

BDSSS 13-19yrs
CURRICULUM ACTIVITY RISK ASSESSMENT

| | |
|--|---|
| <i>NORTH BUNDY SHS</i> | |
| School/College | <i>KEPNOCK SHS, BUNDABERG SHS, ST LUKES AC, SHA LOM COLL, GINGIN SHS,</i> |
| Curriculum Activity <small>(Attach the EQ Activity Guidelines to this document)</small> | |
| Risk Level | <i>LOW</i> |
| Details of Activity | <i>TENPIN BOWLING</i> |
| Teachers / Leaders of Activity | <i>SONJA WHITE / LEIGH MAULLEY, MICHAEL SLY, TORI HENSEL, TRACEY HALL, DEBBIE BISHOP, MICHELLE RIDGE.</i> |
| Year Levels Involved | <i>10-12.</i> |
| Start Date | <i>17/02/21</i> |
| End Date | <i>31/03/21</i> |
| Approximate Supervision Ratio | <i>9:60</i> |
| Venue | <i>BUNDY BOWL & LEISURE</i> |
| Minimum supervision requirements met <small>(as per Education Queensland Curriculum Activity Risk Management Guideline)</small> | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| A registered teacher will be present to take overall control | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| Minimum qualification requirements met <small>(as per Education Queensland Curriculum Activity Risk Management Guideline)</small> | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| Current first aid qualifications including Cardio Pulmonary Resuscitation (CPR) or ready access to first aid facilities, including qualified personnel | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| Blue Card requirements met | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| Minimum Equipment / Facilities Requirements met <small>(as per Education Queensland Curriculum Activity Risk Management Guideline)</small> | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| If NO for any of the above, risk will be managed through the following | |
| Suggested control measures have been met <small>(as per Education Queensland Curriculum Activity Risk Management Guideline)</small> | |
| <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No | |
| If NO, risk will be managed through the following | |
| Is parental permission required for this activity? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| If YES has it been gained? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| Does the Venue holding the Competition/Trials have a Covid-19 Safe Plan | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| If NO (and it is a School), does the Principal of that School approve the use of their school and comply with the Covid-19 Safety measures | <input type="checkbox"/> Yes <input type="checkbox"/> No |
| Extra Information | |
| Submitted by | <i>Sonja White</i> |
| Date | <i>11/02/21</i> |

APPROVAL

- ☒ Approved as submitted
☐ Approved with the following condition(s)
☐ Not approved for the following reason(s)

By: *Paul Thompson*

Designation: *BSSS chair*

Signed: *[Signature]*

Date: *17/2/21*

Teachers / Leaders of this activity who have been trained in these procedures and read the relevant Education Queensland Activity Guidelines.

Monitor and Review

Are the control measures still effective?

☐ Yes ☐ No

Have there been any changes?

☐ Yes ☐ No

Are further actions required?

☐ Yes ☐ No

Details:

Completed By

Date / /

Curriculum Activity Risk Assessment

INSERT NAME OF ACTIVITY HERE

clever • skilled • creative

Note: Use this Risk Assessment for a **high** or **extreme** risk activity where a Curriculum Activity Risk Assessment Guideline does not exist. If a [Curriculum Activity Risk Assessment Guideline](#) exists for your activity, it is to be adhered to and completed as your Risk Assessment.

Activity Description: Ten Pin Bowling

Teachers/Leaders: Sonja White, Leigh McAuley, Debbie Bishop, Tori, Michael Sly, Michelle Ridge

Class groups: Years 10, 11 & 12 (Seniors)

Number of students (approx.): 55

Start date: 17/02/2021

Finish Date: 31/03/2021

Supervision ratio (approx.): 9:55

Use this risk assessment matrix as a guide to assess the inherent risk level. Refer to the attached appendix for further details.

| Likelihood | Consequence | | | | |
|------------------|-----------------|---------|------------|---------|------------|
| | 1 Insignificant | 2 Minor | 3 Moderate | 4 Major | 5 Critical |
| 5 Almost Certain | Medium | Medium | High | Extreme | Extreme |
| 4 Likely | Low | Medium | High | High | Extreme |
| 3 Possible | Low | Medium | High | High | High |
| 2 Unlikely | Low | Low | Medium | Medium | High |
| 1 Rare | Low | Low | Low | Low | Medium |

Indicate the assessed risk level and undertake the actions required for that level of risk.

| Inherent Risk Level | | | Action Required / Approval |
|-------------------------------------|---------|---|---|
| <input type="checkbox"/> | Low | Little chance of incident or injury. | <input checked="" type="checkbox"/> Manage through regular planning processes |
| <input checked="" type="checkbox"/> | Medium | Some chance of an incident and injury requiring first aid. | <input checked="" type="checkbox"/> Document controls in planning documents and/or complete this <i>Curriculum Activity Risk Assessment</i> . <input checked="" type="checkbox"/> Consider obtaining parental/carers permission. |
| <input type="checkbox"/> | High | Likely chance of a serious incident and injury requiring medical treatment. | <input checked="" type="checkbox"/> A <i>Curriculum Activity Risk Assessment</i> is required to be completed. <input checked="" type="checkbox"/> Principal or head of program (e.g. DP, HOD, HOSSES) approval prior to conducting this activity is required. <input checked="" type="checkbox"/> Once approved, activity details are to be entered into the <i>School Curriculum Activity Register</i> . <input checked="" type="checkbox"/> Obtaining parental permission is recommended. |
| <input type="checkbox"/> | Extreme | High chance of a serious incident resulting in highly debilitating injury. | <input checked="" type="checkbox"/> Consider alternatives to the activity. <input checked="" type="checkbox"/> A <i>Curriculum Activity Risk Assessment</i> is required to be completed. <input checked="" type="checkbox"/> Principal approval prior to conducting this activity is required. <input checked="" type="checkbox"/> Once approved, activity details are to be entered into the <i>School Curriculum Activity Register</i> . <input checked="" type="checkbox"/> Parental/carers permission must be obtained for student participation. |

Minimum Standards

Listed below are the general 'minimum' recommendations for the management of **High** and **Extreme** risk activities. For any items you check "No", provide further information on the additional controls to be implemented. For any items that are not applicable, check N/A.

| Minimum Supervision and Qualifications | | | | |
|--|---|---|---------------|---|
| <input checked="" type="checkbox"/> | Registered teacher with minimum qualifications and experience as required by the nature of the activity | | | |
| OR | | | | |
| <input type="checkbox"/> | Registered teacher and an adult with minimum qualifications required to conduct this activity | | | |
| <input checked="" type="checkbox"/> | Sufficient adults with current First Aid qualifications including CPR | | | |
| Number of adults supervising the activity: | | | | |
| | Teachers | 6 | Teacher Aides | |
| | | | Others | 4 |
| <input type="checkbox"/> | Blue Card requirements met | | | |
| <p><i>Note: The minimum adult supervision required will depend on the nature of the activity, individual needs, number of students, environment etc.</i></p> <p><i>If the activity is to be conducted by external leaders, obtain a copy of relevant qualifications and risk management information.</i></p> | | | | |
| Further information: | | | | |
| 1 teacher or parent for each school group and Bundy Bowl & Leisure provides 3-4 coaches. | | | | |

| Minimum Equipment/Facilities for the Activity | Yes | No | N/A |
|--|---|--------------------------|-------------------------------------|
| First Aid kit suitable for activity is readily available | <input checked="" type="checkbox"/> | <input type="checkbox"/> | |
| Communication system: | <input checked="" type="checkbox"/> telephone line at location <input checked="" type="checkbox"/> mobile phone <input type="checkbox"/> walkie talkies <input type="checkbox"/> student/adult messenger | | |
| Other: | | | |
| Sun safety equipment if outdoors (hat, sunscreen, shirt, shade etc) | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| Drinking water (students should not share drinking containers) | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Suitable personal protective equipment to be used | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| All equipment and facilities comply with relevant safety standards | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Further information: | | | |
| Bundy Bowl & Leisure provides coaches Bundy Bowl has a First Aid Kit, phone at the facility and provide drinking water for students. Students participate in warm-up activities. Students bring their own support gear if needed. | | | |

| Governing Bodies/Associations | Yes | No | N/A |
|--|-------------------------------------|--------------------------|--------------------------|
| Do guidelines from a governing body exist for this activity? | <input checked="" type="checkbox"/> | <input type="checkbox"/> | |
| If so, have they been referred to and followed? | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Further information: Tenpin Bowling Association Qld. - TBAQ | | | |

Hazards and Control Measures

Listed below are indicative hazards/risks and suggested control measures. They are by no means exhaustive lists. Add details of any other hazards/risks or additional controls you intend to implement. For any items not applicable, please check N/A.

| Hazards/Risks | Recommended Control Measures | Yes | No | N/A | Detail how this will be implemented and any additional controls |
|--|---|-------------------------------------|--------------------------|--------------------------|---|
| Students Medical conditions Special needs High-risk behaviours | <ul style="list-style-type: none"> Obtain parental permission, including relevant medical information. | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Each school has permission forms that students and parents have signed prior to playing |
| | <ul style="list-style-type: none"> When students with medical conditions are involved, ensure that relevant medical/emergency plans and medications are readily available (i.e. insulin, Ventolin®, EpiPen®, etc). | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Teacher/parents would ensure medication and emergency plans are available. |
| | <ul style="list-style-type: none"> Refer to Individual Education Plan/Educational Adjustment Plan/Behaviour Management Plan and other student documents. | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Teachers will be aware of any and all special consideration such as health, ISP, Behavior plans, etc. |
| | <ul style="list-style-type: none"> Where necessary, obtain advice from relevant Advisory Visiting Teachers or specialist Teachers. | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| | <ul style="list-style-type: none"> Refer to relevant student management/behaviour plans, or other student records. | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |

| Hazards/Risks | Recommended Control Measures | Yes | No | N/A | Detail how this will be implemented and any additional controls |
|---|---|-------------------------------------|--------------------------|-------------------------------------|--|
| | <ul style="list-style-type: none"> Provide additional supervision. Jewellery can be a serious hazard when undertaking many activities. All forms of jewellery should be considered in terms of the risk it presents for each activity. Procedures should be put in place to ban, dissuade or protect (e.g. tape) the wearing of jewellery accordingly. | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Students have to follow school rules re jewelry as well as TBAQ rules |
| Physical Contact with: - other people - flying objects - hard surfaces | <ul style="list-style-type: none"> Instruction in rules, safety procedures and prerequisite skills before participation in the activity. Protective equipment is used where required. | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Bundy Bowl & Leisure Head Coach goes over rules and procedures of safety & bowling etiquette Students bring their own protective or supporting gear if they require it. |
| Physical Exertion Strains Sprains Fatigue and exhaustion | <ul style="list-style-type: none"> Appropriate warm-up and warm-down activities. Progressive and sequential skills development. First Aid equipment available - e.g. ice packs, water. Continuously monitor students for signs of fatigue and exhaustion. | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Infection Control Body Fluids (e.g. Blood, saliva) Hygiene Food handling | <ul style="list-style-type: none"> Comply with Infection Control Guideline. Be prepared to deal with student injuries/accidents involving bodily fluids that are possible given the nature of the activity and students. Establish processes to maintain safe hygiene standards. | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Bundy Bowl & Leisure has current Covid-19 Plan BDSSS also has procedures to follow should there be a Covid -19 outbreak |
| Environmental Sun safety Weather conditions (e.g. storms, wind) Site hazards (e.g. isolation, heights, fauna, flora, noise, deep water) Vehicles | <ul style="list-style-type: none"> Adopt sun-safe strategies e.g. <ul style="list-style-type: none"> schedule activity early morning/late afternoon activity to be carried out under cover hats, sun-smart clothing, sunscreen. Monitor weather conditions - prepare contingency plan. Check site for hazards and implement controls as necessary. Check site for poisonous plants/dangerous animals. | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | |

| Hazards/Risks | Recommended Control Measures | Yes | No | N/A | Detail how this will be implemented and any additional controls |
|--|---|--|--|--|---|
| | <ul style="list-style-type: none"> Establish safe, designated areas for people and vehicles. | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Equipment/ Materials Hazardous substances Sharp implements High risk plant/ tools/equipment Electricity Props, stages, lights etc. | <ul style="list-style-type: none"> Refer to Material Safety Data Sheet (MSDS) for each hazardous substance used. Provide complete safety instructions on the use of all equipment. Establish safety zones for use of equipment. Electrical items are maintained as required, and visually inspected before use. | <input type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> | <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> | |

| Other Hazards/Risks | Additional Control Measures |
|---------------------|--|
| | <p>These would relate to the specific student needs, locations and conditions in which you are conducting your activity.</p> <p>Tenpin is an indoor sport, bowling shoes are to be worn. Venue covers warm-up activities, coaching and monitoring of students.</p> |

| | |
|---|------------------|
| Submitted by: Sonja White | Date: 16/02/2021 |
| Indicate the names of staff involved in the preparation of this risk assessment. Sonja White, Leigh McAuley, Debbie Bishop, Tori , Michael Sly, Michelle Ridge | |

| Approval | |
|--|---|
| <input type="checkbox"/> | Approved as submitted: |
| <input type="checkbox"/> | Approved with the following conditions: |
| <input type="checkbox"/> | Not Approved for the following reasons: |
| By: | Designation: |
| Signed: | Date: |
| Once approved, activity details should be entered into the School Curriculum Activity Register by administrative staff. | |
| Reference No. | |

| Monitor and Review <i>(To be completed during and/or after the activity.)</i> | Yes | No |
|---|--------------------------|--------------------------|
| Are the control measures still effective? | <input type="checkbox"/> | <input type="checkbox"/> |
| Have there been any changes? | <input type="checkbox"/> | <input type="checkbox"/> |
| Are further actions required? | <input type="checkbox"/> | <input type="checkbox"/> |
| Details: | | |

Important Links

- HLS-PR-012: Curriculum Activity Risk management
<http://education.qld.gov.au/strategic/eppr/health/hlspr012/>
- HLS-PR-003: First Aid
<http://education.qld.gov.au/strategic/eppr/health/hlspr003/>
- HLS-PR-005: Health and Safety incident recording and notification
<http://education.qld.gov.au/strategic/eppr/health/hlspr005/>
- SCM-PR-002: School Excursions
<http://education.qld.gov.au/strategic/eppr/schools/scmpr002/>
- HRM-PR-010 Working With Children Check - Blue Cards
<http://education.qld.gov.au/strategic/eppr/hr/hrmpr010/>
- HLS-PR-013: Developing a Sun Safety Strategy
<http://education.qld.gov.au/strategic/eppr/health/hlspr013/>
- HLS-PR-006: Managing risks with chemicals in Department of Education and Training workplaces
<http://education.qld.gov.au/strategic/eppr/health/hlspr006/index1.html>
- Infection Control Guideline
http://education.qld.gov.au/health/pdfs/healthsafety/infection_control_guideline.pdf
- Queensland School Sport
http://www.learningplace.com.au/default_suborg.asp?orgid=128&suborgid=788
- Electrical
<http://education.qld.gov.au/health/safety/hazards/electrical.html>
- Portable Electrical Power Equipment
<http://education.qld.gov.au/strategic/eppr/health/hlspr012/resources/toolsportelectric.pdf>
- Recreational Diving, Recreational Technical Diving and Snorkelling Code of Practice 2010
http://www.deir.qld.gov.au/workplace/resources/pdfs/divingrecreational_code2010.pdf
- *Safety in Recreational Water Activities Bill 2011*
<http://www.legislation.qld.gov.au/Bills/53PDF/2011/SafeRecWAB11.pdf>

APPENDIX

MANAGING RISKS IN CURRICULUM ACTIVITIES

This document aims to assist staff undertake an effective risk assessment. The information presented here should be seen as the 'minimum expected standard' to manage risk, rather than the definitive list of requirements.

All the information presented should be carefully considered in respect to specific context, such as:

1. Which students will be involved? (age, maturity, experience, specific needs, number)
2. What will students be doing? (jumping, swimming, cutting, cooking, throwing etc)
3. What will students be using? (hazardous materials, sporting equipment, tools, stove etc)
4. Where will students be? (classroom, outdoors, pool, creek, at height etc)
5. Who will be leading the activity? (experience, qualifications etc)

THE RISK MANAGEMENT PROCESS

The workplace health and safety risk management process involves the following steps:

1. **Identify the potential hazards**
2. **Assess the risk**
3. **Decide on the control measures**
4. **Implement the control measures**
5. **Monitor and review**

Ideally, this risk management process should be integrated into routine lesson planning.

Risk assessments are best completed by more than one person thinking about the hazards and controls. Therefore, you are encouraged to involve those planning and delivering the activity in the risk assessment process.

By incorporating effective risk management processes into curriculum planning, staff will be taking proactive measures to minimise the risk of harm to all involved.

Step 1. IDENTIFYING THE POTENTIAL HAZARDS

Hazards are things that have the potential to cause harm.

Hazards come in many forms - some are common and easily identifiable such as using machinery, falling from heights, javelin throwing, and infectious diseases.

Other hazards may not be as common and may be harder to identify, e.g. activities that would normally be low risk become much riskier when they are done in a new or unusual way, such as with younger students, with large groups, in unfamiliar settings, or for the first time.

Once the hazards have been identified, the level of risk they pose needs to be assessed.

Step 2. ASSESS THE LEVEL OF RISK

Risk is the likelihood that a harmful consequence (e.g. injury) will occur when exposed to a hazard. As such, a risk level is made up of two elements, the:

- (a) **Likelihood** of an incident happening, and
- (b) **Consequence** if it did happen.

$$\text{Risk} = \text{Likelihood} \times \text{Consequence}$$

There are many factors that influence the likelihood and consequence of an incident. A few examples include the:

- duration or frequency of the exposure to the hazard (e.g. sun or chemical exposure)
- competence of those undertaking the activity (no training or inexperience may lead to an accident)
- environmental conditions (e.g. water in the vicinity of electricity, getting injured in an isolated area)
- speeds, heights and weights of objects being used. The greater the force, the greater the impact.

To assess the level of risk, consider the likelihood of an incident happening in combination with the seriousness of the consequence.

Use the matrix below as a guide to assist with the risk assessment.

| Likelihood | Consequence | | | | |
|------------------|-----------------|---------|------------|---------|------------|
| | 1 Insignificant | 2 Minor | 3 Moderate | 4 Major | 5 Critical |
| 5 Almost Certain | Medium | Medium | High | Extreme | Extreme |
| 4 Likely | Low | Medium | High | High | Extreme |
| 3 Possible | Low | Medium | High | High | High |
| 2 Unlikely | Low | Low | Medium | Medium | High |
| 1 Rare | Low | Low | Low | Low | Medium |

| Consequence Rating | Description of Consequence |
|--------------------|--|
| 1. Insignificant | No treatment required |
| 2. Minor | Minor injury requiring First Aid treatment (e.g. minor cuts, bruises, bumps) |
| 3. Moderate | Injury requiring medical treatment or lost time of four or fewer days |
| 4. Major | Serious injury (injuries) requiring specialist medical treatment or hospitalisation, or greater than four days lost time |
| 5. Critical | Loss of life, permanent disability or multiple serious injuries |

Step 3. DECIDE ON THE CONTROL MEASURES

The assessed inherent risk level will determine the degree of planning and approval required.

| Risk Level | | Action Required/Approval |
|------------|---|---|
| Low | Little chance of incident or serious injury. | <ul style="list-style-type: none"> Manage through regular planning processes. |
| Medium | Some chance of an incident and injury requiring first aid. | <ul style="list-style-type: none"> Document controls in planning documents and/or complete a <i>Curriculum Activity Risk Assessment</i>. |
| High | Likely chance of a serious incident and injury requiring medical treatment. | <ul style="list-style-type: none"> <i>Curriculum Activity Risk Assessment</i> required. Principal or delegated head of program (i.e. DP, HOD, HOSES) to review and approve risk assessment. Once approved, activity details to be entered in the <i>School Curriculum Activity Register</i>. Parental/carers permission is recommended. |
| Extreme | High chance of a serious incident resulting in highly debilitating injury. | <ul style="list-style-type: none"> Consider alternatives to the activity. <i>Curriculum Activity Risk Assessment</i> detailing significant control measures will be required. Principal to review and approve risk assessment. Once approved, activity details to be entered in the <i>School Curriculum Activity Register</i>. Parental/carers permission must be obtained for student participation. |

[Curriculum Activity Risk Assessment Guidelines](#) have been developed for many common curriculum activities. These are available online and are updated when necessary. If a *Curriculum Activity Risk Assessment Guideline* exists for a specified activity being planned, the guideline is to be adhered to and completed as a risk assessment.

If unsure when to do a risk assessment, or how to do one, refer to [HLS-PR-012 Managing Risks in Curriculum Activities](#) and/or consult with the supervisor for advice and assistance.

Control measures are methods used to lower the level of risk to an acceptable level. The types of control measures are listed below in the 'hierarchy of control' - they should be considered and used in this preferred order:

- I. **Elimination:** remove the hazard completely from the workplace or activity
- II. **Substitution:** replace a hazard with a less dangerous one (e.g. using a softer ball, different location)
- III. **Isolation:** separate people from the hazard (e.g. safety barrier)
- IV. **Redesign:** making a machine or work process safer
- V. **Administration:** putting rules or training in place to make a workplace safer
- VI. **Personal Protective Equipment:** protective clothing and equipment (e.g. helmet, gloves, shin-pads).

Step 4. IMPLEMENT THE CONTROL MEASURES

Sufficient control measures are to be implemented to reduce the risk to an acceptable level.

For all high and extreme risk activities, the control measures should be implemented in accordance with the approved risk assessment.

Step 5. MONITOR AND REVIEW

At all times, the controls should be monitored to ensure they are providing the intended level of safety.

It is important to assess the effectiveness of the control measures you have implemented as the activity is being conducted and after the activity is completed. This step of the risk management process is often overlooked. If necessary, modify or add control measures to ensure safety.

Record any changes to the safety measures in the Monitor and Review section of the Curriculum Activity Risk Assessment for future reference.

FURTHER INFORMATION

For further information on incorporating risk management strategies into curriculum activity planning, refer to [HLS-PR-012 Managing Risks in Curriculum Activities](#) and the associated list of [Curriculum Activity Risk Assessment Guidelines](#).

For further advice and support with risk management, contact trained staff in schools such as Workplace Health and Safety Officers (WHSOs) and Workplace Health and Safety Representatives (WHSRs), and regional staff such as [Senior Health and Safety Consultants](#).