Asbestos Management

Couple of takeaways

- Asbestos is known to occur naturally and to exist throughout buildings and assets owned and operated by the Hydro Tasmania group. Items such as building cladding, switch boards, floor tiles and floor sheeting, gaskets and cable trays, amongst others, are all possible locations where asbestos may be present.
- Exposure to Asbestos fibres is known to increase the risk of diseases such as mesothelioma, asbestosis and lung cancer. However, with the proper management and controls in place, this risk can be significantly reduced, and the work can be conducted safely.
- Spending the time to properly assess and plan the work, document the process in the Safe Work Method Statement (SWMS) and ensure the steps are followed is a critical part of managing asbestos related work. Remember that when things change, stop the work and reassess before continuing.

What is this procedure for?

This procedure outlines the processes and standards to be used across the Hydro Tasmania group to manage the risks associated with Asbestos and Asbestos Containing Material (ACM). It outlines the methods used to identify and monitor asbestos and reduce the risk associated with being exposed across the Hydro Tasmania group and acts as the Asbestos Plan as required under WHS regulations.

How is asbestos identified and labelled?

Anyone involved with identifying, labelling, or working directly with asbestos containing materials needs to be competent. This includes:

- Competent Person – A person holding qualifications as an occupational hygienist, licensed asbestos removalist or assessor
- Trained Person – A person having completed Asbestos Awareness Training

Known and suspected locations of asbestos are identified in the Asbestos Register. The asbestos register is available on the asbestos page of the WHS portal for internal staff and copies provided to contracted workers where required.

Asset Owners are responsible for ensuring the asbestos register for areas under their control are available and up to date. The asbestos register contains information on where the asbestos is located, what date it was identified and its type and condition.

Anyone authorised by the Asset Owner can update the register, however only a trained person or competent person may identify asbestos and ACM.

Instructions for updating the register exist within the register itself.

The asbestos register is a live document and is regularly updated as asbestos is removed or discovered. It is important to check the register before conducting work where asbestos may be disturbed or encountered.

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This procedure is to be reviewed at least every 5 years or more frequently where required, including when:

- The WHS team identify the need to improve or respond to change identified via incident, audit, inspection or monitoring activity (incl. legislation);
- Controls advance or change;
- A Health and Safety Representative (HSR) requests it; or
- An employee or contractor raises the need after completing asbestos related works by lodging a variance request or concern via their Hydro representative.

Asbestos Identification and Labelling

- Where possible, locations of known asbestos are to be clearly indicated by a label;
- All known asbestos is to appear on the asbestos register;
- Where an item or material is suspected to contain asbestos, it is to be treated as asbestos until proven otherwise; and
- Where a part of the workplace is inaccessible and is likely to contain asbestos, it is to be assumed that asbestos is present until proven otherwise.

The **Asset Owner (AO) or their Delegate (AOD)** is responsible for arranging for a **competent person** to collect samples of material to be analysed by a NATA accredited facility for the presence of asbestos.

Asset Owners are to ensure that the **competent person** conducting asbestos inspections are accompanied by a **senior delegate of the AO** to ensure they are fully informed of the asbestos risk in specialist equipment.

How do I work safely around asbestos?

Working in Known Locations of Asbestos

- People working in known locations of asbestos are made aware of the location of the asbestos register during the site-specific induction;
- People working in these areas should familiarise themselves with the known locations of asbestos;
- If material not appearing on the register is suspected of containing asbestos, the **Asset Owner** is responsible for arranging the analysis. Until the analysis results have been returned, it is to be assumed the material contains asbestos.
- Where asbestos is found to be in poor condition, a **competent person** must assess the material and specify required controls before work resumes.

Asbestos Related Work

- The asbestos register and Asbestos Management procedure are available on the WHS portal for internal workers and is to be referenced for all asbestos related work;
- The **Job Manager** is responsible for ensuring that **contractors** performing asbestos related work are provided with a copy of the asbestos register relevant to their work and the Asbestos Management procedure.

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- Heritage values must be considered before the decision is made to remove asbestos or ACM. If the heritage values are 'High' or 'Very High', a Heritage Impact Assessment must be completed in line with the Cultural Heritage Management Procedure. If significance of the item hasn't been assessed contact the Cultural Heritage Program Team.
- Asbestos removal of more than 10 square meters of non-friable asbestos or asbestos containing material may only be conducted by a Class A or Class B licensed asbestos removalist (Refer to the Safe Work Australia *How to safely remove asbestos Code of Practice* for more details on asbestos removal and licenses);
- Friable asbestos may only be removed by a licensed Class A asbestos removalist.
- Removal of less than 10 square meters of non-friable asbestos may be conducted by a person trained in Asbestos Awareness provided the following are applied:
  - SWMS to be developed and followed for the work;
  - Signage and barricading is in place around the removal work;
  - Only those people trained or competent and associated with the removal work have access to the area;
  - Other workers are informed of the removal work;
  - Decontamination facilities are available for decontaminating the work area, plant and equipment and workers;
  - Containment, labelling and disposal are in accordance with legislated environmental and workplace health and safety requirements; and
  - An Oil and Controlled Waste Tracker form is submitted, documenting the transport of the asbestos and details of the receiving facility (in line with Hydro Tasmania's Waste Management Procedure and Controlled Waste Transporter Registration).
- If asbestos becomes crumbly or friable during asbestos related work, it is to be treated as an incident (see Asbestos Incidents);
- If uncertainty exists as to whether asbestos fibre concentration may exceed the exposure standard, air monitoring must be undertaken by a competent person.
- An occupational hygiene assessment conducted in January 2026 has assessed that the risk of exposure to asbestos, and therefore need for health monitoring, is considered low. However, if health monitoring is required, it will be provided to workers whose roles involve regular and ongoing asbestos related work, as required under the WHS Regulations and consistent with Safe Work Australia's *Health Monitoring Guide for Asbestos*. Regular and ongoing asbestos related work does not include asbestos work that is incidental to a worker's primary duties (for example, minor asbestos removal undertaken as part of electrical maintenance).

Demolition and Refurbishment Work

- Prior to demolition or refurbishment work commencing, the asbestos register should be reviewed. Where asbestos has been identified, it should be removed prior to work commencing.
- Following asbestos removal, the asbestos register and Asbestos Management Procedure must be reviewed and updated where applicable.

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Prohibited work

- Due to the dust generated, the following equipment is not to be used on asbestos or asbestos containing material unless designed to capture or supress airborne asbestos:
  - High pressure water sprayers;
  - Compressed air;
  - Power tools;
  - Brooms; and
  - Vacuums or other equipment that may create asbestos dust unless designed to capture or supress airborne asbestos (e.g. HEPA filtered H class industrial vacuum)

Emergency Work

Emergency work is where a building, structure or plant is structurally unsound or the collapse of a building, structure or plant is imminent, and immediate action is required. This may include emergency demolition work. The following is to be put in place:

- Review of the asbestos register
- A SWMS to be developed detailing the reduction of risk of exposure to asbestos of workers and persons in the vicinity of the demolition site to a level below the exposure standard before the demolition work starts.
- Written notification must be provided to the regulator of the emergency immediately after the site manager becomes aware of the emergency and before the demolition starts.

Contaminated Soils

- If the soil is suspected of containing asbestos, it should be assumed the soil contains asbestos and cease work immediately. A competent person must take samples of the material for analysis to confirm.
- A risk assessment by an independent licensed asbestos assessor or competent person should determine the most appropriate control measures and remediation strategies.
- Control measures may include:
  - Preparation of an asbestos management plan for the site.
  - Setting the boundaries of the contamination as determined by an independent licensed asbestos assessor or competent person.
  - Ensuring there is minimal disturbance of the contaminated soil until the asbestos remediation is to be undertaken.
  - Isolating and securing the removal work site using signs and barriers.
  - Controlling dust with dust suppression.
  - Providing PPE based on the level of contamination and the control measures implemented.
  - Sampling and/or air monitoring.
  - Providing education and training for workers on hazards and safe work practices to minimise airborne dust exposure, and
  - Implementing decontamination procedures for the workers and the equipment

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Naturally Occurring Asbestos (NOA)

- Asbestos occurs naturally in some rocks and soil as a naturally occurring mineral and may be disturbed during activities such as excavations, trenching, or earthworks. In Tasmania, serpentinite rock is found in specific regions of the state, including the Beaconsfield District, Zeehan Area, Macquarie Harbour, Savage River Mine, and Narawntapu National Park. Specific locations can be identified via the Department of Natural Resources and Environment website.
- While NOA is not commonly encountered, prior to undertaking drilling, excavation or significant ground-disturbing works in new locations, a risk assessment should be undertaken. Where relevant, this may include a geological or geotechnical assessment to assess the potential for NOA exposure.
- Where there is potential for exposure or interaction with NOA, the approach to risk management and control measures is consistent with managing asbestos-contaminated soil.
- If asbestos or NOA is suspected to be present, work must cease immediately. The material must be assumed to contain asbestos until assessed, and a competent person must be engaged to undertake sampling and analysis.
- Control measures that may be implemented when working with NOA include:
  - Preparation of an asbestos management plan for the site.
  - Setting the boundaries of the NOA as determined by a competent person experienced in NOA assessment.
  - Ensuring there is minimal disturbance of the NOA.
  - Isolating and securing the work site using signs and barriers.
  - Controlling dust with dust suppression.
  - Providing PPE based on the level of asbestos and the control measures implemented.
  - Sampling and/or air monitoring.
  - Providing education and training for workers on hazards and safe work practices to minimise airborne dust exposure, and
  - Implementing decontamination procedures for the workers and the equipment

How do we manage licensed asbestos removal work?

- Asbestos removal work of friable or greater than 10 square metres of non-friable asbestos and the removal of asbestos contaminated soils is to be completed by a licensed asbestos removalist. (Refer to the Safe Work Australia *How to safely remove asbestos Code of Practice* for more details on asbestos removal licenses).
- Licensed asbestos work is to be completed by a preferred supplier or contractor licensed to undertake asbestos removal work in Tasmania.
- The asbestos register is to be provided to the licensed asbestos removalist.
- The Project Manager or Job Manager engaging a licensed asbestos removalist is to receive and review the following information from the licensed asbestos removalist prior to work commencing:
  - Asbestos removal control plan;
  - the SWMS and work methodology of the contractor to ensure controls are in place for the following:

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- Barricading and signage;
- PPE to be used and worn;
- Decontamination processes;
- Disposal processes;
- Air monitoring requirements; and
- Processes to be taken where monitoring identifies respirable fibres exceed 0.01 fibres/ml

- On completion of work, the licensed asbestos removalist is to ensure a clearance inspection and clearance certificate, issued by a licensed asbestos assessor, is provided to the Project Manager or Job Manager;
- The Project Manager or Job Manager must confirm that outcomes of the asbestos removal work have been reviewed for impacts to the site asbestos register and the Asbestos Management Procedure.
- The Waste Management Procedure must still be followed (noting that asbestos is considered a controlled waste); and
- Copies of all documents related to asbestos removal work are to be sent to Production Services via Noise&Asbestos@hydro.com.au for record keeping.

How do we transport and dispose of asbestos?

- Asbestos is a controlled waste and must only be transported by a registered controlled waste transporter.
- Where a third party registered controlled waste handler cannot be used, Hydro Tasmania is licensed to transport up to 10 square metres of asbestos. For further information on the disposal and transport of controlled waste, please refer to the Waste Management Procedure.
- If a vehicle registered under Hydro Tasmania is used to transport asbestos or ACM, the Controlled Waste Tracker Form must be used to record the date of transport, the transporter and details of the receiving facility.
- Asbestos and asbestos contaminated items must be placed in heavy duty (200 µm) clear plastic disposal bags printed with "Caution Asbestos - Do not open or damage bag. Do not inhale dust". The bags must be sealed with cloth or duct tape prior to being placed in a second asbestos disposal bag.
- Asbestos waste awaiting disposal must be stored in closed containers.
- When asbestos containing plant or equipment is transferred from one Hydro Tasmania site to another, the Asbestos registers for each site must be updated.
- It is illegal to sell or supply asbestos containing products in any Australian state or territory. All asbestos must be removed from any equipment for sale by Hydro Tasmania.

What if there is an asbestos related incident?

An asbestos incident is any unplanned or unexpected event that increases the risk of exposure of asbestos to people or the environment. For example, unexpected disturbance or damage of asbestos or where air monitoring exposure limits have been exceeded.

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Report hazards, near hits or incidents when asbestos is removed or disturbed, sealed or enclosed and it impacts our ability to manage risk as provided in this procedure.

Where an asbestos related incident occurs, the incident management and investigation procedure should be followed with the following considerations:

- Any removal work should stop;
- Implement controls to prevent exposure to asbestos fibres;
- Follow Hydro's Incident Management and Investigation Procedure;
- The WHS Team will notify WorkSafe Tasmania if required;
- Where an incident results in release of asbestos to the environment contact the **Environment and Heritage team**, who will help to assess whether the incident requires notification to the **Environmental Protection Authority**.

What training is required?

- All **Hydro Group employees and contractors** will receive basic asbestos information during the HSE induction, including possible locations it may be found.
- Workers likely to be involved in the removal of small amounts (less than 10 square meters non-friable) or involved in asbestos related work are to receive Asbestos Awareness training. This training is to include:
  - Identification and safe handling of asbestos and asbestos containing material;
  - Suitable control measures when dealing with asbestos and asbestos containing material; and
  - Hazards and risks associated with naturally occurring asbestos
- **Asbestos removalists** must have the relevant Class A or Class B Asbestos removal license issued by **WorkSafe Tasmania**.

What are the requirements for asbestos related records?

- Health monitoring records are to be kept confidential and for 40 years and will be maintained by the **WHS team**.
- Records related to asbestos related incidents and requested occupational hygiene assessment reports will be maintained by the **WHS team**.
- All other asbestos related records, including air monitoring, disposal certificates and clearance certificates are to be submitted to **Production Services** via the noise&asbestos@hydro.com.au email.
- Training records are kept while the person is carrying out the work and for 5 years after they stop carrying out the work.
- If a vehicle registered under Hydro Tasmania is used to transport asbestos or ACM, the Controlled Waste Tracker Form must be used to record the date of transport, the transporter and details of the receiving facility.

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What are the PPE requirements when working with asbestos?

- PPE must be suitable for the task, properly fitted, comfortable, clean and in good working order.
- PPE must be worn at all times inside an asbestos work area and inspected before use.
- All PPE must be decontaminated or disposed of as asbestos waste when leaving the asbestos work area.

Coveralls

- Use disposable Type 5, Category 3 coveralls with hood and tight cuffs.
- Wear the legs over footwear and the hood over respiratory protective equipment (RPE) straps.

Gloves

- Use disposable nitrile gloves

Safety Footwear

- Wear laceless safety footwear (e.g. elastic sided boots or gumboots)

Respiratory Protective equipment (RPE)

- RPE must comply with AS/NZS 1716.
- The specific type of RPE to be worn will depend on the type of work being performed and will be identified by the **competent person** performing the work.
- For simple work involving the removal of non-friable asbestos of less than 10 square metres, a P2 half face particulate respirator may be suitable.
- RPE must be worn in accordance with manufacturer's instructions and be tested for a correct facial fit.