

## SAFETY CULTURE OUTCOME-BASED MEASURES

AIM	MEASURES	MINIMUM OUTCOMES
<b>Leadership Commitment</b>	<p><b>CONTRACTUAL REQUIREMENTS</b></p> <p>1. WHS is endorsed by senior management as an integral and mandatory condition of project construction from start to finish of site work.</p> <p><b>ON SITE</b></p> <p>2. Senior management demonstrates behaviours, decision making and attitudes that motivate all levels of personnel to exceed the minimum WHS legislative requirements on DPTI work-sites.</p>	<p><b>CONTRACTUAL REQUIREMENTS</b></p> <p>1. Project Safety Management Plans detail treatments and the communication necessary to eliminate/mitigate risks through each stage of the project work, including residual risks identified through Safety in Design.</p> <p>2. Tender documents submitted by principal contractors / sub-contractors shall contain sufficient information and costing to validate required resources and effort in achieving these measures/outcomes, including hazard control measures applicable to each stage of the project construction work (e.g. pre-identified hazards and risks common to work-types). Reasonable allowance should be factored in for responses to site WHS issues as they arise.</p> <p><b>ON SITE</b></p> <p>3. Senior management* leads by example and communicates clear and consistent minimum expected behaviours (e.g. through Safety Management Plans, practical measures, site safety meetings, pre-start meetings with sub-contractors).</p> <p>4. Senior management* recognises, promotes and endorses work-site WHS well-being initiatives (e.g. engaging with 'Mates in Construction') and continuous improvement initiatives (e.g. workers are recognised for showing initiative regarding safe practices and issue resolution).</p> <p>5. Operational meetings include WHS performance as a standing agenda item. Personnel are encouraged to raise WHS issues/report incidents knowing they will be treated seriously. Corrective action is assigned, prioritised, implemented and monitored.</p> <p>6. Interactive involvement on site by senior executive to reinforce effective WHS practices (e.g. programmed worksite inspections with results reviewed at executive level within the organisation).</p>
<b>Communication and Consultation</b>	<p><b>ON SITE</b></p> <p>3. Communication processes emphasise no "at risk" behaviour, and promote worker engagement and collaboration.</p> <p>4. A responsive WHS consultation process operates at each worksite, mandating input and participation by management and site representatives.</p>	<p><b>ON SITE</b></p> <p>7. Work-site safety rules clearly define expected on-site behaviours, are effectively communicated in ways that are understood by all personnel, and applied by all personnel.</p> <p>8. The following applies for induction procedures:</p> <ul style="list-style-type: none"> <li>• Detail general and sequential hazard identification, evaluation and control arrangements specific to the site.</li> <li>• Where possible, senior management participation in inductions (visible leadership), reinforcing WHS responsibilities and potential consequences arising through the adoption of unauthorised and/or unsafe work practices.</li> <li>• Mandatory for all personnel assigned to work tasks to undertake induction and demonstrate requisite knowledge of the site WHS requirements prior to commencing work (e.g. awareness of SWMS and SOP's etc).</li> <li>• Principal contractor and/or sub-contractors maintain accurate and up to date records that verify implementation of the induction process and relevant worker training and mandatory competency certificates.</li> </ul> <p>9. For inexperienced personnel**, ongoing practices are in place to ensure they are adequately supervised, trained and mentored, and they are clearly identifiable on site as 'high at risk' personnel.</p> <p>10. Responsive site practices are in place to facilitate timely consultation/communication regarding site WHS matters that arise. Examples could be urgent site meetings, or mobile phone transmission of safety messages (as appropriate to site rules).</p>

<p><b>Hazards Identification &amp; Prevention</b></p>	<p><b>ON SITE</b></p> <p>5. Safety hazard elimination or control is a core business practice that is applied on work-sites. Includes assignment of responsibilities for implementation of hazard identification, evaluation and control arrangements.</p>	<p><b>CONTRACTUAL REQUIREMENTS</b></p> <p>11. (Refer to Outcome 1)</p> <p>12. Safety documentation (e.g. SWMS, JSA, SOP) appropriate for the specified task, is prepared and applied by sub-contractors, identifying hazards, risk and control measures.</p> <p><b>ON SITE</b></p> <p>13. Ongoing hazards identification and prevention is undertaken by competent on-site personnel and documented:</p> <ul style="list-style-type: none"> <li>• Senior management participate in walk-through site inspections on an ad-hoc and scheduled basis.</li> <li>• Results are communicated to site personnel (e.g. during the site walks, at tool-box meetings).</li> <li>• Corrective actions are identified, allocated, prioritised, monitored and communicated to relevant personnel (e.g. at tool-box meetings, or if more urgent – refer to Outcome 10).</li> </ul> <p>14. The ability and capability of sub-contractors to undertake work tasks in conformance with specified hazard control measures – to be verified prior to commencement of work on those tasks.</p>
<p><b>Performance Review</b></p>	<p><b>CONTRACTUAL REQUIREMENTS</b></p> <p>6. A review is conducted by competent personnel to assess WHS performance of project on-site work practices against objectives.</p>	<p><b>CONTRACTUAL REQUIREMENTS</b></p> <p>15. Competent senior management review the WHS performance (including of sub-contractors) yearly, upon completion of project site-work, or following a serious incident and/or notifiable occurrence to regulatory authority, and provide a report to DPTI. (For example, evidence of review mechanisms such as internal audits, with follow-up actions to actively improve the system and site practices.)</p>

\* Senior management - experienced, knowledgeable personnel who give directions/sanction work operations – e.g. Site Project Manager.

\*\* Inexperienced personnel - personnel are treated as inexperienced until they demonstrate an appropriate level of competence to undertake assigned work tasks.