



# SafeWork SA and Contractors

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**Government of South Australia**  
SafeWork SA



# SafeWork SA's Mission:

## *Making South Australian Workplaces Safe*

SafeWork SA is South Australia's workplace health and safety regulator

We enforce the work  
health and safety laws in  
South Australia

We provide advice and  
education on work health  
and safety

Provide licences and  
registration for workers  
and plant

Investigate Workplace  
Incidents



# Introduction to SafeWork SA

SafeWork SA consists of two arms of operation to assist workplaces comply with legislation:

## **Regulator**

- Inspectors
- Investigators
- Technical Services
- Family Contact Liaison Service
- Regulatory Assurance

## **Educator**

- Workplace Advisors
- Help Centre
- Library
- Licencing

# Duties of the Business (Person Conducting a Business or Undertaking - PCBU)

- Eliminate risks to WHS, so far as is reasonably practicable
  - If it is not reasonably practicable then to minimise those risk
- 'Positive duty' to take steps to actively prevent sex discrimination, bullying, harassment and victimisation such as:
  - increase awareness, foster a 'speak-up' culture, encourage reporting, specific training, set clear behavioural expectations

# Combined Duty of Care – Contractors

- A PCBU or principal contractor is entitled to rely on the expertise of the contractor with regard to their methods of work
- However, as the **WHS Duty of Care** cannot be transferred or contracted out, the PCBU still has an overarching duty of care over the work being conducted by contractors.

# PCBU Responsibilities when Engaging Contractors

PCBU must ensure:

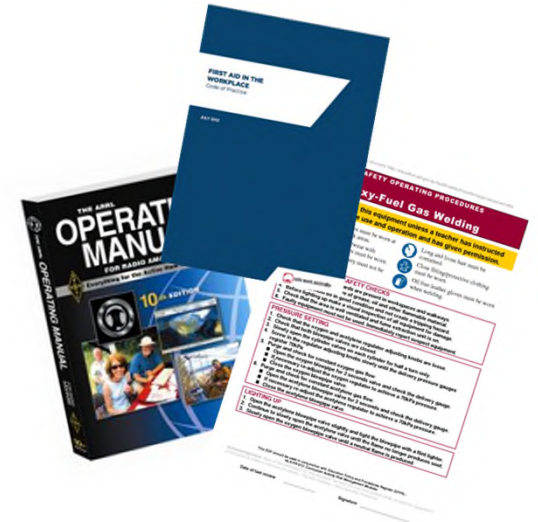
- The contractor can demonstrate WHS capability, competency and work methods
- The contractor must have a clear understanding of the PCBU's WHS expectations and policies

# Duties of Officers – Due Diligence

- Due diligence to ensure that the business (PCBU) for which they are responsible complies with its WHS obligations (CEO, Directors, Board of Directors)
- Reasonable steps to ensure compliance such as:
  - set an example
  - encourage feedback
  - be actively involved in health and safety issues such as safety inspections and tool-box talks

# Responsibilities of Supervisors

- Maintain a safe work environment by controlling, directing and monitoring work practices
- Communicate policies and procedures and ensure consultation
- Ensure adherence to policies etc. by workers
- Deliver inductions
- Train and determine competency (i.e. SOP or SWP)





# Responsibilities of Supervisors



# Duties of Workers – Reasonable Care



# Businesses and SafeWork SA Interactions

- When an Inspector visits:
  - following an incident
  - responding to a routine complaint
  - to conduct pro-active campaign
- Request an WHS Advisor or Wellbeing Advisor visit
- Advice and information via the Help Centre or Library
- Get licences such as forklift

# Most Common Physical Hazards

Hazard	Potential harm
Manual tasks	Damage to back/arm/shoulders
Slips, trips & falls at level	Fractures, concussion
Falls from height	Permanent injuries or death
Electric shock	Burns, electrocution
Machinery / equipment	Amputation, death
Hazardous chemicals	Silicosis, asbestosis

# What are Psychosocial Hazards?

- Psychosocial hazards are anything in the design or management of work that increases the risk of work-related stress
- Work-related stress is the physical, mental and emotional reactions that occur when a worker perceives the demands of their work exceed their ability or resources to cope



# Psychosocial Hazards

## Hazard

Conflict or poor workplace relationships

Job demands – high or low, work patterns

Poor support and low job control

Poor organisational justice and change management

Lack of role clarity

Inadequate recognition and reward

Poor physical environment

Bullying and harassment

Remote / isolated work and fatigue

Violent or traumatic events

## Potential harm

Depression, anxiety, PTSD

Absenteeism, presenteeism





# SafeWork SA and Psychosocial Hazards

## Case Study – Construction Industry

An apprentice engaged at an electrical business was exposed to a risk to his safety when supervisors squirted flammable liquid onto the apprentice and ignited it.



Pictures of the burnt shirt worn by the apprentice.

*The Advertiser 15/11/2019*

# JSA – Job Safety Analysis

<b>Date of Install:</b>		<b>Person Completing Form:</b>	
<b>Workplace Location:</b>		<b>Work Activity:</b>	
<p><u>Standard control measures:</u> competent and licenced person, tested and tagged equipment, sunscreen and water available.</p> <p><u>First Aid and Rescue:</u> at least one worker is first aid trained. First aid kit current and appropriate.</p> <p><u>Standard PPE:</u> protective headwear / footwear / eyewear, long sleeve Hi-Viz shirt, work gloves as required, height safety equipment inspected as per Australian Standards</p>			
<b>Identify High Risk Construction Work Activities (HRCW)</b>		<b>Identify Site Specific Hazards</b>	
Note: Implement a <u>site specific</u> SWMS for all HRCW			
Asbestos		Site access / egress or slip trip issues?	
Work in area with movement of powered mobile plant?		Exposure to sun – potential for sunburn?	
Work near a traffic corridor (vehicle and/or pedestrian)?		Work in the heat – potential for dehydration?	
Work near energised electrical installations or services?		Work in cold and/or rainy environment?	
Trench deeper than 1.5m?		Manual handling?	
Demolition of load-bearing structure?		Excessive noise?	
Work on or near pressurised gas mains or piping?		Poor Lighting?	
Contaminated or flammable atmosphere – includes silica?		Other?	
<b>Describe Controls for Site Specific Hazards Identified</b>			



# What is a High Risk Construction Work (HRCW) Safe Work Method Statement (SWMS)?

- A HRCW SWMS focuses on 18 high risk construction work activities nominated in WHS legislation for their potential for serious harm or death
- It is a simple easy to read and understand document that describes the measures put in place to control the risks from the high-risk construction work
- It doesn't tell you how to do the job, it only describes the safety measures (controls) in place for that particular site

# 18 High Risk Construction Work Activities

- 1) Falling more than 3m (model WHS is 2m)
- 2) Asbestos
- 3) Shaft or trench deeper than 1.5 m or a tunnel
- 4) Energised electrical installations or services
- 5) Confined space
- 6) Movement of powered mobile plant
- 7) Work on, in or adjacent to a road, railway, shipping lane or other traffic corridor in use by traffic other than pedestrians
- 8) Work on a telecommunication tower
- 9) Temporary load-bearing support for alterations or repairs

# 18 High Risk Construction Work Activities

- 10) Use of explosives
- 11) Diving work
- 12) Chemical, fuel or refrigerant lines
- 13) Tilt-up or precast concrete elements
- 14) Work in areas with artificial extremes of temperature
- 15) Work in or near water
- 16) Demolition of load-bearing structure
- 17) Work on or near pressurised gas mains or piping
- 18) Work in an area that may have a contaminated or flammable atmosphere – this includes Silica

# HRCW SWMS – Formwork

## Work Details

Work activity:	Formwork	Workplace name:	
Start Date:		Workplace address:	


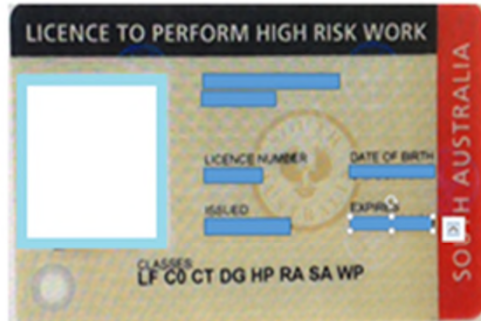
## Business (PCBU) Details

Business Name and mobile:		Principal Contractor (PC) Details if Project > \$450,000	
Supervisor name and mobile:		PC Name and mobile:	
		Date SWMS provided to PC:	

## High Risk Construction Work Activities Undertaken at this Site

High risk construction work ( <input checked="" type="checkbox"/> tick relevant work)	<input type="checkbox"/> Risk of a person falling more than 3 metres	<input type="checkbox"/> Work in an area with movement of powered mobile plant	<input type="checkbox"/> On or adjacent to a road, railway, shipping lane or other traffic corridor in use by traffic
	<input type="checkbox"/> Work on or near energised electrical installations or services	<input type="checkbox"/> Likely to involve disturbing asbestos	<input type="checkbox"/> Work in an area that may have a contaminated or flammable <u>atmosphere</u> - includes silica
	<input type="checkbox"/> Work on or near chemical, <u>fuel</u> or refrigerant lines	<input type="checkbox"/> Work in or near a shaft or trench deeper than 1.5 m or a tunnel	<input type="checkbox"/> Temporary load-bearing support for structural alterations or repairs
	<input type="checkbox"/> Work on or near pressurised gas mains or piping	<input type="checkbox"/> Demolition of load-bearing structure	<input type="checkbox"/> Tilt-up or precast concrete elements

# HRCW SWMS – Formwork

Tasks				
Work tasks (list in logical order)	High risk construction work identified with the task	What are the hazards and risks that may cause harm to workers/public	What are the control measures in place to complete the task safely	Hazard control images
1) Site set up	Work in or adjacent to a road, railway, shipping lane or other traffic corridor that is in use by traffic other than pedestrians	Workers and others being struck by vehicles in adjacent road or traffic corridor causing injury or death	<ul style="list-style-type: none"> <li>Dedicated, trained road traffic controller(s) to direct traffic entering and leaving site and control traffic (pedestrian and vehicle) on adjacent pedestrian footpaths and roadways.</li> <li>Supervisor to check that the traffic controls match the traffic management plan</li> </ul>	 <p>A blue document titled 'Statement of Attainment Workzone Traffic Management'. It includes fields for Name, Class (31/05/2012), Renewal (31/05/2017), and Issued by (CIVIL TRAIN). There is a small photo of a road construction site with traffic cones and a '25' speed limit sign.</p>
2) Offloading of material, plant and equipment	Movement of powered mobile plant	Workers and others being struck by powered mobile plant within the worksite, including delivery vehicle and plant used for loading and unloading <u>i.e.</u> crane, telehandler and forklift	<ul style="list-style-type: none"> <li>Exclusion of all non-essential personnel from the delivery area prior to unloading</li> <li>Use a support person to ensure personnel are kept clear</li> <li>Equipment to be operated by licenced and competent personnel. No licence required for telehandler if not modified.</li> <li>Inspect and monitor plant and equipment using checklists</li> <li>Appropriate traffic management to be in place by trained and competent personnel</li> <li>Clearly identify work area and use appropriate signage and barricading as needed</li> </ul>	 <p>A yellow and red document titled 'LICENCE TO PERFORM HIGH RISK WORK' from South Australia. It includes fields for Licence Number, Date of Birth, Issued, and Expires. At the bottom, it lists classes: LF C0 CT DG HP RA SA WP.</p>

# When should a PCBU notify SafeWork SA?

The *WHS Act* requires SafeWork SA to be notified of the following:

- Death of a person (section 35)
- Serious injury or illness of person (section 36)
- Dangerous incident (section 37)
- Note: incident site is to be preserved until released by an Inspector (section 39)

# Recent Amendments to WHS Legislation

## ***Work Health and Safety (Industrial Manslaughter) Amendment Bill 2023***

*(passed and expected to come into force mid-2024)*

- reckless or grossly negligent in conduct which breaches a work health and safety duty under the Act that results in the death of an individual
- 20 years imprisonment and \$18 million for the PCBU



# Recent Amendments to WHS Legislation

- On 13 December 2023, WHS ministers agreed to Safe Work Australia's recommendation to prohibit the use, supply and manufacture of all **engineered stone**
- Amendments to the model WHS Regulations will be drafted by Safe Work Australia and provided to WHS ministers to implement them under WHS Regulations
- Prohibition comes into effect from 1 July 2024



# Recent Amendments to WHS Legislation

## Model Code of Practice:

- Managing the Risk of Psychosocial Hazards expected in 2024
- Sexual and gender-based harassment (Dec 2023)
  - must be read in conjunction with the above

# How Can SafeWork SA Help

- Help Centre 1300 365 255
- WHS Advisors
- Inspectors
- Website
- Library

# SafeWork SA Website

The SafeWork SA website is a valuable tool for accessing information relating to WHS and other legislation that SafeWork SA administer

Our website address: [www.safework.sa.gov.au](https://www.safework.sa.gov.au)



# Wellbeing - Healthy Workplaces



# Questions

