

WHS STANDARDS INTELLIGENCE REPORT

WHS-RR-RC-2026-01

Chaining Workflows — R3 WHS Results Reader | Tool 6

Redstone Civil Pty Ltd | ABN 52 143 867 291 | NQ Civil & Earthmoving

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WHS Code A — transitioning to ISO 45001 + ISO 45003:2021 compliance readiness

Prepared for Redstone Civil Pty Ltd using the supplied business profile and WHS deep research material. The key starting point is clear: Redstone has proven site delivery capability, but its WHS documentation status is **Code A — nothing formal, safety handled by experience and common sense**. That is the main blocker for Tier 1, council, CQMS Raize, and supplier panel readiness.

Section	Content	Key update
1	Applicable Standards and Legislation (18 standards)	ISO 45003:2021 confirmed present
2	Critical Compliance Gaps — 7 gaps	Gap 6 locked to psychosocial
3	High Risk Construction Work Requirements (11 activities)	—
4	Document Suite Outline (6 categories)	Category 6: Psychological Health Documents
5	Priority Build Order + 30-Day Sprint Plan	Days 24–26: psychosocial build

1. Applicable Standards and Legislation

■ **ISO 45003:2021 CHECK — CONFIRMED PRESENT.** ISO 45003:2021 is present in the pasted Deep Research results and is listed alongside AS/NZS ISO 45001:2018. **Relationship:** ISO 45001 is the OHS management system framework — the Plan-Do-Check-Act architecture for all safety risks. ISO 45003 is the companion standard that tells Redstone how to include fatigue, workload, isolation, conflict, poor communication, and stress inside that same OHS system. ISO 45001 is the system; ISO 45003 is how psychosocial risk fits into it.

Standard / Act / Regulation	Purpose	How it applies to Redstone Civil
Work Health and Safety Act 2011 (Qld)	Main WHS law. S19: PCBU primary duty. S27: officer due diligence. S28: worker duties.	Redstone as PCBU must provide safe plant, safe systems of work, training, and supervision. Mark Redstone must demonstrate due diligence — not just say the crew "knows what they're doing."
WHS Regulation 2011 (Qld)	Converts the WHS Act into practical requirements for risk control, plant, construction, SWMS, excavation, noise. S299 mandates SWMS before HRCW.	Applies directly to excavators, graders, rollers, trucks, road work, drainage, trenching, plant movement, and traffic interface.
WHS (Psychosocial Risks) Amendment Regulation 2022 (Qld)	Inserted psychosocial risk duties into the WHS Regulation. Commenced 1 April 2023.	Redstone must manage psychosocial hazards — fatigue, high workload, role overload, isolated work, conflict, pressure from multiple simultaneous projects — with the same risk discipline as physical hazards.
Managing psychosocial hazards at work COP 2022	Practical Queensland guidance for preventing psychological harm from psychosocial hazards.	Required for Redstone's small-team model. Makes clear psychosocial risks are WHS risks, not optional HR/wellbeing matters.
AS/NZS ISO 45001:2018 (incl. Amendment 1:2024)	Internationally recognised OHS management system framework.	Best framework for Redstone's WHS Management Plan, risk register, audit records, responsibilities, review cycle, and Tier 1-ready documentation.
AS/NZS ISO 45003:2021	Guidance for psychological health and safety at work. Companion to ISO 45001.	Use to build Redstone's psychosocial risk register, consultation records, workload controls, fatigue controls, and worker support process.
AS 1742.3:2019 — Traffic control for works on roads	Sets requirements for traffic control measures through work sites.	Applies to Mount Louisa-style road maintenance, table drain works, grader operations near public traffic, signage, cones, barriers, and traffic management plans.
AS 5488.1:2022 — Classification of Subsurface Utility Information	Framework for consistent classification and management of subsurface utility information.	Applies before excavation, trenching, drainage, and road reserve works. Redstone must obtain and use current underground service information before digging.
AS 5488.2:2022 — Subsurface utility engineering	Engineering management of subsurface utilities.	Important for pipeline, road reserve, and drainage works where utility strikes could stop the job or cause serious harm.
AS 3798:2012 — Earthworks for commercial/residential developments	Earthworks execution, testing, compaction, and fill control guidance.	Applies to subdivision bulk earthworks, pavement preparation, subgrade preparation, and compaction evidence such as 98% MDD results.
AS 20474.1:2025 — Earthmoving machinery safety, general	General safety requirements for earthmoving machinery. Replaces legacy standards.	Applies across Redstone's excavators, grader, skid steer, roller, and site plant controls.
AS 20474.5:2025 — Hydraulic excavators	Safety requirements specific to hydraulic excavators.	Applies to the Komatsu PC120-10 and CAT 320 GC — stability, attachment use, lifting, exclusion zones, operator protection, and maintenance checks.
AS ISO 31000:2018 — Risk management	General risk management guidance.	Useful for the master operational risk register, project risk review, plant risk assessment, fatigue risk assessment, and workload controls.
AS/NZS 4602.1:2011 — High visibility safety garments	High-visibility garment requirements for high-risk work areas.	Applies to workers outside machines, road work crews, spotters, traffic controllers, and anyone exposed to mobile plant or public traffic.
AS/NZS 2210.3:2019 — Safety footwear	Safety footwear requirements.	Applies to all Redstone workers and visitors on civil sites, uneven ground, drainage works, road reserves, and around heavy plant.

Standard / Act / Regulation	Purpose	How it applies to Redstone Civil
AS/NZS 1269.1:2005 — Occupational noise measurement	Noise exposure measurement and assessment.	Applies to excavators, graders, rollers, and trucks. QLD audiometric testing requirements now apply where workers need hearing protection.
Heavy Vehicle National Law — Chain of Responsibility	Allocates heavy vehicle safety responsibility across all parties who control transport.	Applies to Kenworth, Isuzu, and Hino water truck operations including load restraint, fatigue, mass, dimension, scheduling, loading, and public road movements.
QBCC licensing requirements	Sets licensing for building work and drainage-related work in Queensland.	Redstone must verify whether its drainage scope requires QBCC contractor, nominee supervisor, site supervisor, or occupational drainage licensing.

Amber rows: psychosocial standards and legislation. ISO 45003:2021 is listed as a compulsory standard in this analysis regardless of whether it was present in the deep research input.

2. Critical Compliance Gaps — 7 Gaps

Seven most critical WHS compliance gaps based on Redstone Civil's profile. Gap 6 (psychosocial hazard management) is a protected named gap — present regardless of other gaps identified, as required by the WHS (Psychosocial Risks) Amendment Regulation 2022.

Gap	What is missing	What it should be	Risk	How to address it
1. No formal WHS System	No WHS Management Plan, signed policy, responsibilities matrix, or document control.	Practical WHS Management System aligned to ISO 45001, scaled for 6–15 person civil contractor.	High — first thing Tier 1, council, and CQMS Raize will flag.	Build: WHS Policy, WHS Management Plan, responsibilities register, document control, review schedule.
2. No SWMS suite for HRCW	No formal SWMS for trenching, mobile plant, road work, underground services, or heavy vehicle loading.	SWMS prepared before any HRCW starts, in plain language, signed onto by workers, reviewed when conditions change.	Very high — WHS Reg s299 mandates SWMS before HRCW; s300 requires work to follow the SWMS.	Create first 5 SWMS: mobile plant; trenching; underground services; road maintenance; heavy vehicle loading.
3. No plant evidence or VoC records	Strong plant capability, but no documentary proof: daily checks, defect reporting, maintenance history, VoC.	Machine-specific pre-starts, service records, defect close-out, plant risk assessments, and VoC for each operator.	High — mobile plant collision/rollover is a major fatal-risk area. WHS Reg requires powered mobile plant risks to be managed.	Build plant register, pre-start checklist set, defect form, maintenance register, plant risk assessment, VoC matrix.
4. Weak excavation and service controls	No evidence of excavation permits, service location records, or trench collapse controls.	Excavation procedure, permit-to-dig, BYDA records, potholing records, trench/batter/shoring decision guide.	Very high — excavation risks include trench collapse, falls, airborne contaminants, and underground service strikes.	Build excavation SWMS, permit-to-dig, underground services checklist, trench inspection form, emergency response.
5. Traffic management and CoR not documented	No evidence of traffic management procedures, transport task risk assessment, load restraint, or CoR documentation.	Traffic management procedure aligned to AS 1742.3, heavy vehicle CoR procedure, load restraint checklist, driver fatigue controls.	High — road work exposes workers to public traffic; CoR breaches can involve the driver, scheduler, loader, and business owner.	Build road work SWMS, traffic checklist, CoR policy, load restraint checklist, truck pre-start, fatigue declaration.
6. Psychosocial hazard management absent	No psychosocial hazard identification, risk register, consultation record, fatigue controls, or workload stress process.	Psychosocial hazard register, consultation record, fatigue and workload controls, reporting pathway, ISO 45003 alignment summary.	High — WHS (Psychosocial Risks) Amendment Regulation 2022 (Qld) commenced 1 April 2023. Same identify–assess–control–consult–monitor discipline as physical hazards.	Build psychosocial risk register in the first 30 days. Include fatigue, isolated work, excessive demands, conflict, heat-stress pressure, and tight programme pressure.
7. Noise exposure not formalised	No noise assessment, hearing protection issue records, or audiometric testing plan for plant operators.	Noise risk assessment, PPE issue records, hearing protection controls, audiometric testing schedule, health monitoring file.	Medium–high — from 29 July 2025, QLD PCBUs must provide audiometric testing for workers who need hearing protection.	Build noise procedure, identify high-noise tasks, issue compliant hearing protection, arrange baseline audiometric testing, track dates.

Amber row (Gap 6) is a protected named gap — always present regardless of other gaps identified. Required under the WHS (Psychosocial Risks) Amendment Regulation 2022.

3. High Risk Construction Work Requirements

The WHS Regulation defines HRCW to include work near trenches deeper than 1.5m, work near energised services, work on or beside roads in use by traffic, and work where powered mobile plant is moving. All are directly relevant to Redstone's likely work profile.

Likely HRCW Activity	SWMS requirement	Licence / cert / competency	Who must hold it
Powered mobile plant near workers	Mobile Plant Operation and Pedestrian Segregation	White Card; machine-specific ticket or VoC; site induction	Each plant operator; supervisor verifies competency; spotters inducted into exclusion zones
Trenching or excavation deeper than 1.5 m	Trenching and Deep Excavation Works	White Card; excavator competency; competent person for excavation assessment	Excavator operator, supervisor, spotter, workers near excavation
Drainage channel works and stormwater installation	Excavation, Drainage and Service Installation	Excavator competency; White Card; drainage licensing checked where QBCC applies	Supervisor, excavator operator, drainage crew, licensed drainer where required
Work on, in, or adjacent to a road or traffic corridor	Road Maintenance and Traffic Management	White Card; traffic controller accreditation; traffic management implementation competency	Traffic controllers, traffic management implementer, supervisor, grader/roller/truck operators
Work near underground essential services	Working Near Underground and Overhead Utilities	White Card; potholing competency; operator VoC; supervisor competency in permit-to-dig controls	Supervisor, excavator operator, spotter, locator, any worker digging near services
Work near energised electrical or overhead services	Working Near Overhead Power and Energised Services	White Card; spotter competency; electrical exclusion zone training; operator VoC	Supervisor, plant operator, spotter, workers setting up exclusion zones
Heavy vehicle loading, spoil haulage, plant transport	Heavy Vehicle Loading, Transport and Unloading	HR licence; load restraint competency; CoR awareness; plant loading competency; operator VoC	Truck drivers, loader/excavator operators, supervisor, person scheduling loads
Working at height risk above 2 m	Falls Prevention and Edge Protection	White Card; working at heights competency; harness training only if fall arrest is used	Any worker exposed to fall risk; supervisor must verify controls
Confined space work (if entering pits/culverts)	Confined Space Entry	Confined Space Entry training; standby person training; gas testing competency	Only authorised workers, standby person, and supervisor
Work near water with drowning risk	Work Near Water and Flooded Excavations	White Card; site-specific rescue briefing; plant operator competency	Supervisor, operators, and all workers exposed to water-edge or flooded excavation risk
Contaminated or flammable atmosphere risk	Contaminated Ground / Flammable Atmosphere Controls	White Card; gas testing competency; hazardous substance awareness; respiratory PPE training	Supervisor, workers in affected zone, plant operators, and spotters

4. Document Suite Outline

1. Policies

- WHS Policy Statement (signed by Mark Redstone)
- WHS Responsibilities Policy
- Risk Management Policy
- Mobile Plant Safety Policy
- Excavation and Trenching Safety Policy
- Traffic Management and Road Work Policy
- Heavy Vehicle Chain of Responsibility Policy
- PPE Policy
- Drug and Alcohol Policy
- Fitness for Work and Fatigue Policy
- Incident Reporting and Investigation Policy
- Emergency Management Policy
- Contractor and Visitor Safety Policy
- Environmental Interface Policy
- Health Monitoring and Noise Management Policy

2. Procedures

- WHS Management Plan
- Hazard Identification and Risk Assessment Procedure
- Site Start-Up Safety Procedure
- Daily Pre-Start Procedure
- Toolbox Talk Procedure
- Plant Inspection and Maintenance Procedure
- Mobile Plant and Pedestrian Segregation Procedure
- Excavation Permit and Permit-to-Dig Procedure
- Underground Services Procedure
- Overhead Powerline Procedure
- Road Work and Traffic Interface Procedure
- Heavy Vehicle Loading, Transport and Unloading Procedure
- Fatigue and Heat Stress Procedure
- Noise Exposure and Audiometric Testing Procedure
- Incident Notification and Serious Incident Response Procedure
- Emergency Response Procedure
- Corrective Action Procedure
- Training and Verification of Competency Procedure

3. SWMS Templates

- Mobile Plant Operation and Pedestrian Segregation
- Trenching and Deep Excavation Works
- Working Near Underground and Overhead Utilities
- Road Maintenance and Traffic Management
- Heavy Vehicle Loading, Transport and Unloading
- Bulk Earthworks and Cut/Fill Operations
- Drainage Channel Construction
- Subgrade Preparation and Compaction
- Grader Operations

- Roller Compaction Operations
- Water Truck Operations
- Working Near Excavation Edges
- Work Near Water or Flooded Excavations
- Working in Hot Conditions / Heat Stress Control
- Manual Handling and Site Materials Handling
- Refuelling and Diesel Handling
- Plant Maintenance and Isolation
- Emergency Recovery of Bugged or Disabled Plant

4. Forms and Registers

- Master Risk Register
- Plant Register
- Plant Pre-Start Checklists (Excavator, Grader, Roller, Skid Steer, Trucks, Water Truck)
- Defect Report Form
- Maintenance Register
- Training Matrix
- Verification of Competency Register
- Licence and Ticket Register
- PPE Issue Register
- Noise Exposure Register
- Audiometric Testing Register
- Incident Report Form
- Near Miss Report Form
- Hazard Report Form
- Corrective Action Register
- Toolbox Talk Record
- Site Induction Register
- Visitor Register
- Excavation Permit
- Service Location / BYDA Record
- Traffic Management Checklist
- Load Restraint Checklist
- Fatigue Declaration Form
- Daily Site Diary

5. Induction Records

- Company WHS Induction
- Site-Specific Induction
- Plant Operator Induction
- Mobile Plant Exclusion Zone Induction
- Traffic Management / Road Work Induction
- Excavation and Underground Services Induction
- Emergency Response Induction
- PPE Induction
- Hazard and Incident Reporting Induction
- Fatigue, Heat Stress and Fitness for Work Induction
- Visitor and Delivery Driver Induction
- Young Worker / New Worker Supervision Record

6. Psychological Health Documents

Required under the WHS (Psychosocial Risks) Amendment Regulation 2022. These are **not optional wellbeing documents** — they are formal WHS compliance requirements under Queensland law.

- Psychosocial Risk Management Policy
- Psychosocial Risk Register
- Worker Consultation Record — Psychosocial Hazards
- Fatigue and Workload Risk Assessment
- Isolated Work / Remote Work Communication Procedure

- High Job Demands Control Plan
- Role Clarity and Supervisor Communication Checklist
- Workplace Behaviour and Respectful Conduct Procedure
- Bullying, Harassment and Conflict Reporting Procedure
- Confidential Issue Reporting Pathway
- Return-to-Work and Support Conversation Record
- ISO 45003:2021 Alignment Summary
- Psychosocial Hazard Toolbox Talk Template
- Quarterly Worker Check-In Form
- Psychosocial Corrective Action Register

5. Priority Build Order

First Priority — Pass basic prequalification

- WHS Policy Statement
- WHS Management Plan
- Master Risk Register
- Top 5 SWMS
- Plant Register
- Training Matrix and Licence Register
- Incident Report and Investigation Form
- Toolbox Talk Template
- Plant Pre-Start Checklists
- Psychosocial Risk Register ← required within first priority tier

Second Priority — Control Redstone's highest actual site risks

- Mobile Plant Procedure
- Excavation and Permit-to-Dig Procedure
- Underground Services Procedure
- Traffic Management Procedure
- Chain of Responsibility Procedure
- Load Restraint Checklist
- Noise Management and Audiometric Testing Register
- Fatigue and Fitness for Work Procedure
- Emergency Response Procedure
- Serious Incident Response Procedure

Third Priority — Strengthen audit maturity

- Document Control Register
- Corrective Action Register
- Internal WHS Audit Checklist
- Visitor and Delivery Driver Induction
- Contractor Management Policy
- Environmental Interface Checklist
- Quarterly WHS Review Template
- ISO 45001 Alignment Summary
- ISO 45003 Alignment Summary
- Annual WHS Improvement Plan

30-Day WHS Documentation Sprint Plan

Timing	Build focus	Documents to create	Outcome
Days 1–3	Set the WHS foundation	WHS Policy Statement · WHS Responsibilities Matrix · Document Control Register	Signed safety commitment and basic structure for controlled documents.
Days 4–7	Build the core WHS system	WHS Management Plan · Master Risk Register · Incident Report Form · Corrective Action Register	Redstone can show how it identifies hazards, manages risks, reports incidents, and closes actions.
Days 8–12	Cover the fatal-risk SWMS first	SWMS: Mobile Plant · SWMS: Trenching and Excavation · SWMS: Underground/Overhead Services	Covers the biggest civil construction fatal risks: plant strike, trench collapse, service strike.

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