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## Safety culture initiative launch – you're invited

Site safety has an unenviable track record in this country — construction is recognised as one of Australia's most dangerous industries for workers. The personal losses through death, injury and disease are both tragic and costly. The many thousands of compensation claims per year costing millions of dollars for government and construction companies.

*A Construction Safety Competency Framework: Improving OH&S performance by creating and maintaining a safety culture* is an industry-driven publication resulting from the *Construction Innovation* research project 'Construction Site Safety Culture'. It targets safety managers, senior managers and executives and others concerned with the safety culture of the industry.

This important document will be launched by the Hon. Kevin Andrews, Federal Minister for Employment and Workplace Relations in Melbourne on 22 September in Melbourne. I welcome your attendance at this event.

A high level of industry input and involvement was assured by having the project team lead by John Holland's Dean Cipolla and basing much of the research on numerous focus groups, interviews and surveys held with construction organisations. The extent of this engagement is reflected in The Federal Safety Commissioner Mr Tom Fisher commending the publication. Under the *Building and Construction Industry Improvement Act 2005* he is responsible for promoting occupational health and safety in the construction industry.

An accepted standardised competency framework (founded on safety culture principles) will be critical to reducing the problems faced by construction organisations when dealing with OH&S performance of a mobile sub-contractors and workforce. It is the intention that *A Construction Safety Competency Framework* form the basis for a future industry-wide Code of Practice.

In brief, the framework identifies safety critical positions such as Senior Manager, Engineer and Site OH&S Advisor and the safety management tasks they need to be able to perform competently. For each task the steps, knowledge, skills and behaviours required to complete it with competence are outlined in detail.

Given that construction organisations are at various stages of safety system development, the framework should be customised to suit the needs of individual organisations. It can become part of the organisation's HRM and OH&S management procedures through existing and new employee selection and recruitment methods as well as training and performance management processes. Once these outcomes are achieved, the framework is well on the way to being effectively implemented and becoming part of a process that ensures continuous improvement.

The *Construction Innovation* project team comprised representatives from industry, government and research: John Holland, Bovis Lend Lease, Office of the Federal Safety Commissioner, Queensland University of Technology and University of Western Sydney.



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[Order a copy of \*A Construction Safety Competency Framework\* \(available following 22 September launch\)](#)

**Keith**

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The CRC for *Construction Innovation* brings together 21 industry, government and research partners in a collaboration to find innovative solutions to improve the economic, environmental and social benefit of the design, property, construction and facility management sectors as well as the Australian community. Website: <http://www.construction-innovation.info>