PART A – GENERAL INFORMATION	☐ GENERIC RISK ASSESSMENT	☒ SITE SPECIFIC RISK ASSESSMENT	☐ OTHER		
Scope/Task:	Kosciuszko Thredbo Pty Ltd Visitors Risk Assessment				
Location:	Thredbo Resort		Date of origin:	8th March 2019	
Business Unit at which assessment/review conducted:	Thredbo Work Health & Safety		Last Reviewed:	14/05/2026	
Person(s) Leading:	Name:	Brendan May	Position:	Training & Compliance Manager	
Manager / Supervisor: *(Who is Responsible for Business Area?)*	Name:	Stuart Diver	Position:	KT General Manager	

Description
Full description of task, process or scope of the assessment and the context for the risk assessment. Also list any assumptions made and the source of any data used.

The scope of the assessment is to identify and assess areas of likely risk for groups and other visitors as a result of resort operations. Kosciuszko Thredbo Pty Ltd operates within an alpine environment and provides access to inherently dangerous environments and high-risk sports including skiing, snowboarding and mountain biking. While it's is not possible to foresee all possible risk, this document contains an assessment of known likely risks within the KT leasehold area that are present as a result of KT operations.

Has this task been assessed previously? ☒ Yes ☐ No

Has this task resulted in any injuries / illnesses or serious near miss events? ☒ Yes ☐ No

If yes, describe?
Visitors, staff and contractors have been injured and property has been damaged throughout various KT operational activities during the extended period of operation. It is recognised the KT provides access to an alpine region and high-risk alpine sports that are inherently dangerous.

PART B – RISK ASSESSMENT						
No	Task/Activity	Hazards	Associated Risks	Risk Controls	Residual Risk	Person Responsible
1	Road transport within Thredbo Leasehold	Alpine road conditions	Vehicle collisions with other road users, pedestrians or stationary objects.	Roads assessed and 40kph speed limit in place. Signage and road markings indicate road conditions. Road clearing conducted as required. Traffic Marshalls controlling traffic flow during peak periods. Free Courtesy buses to reduce road movements during peak periods.	Moderate 8	Environmental Services Manager
2	Thredbo Operations	Environmental Impact	Unplanned impact on environment and interruption to business.	Thredbo maintains a comprehensive Environmental Management System maintained by its Environmental Service Department and externally audited maintaining a Gold Earth Check Standard	Low 1	Environmental Services Manager
3	Lifting Infrastructure	Using lifts	Incident resulting in fall from height, injury or infrastructure failure	Thredbo lifting infrastructure is constructed and maintained to high standards as required by relevant standards. Thredbo maintains a highly trained and specifically skilled engineering workforce who inspect and maintain the lifts on a daily basis. Thredbo Lift operations are conducted by highly trained operators who monitor the lifts, users and environmental conditions constantly. Lift Operators are trained to deal with emergency situations and are able to adequately respond. Thredbo maintains a professional patrol department who are skilled in lift evacuations and advanced primary care.	Low 1	Mountain Manager Engineering Maintenance Manager
4	Snowsports Operations	Snowsports Operation	Injury to person, damage to property, environmental impact, interruption to business across a season	Operational Risk Assessment and sign off procedure	Very High 20	General Manager Training & Compliance Manager
5	Snowsports Operations	Skiing or Snowboarding	Injury to person, damage to property in any single instance	Ski run design & Maintenance, daily inspections	Moderate 6	Mountain Manager
6	Snowsports Operations	Ski and Snowboard lessons	Injury to person, damage to property in any single instance	Ski run design & Maintenance, daily inspections, qualified instructors, assessment of student skill level prior to commencement to ensure suitability and level. Ongoing assessment during lesson	Moderate 6	Snowsports Manager
7	Snowsports Operations	Tobogganing	Injury to person, damage to property in any single instance	Due to the high-risk nature and a high number of significant injuries Tobogganing is banned in the Thredbo Leasehold area.	Not Permitted Activity	General Manager

8	Snowsports Operations	Snowshoeing	Injury to person, damage to property in any single instance	Thredbo is able to control factors within its leasehold area. It is recognized the many people utilize Thredbo's lifting infrastructure to access backcountry areas outside of Thredbo's leasehold. Thredbo provides guided tours as safer option for inexperienced people and endeavors to provide snow condition and weather information via its online presence. Lift staff will not allow people who are inappropriately dressed for the conditions onto Thredbo lifts.	Low 3	Mountain Manager
9	Snowsports Operations	Race Event	Injury to person, damage to property in any single instance	Course design & Maintenance, course inspections and testing, minimum equipment requirements	Moderate 6	Snowsports Manager Mountain Manager
10	On Snow Activities	Scenic Visit	Injury to person, damage to property in any single instance	Guest services provide information to guests about their best options and monitor popular areas during peak times. Lift staff will not allow people who are inappropriately dressed for the conditions onto Thredbo lifts.	Low 1	Guest Services Manager Mountain Manager
11	Mountain Bike Operations	Mountain Bike Operations	Injury to individual person, damage to property, environmental impact, interruption to business across each season	Yearly Mountain Bike Operations Risk Assessment and sign off procedure	Very High 20	General Manger Training & Compliance Manager Mountain Manager Mountain Bike Operations
12	Mountain Bike Operations	Use of Gravity Trails	Injury to person, damage to property in any single instance	Trail design & Maintenance, daily inspections, minimum bike and equipment requirements	Moderate 6	Mountain Manager Mountain Bike Operations
13	Mountain Bike Operations	Mountain Bike lessons	Injury to person, damage to property in any single instance	Trail design & Maintenance, daily inspections, qualified instructors, assessment of student skill level prior to commencement to ensure suitability and level. Ongoing assessment during lesson	Moderate 6	Mountain Bike Operations

14	Mountain Bike Operations	Use of Village Trails	Injury to person, damage to property in any single instance	Trail design & Maintenance	Low 5	Mountain Manager Mountain Bike Operations
15	Mountain Bike Operations	Use of Pump Track	Injury to person, damage to property in any single instance	Trail design & Maintenance and daily inspections	Low 5	Mountain Bike Operations Environmental Services Manager
16	Mountain Bike Operations	Race Event	Injury to person, damage to property in any single instance	Course design & Maintenance, course inspections and testing, minimum bike and equipment and insurance requirements	Moderate 6	Mountain Manager Mountain Bike Operations Guest Services Manager
17	Thredbo Leisure Centre	Swimming pool, waterslide, mission inflatable, gym and associated activities	Injury or property damage as a result of activities	The Thredbo Leisure centre abides by extensive legal, policy and procedural requirements and maintains and extensive risk assessment for its operations which can be provided for groups requiring this facility.	Moderate 6	Thredbo Leisure Centre Manager
18	Guided Hikes	Participating in guided hikes	Injury to person, damage to property in any single instance	All participants are assessed for suitability to any given guided hike. Equipment and clothing are assessed prior to departure to ensure suitability. The weather is assessed each day and ongoing throughout the hike. Guides have emergency equipment including telephones, radios and emergency beacons, water and first aid kits and appropriate training to utilize these resources.	Low 1	Outdoor Operations Manager
19	Backcountry Tours	Participating in backcountry tours	Injury to person, damage to property in any single instance	All participants are assessed for suitability to any given backcountry tour. Equipment and clothing are assessed prior to departure to ensure suitability. The weather is assessed each day and ongoing throughout the tour. Guides have emergency	Low 3	Outdoor Operations Manager

				equipment including telephones, radios and emergency beacons, water and first aid kits and appropriate training to utilise these resources.		
20	Skate Park	Skate Park Use	Injuries resulting from riding in the skate park.	The skate park is routinely inspected by the Environmental services for defects and cleaned. The skate park is unsupervised by KT staff and is consistent with skate parks provided by councils around the country. Thredbo has signposted the conditions of use.	Low 3	Environmental Services Manager
21	Golf and Disc Golf Course	Playing frolf/frisbee golf/disc golf	Injuries resulting from playing area, Bites from insects, spiders and snakes.	Golf course and disc golf course is inspected to ensure that the area and surrounds are free from obstacles. Environmental services ensure the area is fit and appropriate for golfing and disk golfing activities. All equipment that is hired from KT is sound and suitable for use.	Low 1	Environmental Services Manager
22	Tennis Courts	Playing Tennis	Injuries resulting from playing	The tennis courts are inspected to ensure that the surface area and surrounds are free from obstacles. Environmental services ensure the area is fit for purpose and that the playing surface does not present hazards. All equipment that is hired from KT is sound and suitable for use.	Low 3	Environmental Services Manager Guest Services Manager
23	Outdoor Trampolines	Trampoline use	Injuries resulting from using the spring free trampoline.	The trampolines are inspected for defects by the Environmental Services and Marketing department. The trampolines are secured as per the manufacturer specifications. Signage developed by the original equipment manufacturer is in position.	Moderate 6	Environmental Services Manager
24	Playground equipment	Using playground	Cuts / abrasions, broken limbs, muscular skeletal and other physical injuries	The playground equipment and fencing are constructed to standard and inspected on a regular basis for defects.	Low 3	Environmental Services Manager

25	Snowmobiles	Snowmobile operation	Loss of control, rollover, collision with object or Collision with snow user	Only Thredbo staff trained and assessed in the use of snowmobiles operate snowmobiles in the Thredbo leasehold, with the exception of National Parks or Emergency Services. Thredbo Staff operate the vehicles within the operational guidelines set out by Thredbo. All persons are to be aware that snowmobiles are an inherently difficult vehicle to operate and can take time to bring to a stop. All snow users should be aware and on the lookout for snowmobiles	Moderate 6	Mountain Manager
26	Drone Operation	Drone Operation	Drone impact with Infrastructure, guests, staff	Drones are not to be used in the Thredbo Leasehold area without application to and written approval from the Brand & Marketing Manager.	Low 1	Brand & Marketing Manager
27	Winch Grooming	Winch grooming	Impact with cable	Winch Cats are in regular operation during the winter season and between the hours of 1630hrs – 0830hrs the Mountain is classed as a “Restricted Area”, due to the elevated risk levels introduced to Kosciuszko Thredbo through winch operations. Access to the mountain during these hours is by approval of the Mountain Department only. A visual warning system has been installed at the top of the Kosciuszko Express chairlift to raise the awareness of people entering Kosciuszko Thredbo’s “Restricted area” during the winch cat operating hours with the provision of contact details for the Mountain Department.	Moderate 6	Mountain Manager
28	Emergency management	Emergency response	Not responding or being able to manage emergencies at Thredbo.	Thredbo has the ability to respond to all medical incidents year-round. Bike patrollers are on site for emergency response and extraction of injured personnel during summer. This includes staff and guests. During winter Ski Patrol are on site to respond to all medical incidents that occurs on snow. All personnel involved are trained and competent. Casualties are transported off the	Moderate 6	Training & Compliance Manager

				mountain by ski/bike patrol to the Thredbo Medical Centre when medical escalation is required. All medical equipment is prepositioned and is fit for purpose. Thredbo Village has NSW F&R to provide first response for fire and additional support for medical incidents. NSW ambulance is based in Jindabyne and casualties can be airlifted from the Thredbo Village Green. NSW Police (Jindabyne LAC) frequent Thredbo during the day and at night. The NSW Police have the ability to attend crime incidents within the Thredbo Village.		
29	Alpine Coaster Operations	Alpine Coaster use	Injuries resulting from riding and collisions.	The Alpine coaster is a registered amusement device and requires annual engineering inspection and certification. The Alpine Coaster track and carts are inspected daily. Age, weight and size requirements for riders are in place. An emergency stop system is in place and can be deployed in a medical or other emergency. The Carts are fitted with seatbelts that contain an interlocking system that cannot be undone while the ride is in progress. All riders are briefed by the attendant on how to operate the brake and informed about cart spacing. The carts have an intelligent distance control access system and automatic braking system at the end of the track. The facility will be closed if the ride is impacted by extreme weather. The carts are able to run in snow and wet weather.	Low 3	Mountain Operations Manager

Table 1 Risk Assessment Matrix

		CONSEQUENCE				
		Insignificant (1) • Problem easily handled by normal processes • first aid treatment required	**Minor (2)** • Some disruption possible • Minor injuries or illness requiring medical treatment	**Moderate (3)** • Significant time and resources required • serious bodily injury or illness	**Major (4)** • Operations severely damaged • single fatality or permanent disability	**Catastrophic (5)** • Business survival is at risk • multiple fatalities and / or significant impact to individuals
LIKELIHOOD	**Almost Certain (E)** >90% Chance	11 High	16 High	20 Very High	23 Very High	25 Very High
	Likely (D) Between 50% and 90% Chance	7 Moderate	12 High	17 High	21 Very High	24 Very High
	Moderate (C) Between 10% and 50% Chance	4 Low	8 Moderate	13 High	18 Very High	22 Very High
	Unlikely (B) Between 3% and 10% Chance	2 Low	5 Low	9 Moderate	14 High	19 Very High
	Rare (A) <3% Chance	1 Low	3 Low	6 Moderate	10 High	15 High

Risk Rating Key	Low = 1- 5	Moderate = 6 - 9	High = 10 - 17	Very High = 18 - 25

Table 2: Risk Control

The most effective strategy for risk control is:

<u>Elimination of risk</u>
This means to completely remove the risk so no control/s need to be implemented.

When elimination of risk is not reasonably practicable, the hierarchy of controls should be consulted to implement the next most effective strategy reasonably practicable. A combination of the following controls may be required to be taken to minimise the risk to the lowest level reasonably practicable if no single control is sufficient for that purpose.

Elimination	This means to completely remove the risk so no control/s need to be implemented *When elimination is not reasonably practicable, the hierarchy of controls should be consulted to implement the next effective strategy. A combination of the following may be required to be taken to minimise the risk.*	Highest	Most
Substitution	Replacing a hazardous substance or process with a less hazardous one, e.g. substituting a solvent based chemical with a water based one	Level of health and safety protection	Reliability of controls
Isolation	Isolating the hazard from the person at risk, e.g. isolating the power before working on electrical circuitry, enclosures for noisy machinery		
Engineering	Redesign a process or piece of equipment to make it less hazardous , e.g. installing an exhaust ventilation system to extract dangerous fumes or dust		
Administration	Minimising the risk by administrative or procedural means e.g. by adopting safe work practices or providing appropriate training, instruction or information		
PPE	Have people wear personal protective equipment and clothing while near a hazard, e.g. gloves, glasses. Earmuffs, aprons, safety footwear, dust masks	Lowest	Least