UQ Operational Plan

11 March 2026

UQ Asbestos Management Plan



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The University of Queensland Asbestos Management Plan 2026 (UQ AMP)

This document replaces the Asbestos Management Plan of October 2020 and supersedes all previously issued Asbestos Management Plans (AMP). This plan has been adapted from the previous Asbestos Management Plan (AMP) of October 2020. Check this is the latest version before use.

Commissioned		UQ - HSW Team	
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	2020 Asbestos Management Plan		2020
	Approved for release by Director HSWD and Director, Campus Operations, P&F following a five-year review. Version		October 2026

Commented [PM1]: Section 8 of this AMP states P&F Division is responsible for reviewing the UQ AMP as required, in collaboration with the HSW Division, to ensure its **accuracy, relevance and effectiveness**. As noted in my extensive tracked comment, this document is **not accurate**. Much of the content is not relevant in that essentially the document contains huge swathes of copy and paste from various COP - it is not the legislative intent of an AMP to simply copy and paste so much content from the COP (**not relevant**); rather the AMP should be specific as to what UQ expects of asbestos management, i.e how UQ is going to do asbestos management. The AMP is 53 pages long and therefore is an onerous read and not likely to be read (so **not effective**) by target audience. If most of the copy and paste from COP was removed and replaced simply by a statement referring to COP, the length of document could be at least halved. I will conclude by saying to authors, I am conscious that I have recommended many changes and I don't want you to be despondent as you have likely spent a lot of time on writing this document.

Commented [BS2R1]: Thank you, Peter, your comments and advice have been reviewed and incorporated into the updated document.

Commented [PM3]: Some egs of AMP that UQ could model on include - www.publications.qld.gov.au/ckan-publications-attachments-prod/resources/accc04c3-33d1-44db-a001-c32b95ed07eb/cab-asbestos-management-plan.pdf?ETag=77b9471f53ba0cbccc3c0a8be3512954

https://ppr.qed.qld.gov.au/pp/asbestos-management-procedure

www.forgov.qld.gov.au/__data/assets/pdf_file/0017/183203/implementation-standard-minimum-requirements-asbestos-management.pdf

Commented [BS4R3]: Thanks Peter!

Commented [SL5]: Identify and update P&F Director to Chief Property Officer, and review obligations to determine if Director Campus Operations would be more appropriate

Commented [BS6R5]: This statement is for October 2016 version

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Contents

1. Introduction 4
1.1 Purpose 4
1.2 Scope 4
1.3 General principles of asbestos management 4
1.4 Regulatory requirements 6
1.5 UQ requirements 6
2. Asbestos management system 6
2.1 Identification, risk assessment 6
2.2 Risk control 6
2.3 Work planning and authorisation (PF430) 7
2.4 UQ asbestos register and use 7
2.5 Review and maintenance of asbestos register 8
2.6 Signage and information 8
2.7 Asbestos awareness training 9
2.8 Health monitoring 9
3. Key performance indicators 9
3.1 Annual asbestos management report 10
4. Incident management 10
4.1 Catastrophic asbestos infrastructure damage and emergency response 10
4.2 Incident response: Suspected asbestos disturbance 11
4.3 Asbestos incident notification reporting 11
5. Roles and Responsibilities 12
6. Monitoring, Review, Assurance and Audit process 15
7. References 16
Appendices 17
Appendix A: Regulatory requirements 17
State Legislative Requirements - Queensland 17
Codes of Practice and Standards 17
Appendix B: Emergency response procedure to known or suspected asbestos or ACM 18
Appendix C: examples of asbestos warning labels and signs 19

1. Introduction

1.1 Purpose

The purpose of this Asbestos Management Plan (AMP) is to outline how The University of Queensland (UQ) manages asbestos and asbestos-containing materials (ACM) to eliminate or minimise the risk of exposure to workers, students, contractors, and other persons across all UQ sites, so far as is reasonably practicable.

UQ is committed to a risk-based approach to progressively remove ACM and achieve an asbestos-free environment as far as reasonably practicable by 2042 or earlier, while ensuring that any remaining ACM is effectively identified, controlled, and monitored.

1.2 Scope

The UQ AMP applies to all UQ owned facilities and sites. It applies to all structures and plant that could foreseeably contain asbestos or ACM, especially plant manufactured prior to 2004. This AMP also covers unexpected work with asbestos containing ores and naturally occurring asbestos materials that relate to teaching and research by the UQ workers (staff, students, and volunteers) at all University campuses and remote sites. This AMP also applies to asbestos or ACM that is present at a UQ workplace from time to time other than as part of the building fabric, structure or plant, including asbestos-containing samples or materials received, stored, or held by a UQ organisational unit for the purpose of testing, analysis, or research (including under a fee-for-service arrangement). The UQ AMP has the following scope:

(a) All work done on asbestos or ACM work in UQ buildings must at a minimum meet the requirements for related Acts, Regulations, Code of Practices and the UQ AMP.

(b) Inspection, testing, identification of asbestos or ACM and any work that can disturb the asbestos or ACM shall only be undertaken by a competent person with appropriate licencing[1].

(c) The UQ AMP does not apply to facilities located on UQ Property (e.g., Colleges at St Lucia campus, Energex SUB Substations, etc.) that are neither owned nor occupied by UQ. Responsibility for asbestos or ACM management and removal on non-UQ owned or controlled workplaces, lies with the asset owner or person with management or control of the workplace.

Commented [PM7]: Confusing. See (a) - does (a) need to actually then state "...ACM work in UQ buildings 'or buildings occupied by UQ staff' must...."

Commented [BS8R7]: Sentence structure changed

1.3 General principles of asbestos management

The Plan has been endorsed by the University Senior Executive Team (USET)after consultation with all stakeholders. UQ's principles of asbestos management have been adapted from general principles within the How to manage and control asbestos in the workplace Code of Practice 2021.

[1] The UQ AMP does not address the technical details which qualified and licensed asbestos workers are expected to know.

- UQ must take reasonable steps to identify, assess, label and record in current asbestos register; all possible locations of asbestos or ACM including buildings constructed prior to 31 December 1989 and relevant plant or equipment manufactured prior to 2004.
    - If plant or other materials are imported from countries where asbestos is not yet prohibited, a quality assurance system should be put in place to ensure they do not contain asbestos prior to being imported, supplied or used in Australian workplaces.
- UQ asbestos register and relevant survey reports must be consulted prior to work
- Removal of ACM is the preferred control (wherever reasonably practicable[2]) with enclosure or encapsulation applied only where removal is not practicable during the renovations, refurbishments, or maintenance work.
- A risk assessment must be performed on all identified or assumed ACM.
- Identification and risk assessment of ACM must be undertaken by a competent person, being a Licensed Asbestos Assessor (LAA) or certified occupational hygienist, with appropriate training, knowledge and experience in asbestos.
- Control measures must be established to prevent exposure to airborne asbestos fibres and must be commensurate with the level of risk.
- The UQ AMP must be made available to all persons involved in the management and operation of the facilities, including contractors. Personnel within UQ, nominated to have responsibilities under UQ AMP, must be aware of the presence of ACM at their site and the associated management requirements.
- All UQ workers and contractors and all other persons who may be exposed to asbestos or ACM, must be provided with information, training and instruction on the occupational health and safety consequences of exposure to asbestos and appropriate control measures. The detail of the information, training and instruction must be commensurate with the nature of the work, the risk associated with the work and the control measures implemented.
- UQ will implement a risk-based program to progressively reduce asbestos risk by:

  a) Removal of all high and medium risk asbestos or ACM.

  b) Reduction of buildings listed as containing asbestos or ACM by completely removing asbestos or ACM.

  c) Minimisation of accidental damage of asbestos or the exposure of personnel and others to asbestos or ACM by comprehensive asbestos register, training, supervision, signage, stickers, barriers, and locked access by permit only.

[2] Eliminate risks so far as is reasonably practicable. − Control risks— if it is not reasonably practicable to eliminate the risk, implement the most effective control measures that are reasonably practicable in the circumstances in accordance with the hierarchy of control measures, and ensure they remain effective over time.

Commented [PM9]: A contemporary asbestos risk is the inadvertent importation of an ACM from overseas or from an australian manufacturer who has used imported ACM in a product supplied to UQ. Building materials are a prime example, with over the last 10 years numerous such materials imported into Australian building products, most recent being fire doors. The COP 2021 states up front that duty holders such as UQ must If plant or other materials are imported from countries where asbestos is not yet prohibited, ensure a quality assurance system is put in place to ensure they do not contain asbestos prior to being imported, supplied or used in UQ workplaces.

Commented [BS10R9]: That's a valid and important risk to capture.
UQ's procurement framework is structured, risk-based, and governed through Enterprise Procurement, with requirements to assess risk, engage reputable suppliers, and manage safety considerations across the procurement lifecycle (Procurement Policy and Procurement Procedure). In addition, the Safe Procurement and Acquisition of Plant and Equipment Procedure requires pre-acquisition risk assessment, consultation, and verification of supporting information prior to use, including ensuring WHS risks are identified and controlled.
In this context, the suggested statement is conceptually sound; however, without a clearly defined assurance mechanism within the procurement framework (e.g. how asbestos-free verification is obtained, validated, and enforced), its inclusion in the Asbestos Management Plan would be difficult to operationalise and may create ambiguity in responsibilities.
It would be more appropriate to progress this through the central WHS Division and management to the relevant procurement and governance forums, to formally embed specific supplier assurance requirements for ACM risk (particularly for imported or high-risk materials) within procurement processes. Once such controls are defined within the procurement framework, the Asbestos Management Plan can then reference them as a supporting control, consistent with the intent of the How to Manage and Control Asbestos in the Workplace Code of Practice 2021.

Commented [PM11]: Does this actually exist at UQ?

Commented [BS12R11]: The requirement is supported at UQ through the broader WHS induction and training framework, which includes mandatory inductions, training needs analysis and task-specific training. However, this is delivered in a decentralised and risk-based meaning asbestos-related information, training and instruction are typically embedded within general HSW inductions, local/site inductions, and task-specific or role-specific training (where asbestos risk is present); rather than a single, enterprise-wide asbestos training package.

1.4 Regulatory requirements

UQ will manage asbestos in accordance with applicable legislation, Codes of Practice, and UQ Policies and Procedures (PPL). A detailed list of relevant state legislative requirements, Codes of Practice, and applicable standards is provided in Appendix A.

1.5 UQ requirements

P&F division is responsible for maintaining University assets, including the implementation of a funded asbestos management program for the identification, recording, and risk-based management of asbestos or ACM.

This Plan applies to all activities that may impact asbestos or ACM, including maintenance, refurbishment, minor works, transport, and disposal. ACM identified during works must be removed where reasonably practicable. All Staff, Students and Contractors must comply with this Plan. Tenants and other interested parties must be notified of the asbestos removal work in advance and asbestos awareness training or information commensurate with risk, shall be made available to those persons affected by the asbestos work. If ACM exists in a building, tenants must consult asbestos register before commencing work that could cut/drill/remove or otherwise disturb ACM.

Commented [PM13]: How will staff and students and contractors be made aware of this AMP?

Commented [BS14R13]: Awareness of the AMP will be achieved through UQ's existing WHS communication and training framework, including induction processes, contractor onboarding, and access to the AMP and asbestos register via UQ systems, with targeted communication provided where asbestos-related works or risks are present.

2. Asbestos management system

2.1 Identification, risk assessment

Asbestos or ACM must be identified and assessed by a competent person (LAA or certified occupational hygienist) by obtaining a sample which is analysed by a NATA certified laboratory. Where ACM is suspected but not confirmed, it must be treated as ACM until assessed.

Assessment must consider condition, friability, accessibility, and likelihood of disturbance.

Detailed survey methodologies and risk assessment criteria are provided in the Code of Practice.

2.2 Risk control

UQ will apply the hierarchy of control:

- Removal where reasonably practicable
- Enclosure or encapsulation where removal is not practicable
- Administrative controls (e.g. permits, restricted access, signage)
- PPE as a last control

ACM must not be disturbed unless appropriate controls are in place.

Detailed technical requirements for asbestos-related work, licensing requirements, prohibited activities, exemptions, removal, disposal, exposure monitoring, PPE, laundering and clean-up are addressed in the WHS Regulation, the How to Manage and Control Asbestos in the Workplace Code of Practice 2021 and the How to Safely Remove Asbestos Code of Practice 2021.

2.3 Work planning and authorisation (PF430)

All work that may disturb ACM must be planned, risk assessed and authorised prior to commencement. Asbestos or ACM must not be used, re-used, or introduced into UQ workplaces.

The risk of asbestos disturbance must be considered as part of work planning processes (e.g. risk assessments, SWMS, permits), including for maintenance, refurbishment, demolition, and ground disturbance activities. ACM must not be disturbed unless:

- The work has been appropriately planned and authorised
- The asbestos register has been consulted
- Required controls are in place

The asbestos register must be consulted to determine the presence of known or presumed ACM. Where ACM is identified or suspected, appropriate controls must be implemented, and specialist advice sought where required.

Where work is undertaken in areas containing high-risk ACM, or there is a foreseeable risk of exposure to airborne asbestos fibres a permit to access restricted asbestos space PF430 (Link) must be implemented. The permit ensures that:

- Relevant asbestos information (including the asbestos register) is reviewed prior to work
- The presence and exposure pathways of ACM are identified
- Required controls (e.g. RPE, PPE, isolation, monitoring) are defined and implemented

For team-based work:

- A responsible person must be assigned to hold the permit
- That responsible person must ensure all workers understand and comply with the permit requirements.
- The permit must be returned, verified and formally closed on completion of the work.

Any removal or remedial work must be undertaken by appropriately licensed asbestos removalists. Removal of asbestos products must be done in accordance with the How to safely remove asbestos Code of Practice 2021 which provides safe work practices for such work.

Where a UQ organisational unit receives, stores, or handles asbestos-containing material that is present at the workplace from time to time for the purpose of destructive testing or analysis, that activity must be supported by a documented risk assessment and safe operating procedure covering receipt, storage, handling, and destructive testing, prior to the activity commencing.

2.4 UQ asbestos register and use

UQ will maintain a current asbestos register for all relevant buildings, structures, and plant, including details of known or presumed ACM and associated risk information. The register is maintained by Property and Facilities (P&F) and must be kept up to date to reflect changes from inspections, surveys, or works. UQ has an Archibus database for the management of its asbestos or ACM present in its properties and assets. For more information, contact PF Assist. https://www.uq.edu.au/departments/unit.html?unit=593

Where a UQ organisational unit receives, stores, or handles asbestos or ACM for testing, analysis, or research purposes (including on a fee-for-service basis), that material does not form part of the building

asbestos register but must be captured in a local risk record (e.g. a risk assessment and safe operating procedure specific to that activity) held by the responsible organisational unit, and made available to P&F and HSW division on request.

The asbestos register must be readily accessible and consulted prior to commencing any work that may disturb ACM. Where ACM is identified within the scope of works, it must be removed where reasonably practicable or otherwise managed using appropriate controls.

If unknown or suspected ACM is encountered during works, work must cease immediately, the area isolated, and the UQ incident management process followed.

2.5 Review and maintenance of asbestos register

The asbestos register must be reviewed and, where necessary, revised by a competent person when:

- ACM is identified, removed, disturbed, sealed, or enclosed
- Refurbishment or demolition work is to be undertaken
- New information becomes available that affects the accuracy of the register

UQ will conduct resurvey of all the items in the asbestos register depending on their identified risk levels and condition.

- High risk Asbestos or ACM items are to be reinspected every 6 months
- Medium risk Asbestos or ACM items every 3 years
- Low risk Asbestos or ACM items will be reinspected every 5 years.

Where management or control of a workplace is transferred, the asbestos register must be provided to the incoming duty holder, so far as is reasonably practicable.

2.6 Signage and information

UQ will ensure, as far as reasonably practicable, that the presence and location of known or presumes ACM is clearly identified through labelling, signage, or other means consistent with the asbestos register. Examples of asbestos warning labels and signs are provided in Appendix C.

Where signage is not reasonably practicable, relevant persons must be provided with access to asbestos information (including the asbestos register) prior to commencing work.

Detailed requirements for signage, labelling, and information provision are addressed in the How to Manage and Control Asbestos in the Workplace Code of Practice 2021.

2.7 Asbestos awareness training

UQ must ensure that information, training, and instruction provided to a worker is suitable and adequate, having regard to:

a) the nature of the work carried out by the worker

b) the nature of the risks associated with the work at the time the information, training or instruction is provided

c) the control measures implemented.

2.8 Health monitoring

UQ will ensure health monitoring is provided where required under the Work Health and Safety Regulation 2011, for workers at risk of exposure to asbestos when undertaking licensed asbestos removal work, or ongoing non-licensed asbestos removal or asbestos-related work.

The need for health monitoring must be determined based on risk, including the likelihood and level of exposure, the nature of the work, the effectiveness of control measures, and the frequency and duration of exposure.

Where effective controls are in place, workers undertaking occasional or low-risk asbestos-related work are unlikely to require health monitoring.

Workers must be informed of any health monitoring requirements prior to undertaking work that may expose them to asbestos.

3. Key performance indicators

Table 1: Key Performance Indicators (KPI)

Objective	KPI	Target
To reduce the number of high and medium risk items	Reduction in the number of high and medium risk in-situ Asbestos or ACM items from previous year	**To remove or remediate all high-risk items within the year of their identification. To remove or remediate medium risk items in line with annual asbestos management report**
To continually reduce the number of buildings that have	Reduction in number of buildings with identified	**Minimum of 9 buildings per annum on average for the lifespan of this Plan. (as of**

identified asbestos items so that UQ is substantially asbestos free by the year 2042.	asbestos from previous year	**2026 there are 172 UQ buildings listed as containing asbestos or ACM)**
No person exposed to asbestos risk.	Number of buildings resurveyed to determine risk exposure	**Deliver resurveys of all buildings based on predetermined risk levels and add any new items discovered in the UQ register**
Asbestos register is always current.	UQ Asbestos register is current	**Asbestos register is maintained following the delivery of annual asbestos management report and any other remedial work.**
Asbestos database and register are accurate.	Errors reported.	**Less than 5 errors per annum**
No person is exposed to asbestos risk arising from the planned destructive testing of asbestos-containing materials received at a UQ workplace.	Risk assessment and safe operating procedure implemented and current for all destructive testing activities involving ACM.	**The exposure standard for asbestos is not exceeded; exposure of any person at the workplace to airborne asbestos is eliminated so far as is reasonably practicable. Where elimination is not reasonably practicable, exposure is minimised so far as is reasonably practicable.**

Commented [PM15]: Word is superfluous as there would never be controlled exposure

3.1 Annual asbestos management report

Commented [SL16]: Update all reference to annual plan to- Annual Asbestos Action Plan

P&F will produce an annual asbestos management report, which will provide an update on the progress of work and the performance of the Plan against the KPIs. This report provides information on remediation works that will be undertaken each year for the management and removal of ACM at UQ.

Commented [PM17]: Have suggested the word report as this document is an update on the progress of work and the performance of the Plan against the KPIs

Commented [BS18R17]: Thanks Peter, incorporated

4. Incident management

4.1 Catastrophic asbestos infrastructure damage and emergency response

Where an emergency event (e.g. fire, explosion, or structural damage) impacts a location containing ACM, asbestos fibres may be released and pose a risk of exposure.

Emergency response arrangements must account for the potential presence of ACM and ensure that:

- areas are isolated and access is controlled

- exposure risks are assessed and managed
- emergency services and relevant stakeholders are informed as required

Emergency response planning must be consistent with UQ emergency management processes and applicable WHS requirements.

4.2 Incident response: Suspected asbestos disturbance

If building materials are damaged or dust/debris is identified and ACM is known or suspected:

- Stop work immediately
- Isolate the area and prevent access
- Treat the material as ACM until assessed
- Notify the relevant UQ contacts and initiate incident management processes

The response must be proportionate to the risk, including consideration of the likelihood and potential level of airborne fibre exposure.

Appendix B provides a supporting response framework for these scenarios.

It may be noted that Work Health and Safety Queensland does not recommend health monitoring for incidental exposure to asbestos dust. The incident should be reported in UQSafe. Affected staff and students are also able to register their suspected exposure to asbestos through the National Asbestos Exposure Register.

Commented [PM19]: correct

4.3 Asbestos incident notification reporting

There are instances where work safe Queensland needs to be notified if a dangerous incident has taken place during any work involving asbestos. Health and safety incidents are classified based on the risk level at the time of the incident. UQ uses a risk matrix for risk analysis calculated by determining likelihood and consequence. Regulator notification must be reported by the HSW division in accordance with Health and Safety Incident and Hazard Reporting Procedure.

5. Roles and Responsibilities

Commented [SL20]: Update all roles and responsibilities to reflect new Exec governance structure and updated P&F org chart

Commented [BS21R20]: Completed

Table 2. Organisational Responsibilities

Person/Role	Responsibility
University Senior Executive Team (USET)	Endorse Asbestos Management Plan (AMP) and approve annual asbestos management report Seek assurance that there is compliance with the AMP by receiving and commenting on the annual asbestos management report.
Director HSW (Health Safety and Wellness) Division	Provide advice with respect to the comprehensiveness of the UQ AMP in meeting the requirements of the work health and safety legislation and provide specialist advice on the health risk associated with asbestos at UQ. In conjunction with the Senior Manager, Infrastructure Safety and Wellness P&F, arrange for the investigation of any incidents where there has been a loss of control over the asbestos risk. Report any notifiable incident to the Regulator.
Chief Property Officer	Approve and assume ownership of the UQ Asbestos Management Plan. Allocate funding for the implementation of the AMP. Ensure all new properties purchased that were constructed prior to 1990 are surveyed for asbestos, and all ACM identified is entered into the UQ Asbestos database. Ensure all new pre-owned plant manufactured prior to 2004 is surveyed for ACM and any ACM identified is entered into the UQ asbestos database. Communicate with other organisational units across UQ that they are aware of ACM in their areas, or where they engage in work activities that could disturb existing ACM.
Director, Campus Operations (P&F)	Approve P&F annual asbestos management report Ensure the AMP is available to all staff, students and contractors on an easily accessible platform. Ensure all staff and contractors comply with the UQ AMP. Ensure all P&F Project Managers are familiar with UQ AMP, and it is provided to contractors. Ensure contractors understand their requirements under the AMP. Ensure the asbestos register is reviewed, and an asbestos removal plan is in place for any demolition sites where buildings constructed prior to 1990 may be impacted. Ensure contractors have access to the AMP and asbestos register and comply with the requirements. Ensure contaminated land sites which have asbestos as a known contaminant are reported on the asbestos database.

Commented [PM22]: And students? Earlier in AMP it states the AMP apples to students

	Ensure all structures and plant purchased that could foreseeably contain ACM (pre-2004) is surveyed and assessed and entered the UQ Asbestos database as required. Ensure contractors are aware of the AMP and include their responsibilities under this plan as part of their Safe Work Method Statements (SWMS). Surveys of buildings, new, existing, and potential purchases for asbestos.
P&F Project Managers (PM), Client Facilities Managers (CFM) and Coordinators and any other UQ Employee that may commission an asbestos remediation or removal project.	Ensure the asbestos register is reviewed prior to any demolition and refurbishment in buildings constructed prior to 1990. Ensure the asbestos register is reviewed prior to any work on plant manufactured or imported prior to 2004. Project Managers and CFMs must ensure they inform occupants of any removal or remedial works occurring at the site, particularly in relation to any ACM; and provide information on the scope of works and controls in place to control the asbestos risk. Project managers must ensure P&F safety team is notified via email of identified ACM that may be impacted by demolition, or refurbishment works. ACM should be safely removed or appropriately contained prior to commencement of works. This will prevent the accidental disturbance of the material(s). Project Managers and CFMs must ensure that they engage an appropriately licensed removal contractor, as required by legislative requirements, to conduct ACM abatement works and notify site personnel of air monitoring results (if applicable) during abatement or refurbishment works. Ensure that a principal contractor provides UQ with their (the principal contractor's) AMP for UQ site before any work starts in any building constructed prior to 1990. Engage LAA to conduct surveys or resurveys to assess the risk involved with any proposed works where disturbance of Asbestos or ACM is likely to occur prior to commencing proposed works. Ensure a destructive Asbestos or ACM survey is conducted prior to demolition or refurbishment works. Identify and bring to the attention of appropriate staff, any suspect material located during works. Ensure all contractors working on Asbestos or ACM are aware of and meet the requirements of the UQ AMP. Ensure project personnel (including contractors) are inducted. Ensure licensed asbestos removalist can demonstrate competence prior to appointment. Ensure that the licensed asbestos assessor or competent person performing the clearance inspection is independent of the person removing the asbestos. Ensure that the licensed asbestos assessor or competent person performing the clearance inspection updates the UQ asbestos register database to record the ACM removal details. Develop 'scope of works' documentation for removal of Asbestos or ACM.

Commented [PM23]: What about plant imported before 2003

Commented [PM24]: See earlier in AMP where it states this is role of LAA

	Engage hygiene services during abatement works (i.e., asbestos fibre air monitoring, atmospheric lead monitoring, clearance inspections). Ensure air monitoring results are communicated to occupants as required. Ensure appropriate labelling of all ACMs Ensure All incidents are reported in UQSafe.
Senior Manager, Infrastructure Safety and Wellness (P&F)	Act as Controller of the UQ AMP for the purpose of ensuring its implementation and delivery. When issuing a Permit to Access Restricted Asbestos Space PF430, ensure that the Asbestos or ACM register is read and understood by the personnel prior to the commencement of work in the areas where Asbestos or ACM have been identified. Ensure resurvey and risk assessments of all Asbestos or ACM are carried out by a licensed Asbestos Assessor on a regular basis as per determined risk levels, or sooner as recommended by risk assessment. It is imperative that the resurvey is conducted in accordance with the QLD *WHS Act 2011 and WHS Regulation, 2011* and the relevant industry standards and codes of practice. Inform employees, contractors, and subcontractors of locations of Asbestos or ACM as applicable to them and the areas they work in or occupy through the implementation of awareness training, as part of the induction process etc. Maintain electronic Asbestos Management System. Arrange for resurveying, identification and sampling of suspected Asbestos or ACM. To coordinate with the contractors for the installation of warning signage and labels to Asbestos or ACM. Facilitate Asbestos or ACM awareness training for P&F workers Contribute to the asbestos works program and removal program. Respond to incidents via UQSafe. Produce annual asbestos management report for USET in consultation with Director Campus Operations and Director HSW Review and monitor contractor Asbestos Removal Plans Regularly review Asbestos or ACM on the site, as required by Section 3.2 of the *QLD How to Manage and Control Asbestos in the Workplace Code of Practice 2021*; Ensure appropriate asbestos licences are held prior to the engagement of any asbestos work.
Heads of Organisational Unit	Ensure compliance with the UQ AMP within their areas. Especially for plant and equipment that contains Asbestos or ACM (ovens and furnaces) and ores that contain naturally occurring Asbestos or ACM. Ensure all new pre-owned plant manufactured prior to 2004 is surveyed for Asbestos or ACM and any item which is identified to be entered into the UQ asbestos database. Ensure that Asbestos or ACM are not imported or exported.

	Ensure permission is obtained from the Australian Safety and Eradication Agency (ASEA) if asbestos or goods containing asbestos are to be imported or exported. Ensure all workers working on asbestos are aware of and meet the requirements of the UQ AMP.
UQ Organisational units receiving asbestos or ACM for testing, analysis, or research (including fee-for-service arrangements)	Maintain a current risk assessment and safe operating procedure for the receipt, storage, handling, and destructive testing of asbestos-containing material. Review controls periodically to confirm they remain effective. Notify the Senior Manager, Infrastructure Safety and Wellness (P&F) of the arrangement and provide evidence of controls on request Report any incident via UQSafe.
Director ITS	Ensure compliance with UQ AMP by all ITS staff and contractors Ensure the UQ asbestos register is consulted prior to undertaking work that potentially may disturb the building fabric by staff or contractors.
Contractors	Contractors must ensure proper safety procedures are followed and works are conducted in accordance with all relevant legislative and UQ requirements. Comply with the UQ AMP and refer to the asbestos register prior to undertaking any building work. To bring to the attention of the PM/PO/CFM and HSW Manager for any suspect material. Refer to the UQ AMP for guidance to identify, manage, and remove Asbestos or ACM. Manage all risks associated with construction or removal work within their scope Develop a site-specific asbestos management plan or asbestos removal plan for any work in a building constructed prior to 1990 and prior to performing any asbestos or ACM removal works. Undergo P&F Contractor Induction. Ensure the possession of relevant, valid licenses.
Students, Staff and Visitors	Comply with the UQ AMP. Not to impact any Asbestos or ACM. Report Asbestos or ACM related hazards. Are not to do any maintenance, refurbishment, or interfere with any infrastructure (walls floor and ceiling) without consulting with P&F. Ensure that Asbestos or ACM are not imported or exported.

Commented [PM25]: Asbestos removal plans are a mandatory statutory document

Commented [PM26]: Note earlier comments about AMP being silent on who/how students are made aware of the AMP

Commented [BS27R26]: Response to provided on earlier comments

6. Monitoring, Review, Assurance and Audit process

P&F Division is responsible for reviewing the UQ AMP as required, in collaboration with the HSW Division, to ensure its accuracy, relevance and effectiveness. Review of the management plan will also be informed by feedback from Organisational Heads, Supervisors and Managers.

HSW Division will conduct periodic audits of P&F and Organisational Unit compliance with this management plan.

7. References

- AS 1319-1994 Safety Signs for the occupational environment
- AS 4260 -1997 High efficiency particulate air (HEPA) filters – Classification, construction and performance
- Guidance Note on the Interpretation of Exposure Standards for Atmospheric contaminants in the
- Guidance Note on the Membrane Filter Method for Estimating Airborne Asbestos Fibres 2nd Edition [NOHSC:3003 (2005)]
- Occupational Environment 3rd Edition [NOHSC:3008 (1995)]
- Qld Code of Practice for How to Manage and Control Asbestos in the Workplace 2021
- Qld Code of Practice for How to Safely Remove Asbestos 2021
- Queensland Environmental Protection Act 1994
- Queensland Environmental Protection (Waste Management) Regulation 2000
- Queensland Work Health and Safety Regulation 2011

Appendices

Appendix A: Regulatory requirements

State Legislative Requirements - Queensland

- *Work Health and Safety Act 2011 (Qld)*
- *Work Health and Safety Regulation 2011 (Qld)*
- *Environmental Protection Act 1994 (Qld)*
- *Environmental Protection Regulation 2019 (Qld)*

Codes of Practice and Standards

- QLD How to Manage and Control Asbestos in the Workplace Code of Practice 2021
- QLD How to Safely Remove Asbestos Code of Practice 2021
- AS 4964-2004 Method for the qualitative identification of asbestos in bulk samples
- Australian Standard AS5370 – "Sampling and qualitative identification of asbestos in bulk materials
- Safe Work Australia – Workplace Exposure Standards for Airborne Contaminants 2019
- AS ISO 31000:2018 Risk management Guidelines
- AS 1319 1994 (R2018)– Safety signs for the Occupational Environment
- AS 4260:1997 (R2018) High efficiency particulate air filters (HEPA) filters - Classification, construction, and performance
- AS/NZS 1715:2009 Selection, use and maintenance of respiratory equipment
- AS/NZ 1716:2012 Respiratory Protective Devices
- The suite of 30 international standards for respiratory equipment being transitioned for implementation in 2030
- Guidance Note on the Membrane Filter Method for Estimating Airborne Asbestos Fibres 2nd Edition [NOHSC:3003(2005)

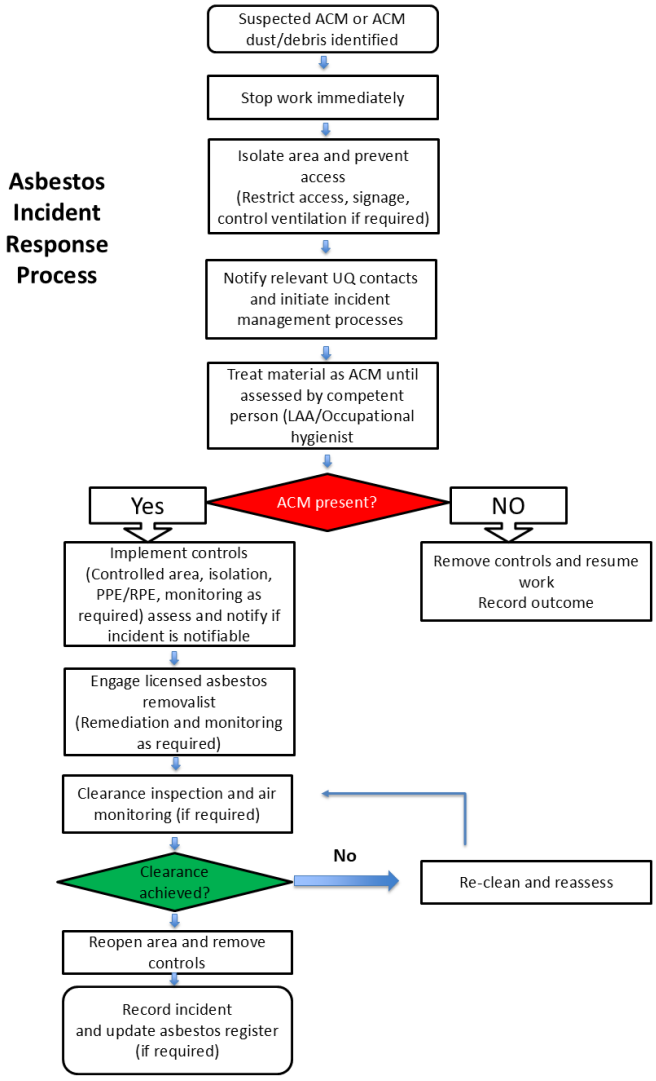
Commented [PM28]: AS 5370:2024 supersedes AS 4964-2004 and most labs have moved to AS5370 despite the legislators being slow to update relevant codes etc

Commented [PM29]: As this AMP has 5 year lifespan, this standard will need to be included to keep AMP current

Commented [BS30R29]: Thanks Peter

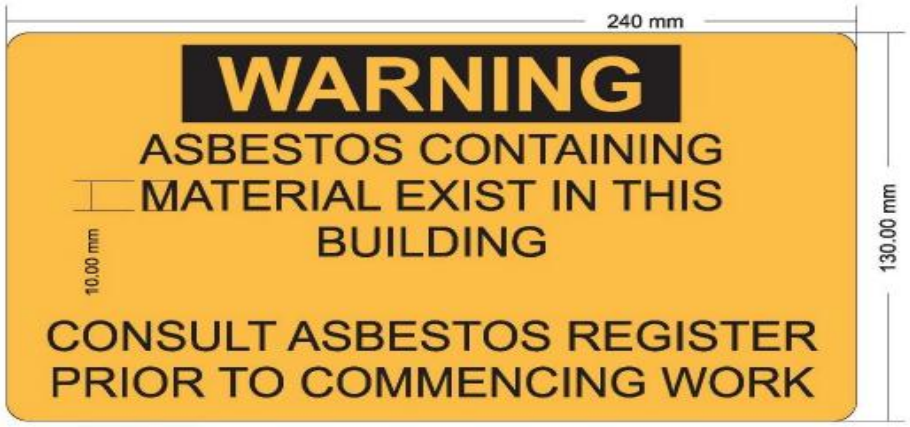
Appendix B: Emergency response procedure to known or suspected asbestos or ACM

Commented [PM31]: There are words missing in some of sentences in this figure, along with some spelling errors. In addition, more than barriers will be needed to prevent access



Appendix C: examples of asbestos warning labels and signs






130.00 mm
WARNING
ASBESTOS CONTAINING MATERIAL EXIST IN THIS BUILDING
CONSULT ASBESTOS REGISTER PRIOR TO COMMENCING WORK
10.00 mm
240.00 mm
CAUTION
Asbestos containing material
Do not disturb/damage
For more information contact
PF Assist Ph: 336 52222
CAUTION
Do Not Disturb
This Material must not be cut/drilled/ removed or otherwise disturbed
For more information contact PF Assist Ph: 336 52222
CAUTION
Asbestos containing material within cavity
For more information contact
PF Assist Ph: 336 52222
CAUTION
Non friable asbestos containing material within cavity
For more information contact
PF Assist Ph: 336 52222

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