable Residual Switch Devices shall be used with all circuits, socket outlets and electrical equipment.
- (CC07) Low Voltage Rescue and CPR applied as per national competency framework.

Non-Critical Controls

- Formal or on-the-job training provided to relevant SCU employees including induction, manager and supervisor training, work specific training, refresher training, and emergency rescue training.
- Visual confirmation and check of switching, earth (refer HVIA) for all external person conducting a business or undertaking isolations.
- Obtain expert advice (Supply entity, ESO, Electrician, Before You Dig).
- Provision at the worksite of 'as installed' underground cable records to anyone concerned with planning, organising and supervising excavation work to enable the use of records and other locating methods to positively identify the position of underground cables.
- Incorporate an earthing and protection system, to a recognised electricity supply industry standard.
- Appropriate storage of electric batteries.
- Review of the database to ascertain the potential presence of hazardous substances before entering a premises.
- Correct labeling of switchboards.
- Work on switchboards can only be conducted by licensed electricians.
- Minimum of 2 persons for live testing. (Electrically qualified Observer).

Other Critical Risk Interactions

- Remote and Isolated Work
- Falls
- Person-Vehicle Machinery Interaction
- Emergency Events



Emergency Events

Critical Risk	Exposure to extreme weather events, including floods, bushfires, and extreme heat.
Critical Controls (CC)	• (CC01) Provision of adequate drinking water and hydration supplements. • (CC02) Access to shade/cooling. • (CC03) SCU employees must not drive vehicles in, or walk through, flooded water. • (CC04) SCU employees must remain in adequate shelter during extreme weather events. • (CC05) Campus tree maintenance and tree audit program including pre- and post-severe weather events. • (CC06) First aid must be applied in accordance with first aid training. • (CC07) Persons affected placed in cool place and provided hydration.
Non-Critical Controls	• SCU employees comply with weather alerts and warnings. • Critical Incident Response Plan for each campus and site, and Student Critical Incident Management (SCIM) when required. • Wearing PPE to mitigate heat exposure in a fire safety incident including: • Long pants • Long sleeve breathable shirt • Broad brim hats • Lismore Evacuation Centre Flood Plan. • Use of heat stress calculator to determine task duration, timing and go/no go. • Building maintenance for SCU controlled buildings. • Bushfire management plan (Lismore campus). • Implement post heat stress/stroke restrictions on personnel to allow for adequate recovery. • Defibs on each campus.
Other Critical Risk Interactions	• Electrical Work • Remote and Isolated Work • Vehicle Operation • Occupational Violence and Aggression



Falls

Critical Risk	Work at heights, including falling from height and dropped objects.
Critical Controls (CC)	• (CC01) SCU employees and students to remain a minimum of 2 metres from an open edge unless edge protection is installed or fall prevention systems are implemented. • (CC02) Preventive maintenance of critical systems to maintain structural integrity of working at heights equipment and prevent failure of critical systems. • (CC03) Fall arrest systems (Restraint equipment) tethered to an approved anchor point, to be worn near all open edges where there is a risk of a fatality from a fall from one level to another. • (CC04) All mobile plant, vehicles and people are excluded from an area where working at height activities are being conducted. • (CC05) Only used approved, fit for purpose portable ladders requirements: Used for access or short term light duty work; Secured using a ladder restraint system (e.g., gutter clamps); Set on level ground or utilise levelling feet; Placed at a slope of 4:1; Fully opened; 3-points of contact maintained whilst be used; Non-conductive ladders used near electrical installations. • (CC06) Fall arrest rescue plan: Must be in place prior to work at height requiring fall arrest/restraint. • (CC07) First aid applied as per first aid training.
Non-Critical Controls	• Certified scaffolders must be used, with a 30-day sign-off. • Regular inspection of arborist ropes. • Swipe card access is required throughout campus. • Drones and wireless cameras to remove the need to work at heights. • Crawl boards used for working in ceilings.
Other Critical Risk Interactions	• Electrical Work • Remote and isolated work • Person - Vehicle Machinery Interaction • Emergency Events



Hazardous Substances

Critical Risk	Exposure to hazardous substances, through inhalation, skin contact, or explosion.
Critical Controls (CC)	• (CC01)) Atmospheric Testing and Monitoring conducted by SCU employees using a calibrated, bump tested device. • (CC02) Respiratory protection worn, in accordance with OEM requirements, where there is the potential to be exposed to a hazardous substance. • (CC03) Mandatory PPE, including disposable coveralls suitable to the task; Face and hand wipes; Boot covers or gumboots suitable to prevent exposure to asbestos when potentially exposed to disturbed asbestos. • (CC04) Transportation of hazardous substances. • (CC05) Fume cupboards and exhaust ventilation used to prevent exposure to chemicals. • (CC06) Emergency stops and shut off valves installed on equipment (near chemical use or where chemicals are used within).
Non-Critical Controls	• Transportation of hazardous substances. • Work areas designed and built for working with hazardous substances with fit for purpose equipment. • Hazardous Chemicals stored segregated in appropriate storage with appropriate security. • Spill and leak prevention including bunding. • Containment measures including exhaust ventilation. • Review of the database to ascertain the potential presence of hazardous substances. • Additional controls based on an Occupational hygiene risk assessment. • Access to external assistance including e.g. police, emergency services, fire. • Emergency plans, emergency equipment (e.g. eye wash stations, fire extinguishers).
Other Critical Risk Interactions	• Confined Space



Lack of Oxygen

Critical Risk	A lack of oxygen, caused by other gases taking its place.
Critical Controls (CC)	• (CC01) Maintenance of integrated ventilation systems in accordance with OEM requirements. • (CC02) Installation, and monitoring of low oxygen sensors (Include testing of sensors in performance requirements). • (CC03) Installation, and monitoring of detection alarms. (Include testing of alarms in performance requirements). • (CC04) Installation, maintenance, use and testing of emergency shut off valves. • (CC05) First aid applied as per first aid training.
Non-Critical Controls	• Signage for all SCU labs. • Leak tests carried out post-change over of fittings. • Emergency response plans are in place for all SCU campuses.
Other Critical Risk Interactions	• Diving • Boating



Occupational Violence and Aggression

Critical Risk	Violence and Aggression towards a SCU employee, student, visitor or contractor.
Critical Controls (CC)	• ((CC01) Duress alarms: Installed and accessible at critical locations. • (CC02) A potential high-risk persons is established and maintained and action is taken per the database recommendations. • (CC03) There are three-yearly security assessments completed for SCU campus and sites, followed on by installation and maintenance of security equipment based on those assessments. • (CC04) There is controlled access of to SCU campus buildings and controlled sites. • (CC05) There is a defined process to ensure a minimum of two SCU employees are present when interacting with people identified as high risk people (potential for occupational violent behaviour) or attending a location where high risk people may be present or is remote and isolated. • (CC06) First aid applied as per first aid training.
Non-Critical Controls	• Employee and student 'campus safety' awareness training. • Regular, visible campus security patrols. • Building design review to consider ample lighting, forward-facing doors with swipe card access only, and other security measures. • Weekend campus work security protocol (check in and out with security). • Oversight of tenants security policies. • Employee de-escalation training. • Security escorts available on request. • Regular and visible campus security patrols. • Relocation option in DV or harassment instances. • Property Services maintenance tools securely locked away when not in use. • Physical barriers in use for student facing services. • Campus lockdown procedure.
Other Critical Risk Interactions	• Remote or isolated work • Vehicle Operation



Person-Vehicle and Machinery Interaction

Critical Risk	Colleagues working near or operating fixed or mobile machinery face the risk of exposure to hazardous machinery and mobile plant danger zones.
Critical Controls (CC)	• (CC01) All energy sources must be isolated and locked out when SCU employees are inspecting, repairing, maintaining or cleaning plant or equipment. • (CC02) SCU employees to establish and maintain control of exclusion zones around operating machinery or equipment. • (CC03) Preventive Maintenance, Inspection and Repair of Plant Critical Systems including guarding, operational controls, emergency stops and warning devices. SCU to ensure this is carried out by a qualified individual. • (CC04) Ensure spotters are in a safe visible location to prevent contact with plant at all times.
Non-Critical Controls	• Stable parking, dedicated walkways, traffic management (barricading, walkways). • Limit speed of vehicles, mobile plant or machinery to minimise the likelihood of impacting person and/or provide enough time for worker to take evasive action in the event of a loss of control of vehicle or machinery. • Whole of plant and machinery risk management lifecycle is implemented and effective. • High-risk work licenses of SCU operators are held, maintained and checked. • Controlled traffic management plans for powered mobile plant. • Quick reference guide for exposure to mobile or fixed plant risks. • Competency based inductions for mobile plant. • Safe Work Procedures are put in place by the Work Unit that align with manufacturers instructions.
Other Critical Risk Interactions	• Remote and isolated work • Boating



Pressurised Gas and Stored Energy

Critical Risk	Uncontrolled release of pressurised gas or stored energy poses a serious threat, for those working in the vicinity of supply systems.
Critical Controls (CC)	• (CC01) Structural integrity maintained across containment vessels, delivery lines valves and associated equipment that meet Australian Standard. Inspected according to schedule. • (CC02) Ventilation/fume cabinets in place in SCU labs as required. • (CC03) Sensors and detectors installed and monitored with employees responding in the event of the sensor detects a substance above the maximum exposure levels. • (CC04) Prior to working on all pressurised gas and stored energy, equipment it must be de-pressurised by isolating and locking out the equipment. • (CC05) Emergency response procedures in place.
Non-Critical Controls	• Regulation of poisonous gases (include in hazardous substances). • Exclusion zones when transporting cylinders. • Airline guns must have protectors and hard covers. • Pressure testing of storage. • Blast shields. • Maintenance of pressure relief valves. • Training/awareness provided to SCU employees. • Security, and correct storage and handling. • Ongoing inspection regime. • Fire containment systems.
Other Critical Risk Interactions	• Confined Space



Radiation

Critical Risk	Working with or near sources of radiation carries the risk of inappropriate exposure or long-term accumulation.
Critical Controls (CC)	• (CC01) University wide audit and scan for all unknown sources. • (CC02) SCU maintains a secure storage bunker with room and security restrictions. • (CC03) SCU maintains personal monitoring records through log of scans to ensure legislative limits. • (CC04) SCU maintains regularly maintenance and monitoring of machinery, equipment and detection devices relating to radiation. • (CC05) SCU must appoint a qualified radiation safety officer who holds a radiation officer certificate.
Non-Critical Controls	• Quarterly inspections, internal auditing and monitoring. • Radiation Safety Committee implemented and meets regularly. • Work Unit Induction Training.
Other Critical Risk Interactions	• Remote and Isolated Work



Remote and Isolated Work

Critical Risk	Working in remote or isolated environments heightens risks, as isolation exacerbates hazards.
Critical Controls (CC)	• (CC01) When conducting remote and isolated work, where there is or may not be network service available, a lone worker device is mandatory (e.g. Personal Location Beacon, EPIRB for water, Garmin InReach, Satellite phone). • (CC02) All vehicles doing travelling remotely shall have a suitable workplace portable first aid kit, Off-Road Motoring Kit and 3L of water per person. • (CC03) Readily accessible fixed duress alarms with 24 hour real time monitoring for workplaces where there is a risk of violence and aggression. • (CC04) All remote journeys shall require a completed risk assessment prior to commencement. A journey management plan, with check in/out will be approved and monitored by the line supervisor. • (CC05) First aid applied as per first aid training. • (CC06) SCU employees shall ensure a Marine Commercial F Scale first aid kit is readily accessible when working on water, and first aid officers hold a current first aid qualification (Marine Order 504).
Non-Critical Controls	• On call persons to check in/check out for all work conducted out of hours.
Other Critical Risk Interactions	• All • Boating • Diving • Vehicle Operation



Vehicle Operation

Critical Risk	Operating vehicles on public roads, off-road and campus risks collisions with people or objects.
Critical Controls (CC)	• (CC01) SCU fleet vehicles maintained as per OEM maintenance schedule. • (CC02) Fatigue Risk Management with restricted work hours and minimum rest periods are adhered to by all SCU employees and students driving for SCU purposes. • (CC03) Fit-for-purpose fleet vehicles with an ANCAP rating of 5 stars. • (CC04) Employees to complete a journey plan risk assessment for designated journeys and follow the agreed controls as part of the broader project plan (if relevant). Risk assessment and plan to be approved by Head of Work Unit. • (CC05) All cargo/equipment/tools to be restrained during transport. • (CC06) First aid applied as per first aid training.
Non-Critical Controls	• Employees to complete monthly vehicle inspection. • All SCU employees and students must complete the University Driver Safety Induction before using a vehicle for SCU purposes. • Specialist 4WD training for selected employees required to drive 4WDs who are required to work remotely and 4WD. • Vehicle familiarisation induction when SCU employees introduced into a new vehicle type/model. • Where possible, technological facilities such as video-conferencing and teleconferencing are to be considered as an option to reduce travel between campuses.
Other Critical Risk Interactions	• Remote work • Violence & Aggression • Animals



Working in and around Water

Critical Risk	Working in, on, or near open bodies of water poses a risk of drowning.
Critical Controls (CC)	• CC01) Wearing of a personal flotation device (PFD) where required by law and for all vessels (including kayak, dinghy, boat). • (CC02) SCU employees shall carry location beacons when conducting outdoor activities in and around water and is remote and isolated. • (CC03) Utilising weather alerts, prior to and during work in an open body of water. • (CC04) A spotter must be utilised when working in, or in the vicinity of water with the potential for the presence of crocodiles. • (CC05) SCU employees shall ensure a Marine Commercial F Scale first aid kit is readily accessible when working on water or near water.
Non-Critical Controls	• Nil.
Other Critical Risk Interactions	• Remote and Isolated Work • Animals • Boating • Diving



Psychosocial

Critical Risk

Psychosocial risk factors refer to environmental, relational and operational hazards at SCU that may affect people's psychological and physical health.

Overview of Approach

- Psychosocial critical risk management differs significantly from physical critical risk management due to the nature of the risks involved. Psychosocial risks are less visible than physical risks and stem from factors like design or management of work, workplace interactions and behaviours, plant and work environment
 - Determining psychosocial critical risks involves a more nuanced approach compared to physical risks. SCU has gathered qualitative and quantitative data, such as employee surveys, interviews, and incident reports, to identify areas of risk. The risks and controls identified were verified through consultation. This collaborative and iterative process that SCU has adopted will ensure that the controls implemented—such as leadership training, support systems, or changes to job design—effectively address the systemic causes.
-

Other Critical Risk Interactions

- Occupational Violence and Aggression
 - Remote and Isolated Work
-

For more information

- <https://www.scu.edu.au/staff/hr-services/workplace-health-and-safety/psychosocial/#d.en.542698>
-



**Southern Cross
University**



For more information

WHS Critical Risk Assurance Standard: SCU Policy Library

Critical Control Verification Checklists: RiskWare

Safety Essentials online training: SCOUT

Contact the WHS Team at whs@scu.edu.au

Or visit www.scu.edu.au/staff/hr-services/workplace-health-and-safety/