

WHSQ

Priority Plan

2024-2030

(Including Targeted Work Program)

The WHSQ Priority Plan 2024-2030 sets out evidence-based priorities that guide the regulator's planned interventions through a targeted program of work.

The Priority Plan supports the regulator prepare for known and emerging issues that impact Queenslanders and apply a systematic approach to responding to identified priorities.

Foreword

Over the last decade, more than 200 Queenslanders have died as a result of work-related traumatic injuries and as many as 9000 from work-related illnesses. Many more have suffered life-changing injuries and illnesses that have seriously impacted their personal and work lives.

The economic costs to Queensland from work-related fatalities, injuries and illnesses is conservatively estimated to be over \$4.5 billion annually.

The government recognises, historically, that compared to the efforts to prevent traumatic injuries, the focus and resourcing needed to support duty holders to manage work-related illness risks have been disproportionate to the size and scale of the issue.

Despite welcome improvements, particularly around managing traumatic injury risk and an increased focus on preventing asbestosis, silicosis and work-related mental disorders, regulators can and must do more to keep Queenslanders from being harmed at work.

Governments must deliver WHS regulation within set resources. Therefore, Workplace Health and Safety Queensland (WHSQ) must make evidence-informed decisions about the priorities for planned interventions.

The WHSQ Priority Plan 2024-2030 (Priority Plan) identifies priorities that inform WHSQ's planned interventions as part of a Targeted Work Program (TWP). The TWP complements WHSQ's delivery and regulatory risk plans, developed and operationalised by three directorates:

- WHS Compliance and Field Services
- Specialised Health and Safety Services
- Policy and Workplace Services.

It should be noted that priorities identified in this Priority Plan are not to be viewed in isolation. Real-time incident and complaint data will continue to inform the WHS Compliance and Field Services Proactive Compliance Program 2024-2027 to enable a responsive inspectorate.

Planned priority interventions generated from the TWP are intended to be delivered in addition to the inspectorate's responsive work and the regulator's 'business as usual' operations. Collectively, WHSQ's planned priority interventions and responsive operations aim to reduce the risk of work-related deaths, injuries and illness in Queensland and improve worker wellbeing.



A handwritten signature in black ink, appearing to read "Donna Heelan".

Donna Heelan
Deputy Director-General
Office of Industrial Relations

WHSQ Priority Plan 2024-2030 at a glance

Purpose

- Lists evidence-based, high-level priorities to guide WHSQ's Targeted Work Program.
- Identifies planned priority interventions for phase 1 of WHSQ's Targeted Work Program.

WHSQ strategic intervention levers



Setting standards



Compliance support and recognition



Strategic collaborations



WHS regulatory partnerships



Enforcement and sanctions



Improving WHS evidence and intelligence



Building WHS capabilities and capacities

WHSQ high-level priorities

Industries	Work-related health and safety hazards and risks	Vulnerable worker groups*	Organisations*
<ul style="list-style-type: none"> • Manufacturing • Construction • Agriculture • Road transport and logistics • Wholesale trade • Public administration and safety • Health care and social assistance • Accommodation and food services 	<ul style="list-style-type: none"> • Musculoskeletal disorders (from hazardous manual tasks and falls at level) • High-risk plant and equipment including overhead electrical lines • Psychosocial hazards • Chemical, physical and biological hazards • Major hazard facilities • Manifest quantity workplaces • Amusement devices • Land use safety planning 	<ul style="list-style-type: none"> • Inexperienced, young, ageing workers • CALD¹ and ATSI² workers • Casual, labour hire and gig workers 	<ul style="list-style-type: none"> • Rapidly expanding high-hazard industries • Organisations undertaking emerging high-risk activities • Organisations operating in rural or remote locations • Organisations with multi-tiered contractor arrangements • PCBUS³ and Officers of organisations with poor WHS performance • Organisations with low WHS maturity with a focus on small businesses

WHSQ's Targeted Work Program Phase 1 (2024-2027)

Priority sub-industries*



Manufacturing



Public order, safety and regulatory services



Construction services



Health (residential care services)

Work-related health and safety hazards and risks

<ul style="list-style-type: none"> • Hazardous manual tasks • Being hit by moving objects • High job demands • Violence, harassment and sexual harassment • Dust and fumes • Heat exposures 	<ul style="list-style-type: none"> • Hazardous manual tasks • Being hit by moving objects • High job demands • Violence, harassment and sexual harassment • Dust and fumes • UV and heat exposures 	<ul style="list-style-type: none"> • Hazardous manual tasks • Falls from height • Being hit by moving objects • High job demands • Violence, harassment and sexual harassment • Dust and fumes • UV and heat exposure 	<ul style="list-style-type: none"> • Hazardous manual tasks (including people handling) • Slips, trips and falls at level • High job demands • Violence, harassment and sexual harassment • Dust and fumes
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Vulnerable workers and organisations

<ul style="list-style-type: none"> • PCBUS and Officers • Small businesses, subcontractors, labour hire arrangements and gig workers • CALD, young, ageing, inexperienced and ATSI workers 	<ul style="list-style-type: none"> • PCBUS and Officers • CALD, ageing, inexperienced and ATSI workers 	<ul style="list-style-type: none"> • PCBUS and Officers • Small businesses, subcontractors, labour hire and gig workers • CALD, young, ageing, inexperienced and ATSI workers 	<ul style="list-style-type: none"> • PCBUS and Officers • Small businesses, subcontractors, labour hire and gig workers • CALD, ageing, inexperienced and ATSI workers
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WHSQ's Targeted Work Program Phase 2 (2027-2030)

Priority sub-industries* (To be confirmed in 2026)



Road transport



Agriculture, forestry and fishing support services



Warehousing and storage services



Grocery, liquor and tobacco product wholesaling



Accommodation and food services

*Please see explanatory note for definitions.

¹ CALD – Culturally and linguistically diverse

² ATSI – Aboriginal and Torres Strait Islander

³ PCBUS – Person conducting a business or undertaking

Introduction

Queenslanders expect work to be healthy and safe.

WHSQ is the lead government agency regulating WHS in Queensland. A range of other Queensland and national regulators also have responsibility for some WHS matters arising from their legislative remit.

As the WHS regulator, we research, analyse data and consult key stakeholders to strategically inform our policy development, and the design and implementation of our planned interventions.

What are planned interventions?

Planned interventions are proactive, evidence-informed activities focussed on engaging with duty holders to increase capability and capacity to comply.

Our planned interventions collectively aim to support duty holders to manage risks to reduce work-related fatalities, injuries, illnesses and improve workers' wellbeing. Where required, WHSQ uses a responsive regulatory approach to enforce legislative standards.

Our regulatory approach⁴ applies a continuous cycle designed to set legislative standards, deter non-compliance, promote, monitor, enforce and advocate for sustained compliance, apply sanctions and recognise good WHS performance.

This document outlines WHSQ's:

1. overarching high-level priorities
2. phase 1 (2024-2027) approach to the TWP for selected sub-industries, work-related health and safety hazards and risks, vulnerable worker groups and organisations with the highest risk of fatality, serious injury or illness.



This Priority Plan supports other WHSQ strategic planning documents including:

- Office of Industrial Relations Strategy
- Worker Consultation, Representation and Participation Strategy 2024-2027
- WHS Compliance and Field Services Proactive Compliance Program 2024-2027
- Regulatory risk plans focusing on psychological health and musculoskeletal disorders
- Directorate delivery plans

WHSQ strategic intervention levers

WHSQ uses a range of regulatory tools to drive compliance and sustained WHS improvements in Queensland. Our strategic intervention levers identify which part/s of our regulatory cycle we focus on and the regulatory tools we use to achieve increased compliance in our identified priority areas.

Externally facing levers will establish clear WHS standards and draw on collaborations, regulatory partnerships and enforcement action as required, to drive improved duty holder compliance. Internally facing levers improve our data intelligence insights and ability to forecast and plan for emerging WHS issues, whilst supporting our service delivery capability and capacity.

External strategic intervention levers

- Setting standards
- Compliance support and recognition
- Strategic collaborations
- WHS regulatory partnerships
- Enforcement and sanctions

Internal strategic intervention levers

- Improving WHS evidence and intelligence
- Building WHSQ capabilities and capacities

⁴ WHSQ and ESO Our Regulatory Approach, Our regulatory cycle

The Queensland Context

Geographically, Queensland is one of the largest and fastest-growing states in Australia with one of the most dispersed populations. This growth is expected to continue over the next decade.



Queensland's workforce is predicted to continue to grow to **over 3 million in five years**. Like other parts of Australia, Queensland is experiencing labour shortages, with the most serious impacts occurring in accommodation and food services, construction and health care, as well as generally for many regional and rural areas.



WHSQ recognises some business activities may generate **rare, but serious risks to worker and public health and safety**. These include major hazard facilities, some manufacturing processes which use hazardous chemicals, major construction projects and high-profile recreational events and operating amusement devices.



Our **working population** is ageing, less healthy but also more skilled than in previous decades.



Enabling and innovative technologies, such as artificial intelligence, robotics and drones will allow duty holders to work differently to **reduce some WHS risks but may introduce new ones**.



We are **culturally and linguistically diverse** (CALD) with more than one in five Queensland residents born overseas. Some of these workers (1%) have little to no English comprehension. 3% of Queenslanders identify as Aboriginal or Torres Strait Islanders (ATSI).



The COVID-19 pandemic significantly increased **working-from-home arrangements** and this trend is likely to continue.



CALD, ATSI, young, those with low literacy levels and other **vulnerable workers are overrepresented in high-risk industries**.



Like other Australian States and Territories, Queensland workers are **employed by micro, small and medium-sized businesses**. These types of businesses are often less aware and compliant with their WHS duties.



Workplace arrangements are changing: there are increasing rates of work casualisation, and use of subcontracting, labour-hire and gig-economy arrangements. As a result more Queenslanders are experiencing precarious employment arrangements which come with known WHS risks.



Finally, changing community attitudes drive increased expectations that **work will be both healthy and safe**.



While some of our **traditional industries are shrinking, others are expanding** including health care, education, biomedical and renewable energies, advanced and space industry fuels manufacturing, and resource recovery and recycling.



These, and major infrastructure projects and events, such as the 2032 Olympic Games and Paralympic Games will generate **significant industry economic activity** that, at times, will **exacerbate labour market pressures and shortages**.

How we choose the Queensland priorities

WHSQ applies risk-based targeting to focus on the most serious, current and emerging WHS risks to workers, industry and the community.

As WHSQ's current datasets do not yet capture all types of work-related harm, a wide range of international, Australian and Queensland evidence is used to inform our priorities. Insights from complaints and other WHSQ administrative data are also considered.

Leading Australian academics and WHSQ experts are consulted to verify evidence sources and the priority setting methodology.

WHSQ High-level Priorities

The following industries, work-related health and safety hazards and risks, vulnerable worker groups and organisations were determined as priorities based on Queensland, national and international evidence.

Industries

- Manufacturing
- Construction
- Agriculture
- Road transport and logistics
- Wholesale trade
- Public administration and safety
- Health care and social assistance
- Accommodation and food services

Work-related health and safety hazards and risks

- Musculoskeletal disorders (from hazardous manual tasks and falls at level)
- High-risk plant and equipment including overhead electrical lines
- Psychosocial hazards
- Chemical, physical and biological hazards
- Major hazard facilities
- Manifest quantity workplaces
- Amusement devices
- Land use safety planning (protecting workers and public safety)

Vulnerable Worker Groups

- Inexperienced, young and ageing workers
- CALD and ATSI workers
- Casual, labour hire and gig workers

Organisations

- Rapidly expanding high-hazard industries
- Organisations undertaking emerging high-risk activities
- Organisations operating in rural or remote locations
- Organisations with multi-tiered contractor arrangements
- PCBUs and Officers of organisations with poor WHS performance
- Organisations with low WHS maturity with a focus on small businesses

WHSQ's Targeted Work Program

Over the next six years, our TWP will include planned interventions that focus on specific priorities within sub-industries and high-hazard and risk categories. Interventions will also, where appropriate, address the needs of vulnerable workers and organisations.

Targeted Work Program Aims

Support duty holders to:

- Improve WHS management systems.
- Reduce work-related fatalities, injuries and illnesses.

Support WHSQ to:

- Evaluate the TWP intervention outcomes.
- Improve staff capabilities and capacity to deliver regulatory services.





Outside the TWP, WHSQ will continue to undertake policy, compliance support and enforcement actions in response to serious incidents and respond to government policy priorities.

TWP priorities are chosen using the same methodology as WHSQ's high-level priorities, considering the Queensland context and:

- Data on hazards and industries, including:
 - » serious work-related harm ratings
 - » notified fatalities by hazard and risk groups and industries
 - » Australian and international evidence on health hazards
 - » WHSQ incident and complaint data.
- Weighting factors, including:
 - » hazards underrepresented in WHSQ's current datasets
 - » industries with high numbers of vulnerable workers and small businesses.
- Economically important novel and expanding industries.

Our TWP is separated into two phases to enable WHSQ to monitor emerging issues and industry needs to ensure the TWP responds to important changes. Priority industry sub-sectors will be reviewed in response to significant changes, as required, and to accurately inform Phase two of the TWP.

Targeted Work Program – Phase One (2024-2027)

Priority sub-industries	Work-related health and safety hazards and risks	Vulnerable workers and organisations
 Manufacturing (Metal fabrication, food, non-metallic mineral and furniture product manufacturing)	<ul style="list-style-type: none"> • Hazardous manual tasks • Being hit by moving objects • High job demands • Violence, harassment, including sexual harassment • Dust and fumes • Heat exposures 	<ul style="list-style-type: none"> • PCBUs and Officers • Small businesses, subcontractors, labour hire arrangements and gig workers • CALD, young, ageing, inexperienced and ATSI workers
 Public order, safety and regulatory services (Police, investigation and security, fire protection and other emergency services, correctional and detention, and other public order safety and regulatory services)	<ul style="list-style-type: none"> • Hazardous manual tasks • Being hit by moving objects • High job demands • Violence, harassment, including sexual harassment • Dust and fumes and • UV and heat exposures 	<ul style="list-style-type: none"> • PCBUs and Officers • CALD, ageing, inexperienced and ATSI workers
 Construction services (Land development and site preparation, building structure and installation, building completion and other construction services)	<ul style="list-style-type: none"> • Hazardous manual tasks • Falls from height • Being hit by moving objects • High job demands • Violence, harassment, including sexual harassment • Dust and fumes • UV and heat exposure 	<ul style="list-style-type: none"> • PCBUs and Officers • Small businesses, subcontractors, labour hire and gig workers • CALD, young, ageing, inexperienced and ATSI workers
 Health (Aged care residential and other residential services)	<ul style="list-style-type: none"> • Hazardous manual tasks (including people handling) • Slips, trips and falls at level • High job demands • Violence, harassment, including sexual harassment • Dust and fumes 	<ul style="list-style-type: none"> • PCBUs and Officers • Small businesses, subcontractors, labour hire and gig workers • CALD, ageing, inexperienced and ATSI workers

WHS Compliance & Field Services (CFS)

CFS adopts a risk-based and intelligence led approach to identifying areas for planned compliance activities. Priority areas are informed by complaint, incident and fatality data. The WHS CFS Proactive Compliance Program highlights the planned compliance activities for 2024-27. **The focus sectors featured in the CFS Proactive Compliance Program 2024-2027 include Construction, Manufacturing, Transport and Warehousing, Agriculture and Recreation.**




Specialised Health and Safety Services (SHSS)

SHSS play a pivotal role in regulating high-profile, high-prevalence, high-complexity, or high-risk hazards for WHS. This is achieved by the provision of expert advice, oversight, audit or inspections for complex hazards, health, safety, and wellbeing, addressing current and emerging issues through evidence-based practices and a systems-based approach. SHSS oversees, leads, supports implementation and assist to ensure operational staff are thoroughly equipped to fulfill statutory requirements within complex settings. **The TWP relies on SHSS for specialist technical input to inform the development and implementation of policy and legislation.**

Policy and Workplace Services

The policy and legislative work program is determined, in the first instance, by election and ministerial commitments (including through national agreement under the WHS Ministers' Meetings), together with review requirements for legislation. **It is expected that the TWP will have significant overlap with these commitments.**

Targeted Work Program – Phase Two (2027-2030)

Priority sub-industries				
 Road transport	 Agriculture, forestry and fishing support services	 Warehousing and storage services	 Grocery, liquor and tobacco product wholesaling	 Accommodation and food services
<p>Planning to confirm phase two intervention priorities for sub-industries, work-related health and safety hazards and risks, vulnerable workers, organisations and priority emergent issues will commence in 2026 using the same methodology as phase one. Wherever improved data is available this will be used to refine the prioritisation.</p>				

Targeted Work Program design and delivery

The following aspects will be considered in the TWP design and delivery phase:

- increased duty holder WHS awareness, knowledge and WHS risk management compliance
- support for PCBUs and Officers to comply with their WHS duties
- use of the strategic intervention levers to drive sustainable change
- incorporating contemporary prevention concepts, including systems thinking, to inform Safety 2, process safety, safety by design and good work design and other evidence-based approaches
- using well-established WHSQ resources such as Safety Fundamentals, People at Work™, Participative Ergonomics for Manual tasks (PErforM), and Safety Capability.

The TWP planned priority interventions will be included in WHSQ’s delivery and regulatory risk plans.







Evaluation and reporting

In addition to reporting against the Australian WHS Strategy 2023-2033 goals and targets, WHSQ will periodically evaluate and report on the TWP. The reporting period will commence on 1 January 2024 through 31 December 2030 and will include:

- key interventions delivered as part of the TWP
- use and effectiveness of the strategic intervention levers to generate change
- establishing whether the TWP interventions achieve the desired outcomes
- improvements in WHSQ’s capability and capacity to respond to TWP priorities.

WHSQ commits to evaluate and report progress as set out in the following Australian WHS Strategy 2023-2033 targets:



Reduce:




- | | |
|---|---|
|  worker fatalities caused by traumatic injuries by 30% |  the overall incidence of work-related injury or illness among workers to below 3.5% |
|  the frequency rate of serious claims resulting in one or more weeks off work by 20% |  the frequency rate of work-related respiratory disease by 20% |
|  the frequency rate of claims resulting in permanent impairment by 15% |  No new cases of accelerated silicosis by 2033. |





Action to:

- | | |
|---|---|
|  increase the awareness of PCBUs about their duty to protect workers from exposure to harmful substances |  build the capability of PCBUs, regulators and workers to assist ensure compliance with the duty to manage psychosocial hazards at work. |
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Explanatory note

Sub-industry sectors		Primary activities	# Qld workers employed in sub-industry	Geographical distribution (South-East Qld and Regional Qld)
Manufacturing 	Fabricated Metal Product Manufacturing	Finished or semi-finished iron or steel products structural metal products, metal containers, sheet metal and other fabricated metal products manufacturing.	10307	Most in SEQ such as Brisbane, Logan-Beaudesert, Gold Coast Ipswich and Moreton Bay SEQ 82.8%; RQ 17.2%
	Food Product Manufacturing	Meat, seafood, dairy products, fruit and vegetable processing, oil and fat, grain mill and cereal, bakery, sugar and confectionery, and other food product manufacturing. This involves slaughtering and processing animals and using machinery and labour to process foods.	38929	Most in SEQ such as Brisbane, Ipswich, Logan-Beaudesert, Gold Coast SEQ 69.5%; RQ 30.5%
	Non-Metallic Mineral Product Manufacturing	Glass, ceramic, cement, lime, plaster, concrete and other non-metallic mineral product manufacturing.	6495	Most in SEQ such as Brisbane, Gold Coast, Ipswich, Logan-Beaudesert and Central Qld SEQ 77.1%; RQ 22.9%
	Furniture and Other Manufacturing	Wood, metal and mattress, using bamboo, fibreglass and furniture part manufacturing.	6329	Most in SEQ such as Brisbane, Gold Coast, Sunshine Coast, Logan-Beaudesert and Ipswich SEQ 84.4%; RQ 15.6%
Public order, safety and regulatory Services 	Police Services	Criminal and civil law enforcement and other activities related to the enforcement of law and the preservation of order, including intelligence, police service and station operations and traffic policing activity.	16248	Most in Brisbane, Gold Coast, Ipswich, Moreton Bay and Cairns SEQ 73.3%; RQ 26.7%
	Investigation and Security Services	Investigation and security services (except police) including alarm monitoring, armoured cars, security guard service, burglary protection service, detective and enquiry agency service, locksmith, etc.	8600	Most in Brisbane, Gold Coast, Ipswich, Logan-Beaudesert and Moreton Bay SEQ 77.9%; RQ 22.1%.
	Fire Protection and Other Emergency Services	Providing firefighting or related civil emergency services (except police and ambulance services), including airport fires, emergency service (other than defence and police), fire brigade, firefighting, fire prevention and forest fire fighting and rescue services.	4289	Most in Brisbane, Gold Coast, Sunshine Coast, Moreton Bay and Cairns SEQ 72.7%; RQ 27.3%
	Correctional and Detention Services	Managing and operating adult and juvenile correctional institutions (including prisons and remand centres) and detention centres.	7281	Most in Brisbane, Gold Coast, Ipswich, Townsville and Logan-Beaudesert SEQ 68.9%; RQ 31.1%
	Other Public Order and Safety Services	Coastwatch, surveillance of country borders (by land, sea and air) and public order and safety service (N.E.C.).	2856	Most in Brisbane, Gold Coast, Ipswich, Logan-Beaudesert, Ipswich and Wide Bay SEQ 69.4%; RQ 30.6%
	Regulatory Services	Providing public order and safety services, including consumer protection, licensing and permit issuance, motor vehicle testing, regulating casino and other gambling, regulating food and agricultural standards, regulating qualification standards and weights and measures regulations.	2849	Most in Brisbane SEQ 82.8%; RQ 17.2%

Sub-industry sectors		Primary activities	# Qld workers employed in sub-industry	Geographical distribution (South-East Qld and Regional Qld)
Construction services 	Land Development and Site Preparation Services	Subdividing land into lots and servicing land (such as excavation work for the installation of roads and utility lines), for subsequent sale, demolition of structures, earthmoving hiring earthmoving plant and equipment, excavation, explosives laying, ground de-watering, land clearing, levelling, removal of overburden and trench digging.	10442	Most in SEQ such as Brisbane, Gold Coast, Sunshine Coast, Logan-Beaudesert followed by Central Qld and Wide Bay SEQ 63.9%; RQ; 36.1%
	Building Structure Services	Concreting, Bricklaying, Roofing Structural Steel Erection Services.	16995	Most in SEQ such as Gold Coast, Brisbane, Sunshine Coast and Logan-Beaudesert SEQ 78.4%; RQ 21.6%
	Building Installation Services	Plumbing, electrical, air conditioning and heating, fire and security alarm installation and other building installation services.	45288	Most in SEQ such as Brisbane, Gold Coast, Sunshine Coast and Logan SEQ 77.0%; RQ 23.0%
	Building Completion Services	Plastering, ceiling, carpentry, tiling, carpeting, painting, decorating and lazing services.	39097	Most in SEQ such as Brisbane, Gold Coast, Sunshine Coast and Logan-Beaudesert SEQ 79.9%; RQ 20.1%
	Other Construction Services	Landscape Construction, Hire of Construction Machinery with Operator and Other Construction Services not elsewhere classified (N.E.C.).	17423	Most in SEQ such as Brisbane, Gold Coast, Sunshine Coast, Logan-Beaudesert and Ipswich SEQ 76.5%; RQ 23.5%
Health (residential care services) 	Aged Care Residential Services	Providing residential aged care combined with either nursing, supervisory or other types of care as required (including medical). In accommodation care for the aged operations including hostels, nursing homes and residential care for the aged operations.	53425	Most in SEQ including Greater Brisbane, Gold Coast and Sunshine Coast SEQ 74.7%; RQ 25.3%
	Other Residential Care Services	Providing residential care (except aged care) combined with either nursing, supervisory or other types of care as required (including medical) in children's home operations, community mental health hostels, crisis care accommodation, homes for the disadvantaged, hospice operation, residential refuge and respite residential care operations.	4617	Most in SEQ including Greater Brisbane and Gold Coast SEQ 84.3%; RQ 15.7%
Road transport 	Road transport	Transportation of freight by road. It also includes units engaged in renting trucks with drivers for road freight transport and road vehicle towing service.	29694	Most in Brisbane, Ipswich, Logan-Beaudesert, Moreton Bay, Gold Coast and Sunshine Coast SEQ: 70.4%; RQ 29.6%
	Road Passenger Transport	Engaged in urban, interurban and rural bus taxi and other road transport.	15285	Most in Brisbane, Gold Coast, Ipswich, Logan-Beaudesert and Sunshine Coast SEQ: 80.7%; RQ 19.3%

Sub-industry sectors		Primary activities	# Qld workers employed in sub-industry	Geographical distribution (South-East Qld and Regional Qld)
Agriculture, forestry and fishing support services 	Forestry Support Services	Forest conservation services, forest nursery operations, forest pest control service (except aerial or wild animal control), planting and reforestation, silvicultural, plantation and timber tract maintenance, tree pruning (forest) and tree thinning (forest).	596	Most in SEQ such as Sunshine Coast, Gold Coast, Wide Bay, and then Greater Brisbane and Cairns SEQ 62.4%; RQ 37.6%
	Cotton ginning	Mechanical process removing gin stems, burrs, soil, and other debris from cotton bolls and separating the cotton fibres from the seed.	215	Most in Regional Qld such as Darling Downs – Maranoa, Toowoomba and Central Qld SEQ 31.2%; RQ 68.8%
	Shearing Services	Shearing all types of animals	128	Most in Regional Qld such as Darling Downs – Qld - Outback and Central Qld SEQ 27.3%; RQ 72.7%
	Other Agriculture and Fishing Support Services	Aerial activities, agricultural and aquaculture support, artificial insemination service, crop harvesting, dairy herd testing, farm irrigation service, fertiliser spreading (including aerial), fruit or vegetable picking, hay or silage baling or pressing, livestock dipping, livestock drafting or droving, seed grading or cleaning, wool classing (including reclassing and bulk classing).	4143	Most in Wide Bay, Darling Downs – Maranoa, Cairns SEQ 35.2%; RQ 64.8%
Warehousing and storage services 	Grain Storage Services	Storage of cereal grains, including silo operations.	270	Quite an even split between SEQ and RQ but most people employed in Darling Downs – Maranoa, Brisbane and Toowoomba SEQ 55.2%; RQ 44.8%
	Other warehousing and storage services	Including bond store, bulk petroleum, refrigerated cool rooms and controlled atmosphere storerooms, free store operation (storage of goods not under bond), furniture storage, storage service, etc.	7350	Most in SEQ such as Brisbane, Logan-Beaudesert, Ipswich and Gold Coast SEQ 91.2%; RQ 8.8%
Grocery, liquor and tobacco product Wholesaling 	Grocery, Liquor and Tobacco Product Wholesaling	Wholesaling across a wide range of general lines of grocery types, including meat, poultry and small goods, dairy produce, seafood, fruit and vegetable, liquor and tobacco products and other grocery wholesaling.	9321	Most in SEQ such as Brisbane, Gold Coast, Sunshine Coast, Logan-Beaudesert and Ipswich SEQ 80.3%; RQ 19.7%
Accommodation and food services 	Accommodation and food and beverage services	Short-term accommodation for visitors and/or meals, snacks, and beverages for consumption by customers both on and off-site (hotels, motels, cafes, restaurants, takeaway food services, pubs, taverns, bars and hospitality clubs).	175,850	Most is SEQ such as greater Brisbane, Toowoomba, Gold Coast and Sunshine Coast SEQ 73.4%; RQ 26.6%

Vulnerable workers	Definition
<ul style="list-style-type: none"> • Inexperienced, young, ageing workers • CALD and ATSI workers • Casual, labour hire and gig workers 	<p>Vulnerable workers are individuals who face increased risks and challenges in the workplace due to various factors such as age, gender, disability, race, socio-economic status or work arrangements. These workers may be more susceptible to workplace hazards, discrimination, and exploitation.</p>
Priority Organisations	Definition
Rapidly expanding high-hazard industries	<p>Industries that are already growing or expect to rapidly expand, as innovation increases in Australia and Queensland over the next six years. Six newer industries identified as having the most potential to drive Queensland's future economy include:</p> <ul style="list-style-type: none"> • Renewable energy manufacturing and infrastructure development[2] • Critical minerals processing and manufacturing • Battery industry development • Green hydrogen production • Resource recovery and recycling • Bioeconomy, including sustainable aviation fuel.
Organisations undertaking emerging high-risk activities	<p>Organisations undertaking activities in the above sectors. The use of drones, construction activities associated with renewable energies or manufacturing of new chemical products like space fuels are just a few examples. These organisations may not have mature WHS processes and indeed in many cases, the rapid expansion means that Australian Standards and agreed safe work processes and legislation may not be in place.</p>
Organisations operating in rural or remote locations	<p>Organisations operating in these locations have inherent risks and it is harder to get help in an emergency. Further access to assistance from WHS professionals or the regulator or industry associations is limited.</p>
Organisations with multi-tiered contractor arrangements	<p>Organisations in high-risk industries like construction, manufacturing, agriculture, etc., where workers/contractors operate within complex supply chains and labour arrangements, with known increased WHS risks.</p>
PCBU/Officers of organisations with poor WHS performance	<p>PCBU and Officers of organisations identified through regulator prosecutions, complaints, incidents and inspector data, and workers' compensation performance.</p>
Organisations with low WHS maturity - small businesses focus	<p>Organisations identified through regulator prosecutions, complaints, incidents, inspector data, and workers' compensation performance. This can also be established using WHSQ's Injury Prevention and Management (IPaM) program WHS maturity review tool.</p>



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