

# CONSTRUCTSAFE TIER 1 HEALTH AND SAFETY COMPETENCY TEST FRAMEWORK

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## 1. Introduction

This framework document allows those who design and contribute to construction health and safety training content to align with ConstructSafe Tier 1 Health and Safety Competency Test knowledge requirements. The intent is to make it easy for training content to meet the knowledge requirements that candidates need to pass the ConstructSafe Tier 1 Health and Safety Competency Test.

The framework has been divided into module headings that match the ConstructSafe test structure.

## 2. Candidate minimum required knowledge

Candidates undertaking the ConstructSafe Tier 1 Health and Safety Competency Test must have the following minimum knowledge:

- The basic principles of reporting health and safety related incidents, unsafe acts, behaviours and conditions
- Their legal obligation and duty to report health and safety related incidents, unsafe acts, behaviours and conditions
- Their right to refuse to undertake work which is beyond their competency and abilities
- Their ability to properly escalate health and safety issues on site
- How they can react to changed situations placing them at risk
- How they can react to changed situations placing others at risk without endangering themselves
- Recognising substances which may cause impaired judgement at work
- The duty of an employer (PCBU) to communicate known risks and controls to them
- Their right to discuss safety concerns and innovations with their company health & safety representative
- Their ability to stop work if they perceive new risk without controls.

## 3. Test framework

The framework for the ConstructSafe Tier 1 Health and Safety Competency Test is outlined on the following pages.

### 3.1. General section

Risk area (Group)	Identified risk	Controls at individual level	Expected knowledge outcome (Candidate can demonstrate)	
Environmental	Prolonged exposure to sunlight causing burns	Work away from direct sunlight	Can recognise the controls needed to prevent harm from excessive exposure to the sun	1.01
		Limit time in sunlight		
		Wear full body covering		
		Apply sun screen		
Vibration	Hand arm vibration (HAV) risks	Minimise use of HAV tools	Can identify common HAV causing machinery, pneumatic tools, impact tools, vibrating tools	2.01
		Identify HAV causing equipment		
Manual Handling	Manual Handling	Use lifting equipment to eliminate manual handling	Can identify workers undertaking manual handling activities safely  Can identify workers undertaking manual handling activities in an unsafe manner	3.01
		Identify good practice for lifting		

Risk area (Group)	Identified risk	Controls at individual level	Expected knowledge outcome (Candidate can demonstrate)	
Access, Egress	Slips trips and falls from poor housekeeping	Identify safe storage	Can identify unsafe storage, blocking access and egress routes	4.01
		Identify appropriate waste containers	Can identify stored materials causing a health hazard	4.02
Noise	Noise hazardous to health on site	Eliminate hazardous sources noise	Worker can identify sources of noise that have the potential to harm health Can identify and avoid noisy areas on site	5.01
		Isolate by creating noise in enclosed areas	Worker can understand PPE requirements relating to protection from noise hazard	5.02
		Wear hearing protection (PPE)	Can identify appropriate PPE and how to wear it	5.03
Equipment	Tool safety	Pre-use checks	Can identify basic defects in tools	6.01
		Specific tools are inspected, tested and certified	Worker can identify tools and equipment with expired inspection, certification and testing	6.02

Risk area (Group)	Identified risk	Controls at individual level	Expected knowledge outcome (Candidate can demonstrate)	
Access and site security	Accessing restricted areas without risk knowledge	Physical barriers to prevent access	Worker can identify a restricted area	7.01
		Signage to warn of hazards	Worker can identify the equipment or restriction on entering an area	7.02
			Worker can avoid entering a restricted area to which they are not permitted.	7.03
Communication and consultation	Workers undertaking hazardous activity which is not communicated to themselves or others	Communication channels to escalate safety information	Worker is aware that they have a duty to report health & safety concerns	8.01
		Issued stop work notices	Worker understands that they are encouraged to report unsafe conditions and behaviours	8.02
			Understands what a stop work notice is and is aware that stop work action is enforceable across wider work areas	8.03
	Workers undertaking activities whilst being unaware of site risks	Site induction	Worker understands that an induction explains site specific risks and precautions	9.01
			Worker can identify the common safety sign types (source standard is AS/NZS 1319:1994)	9.02

Risk area (Group)	Identified risk	Controls at individual level	Expected knowledge outcome (Candidate can demonstrate)	
		Job level Risk assessment	Understands that a risk assessment communicates the risks involved with their work to others  Understands that a risk assessment contains information on how people are protected from risks associated with their work activities.	9.03
Hygiene	Exposure to hazardous substances or materials	Supply of welfare facilities on site	Understands that an employer has duties to provide welfare facilities in the workplace	10.01
			Understanding of basic hygiene  Understands that harmful substances can be transferred outside of working environments through contamination people and equipment	10.02
			Worker can report poor welfare standards to supervisors and management	10.03

Risk area (Group)	Identified risk	Controls at individual level	Expected knowledge outcome (Candidate can demonstrate)	
Impairment	Drugs and Alcohol causing impairment	Site random checks	Worker can recognise substances that can cause impairment	11.01
		Personal awareness	Worker can recognise impairment in others and report to those who can make an informed decision	11.02
		Awareness of impaired behaviour in others Intervene to prevent harm	Know how to respond when identifying others who may be impaired through alcohol or drugs Demonstrate an understanding of who can intervene and how to escalate drug and alcohol related issues	11.03
	Operating under the influence of drugs and alcohol	Recognise the signs of drugs and alcohol influence	Recognise that it is not safe to work under the influence of drugs and alcohol	11.04
			Understand the impact of impairment on performance Understand the impact of certain prescription medication	



### 3.2. Work at height

Risk area (Group)	Identified risk	Controls at individual level	Expected knowledge outcome (Candidate can demonstrate)	
Work at height	Working at height	Eliminate work at height	Can recognise the limits of their own competency	12.01
	Use of height access equipment	Use access equipment	Can identify areas where they need equipment training prior to operate	12.02
	Use of faulty height access equipment	Identify suitable access equipment	Worker can recognise working at height activities	12.03
	Injury resulting from lack of core knowledge	Educate those working at height	Worker can report or escalate unsafe conditions and behaviours	12.04
	Workers entering restricted areas as they cannot recognise controls	Isolate unsafe access equipment	Worker can identify access equipment and isolated equipment	12.05
		Communicate work at height activity	Worker can identify the competencies required to operate or adapt access equipment	12.06
			Can identify situations when it is unsafe to operate access equipment	12.07
			Can identify common working at height signs	12.08
			Can recognise unsafe work at height conditions and behaviours	12.09
			Can identify others in control for work at height activity or work area	12.10

### 3.3. Chemicals and hazardous substances

Risk area (Group)	Identified risk	Controls at individual level	Expected knowledge outcome (Candidate can demonstrate)	
Chemicals and hazardous substances	Containers of unmarked chemicals on site	Isolate chemicals through storage	Can report or escalate unsafe conditions relating to chemicals and hazardous substances	13.01
	Use of chemicals in construction processes	Training in the use of chemicals and hazardous substances	Can identify common hazardous materials and safety signs and symbols relating to chemicals and hazardous substances	13.02
	Exposure to materials containing cement (or similar hydrating products)	Communicating SDS information	Can recognise unsafe chemical use or storage	13.03
	Asbestos disturbance in the ground, or in existing materials	Training in the selection and use of PPE	Can identify others working with asbestos and basic precautions around asbestos	13.04
	Dust on site being inhaled	Dust control and RPE	Display knowledge of the hierarchy of control in relation to chemicals and hazardous substances	13.05
	Use of fuels and other flammable materials	Safety data sheets and risk assessments	Can demonstrate knowledge of where safety information relating to chemicals and hazardous substances may be found in a site context.	13.06
	Storage of chemicals and harmful substances	Chemical storage and associated procedures	Worker can react to a changed or unsafe condition through escalation and communication	13.07

### 3.4. Emergencies

Risk area (Group)	Identified risk	Controls at individual level	Expected knowledge outcome (Candidate can demonstrate)	
Worker cannot raise an alarm	Worker is unable to raise an emergency alarm as they are unaware of methods to identify and do so	Information, instruction, supervision and training	Understands that emergency procedures should be communicated to them	14.01
	Worker can cause further risk through action in which they are not competent to undertake	Training in emergency procedures	Understanding of emergency evacuation procedures	14.02
	Worker can endanger themselves through action in which they are not competent	Training in emergency procedures	Recognise the limits of their training in emergency situations	14.03
	Endangering themselves by entering restricted areas, or not understanding site signage	Training in identification of emergency situations	Demonstrates a responsibility to report an emergency situation	15.01
		First aid training	Recognise there may be further risk to themselves in emergency situations	15.02
		Training in the use of specialist emergency procedure equipment	Escalate and communicate issues relating to emergency procedures and equipment	15.03

		Signage on site	Basic knowledge of fire extinguishers that can cause further risk if used	15.04
			Recognise that they need to be trained to use emergency equipment	15.05
			Demonstrates knowledge of activities which require further controls (Permit to work)	15.06
			Recognise common emergency signage on site	15.07
			Recognises other workers creating risks of an emergency situation	15.08

### 3.5. Plant

Risk area (Group)	Identified risk	Controls at individual level	Expected knowledge outcome (Candidate can demonstrate)	
Plant operations	Worker interaction with plant	Isolate plant operations from people	Demonstrates knowledge of common plant signs and symbols on site	16.01
	Non competent operators	Operator training and competency assessment	Knowledge of the need for specific training and assessment in plant use	16.02
	Faulty equipment	Communication of plant activity areas	Can escalate an unsafe condition relating to plant	16.03
	Poor procedures to isolate area in which plant operates	Worker training for those operating around plant	Can demonstrate knowledge of activities requiring specialist training	16.04
	Incident: Plant V Person	Signage to communicate plant activity to others on site	Can identify situations which cause a risk of an incident involving plant V person	16.05
	Incident: Plant V Plant	Training for workers operating around plant	Can identify situations which cause a risk of an incident involving plant V plant	16.06
	Incident: Plant V Object		Can identify situations which cause a risk of an incident involving plant V object	16.07

Risk area (Group)	Identified risk	Controls at individual level	Expected knowledge outcome (Candidate can demonstrate)	
			Know basic limits to plant use	16.08
			Can identify signs and symbols relating to the use of plant	
			Can identify a safe method to approach a plant operator (Eye contact, acknowledged signal to approach)	16.09
			Can identify a restricted area for pedestrians and for plant	16.10

### 3.6. Traffic

Risk area (Group)	Identified risk	Controls at individual level	Expected knowledge outcome (Candidate can demonstrate)	
Traffic on site	Vehicle V person incident	Driving license	Demonstrates knowledge that traffic rules are communicated prior to starting work	17.01
	Vehicle V vehicle incident	Information, instruction, supervision and training	Able to recognise unsafe traffic conditions	17.02
	Interaction of people and equipment on site	Site segregation	Knowledge of reporting an unsafe condition	17.03
		Site traffic safety plan communication	Knows to remove themselves from a hazardous situation	18.01
		Site signage	Knowledge of highlighting unsafe traffic conditions to those at risk, without putting themselves at risk	18.02
	Non competent operators	Individual traffic awareness training	Recognises hierarchy of controlling traffic on site (segregation is safer than people/traffic interaction)	19.01
			Knowledge of hazardous traffic manoeuvres on site	19.02
			Recognises conditions to undertake work safely on live roads	19.03
			Can recognise common site traffic safety signage	19.04

			Recognises the application of traffic signage on site and on public roads	19.05
	Impaired driving	Drug and alcohol testing Awareness training	Understands not to operate vehicles when impaired Knows correct actions to take if others are suspected of being impaired whilst driving	20.01



### 3.7. Utilities and services

Risk area (Group)	Identified risk	Controls at individual level	Expected knowledge outcome (Candidate can demonstrate)	
Buried services	Injury from striking service	Isolation of services	Knowledge that working around services procedures should be communicated during induction	21.01
	Damage from striking service	Identification of services pre-work	Can identify a buried service	21.02
	Injury to others through failure to identify services	Communication of service locations	Can demonstrate use of insulated tools	21.03
Overhead services	Electrocution	Permit to work systems	Understands that risk assessment should be undertaken prior to works involving services	22.01
	Toxic fumes	Training worker in working around services procedures	Understands who should be involved in risk assessment process	23.01
	Hazardous material	Use of insulated tools	Understands that a permit to work system may operate	24.01
			Understands the requirements of a permit to work procedure (They must have permission to work)	24.02
			Can report/escalate a changed situation	24.03
			Recognises the training requirements needed to operate specialist equipment	24.04

Risk area (Group)	Identified risk	Controls at individual level	Expected knowledge outcome (Candidate can demonstrate)	
			Can understand common signage related to services including buried service warnings	24.05
			Can demonstrate knowledge of pre use checks on equipment to be used around services	24.06

### 3.8. Confined and restricted spaces

Risk area (Group)	Identified risk	Controls at individual level	Expected knowledge outcome (Candidate can demonstrate)	
Confined or Restricted spaces	Entrapment	Confined space training	Can recognise a confined or restricted work area	25.01
	Hazardous material exposure	Isolating confined areas	Understands permit to work procedure	26.01
	Hazardous fumes	Provision of RPE	Understands common risks in confined spaces	26.02
		Permit to work system	Recognises that specialist training is needed for confined space work	26.03
		Environmental monitoring conditions	Can recognise others working in confined spaces	26.04
		Training in confined space awareness	Can recognise those in charge of confined space work areas	26.05
			Recognises restricted work areas	26.06
			Understands common confined space signs and symbols	26.06
			Can communicate and escalate a confined space risk through reporting	26.07
			Can demonstrate hierarchy knowledge to warn those in a confined space or a changed condition without endangering themselves	26.08
			Worker can identify common confined space controls (access egress points, supervising person, restricted signage)	26.09

