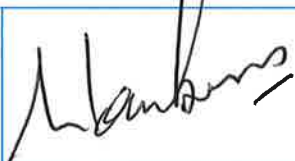



# PROCEDURE

## Management of Asbestos



Issued with the authority of the Chief Commissioner  
and Chief Executive Officer of Scouts Australia NSW

Chief Commissioner signature		Chief Executive Officer signature	
Sponsor	Head of risk		
Document type	Procedure	Date of issue	July 2018
Document code & no.	PRO25	Version number	1.0
Document title	Management of Asbestos	Due for review	July 2021

# Management of Asbestos

## Table of Contents

1	Purpose and Scope .....	3
2	General information .....	3
3	Asbestos Register.....	4
4	Asbestos Management Plans.....	5
5	Refurbishments or demolitions .....	5
6	Labelling and signage.....	5
8	Illegal dumping of asbestos or ACM .....	6
9	Asbestos remediation work.....	6
10	Materials sampling .....	6
11	Naturally occurring asbestos (NOA) .....	7
12	Asbestos contaminated soil.....	8
13	Accidental damage or disturbance .....	8
14	Health Monitoring for workers exposed to asbestos.....	8
15	Records / References.....	9
16	Associated Forms.....	9
17	Appendices .....	9
	Appendix 1 - Definitions .....	10
	Appendix 2 – Identifying asbestos at premises controlled by Scouts NSW.....	11
	Appendix 3 – Template for Asbestos Register.....	12
	Appendix 4 – Contents of an asbestos management plan .....	13
	Appendix 5 – Asbestos guide for site managers.....	14



Scouts Australia NSW

# 1 Purpose and Scope

Scouts Australia NSW is a volunteer organisation that has paid workers and subsequently, has responsibilities under WHS laws. Our volunteers are called workers under WHS laws and they have the same WHS obligations as a paid worker. Therefore, Scouts Australia NSW WHS Procedures apply to workers, members and volunteer supporters (which are all described collectively in the WHS Procedures as *workers*).

Asbestos was commonly used in buildings until the 1990's and it is now widely recognised that asbestos presents a health risk when its fibres are released into the air and breathed in. Asbestos is present in many Scouts premises and must be managed in accordance with the relevant WHS legislation. Management of asbestos includes the use of competent persons to determine the presence of asbestos, labelling of the asbestos and prohibition of work involving asbestos except under prescribed circumstances.

This procedure describes the general approach, however the following documents describe best practice in regard to asbestos and Scouts workers must follow these codes of practice which are available freely in the public domain:

- How to Manage and Control Asbestos in the Workplace Codes of Practice (SafeWork NSW)
- How to Safely Remove Asbestos Code of Practice (SafeWork NSW)

Workers must not handle asbestos unless they have been trained and hold a licence that is current and appropriate for the type of work being done. The exception is where a person is removing less than 10m<sup>2</sup> of asbestos containing material, where a licence is not required however the person must have received appropriate information or training. Scouts Australia NSW management must not direct or allow a worker to perform work involving asbestos except in prescribed circumstances.

## 2 General information

Asbestos was commonly used in buildings and components of buildings until the 1990's. Applications included fibro, flue pipes, drains, roofs, gutters, brakes, clutches, gaskets and lining of switch boards. However, the use of asbestos in some applications continued as late as 31 December 2003. Asbestos also can be present as debris in soil, for example from previous buildings or from old land fill. Asbestos can also occur naturally. See [Appendix 5 - Complying with the asbestos legislation – page 2 of 2 – asbestos FAQs](#) for an illustration of typical residential applications of asbestos.

Asbestos becomes a health risk when its fibres are released into the air and breathed in. Breathing in asbestos fibres can cause asbestosis, lung cancer and mesothelioma.

- The risk of contracting these diseases increases with the number of fibres inhaled.
- The risk of lung cancer from inhaling asbestos fibres is greater if you smoke.



Scouts Australia NSW

File name	PRO25 Management of Asbestos v 1.0	page 3 of 15.
-----------	------------------------------------	---------------

- Those who get health problems from inhaling asbestos have usually been exposed to high levels of asbestos for a long time. Symptoms don't usually appear until 20 to 30 years after initial exposure.

Asbestos containing material that is in good condition and remains undisturbed as part of a fibre cement sheet (often called *fibro*) presents an extremely low risk of airborne contamination to workers, residents or visitors to the premises. Scout formations should not be alarmed by the presence of asbestos, however it is essential that the presence of asbestos is managed appropriately to avoid risks to health.

Careful monitoring and review on a regular basis to determine that the asbestos material remains contained is important. However, should the material become friable or damaged, the likelihood that airborne asbestos will be released increases and removal of the material by a competent person and disposal of the materials at an approved place will be required.

Refer to [Appendix 2 – Identifying asbestos at premises controlled by Scouts NSW](#) for a guide to determining the status of asbestos at a Scouts NSW premises.

### 3 Asbestos Register

The asbestos register is a document that is prepared by a competent person and lists all identified (or assumed) asbestos in a workplace. Refer to [Appendix 3 – Template for Asbestos Register](#).

The asbestos register must:

- record any asbestos or asbestos containing material (ACM) that has been identified or is assumed to be present at the workplace
- record the date when the asbestos was identified
- record the location, type and condition of the asbestos
- be maintained to ensure up-to-date information
- be given to the employer or business when there is a change of management or controller of the workplace.
- Shall be made available to workers, contractors and other persons (TIP: a label can be placed in the electrical meter box indicating that the building contains asbestos and the location of the register).

The Asbestos register should be reviewed and updated when asbestos is removed from the site, disturbed, sealed or enclosed at the workplace or every five years if asbestos remains in situ.



Scouts Australia NSW

File name	PRO25 Management of Asbestos v 1.0	page 4 of 15.
-----------	------------------------------------	---------------

A copy of the Asbestos Register must also be provided to Scouts Australia NSW State Office. Photographs and drawings are useful to visually show the location of the asbestos or ACM in the workplace.

An asbestos register is NOT required if:

- it was a building constructed after 31 December 2003 AND
- no asbestos has been identified in the workplace AND
- no asbestos is likely to be present at the workplace from time-to-time.

## 4 Asbestos Management Plans

Where asbestos has been identified at a workplace, an asbestos management plan will be prepared by a competent person then be maintained and reviewed by the Group Leader and be accessible to workers, contractors and other interested parties. Refer to [Appendix 4 – Contents of an asbestos management plan](#).

A copy of the Asbestos Management Plan must also be provided to Scouts Australia NSW State Office.

## 5 Refurbishments or demolitions

Prior to any demolition or maintenance work commencing, either by contractors or a volunteer working bee, the asbestos register must be reviewed and appropriate steps taken to ensure that all asbestos that is likely to be disturbed is identified and removed prior to the commencement of work. See [Appendix 5 – Complying with the asbestos legislation \(page 1 of 2\) - A guide for site managers](#).

If an asbestos register is not available for a property requiring refurbishment or demolition, the site must be inspected by a *competent person*\* to determine if any asbestos or asbestos containing material is present on the site. Refer to [Appendix 1 – Definitions](#) for a definition of competent person.

## 6 Labelling and signage

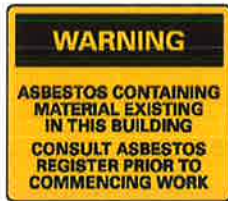
All identified or assumed asbestos, including where asbestos is inaccessible, must be clearly indicated. If it is reasonably practicable, labels must be used to identify the material containing asbestos. Labels are often placed by the consultant at the time of assessment. Labels are also available from the Scouts NSW state Office.



Scouts Australia NSW

File name	PRO25 Management of Asbestos v 1.0	page 5 of 15.
-----------	------------------------------------	---------------

Example of suitable label wording.



## 8 Illegal dumping of asbestos or ACM

Scout Sites are increasingly at risk of being subjected to illegal dumping of asbestos and asbestos containing materials. In the event of a site being contaminated by illegal dumping of asbestos or ACM, the situation is to be considered as an emergency situation and the Chief Executive, local council and SafeWork NSW advised immediately.

The management and remediation of sites contaminated with asbestos from illegal dumping is a specialised task and must not be undertaken by untrained workers.

## 9 Asbestos remediation work

In the event that Scouts Australia NSW contracts a competent person to remove asbestos from a Scouts Australia NSW site, the workers will be notified of the work prior to the work commencing.

For certain types of remediation, an appropriately licensed person must be engaged eg Class A, Class B. Follow *How to Safely Remove Asbestos Code of Practice* for the types of licence required.

## 10 Materials sampling

Legislation allows samples to be taken by a competent person other than a licensed asbestos consultant. However, in order to be deemed competent for this task, Scouts NSW workers and volunteers must be trained in safe sampling process (as per the Sampling Process appearing in the How to Manage and Control Asbestos in the Workplace Codes of Practice) and there must be evidence of training (eg training record or equivalent).

Only material that is already damaged or will be disturbed (eg prior to refurbishment or renovation) shall be sampled. Sampling material that is in good condition introduces unnecessary risk associated with the



Scouts Australia NSW

File name	PRO25 Management of Asbestos v 1.0	page 6 of 15.
-----------	------------------------------------	---------------

sampling process. Materials that are not sampled that may contain asbestos, should be assumed to be asbestos and added to the asbestos register.

Refer to [Appendix 2 – Identifying asbestos at premises controlled by Scouts NSW](#).

## 11 Naturally occurring asbestos (NOA)

It is unlikely that naturally occurring asbestos will be found in the built up region of the Sydney Metropolitan area, however, it is known to occur in a number of areas in rural NSW, particularly in the Mid North Coast area near Port Macquarie, to the north west of Grafton at Baryugil in the North Coast Region; the North West Region – Tamworth, Nundle and Barraba; Broken Hill and in the Riverina and Alpine areas between Young, Tumut and Kiandra. There are also some naturally occurring asbestos deposits around the townships of Orange, Port Macquarie and Gundagai. There are also a number of mined asbestos deposits (eg. Woodsreef near Barraba, Baryulgil in North Eastern NSW and Jones Creek near Gundagai). Volunteers working in these areas should seek information on the location of natural occurring asbestos from the shire council and if there is a likelihood of naturally occurring asbestos on Scout property, seek training in the recognition and management of naturally occurring asbestos from a local expert.

In the event of an accidental exposure to asbestos, through naturally occurring asbestos on site, health monitoring will be conducted in accordance with the NSW WHS Regulation Clauses 435-440 and as documented in Scouts NSW WHS Manual Chapter 13 “Health Monitoring”.

Where naturally occurring asbestos has been identified on a Scouts Australia NSW site, it must be treated with the same consideration as asbestos or asbestos containing material and included on the asbestos management plan for the site. This plan must:

- identify the location of the naturally occurring asbestos
- include decision and reasons for decisions about the management of asbestos at the work place e.g. safe work procedures and control measures
- outline procedures for incidents and emergencies involving asbestos, including who is responsible
- be maintained with up to date information
- be reviewed every five years or when changes are made at the workplace
- be accessible to any worker or the PCBU who has carried out or intends to carry out work at the workplace any health and safety representatives who represent workers at the workplace
- provide information, consultation and training responsibilities to workers carrying out work at the workplace and any health and safety representative who represent workers at the workplace.
- provide information, consultation and training responsibilities to workers carrying out work involving asbestos.



Scouts Australia NSW

File name	PRO25 Management of Asbestos v 1.0	page 7 of 15.
-----------	------------------------------------	---------------

The asbestos management plan should be prepared by the person with management or control of the workplace who should consider:

- isolating the workplace, or part of the workplace where naturally occurring asbestos has been identified or assumed until controls are in place
- redirecting excavation away from the naturally occurring asbestos, if possible using sealed excavation or mining equipment – eg air-conditioned cabins with filtered air (HEPA Filter)
- ensuring a competent person maintains regular surveillance of the naturally occurring asbestos to ensure minimal disturbance
- conducting air monitoring while working in the naturally occurring asbestos area
- developing procedures for the safe disposal of asbestos waste
- educating workers in safe work practices including decontamination and wash down procedures for vehicles leaving the naturally occurring asbestos area.

## 12 Asbestos contaminated soil

Previously undetected contamination can be discovered in soil during building, driveway construction, excavation or natural damage. A licenced asbestos assessor or other competent person should be engaged to assess the risk and recommend appropriate action. The asbestos register and asbestos management plan must be updated accordingly.

## 13 Accidental damage or disturbance

The first priority is the health and safety of people in the immediate vicinity. Emergency procedures should be covered in the asbestos management plan however in the absence of a site specific emergency plan, the following acts as a guide:

If the disturbance is likely to produce airborne asbestos fibres, the area should be evacuated. If in doubt, evacuate. Turn off any mechanical ventilation. The site manager must be informed, workers informed of access restrictions and the area taped off. A competent person is to be contacted ASAP to assess the risk and determine next steps, and advise when the areas can be re-occupied.

## 14 Health Monitoring for workers exposed to asbestos

Scouts Australia NSW does not engage in any work related to handling asbestos in any form and in the normal course of duties of any worker, there is no reason for any worker to be exposed to asbestos through handling or removing asbestos. Workers and Volunteers are specifically cautioned against working with asbestos in any way and are required under Scouts Australia NSW policy to contract an authorised person to work with asbestos on Scouts Australia NSW property. In the event of an accidental exposure to



Scouts Australia NSW

File name	PRO25 Management of Asbestos v 1.0	page 8 of 15.
-----------	------------------------------------	---------------



asbestos, through naturally occurring asbestos or illegal dumping on site, health monitoring will be conducted in accordance with the NSW WHS Regulation Clauses 435-440 and as documented in Scouts NSW WHS Manual Chapter 13 "Health Monitoring".

## 15 Records / References

- WHS Volunteers Guide (Safe Work Australia)
- WHS Regulation 419, 420
- How to Manage and Control Asbestos in the Workplace Code of Practice
- How to Safely Remove Asbestos Code of Practice
- Site Asbestos Register
- Site Asbestos Management Plan
- SafeWork NSW guide - Managing asbestos in soil

## 16 Associated Forms

- Nil

## 17 Appendices

- Appendix 1 – Definitions
- Appendix 2 – Identifying asbestos at premises controlled by Scouts NSW
- Appendix 3 – Template for Asbestos Register
- Appendix 4 – Contents of an asbestos management plan
- Appendix 5 - Complying with the asbestos legislation - A guide for site managers



Scouts Australia NSW

File name	PRO25 Management of Asbestos v 1.0	page 9 of 15.
-----------	------------------------------------	---------------

## Appendix 1 - Definitions

A **competent person** means a person who has acquired, through training, qualification or experience, the knowledge and the skills to carry out the task.

There might be people within Scouts NSW who are competent to identify asbestos. For example, a competent person who can identify asbestos might be:

- trained to handle and take asbestos samples, have the knowledge and experience to identify suspected asbestos and be able to determine risk controls and measures.
- familiar with building and construction practices to determine where asbestos is likely to be present
- able to determine if the material is friable or non-friable asbestos and evaluate its condition.

Where there is no available competent person within Scouts NSW to identify asbestos, an external consultant shall be engaged such as a licenced asbestos assessor or occupational hygienist with asbestos experience.

**Friable Asbestos** means material that is in a powder form or that can be crumbled, pulverised or reduced to a powder by hand pressure when dry, and contains asbestos. These materials can contain high percentages of asbestos fibres and are more likely to release these fibres into the airborne environment when disturbed. As such, they pose a greater risk to health.

Friable materials must only be handled and removed by an asbestos removalist with an 'A' class licence.

Examples of friable asbestos-containing materials include:

- some sprayed on fire retardants
- sound proofing and insulation
- the lining on some old domestic heaters, stoves and hot water systems and associated pipe lagging
- the backing of sheet vinyl and linoleum floor coverings
- thermal lagging, such as pipe insulation.

**'Non-friable'**, or bonded asbestos is used to refer to asbestos-containing materials in which the asbestos is firmly bound in the matrix of the material. These materials are unlikely to release measurable levels of asbestos fibre into the airborne environment if they are left undisturbed. Therefore, they generally pose a lower risk to health.

They are mainly made up of asbestos fibres together with a bonding compound (such as cement), and typically contain up to 15 per cent asbestos.

Non-friable materials containing asbestos are solid, quite rigid and the asbestos fibres are tightly bound in the material. Non-friable materials containing asbestos are the most common in domestic houses. They are commonly called 'fibro', 'asbestos cement' and 'AC sheeting'.

Examples of non-friable asbestos-containing materials include:

- asbestos cement products (flat, profiled and corrugated sheeting used in walls, ceilings and roofs, moulded items such as downpipes)
- plaster patching compounds
- textured paint
- vinyl floor coverings.



Scouts Australia NSW

File name	PRO25 Management of Asbestos v 1.0	page 10 of 15.
-----------	------------------------------------	----------------

## Appendix 2 – Identifying asbestos at premises controlled by Scouts NSW

This table provides a high level guide only. More detailed information must also be considered eg – <sup>1</sup> *How to Manage and Control Asbestos in the Workplace Code of Practice* and SCOUTS NSW WHS *PRO25 Management of Asbestos*. Copies of documentation must be sent to Region, State office. This register (and asbestos management plan), must be kept up to date eg as remediation occurs, more asbestos is identified, or the conditions change.

	<b>SCENARIO 1</b> <b>Establish reasonable grounds to assume no asbestos present</b>	<b>SCENARIO 2</b> <b>Assume that asbestos is present</b>	<b>SCENARIO 3</b> <b>Engage a competent person to identify asbestos</b>	<b>SCENARIO 4</b> <b>Engage a competent person to take samples</b>
<b>Identifying the presence of asbestos</b>	Scouts NSW site manager may assume that asbestos is not present <b>ONLY</b> if this assumption is based on reasonable grounds. eg age and history of building, or a register indicating that all asbestos has been removed.	Scouts NSW site manager must manage the site as if there is asbestos, until the suspect material is removed, or sampling has confirmed otherwise.	Scouts NSW site manager engages a competent person to identify, or discount, the presence of asbestos. Either by visual inspection and/or sampling.	Only take samples if you have been trained in the correct procedure. Do NOT sample materials that are in good condition.  Samples must be analysed by a NATA approved laboratory.
<b>Asbestos Register Required?</b>	<b>YES</b> The reasons for the assumption must be documented, copy provided to region and state office	<b>YES</b> (until all suspect material is either removed or testing has confirmed there is no asbestos) Document all the presumptions eg 'roof sheeting is presumed to be asbestos'.	<b>YES</b> (if asbestos is found or assumed) Alternatively, retain a report confirming that no asbestos was found.	<b>YES</b> (if asbestos is found or assumed) Alternatively, retain a report confirming that no asbestos was found.
<b>Labelling and signage required?</b>	<b>NO</b>	<b>YES</b> (until all suspect material is either removed or testing has confirmed there is no asbestos) All materials assumed to be asbestos must be labelled or signposted	<b>YES</b> (if asbestos is found or assumed) All materials assumed to be asbestos must be labelled or signposted	<b>YES</b> (if asbestos is found or assumed) All materials assumed to be asbestos must be labelled or signposted
<b>Asbestos Management Plan req?</b>	<b>NO</b>	<b>YES</b> (until all suspect material is removed or testing has confirmed it is not asbestos)	<b>YES</b> (if asbestos is found or assumed)	<b>YES</b> (if asbestos is found or assumed)
<b>On-going monitoring requirements</b>	If asbestos is newly identified or assumed, a register and a management plan must be prepared.	Make register available to workers and contractors. Inspect regularly and maintain the register and management plan as changes occur.	<b>If asbestos is found or assumed,</b> requirements are as per on-going monitoring for scenario 2.	<b>If asbestos is found or assumed,</b> requirements are as per on-going monitoring for scenario 2.



Scouts Australia NSW

## Appendix 3 – Template for Asbestos Register

The asbestos register is a document that is prepared by a competent person and lists all identified (or assumed) asbestos in a workplace. An asbestos register is **NOT** required if:

- it was a building constructed after 31 December 2003 AND
- no asbestos has been identified in the workplace AND
- no asbestos is likely to be present at the workplace from time-to-time.

Copies of documentation must be sent to Region, State office. This register (and asbestos management plan), must be kept up to date eg as remediation occurs, more asbestos is identified, or the conditions change.

Date of Identification		Type of asbestos	Friable or Non-Friable?	Name of person preparing this register: Relevant qualifications or skills:		
				Condition of asbestos	Specific Location	Inaccessible Area?

Type of Asbestos examples include: *Fibro Roof Cladding, Pipe insulation, floor tiles, fibre cement debris etc*  
 Condition of asbestos example include: *Good with minor deterioration on southern end, cracked at bends in pipe, tiles under water heater starting to lift*  
 Inaccessible area examples include: *Note routinely accessed, accessible, inaccessible, only accessed by maintenance staff*

The above template is based on the example provided in the *How to Manage and Control Asbestos in the Workplace Code of Practice*



## Appendix 4 – Contents of an asbestos management plan

An asbestos management plan sets out how asbestos or ACM identified at the workplace will be managed by indicating what, when and how it will be done. The asbestos management plan must include:

- The identification of asbestos or ACM – e.g. a reference to the asbestos register and the location of signs and labels
- Decisions and the reason for the decisions about the management of asbestos in the workplace e.g. Safe work procedures and control measures.
- Procedures for detailing accidents, incidents and emergencies of asbestos in the workplace
- Workers carrying out work involving asbestos, e.g. consultation, information and training responsibilities.

Additional information may be included such as:

- Outline of how asbestos risks will be controlled
- Identification of people with responsibility under the plan and what the responsibilities are
- Timetable for reviewing and revising the asbestos management plan

The above information is based on the information provided in the [How to Manage and Control Asbestos in the Workplace Code of Practice](#) which is available freely on the internet



Scouts Australia NSW

File name	PRO25 Management of Asbestos v 1.0	page 13 of 15.
-----------	------------------------------------	----------------

## Appendix 5 – Asbestos guide for site managers

### PART A – COMPLYING WITH THE LEGISLATION

Scout Halls and other Scouts premises may be defined as workplaces and therefore are subject to Work Health and Safety legislation. This means the requirements for managing asbestos are more stringent than for home owners.

**1. Take steps to identify asbestos eg.**

SCENARIO 1 – Establish reasonable grounds to assume that asbestos is not present

SCENARIO 2 - Assume that asbestos is present

SCENARIO 3 - Engage a competent person to identify asbestos

SCENARIO 4 - Engage a competent person to take samples

**2. When asbestos is identified or assumed:**

Prepare an Asbestos Register and an Asbestos Management Plan for every site at each property that is controlled or managed by Scouts NSW which identifies the type and location of asbestos, and the means to manage it. Asbestos Registers must be produced by a “competent person”, which means a person who has acquired, through training, qualification or experience, the knowledge and the skills to carry out the task. For more information about who might be competent to identify asbestos, refer to Section 2.2 of the Code of Practice, or Appendix 1 – Definitions in this procedure.

- 3. Label all asbestos or asbestos containing material with a warning sticker or sign that indicates that the building materials contains or may contain asbestos.**
- 4. Display the Asbestos Register, Asbestos Management Plan at the property for easy reference by Members and contractors (eg inside the meter box)**
- 5. File a copy of the above at the State Office of Scouts Australia NSW and your Region’s office.**
- 6. Engage only appropriately licenced contractors where relevant to refurbish or renovate.**
- 7. Engage only appropriately licenced contractors conduct asbestos remediation.**
- 8. Update the Asbestos Action Plan every time an action is identified and addressed, and send a copy to State Office.**

The above information is based on the information provided in the [How to Manage and Control Asbestos in the Workplace Code of Practice](#) which is available freely on the internet and SCOUTS NSW WHS [PRO25 Management of Asbestos](#).



Scouts Australia NSW

File name	PRO25 Management of Asbestos v 1.0	page 14 of 15.
-----------	------------------------------------	----------------

## Appendix 5 continued – Asbestos guide for site managers

### PART B) FAQ's

Premises built or renovated before the 1990's are likely to contain asbestos in some form or another. See the diagram below, for typical locations of asbestos.

#### Do I need to remove asbestos?

Generally, you don't need to remove asbestos if it's sealed and in good condition. However a competent person must prepare an asbestos register and asbestos management plan. Asbestos, or materials that are assumed to be asbestos must be labelled. See also, previous page – a guide for site managers.

#### What if I find asbestos that has been damaged?

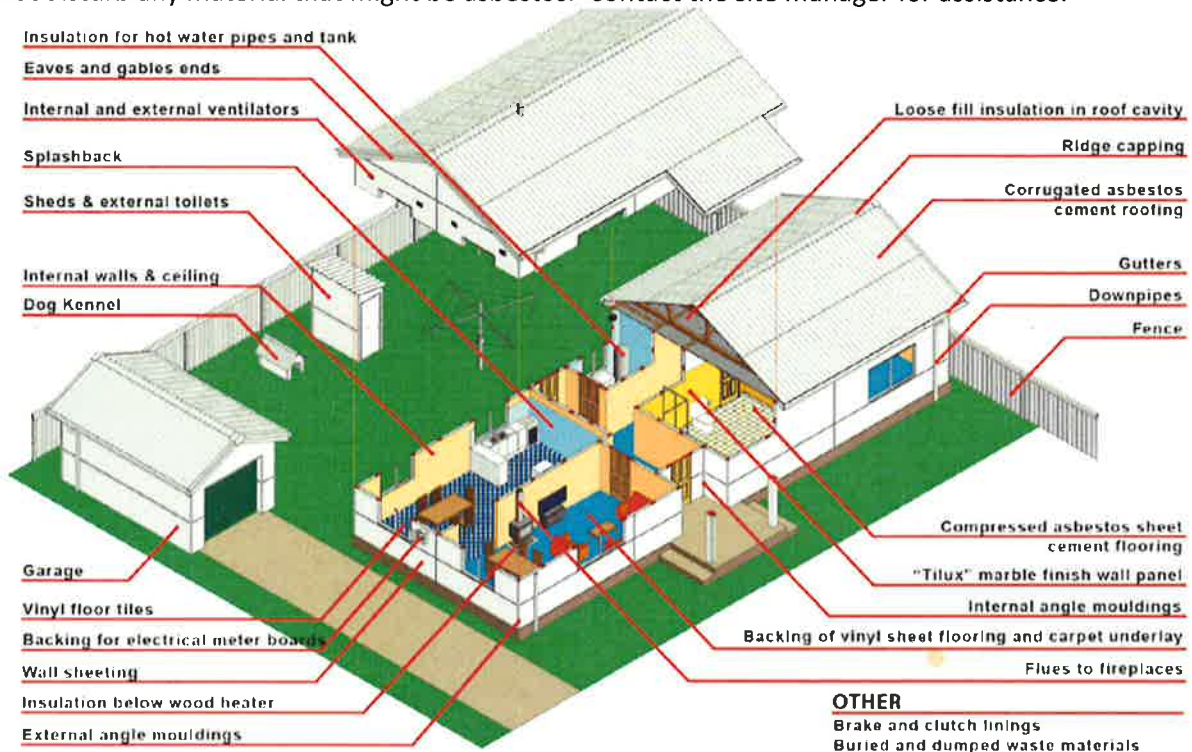
Do not touch the material. Refer the asbestos management plan (if there is one), for emergency procedures involving accidental disturbance. Contact the site manager to arrange a competent person to assess the risk and determine next steps.

#### What about renovations, working bees and asbestos remediation?

Before any commencing work that might disturb asbestos, or materials that might be asbestos, refer to the asbestos register and asbestos management plan. Only appropriately licenced person may conduct work that involves the disturbance of asbestos.

#### What if no information is available for this site?

If the building pre-dates 1990, you should assume that it contains asbestos until it is confirmed otherwise. Do not disturb any material that might be asbestos. Contact the site manager for assistance.



The above information is based on the information provided in the [How to Manage and Control Asbestos in the Workplace Code of Practice](#) which is available freely on the internet and SCOUTS NSW WHS [PRO25 Management of Asbestos](#).



Scouts Australia NSW

File name	PRO25 Management of Asbestos v 1.0	page 15 of 15.
-----------	------------------------------------	----------------

