WH&S Management Plan

Purpose

This purpose of this plan is to: Prevent as many hazards as possible, removing the risks and dangers to anyone at the GamesRock Convention while we operate and showcase our team and game. Our Goal will be providing a safe and enjoyable booth for everyone to try our new full VR competitive multiplayer, fast paced action, sci-fi, horror game.

The goals we aim to achieve is a safe hazard free environment for all players and members. This is includes all staff members involved, everyone setting the booth up, and anyone affected by our business operations. Making sure if we see a hazard we react fast to resolve the issue by removing or fixing it.

Making sure our team always aims to be as safe as possible. Always stays committed to the work health and safety of others. And aims to ensure all work activities are done safely.

This plan will assist IntenseVR Games in meeting its obligations in accordance with work health and safety legislation.

This plan applies to all IntenseVR Games’s employees and to other persons at risk from work carried out at IntenseVR Games’s workplaces. Failure to comply with the requirements of this Plan may lead to disciplinary action.

Work Health and Safety (WHS) Policy

The Statement of Commitment and the Implementation of Policy Commitment provide the overarching direction IntenseVR Games will follow in pursuit of workplace health and safety outcomes. These commitments are:

**Statement of Commitment**

IntenseVR Games is committed to providing a workplace that enables all work activities to be carried out safely. We will take all reasonably practicable measures to eliminate or minimize risks to health, safety and welfare of workers, contactors, visitors, and anyone else who may be affected by our operations.

We are committed to ensuring we comply with the *Work Health and Safety Act 2011* (the Act). We will also comply with any other relevant legislation, applicable Codes of Practice and Australian Standards as far as possible.

**Implementation of Policy Commitment**

IntenseVR Games is committed to ensuring, so far as is reasonably practicable, the health and safety of its works while they are at work, and that the health and safety of other persons is not put at risk from our operations. This will be achieved by:

* providing a safe working environment.
* providing the health and safety of its workers while they work.
* the health and safety of other persons are not put at risk from work carried out from our business as part of the conduct of the PCBU.
* Keeping all the first aid boxes updated and full.
* Making sure there are no hazards left ignored.
* Making sure all PPE is worn when needed.
* Comply with any rules and regulations.
* Will not misuse or interfere with anything provided.
* Will report all accidents immediately.

Duty of Care

A Person Conducting a Business or Undertaking (PCBU) has the primary duty of care to ensure:

* The health and safety of other persons is not put at risk from work carried out.
* Provision and maintenance of a safe work environment
* Keep all equipment up to date and working
* Provide all training that is required.
* Manage all risks that are associated and try to limit if possible.
* Comply with all requirements regarding personal wellbeing.

IntenseVR Games is a PCBU.

Responsibilities

**Managers and Leaders**

Managers and leaders are responsible for providing a workplace that is, as far as reasonably practicable, a safe and healthy workplace for workers and visitors, in particular in the areas of their control. This includes:

* modelling health and safety leadership
* Create or maintain a safe working environment
* demonstrating a commitment to good health and safety performance
* provide safe systems of work
* information, instruction, training and supervision to ensure workers are safe from injury and risks to health
* a commitment to consult and co-operate with workers relating to health and safety

**Workers**

Workers must take reasonable care for their own health and safety while they are at work, and take reasonable care that their acts or omissions do not adversely affect the health and safety of other persons.

On a day to day basis, this includes:

* ensuring their own personal health and safety, and that of others in the workplace
* complying with any reasonable directions (such as safe work procedures, wearing personal protective equipment) given by management that relates to health and safety.
* Wear appropriate PPE and clothing where necessary.
* Comply when given instructions related to health and safety.
* Not misuse or interfere with anything provided related to health and safety.
* Report all accidents and incidents as well as all known observed hazards.

It is acknowledged that, in accordance with the Act, a worker may cease, or refuse to carry out work if they have a reasonable concern the work would expose the worker to a serious risk to their health and safety.

**Contractors**

Contractors, sub-contractors and self-employed persons are defined as “workers” under the WHS Act if they carry out work in any capacity for IntenseVR Games They are required to:

* Comply with the requirements of the WHS legislation
* Have in place any WHS policies and programs required under legislation
* Consult with the business about safety matters and comply with their policies
* Work safely and to include the safety of the business staff and visitors in their safety plans

**Health and Safety Experts**

The following is a list of nominated workplace health and safety experts, who may be called on to assist with any aspect of this workplace health and safety management plan.

* WHS safety Officer
* Human Resources
* WHS safety coordinator
* First aid officer
* Electrical safety officer
* Oil and Gas Safety Export

WHS Risk Assessment:

The purpose of any WHS risk assessment is to ensure that, for any identified hazards, appropriate control measures are implemented in order to protect workers, contractors and visitors from risks to their health, safety and welfare.

Control measures for WHS hazards should be implemented as required using the following hierarchy of control, in order of preference these measures relate to:

* elimination (removal of the hazard)
* substitution (substitute the hazard for something which is less hazardous e.g. replace a hazardous chemical with one within is not hazardous)
* isolation (isolate the hazard from people e.g. place a noisy piece of equipment in another location)
* engineering (e.g. guarding on machinery)
* administrative (e.g. provision of training, policies and procedures, signage)
* personal protective equipment (e.g. use of hearing , eye protection, high visibility vests).

Outcomes of risk assessments will be documented and the control measures reviewed at least annually or earlier should a task or activity be the subject of a WHS incident or a change of process or requirement. Current risk assessments will ensure that IntenseVR Games achieves the goal of eliminating or minimising the risk workers may be exposed to.



Hazard and Risk Assessment:

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| --- | --- | --- | --- | --- | --- |
| Consequence | LIKELIHOOD | | | | |
| Rare (1) | Unlikely (2) | Possible (3) | Likely (4) | Almost Certain (5) |
| Catastrophic (A) | M | M | H | C | C |
| Major (B) | L | M | M | H | C |
| Moderate (C) | L | M | M | M | H |
| Minor (D) | L | L | M | M | M |
| Insignificant € | VL | VL | L | L | M |

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| --- | --- |
| Risk level | Required action |
| Critical | Act immediately:  The proposed task or process activity must not proceed. Steps must be taken to lower the risk level to as low as reasonably practicable using the hierarchy of risk controls. |
| High | Act today:  The proposed activity can only proceed, provided that:  (i) the risk level has been reduced to as low as reasonably practicable using the hierarchy of risk controls;  (ii) the risk controls must include those identified in legislation, Standards, Codes of Practice etc.  (iii) the risk assessment has been reviewed and approved by the Supervisor and  (iv) The supervisor must review and document the effectiveness of the implemented risk controls. |
| Medium | Act this week:  The proposed task or process can proceed, provided that:  (i) the risk level has been reduced to as low as reasonably practicable using the hierarchy of risk controls;  (ii) the risk assessment has been reviewed and approved by the Supervisor. |
| Low | Act this month:  Managed by local documented routine procedures which must include application of the hierarchy of controls. |
| Very Low | Keep a watching brief:  Although the risk level is low the situation should be monitored periodically to determine if the situation changes. |

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| Hazard | Consequence | Likelihood | Risk Level |
| Loose wires | Moderate | Unlikely | Low |
| Loose equipment falling causing physical damage | Major | Rare | Low |
| Gas leak | Catastrophic | Rare | Low |
| Fire | Catastrophic | Rare | Low |
| Meeting Deadline Stress | Minor | Possible | Medium |
| Spill | Minor | likely | Low |
| Epilepsy | Major | Possible | Medium |
| Eye Strain | Minor | Possible | Low |
| Heart Attack | Catastrophic | Possible | Critical |
| Picking up heavy load Incorrectly | Moderate | Possible | medium |
| Spilt chemicals - Bleach | Major | Rare | Low |
| Wrist Strain | Minor | Unlikely | Low |
| Psychological trauma | Major | Possible | medium |
| Trip hazards | Moderate | Possible | Low |
| Malfunctioning Machinery | Major | Unlikely | Low |

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| Workplace location: | GamesRock Convention |
| Name of person conducting assessment: | Benjamin Scott |
| Date: | 6/4/21 |

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| S | Spot the hazard | | A | Assess the risk | F | Fix the problem | | | E | Evaluate results |
| Identify the work task or activity | | What are the hazards associated with each activity or the steps in each activity | Is the risk associated with the hazard (Very low, low, medium, high, or critical)? | | If the risk is deemed unacceptable for the task, what will be done to reduce or remove the risk (i.e., what is the control measure)? | | By whom? | By when? | Go through the first 3 steps again to ensure risk levels are now at an acceptable level | |
| Revised risk level | |
| Leaving equipment on the floor. | | Someone falling and hitting their head | High | | Picking up equipment and putting them somewhere safe. | | Team member | When You see someone has finished with it. | Once the equipment has been put somewhere safe the risk of tripping over it has now become Very low | |
| Epilepsy from flashing lights playing the VR game | | The VR game causing someone to have an Epileptic fit | Critical | | Give warning of flashing lights and Not allowing anyone to play the VR game that has epilepsy. | | Team member and player | always checking to see if people have epilepsy before playing. | After warning all participants before they can play to sign a waiver saying they do not have any problems with flashing lights then allowing them to play the risk become low. | |
| Elder person getting scared and having a Heart Attack | | The Horror game scaring someone which causes a heart attack | Critical | | Give warning the game has jump scares and Not allowing anyone to play that has heart issues. | | Team member and player | Check the participant before they want to play | When a participant wants to play warn them about the games content and make them sign a waver to make sure they do not have a heart problem then allowing them to play, the risk now becomes low. | |
| Eye Strain from playing to long | | Playing the game for to long causes them to have eye strain. | Low | | A simple fix is having all participants on a timed period to they only play for a certain amount. | | Team member | When the participant starts playing start a clock | When a participant starts playing, time them so they only play for a certain amount of time. This means it lowers the amount of light affects their eyes over time making the risk very low. | |
| Picking up heavy load incorrectly | | When moving the computers to set up the VR gear lifting the equipment incorrectly causing backpain and further damage | high | | Be trained how to lift load safely, have two people lift the equipment to help with the weight and have a trolley or pallet jacks to help relocate equipment | | Team member | When ever a team member is lifting equipment | After training all staff and supplying equipment to help move all gear the risks of someone hurting their back becomes low | |

Training Plan for Workers:

IntenseVR Games is committed to providing appropriate training to ensure workers have the skills and knowledge necessary to fulfil their WHS obligations. WHS training is a fundamental requirement for IntenseVR Games to achieve a safe workplace.

The following induction checklist should be used in conjunction with the general induction training program for workers to ensure that all new workers are aware of the WHS systems, policies and procedures in place within IntenseVR Games.

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| Workplace: GamesRock convention. | |
| Date: 20/03/21 | Completed by: 09/05/21 |

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| Control measures | What training is required? | Who is to be trained? | Who is conducting the training? | Date completed |
| Spotting and dealing with Loose wires | Managing electrical risks | All Team Members | Electrical safety officer | 9/4/21 |
| Dealing with heavy loads appropriately | Manual Handling | All Team Members | WHS safety coordinator | 10/4/21 |
| Spotting and dealing with Trip hazards | Risk and hazard prevention | All Team Members | WHS safety Officer | 11/4/21 |
| Spotting and dealing with spills | Risk and hazard prevention | All Team Members | WHS safety Officer | 11/4/21 |
| Spotting an injury or cut and assisting them. Having a first aid tent | First aid training | All Team Members | First aid officer | 13/4/21 |
| Preventing people with epilepsy to use VR equipment, reducing the amount of flashing on screens | Epilepsy and midazolam - first aid training | All Team Members | First aid officer | 13/4/21 |
| Preventing People with heart issues / weak hearts from playing The VR Game | First aid training | All Team Members | First aid officer | 15/4/21 |
| Preventing Damaged wires / equipment causing sparks | Electrical Hazards and safety | All team Members | WHS safety Officer | 15/4/21 |
| Preventing deadline stress by taking a break / ask for help. | Stress management | All Team Members | Human Resources | 16/4/21 |
| Spotting and dealing with fires / calling emergency services / prevent possible fires by removing flammable substances | Fire safety | All Team Members | WHS safety Officer | 17/4/21 |
| Preventing people from using the wrist controls for the VR device for a long period of time | First aid training | All Team Members | WHS safety Officer | 17/4/21 |
| Regularly checking all gas lines and valves to check for leaks, use gas that smells to make you aware when there is a leak and call emergency services | Oil and Gas safety training | All Team Members | Oil and Gas Safety Export | 18/4/21 |