



WORKPLACE, HEALTH & SAFETY

This Agreement requires that the Contractor at all times operate with the highest regard for the health and safety of all persons and property on or about the Principal's Site, the general public and the environment. It is a requirement of this Agreement that the Contractor develop, implement and maintain a safety management plan (SMP) to achieve this unless specifically excluded from doing so in the agreement.

Below are some specific requirements the Contractor must take into account in relation to development of those plans in addition to the requirements set out in the Standard Terms and Conditions. The Contractor acknowledges that these requirements are supplemental to, and do not limit or derogate from, the Standard Terms and Conditions of this Agreement;

1. The Contractor must provide the Principal's Representative with a comprehensive plan for the management of the safety and health of all Contractor employees and its subcontractor's employees engaged to provide the Services, and the Contractor must provide the Principal's Representative with a comprehensive plan for management of the environment where the environment can be directly or indirectly affected by the Contractor as a result of providing the Services for approval, promptly upon execution of this Agreement but in any event no later than 30 days after the execution of this Agreement.
2. The Contractor must make amendments as required to the above SMP if required to do so by the Principal's Representative.
3. The Contractor must monitor changes to the Principal's policies and procedures or any legislative change and make the necessary changes to the above plan. All amendments to the above plan must be submitted to the Principal's Representative for approval.
4. The Contractor's SMP must take account of the Principal's:
 - (a) Contractor Management Procedure;
 - (b) Workplace, Health and Safety Policy or Policies;
 - (c) WHS Standards
5. The Contractor's SMP must detail the induction process for all persons engaged in the provision of the Services inclusive of records for all of its employees and subcontractor's employees. The Contractor's processes must include a records management system that ensures a register of inductions, relevant individual licences and operator certification for all your employees and your subcontractors employees are current. It is mandatory that all of the Contractor's employees and subcontractor's employees have successfully completed all required inductions.
6. The Contractor must ensure that all of its employees and subcontractor's employees are appropriately equipped to deal with the environmental conditions of the work area. The Contractor must ensure that all personnel have an adequate supply of drinking water, sun protection cream, insect repellent and that appropriate measures have been taken to prevent heat exposure and stress. Other provisions that are deemed reasonably expected to be supplied to the employees and subcontractors should be supplied

7. Prior to bringing any chemicals or hazardous materials onto the Principal's Site you must obtain approval to do so from the Principal's Representative or a person nominated in writing by the Principal's Representative. Safety Data Sheets (SDS) must be submitted to the Principal's Representative, or the person nominated by the Principal's Representative and the MSDS must be provided to all personnel providing Services on all occasions when such chemicals or hazardous materials are being used as part of the provision of the Services. MSDS must be provided to all personnel handling or using chemicals and hazardous materials as part of the provision of the Services. It is the Contractor's responsibility to ensure that all chemicals and hazardous materials are appropriately stored, identified and marked, handled and disposed of, and the Contractor must maintain a register of types and quantities of substances stored and disposed of.
8. It is the Contractor's responsibility to ensure all vehicles, plant, equipment and personnel engaged by it inclusive of subcontractors are appropriately licensed and that all personnel who are operators are competent or hold certificates of competency where it is a pre-requisite to operate the vehicle, plant or equipment. The Contractor must maintain a register of all licences and certificates of competency and must ensure all operators' licences are current.
9. It is the Contractor's responsibility where required to provide and maintain appropriate barricades, signs and traffic control measures around the work Site where the Services are being provided. It is the Contractor's responsibility to undertake daily housekeeping inspections to ensure its employees and subcontractor's employees are complying with these requirements.
10. It is a requirement that the Contractor's personnel participate in Emergency Evacuation Exercises from time to time as directed by the Principal's Representative or the Principal's Emergency Services Coordinator.
11. The Contractor must report to the Principal's Representative as soon as practicable all incidents that have resulted in an injury to any of its personnel or resulted in damage to any property, fixed or mobile, on the Principal's Site, as well as incidents (including near miss) that may have resulted in such injury or damage. The Contractor must complete an Incident Report Form for all incidents outlined above within 24 hours of the incident and participate in any investigation as directed by the Principal's Representative. The scene of any incident or significant near miss must not be disturbed in any way, except for the purpose of treating injured personnel or preventing further injury, damage to property or environmental damage until the Principal's Representative gives approval to do so.
13. It is the Contractor's responsibility to undertake regular sample audits and inspections to ensure the Contractor's compliance with its SMP. The Contractor's audit and inspection reports must be provided monthly to the Principal's Representative for review. In addition to the Contractor's audits the Principal's Safety Personnel will from time to time conduct audits to determine the Contractor's compliance with its SMP.
14. Should the Contractor or any of its employees or subcontractor's employees encounter or identify any hazards or risks arising out from the Services, the Contractor must immediately advise the Principal's Representative of the hazard or risk.
15. Where requested by the Principal 's Representative, the Contractor's shall ensure that prior to commencement of work on any task as part of those identified Services that:



- (a) detailed written construction procedures, safe work procedures and WHS inspections have been submitted to and approved by the Principal's Representative; and
- (b) where a demonstration of any or all such procedures is required by the Principal's Representative, the demonstration has been completed to the satisfaction of the Principal's Representative, and
- (c) the Principal's Representative has approved the procedure(s).

In addition it is the Contractor's responsibility to ensure that all cranes and heavy lifting equipment required to be used by it on the Principal's sites are used only when conditions on the Principal's Site (including wind) are safe.