FOUNDATIONS FOR SAFETY

Occupational Health and Safety
Industry Induction Training

WorkSafe VICTORIA
Standardised Training for the Construction Industry

The key construction industry unions and employer associations signed a watershed agreement in December 2001. This agreement is aimed at ensuring all persons working on Victorian construction sites have undergone basic Occupational Health and Safety Industry Induction Training by February 2004.

Now, standardised training programs are in place for the industry by the industry’s own organisations. Ultimately, all construction industry workers will have improved awareness of Occupational Health and Safety and this will assist employers to meet their legal duty of care. This training agreement is an initiative of Foundations for Safety and is supported by WorkSafe Victoria.

Employer Responsibilities

Employers should ensure all on-site employees and subcontractors have completed Occupational Health and Safety Industry Induction Training. Employers are then regarded as having fulfilled the elementary training and instruction component under the Occupational Health and Safety Act 1985.

Construction industry employers who choose not to participate in this training under this voluntary agreement will need to make sure they have provided all employees and subcontractors with an adequate standard of training and instruction by other means. Employers who fail to do this may be in breach of their duties under the Act.

Employee Exceptions

Anyone who has already done any of the following approved training after 1995 is automatically eligible for a proof of training card.

- Building Licensing Course Certificate IV
- WorkSafe Victoria-approved health and safety course for the industry
- Apprentices in the industry
- Equivalent industry training confirmed by Foundations for Safety, such as current NSW and South Australian construction induction training.
Training Details

The Training covers these key areas:

Legislative framework

◆ An overview of the OHS Act and key responsibilities
◆ Key Regulations and relevant Codes of Practice
◆ Differences between Regulations and Codes of Practice
◆ How to access the legislation
◆ Compliance, and the penalties for non-compliance.

Hazard

◆ Consequences of lack of risk control measures
◆ Working at heights – including scaffolding
◆ Manual handling
◆ Noise
◆ Hazardous substances and dangerous goods
◆ Electrical safety
◆ Fire prevention
◆ Plant
◆ Job Safety Analyses or JSAs.

Accidents and incidents

◆ First aid
◆ Accident and incident reporting
◆ Alcohol and drug policy.

Industry knowledge

◆ Industry agreements – where applicable
◆ Industry schemes – where applicable
◆ Workers compensation
◆ Equal employment opportunity
◆ Young workers
◆ Sexual harassment and bullying
◆ Training.

Site Safety

◆ Essential elements of Occupational Health and Safety
◆ Signage – emergency and evacuation
◆ Personal protective equipment or PPE.

Ongoing Responsibility

Even though this Induction Training course is a ‘once off’ employers must continue to offer it to employees and subcontractors who return to the industry after an absence of more than two years. In addition, employers have a responsibility to ensure all employees and subcontractors are provided with:

◆ Site specific induction, and
◆ Any necessary task specific induction, supervision or specialist training.
Training Providers

This training can be provided by, or on behalf of, any of these organisations:

Australian Manufacturing Workers Union 9230 5700
Australian Workers Union 9329 8733
Air Conditioning and Mechanical Contractors Association 9888 8266
Civil Contractors Federation 9819 5170
CEPU – Electrical Trades Division 9347 9555
CEPU – Plumbing Division 9662 3388
CFMEU – Construction and General Division 9341 3444
Finishing Trades Association of Australia 9329 7283
Housing Industry Association 9280 8200
Master Builders Association of Victoria 9411 4559
Master Plumbers and Mechanical Services Association of Australia 9329 9622
National Electrical and Communications Association 9645 5533

Proof of Training

Everyone who completes, or is recognised as having completed, the training is provided with an induction training card bearing the Foundations for Safety logo and its unique number. The card itself is issued by the organisations that run the training.

For more information visit WorkSafe Victoria’s website at www.workcover.vic.gov.au/construction or call the WorkCover Advisory Service on 9641 1444 or 1800 136 089 (toll free).

WorkSafe Victoria is a division of the Victorian WorkCover Authority.