



Queensland Major Contractors Association

Safety Sub Committee

Strategic Plan

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Executive Summary

The Construction Industry is the fifth largest employing industry, in Australia, employing over 1 million people (over 9 % of the total workforce). In Queensland, the industry is the third largest industry workforce, employing over 150,000 people.

Queensland with a population over 4.5 million people, and experiencing significant population growth that is forecast to be ongoing, the state has been and is continuing to undergo a massive infrastructure development program. The value of the industry investment is over \$15 billion per year and is set to continue at this level with a levelling in the growth due to the Global Financial Crisis.

We have seen, with the growth in our industry, pressure on the industry to continue to improve its safety performance and reduce harm to its most valuable asset, its workforce.

The report **“State of Play - The Australian Construction Industry in 2008” (Nov 2008)** produced by the **Australian Constructors Association in collaboration with the Australian Industry Group** describes the present state of Occupational Health and Safety for the Australian construction industry as:

- Whilst there has been a significant improvement on the safety performance of the industry, fatalities remain unacceptably high and the incidence rate of serious compensated workers compensation claims remains higher in the construction industry (25.3 claims per 1,000 employees in 2005-06), compared to the aggregate for all industries (15.6 claims).

The above statistics were produced from the Australian Constructors Association OHS Performance Assessment Survey of the nation's major building contractors, it has also reported 22 fatalities in the period June 2001 to March 2008, although the number of fatalities expressed in terms of numbers of hours worked has trended down since September 2004.

In addition, the ACA survey, which is designed to drive continuous improvement in OHS practices within the construction industry, has reported improving trends since 2001 in the key performance measures:

- medical treatment
- injury frequency rate (occurrences per million hours worked);
- lost time injury frequency rate (occurrences of injury or disease per 1 million hours worked);
- and average lost time (number of working days lost per lost time injuries recorded).

The ACA survey complements the industry's support and involvement in the Australian Government Building and Construction OHS Accreditation Scheme.

The QMCA has formed the Safety Sub-Committee (its only sub-committee) to focus on utilising its combined members to **reduce harm to its workforce and the public.**

We outline our strategies and actions to achieve this aim within the following document.

QMCA Safety Sub Committee Mission, Objectives and Values

Our mission statement

The Queensland Major Contractors Association – Safety Sub-Committee (SSC) is committed to the reduction of harm through the promotion and improvement of safety amongst its members and the construction industry of Queensland.

Our objectives

QMCA SSC objectives as an industry peak body are to:

- Communicate the safety needs and aspirations of the industry as a single voice to the Government and industry stakeholders
- Promote and support safety through education, skill development training initiatives
- Integrate and promote safety in the planning, design, delivery and the operation of construction projects
- Provide members with a forum to discuss safety, exchange information, network and co-operate in finding solutions to safety issues
- Identify, adopt and promote uniform OHS definitions and statistics

Our values

Our members will:

- Adopt the highest standard of ethical behaviour and integrity in all dealings with each other, clients and stakeholders
- Participate on a co-operative non competitive basis in QMCA activities and respect the right of individual member organisations to refrain on occasion from participating in a specific project or initiative

- Be open, honest and frank in discussions and forums and contribute in a constructive manner to the betterment of QMCA
- Promote QMCA and represent the organisation without bias or favour.
- Not act collusively in any manner that is detrimental to these values / objectives and those of clients.

Our Strategic Intent

The QMCA and the QMCA Safety Sub-Committee will **Drive Safety Behaviour and Culture** throughout our members and the Construction Industry as a whole to achieve our Mission.

We have identified our prime Strategies to improve Safety Performance:

- Leadership of Safety in the Construction Industry
- Facilitate Communication regarding Safety with:
 - the Members
 - the Construction Industry
 - Government
 - the Public
- Education of the Industry Participants
- Cooperation of the Members for mutual improvement and improvement of Safety Performance

The strategic **Action Plan – Attachment 1** details our plan from 2009 to 2011 to achieve our objectives.

Note:

This SSC Action Plan needs to be read in conjunction with the overarching QMCA Strategic Plan. This SSC Action Plan provides Actions to achieve QMCA Strategies for improved Safety Performance of the Construction Industry.

Action Plan

Action			
Strategic Plan Actions			
Strategy 1: Leadership		Responsibility	Priority
1.	QMCA – Set a Membership Safety Qualification <ul style="list-style-type: none"> Members' Safety System in place & operating Drive down the need for a Safety Qualification through other Industry bodies – CCF membership 	Executive Committee & SSC DP / WB	P1 1 st Qtr 2010
2.	Generate Value – Share Best Practice: <ul style="list-style-type: none"> Share Ideas Share Systems Subcontractor Engagement <ul style="list-style-type: none"> “Best Practice Guide” Recognise common Competencies Common Pre-qualification Hurdles – Adequate Safety System Engage with Govt & Industry 	Executive SSC Greg Ward Noel Wendt	P2 Stages complete 2 nd Qtr 2010 100% complete 2 nd Qtr 2011
3.	Produce a Safety Best Practice Guide: <ul style="list-style-type: none"> Engage with Govt & Industry Guide to Assessment of Safe Work Method Statements Critical Risk Standards 	SSC GW Michael Polito	P2 12mths
4.	Safety Statistics: <ul style="list-style-type: none"> Members report anonymously and QMCA collates on a rolled up – Industry figure basis Publish on web site 	SSC Steve Moehead Trish Mahony	P1 Now
5.	Australian Standards – Injury Classifications and Definitions: <ul style="list-style-type: none"> Develop a proposal for review and participate, as they are outdated and not consistent throughout Industry 	TM NW	P3 Long Term 1-2yrs
6.	Safety in Design – Guide to Implementation: <ul style="list-style-type: none"> Proposal to Bert to fund, QMCA is the leader/facilitator 	TM Harry Nolan	P3 12mths
7.	QMCA Health Bus: <ul style="list-style-type: none"> Feasibility Study Funding Govt/Partners (check) 	MP DP SM Executive	P1

Action Plan

Action			
Strategic Plan Actions			
Strategy 2: Communication		<i>Responsibility</i>	<i>Priority 2009/10</i>
8.	Utilise QMCA Website <ul style="list-style-type: none"> • A Focal Point/Engagement • Good Ideas • Lessons Learnt • Safety Statistics 	SSC & Member companies	Continue Ongoing
9.	An Active QMCA Safety Sub Committee.	SSC & All Member Companies	Ongoing
10.	Represent the QMCA on Construction Industry Safety Committees	DP WB SM	P2 12-18mth
Strategy 3. Education		<i>Responsibility</i>	<i>Priority 2009/10</i>
11.	QUT Construction Degree – sponsored by QMCA <ul style="list-style-type: none"> • Inclusion of Safety Education in course • QMCA Leaders to give lecture/s • QMCA Safety professional to give lectures Temporary Works	Executive Committee & Members DP HN	P2 1 st Qtr 2010 & Ongoing
Strategy 4. Cooperation		<i>Responsibility</i>	<i>Priority 2009/10</i>
12.	Develop Protocols for QMCA membership cooperation/sharing/participation on member Safety Projects, through: <ul style="list-style-type: none"> • Peer Review • Challenge Team 	Executive Committee & Members DP MP WB	P1 Ongoing

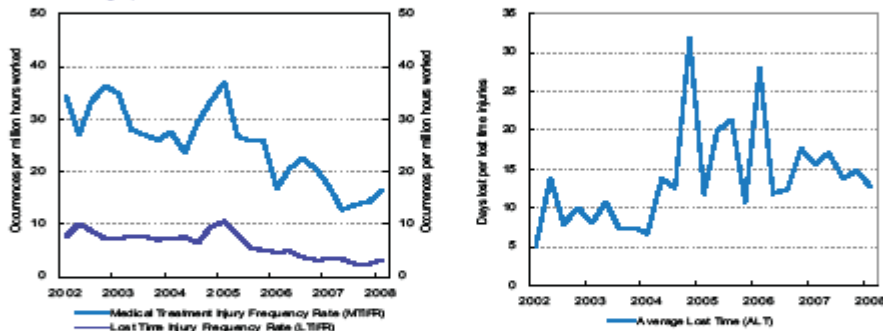
Occupational Health & Safety

Please find below page 34 Occupational health and safety from the “State of Play in the Australian Construction Industry” report for your information.

Occupational health and safety

Key measures of OHS performance have registered an improving trend

Chart 17: Injury frequency rates in the construction sector and average lost time due to injuries (national average)



Source: Australian Constructors Association OHS Performance Assessment Survey

Incidence of compensated claims

Occupational health and safety (OHS) remains a primary focus of the construction industry's major contractors, with the aim of adopting the highest standards wherever possible.

The major construction companies recognise the considerable social costs and penalties incurred by employees affected by workplace incidents and are, therefore, committed to achieving a significant and on-going improvement in its OHS and rehabilitation performance.

Nevertheless, the incidence rate of serious compensated workers' compensation claims in the construction industry as a whole remains much higher than the aggregate for all Australian industries.

In 2005-06, there were 25.3 claims per 1,000 employees in the construction industry (down by 24% on 2000-01), compared with 15.6 claims per 1,000 employees for Australia (down by 17% on 2000-01).

OHS Performance Assessment Survey

In response to the need to drive continuous improvement in OHS practices across the industry, and establish best practice targets, in 2001 the ACA initiated an *OHS Performance Assessment Survey*. The survey is conducted on a quarterly basis and its aim is to enable participating companies to benchmark their OHS performance with respect to various key indicators and to utilise survey data to lead improvement.

The *ACA OHS Performance Assessment Survey* focuses on four lag or outcome measures of performance:

- Fatalities,
- Medical treatment injury frequency rate or MTIFR (number of occurrences per 1 million hours worked);
- Lost time injury frequency rate or LTIFR (number of occurrences of injury or disease per 1 million hours worked); and
- Average lost time or ALT (number of working days lost per lost time injuries recorded).

The ACA survey complements the industry's support and involvement in the *Australian Government Building and Construction OHS Accreditation Scheme*. This scheme operates such that, subject to certain thresholds, only head contractors who are accredited under the scheme can enter into contracts for work funded directly or indirectly by the Government.

Accredited ACA member companies are also signatories to the Federal Safety Commissioner's *Leading the Way* charter. CEOs have agreed to drive cultural change – not only in their own companies but across the industry.

Despite evidence of improving performance trends on an average basis for all companies surveyed, the results from the survey clearly demonstrate the scope for additional and on-going improvements.

A total of 22 fatalities were recorded between the June quarter 2001 and the March quarter 2008, although the fatalities frequency rate (fatalities expressed in terms of the number of hours worked) has trended lower since the September quarter 2004.

Encouraging findings centre on the improving trend in the MTIFR and LTIFR. In March 2008, the respective national average readings for these indicators were 16.4 and 3.1 occurrences per million hours worked, down from 41.7 and 9.8 in June 2001.

It is also evident that the performance outcome for ALT has improved in recent quarters after registering peak readings between December 2004 and March 2006. The ALT national average reading in March 2008 stood at 12.6 working days lost per lost time injuries, compared to an average of 20.6 during the six quarters to March 2006.

On an industry sector basis, key findings centre on the trend improvement since the March quarter 2005 in the MTIFR for the building and engineering sectors.

Further, the LTIFR findings highlight a high degree of improvement in the building sector since the March quarter 2005. Over the 12 quarters to March 2008, the LTIFR recorded an average reading of 6.1 as against an average reading of 11.9 over the 12 quarters to March 2005.