CONSTRUCTSAFE TIER 3 COMPETENCY FRAMEWORK

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Introduction

This framework document allows those who design and contribute to construction health and safety training content to align with ConstructSafe Tier 3 Competency Framework 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 3 Competency Test.

The frame work is divided into seven modules:

1. Supervising Safely
2. Health & Safety Supervisory Responsibilities
3. Hazard Identification and Classification
4. Risk Assessment
5. Managing Risks
6. Investigating Incidents
7. Measuring Performance

ConstructSafe Tier 1 and US4098 (or relevant qualification) are prerequisites

Framework modules

Supervising Safely

Element	Learning Outcome (Candidate can explain or demonstrate)	
Why it is important to supervise safely	Understands that H&S needs to be seen as more than a compliance issue.	1.01
	Realises that consequences of incidents & accidents have far-reaching human impact.	1.02
	Understands that Construction is a high risk industry	1.03
A supervisor's role in influencing health and safety	Understands that supervisors sets the standard through their actions and what they do and do not accept.	2.01
	Can explain that there are 3 overarching reasons to manage health & safety - moral, legal and financial.	2.02
	Can describe who is responsible for implementation of health and safety for each reason (Moral, Legal and Financial).	2.03
	Understands a supervisor's responsibilities towards maintaining these three areas.	2.04
	Can describe the distinction between accountability and responsibility.	2.05

Element	Learning Outcome (Candidate can explain or demonstrate)	
The Health & Safety at Work Act 2015 (HSWA) - context and requirements of supervisors	Knows that the status quo is completely unacceptable	3.01
	Knows that supervisors have responsibilities (legal, moral & financial) to do something about it.	3.02
	Understands the six key features of the HSWA 1. Everyone has a role 2. Responsibilities are clear 3. Manage work risk 4. If you create risk, you have to manage it 5. Businesses must engage and involve workers 6. Flexibility in managing risks	3.03
	Understands relevant terms in the HSWA and how a supervisor's role fits within the legal structure	3.04
Responsibilities of different roles under the Health & Safety at Work Act	Knows the breadth of responsibilities carried out by leaders in the construction sector.	4.01
	Can explain key elements within the HSWA - specifically o Duty of care o Who has a duty of care - Organisations, Workers, Senior leaders, Clients. o Roles and responsibilities held by senior leaders o Overlapping duties (communicate, collaborate, cooperate and consult).	4.02
Key elements of a health & safety system	Can describe how supervisors contribute to improving the company's management system	5.01
	Understanding why things are reported into the organisation and where the information goes.	5.02
	Understand why the organisation responds to information (e.g. incident reports)	5.03
	Understands the critical role of supervisors in gaining information from their teams and passing it on.	5.04

Hazard identification and classification

Element	Learning Outcome (Candidate can explain or demonstrate)	
Common hazards in the construction industry	Can describe what a hazard is.	6.01

	Can describe the main classifications of hazards including:
	
	   o mechanical,
	   o physical,
	   o chemical,
	   o biological,
	   o environmental,
	   o organisational.
		6.02

	Can describe how hazards can be created.	6.03
	Can describe common hazards associated with construction work.	6.04
Responses to hazards	Can examine real-life scenarios and identify hazards and the harm they could cause.	7.01
	Able to identify hidden hazards not covered in Tier 1.	7.02
	Can demonstrate preparation and presentation of a safety briefing to communicate a hazard.	7.03
	Can describe when signage is fit for purpose.	7.04

Element	Learning Outcome (Candidate can explain or demonstrate)	
Definition of risk	Can explain what risk is (how likely an event is to happen and how severe the event would be if it does)	8.01

	Knows that risk is the combination of likelihood of a hazardous event and the consequences of it happening.
	
	  o Can describe the concept of consequence
	  o Can describe the concept of likelihood
		8.02

Risk assessment theory	Can describe the benefits of doing a risk assessment	9.01
	Understands that a suitable and sufficient risk assessment requires 1. Complete information (incident / accident data, industry bulletins) 2. Involvement of the people doing the work (also other stakeholders, experts) 3. Relevance to the specific site or situation 4. Awareness of changes in work plan, people, plant, site layout or subcontractors 5. Competence of the people doing the risk assessment.	9.02
	Can read, understand and explain a written risk assessment	9.03
Perform a risk assessment	Can carry out a basic risk assessment.	10.01
	Understands that a risk assessment needs to be recorded	10.02

Element	Learning Outcome (Candidate can explain or demonstrate)	
Risk control selection	Can explain the hierarchy of controls.	11.01
	Understands what sort of control aligns at each level of the hierarchy.	11.02
	Understands that not all controls achieve the same level of protection from harm - some are better than others.	11.03
	Understands reasonably practicable as a concept (time, trouble and cost versus risk)	11.04
	Knows that the law requires companies to use the highest level of control that is reasonably practicable.	11.05
	Understands that controls higher up the hierarchy are more effective, and that controls lower down the hierarchy are less effective	11.06
	Can develop controls for a specific risk from each level of the hierarchy.	11.07
	Can explain the concept of residual risk - the remaining risk after all reasonably practicable controls have been applied.	11.08

Element	Learning Outcome (Candidate can explain or demonstrate)	
Why incidents should be investigated	Understands the importance of conducting investigations and the key reasons to investigate incidents.	12.01
	Understands the benefits for both companies & individuals flowing from investigations.	12.02
How incidents happen	Can differentiate the immediate, underlying and root causes of an incident.	13.01
	Understands that there are any number of causes underlying an apparently simple situation and the dangers of jumping to cause before understanding fully.	13.02
Carrying out an investigation	Understands that investigations are opportunities to learn, not a punitive or blame-apportioning exercise.	14.01
	Understands how a culture of fear reduces the opportunity to know what really happened.	14.02
	Can explain how a supervisor contributes to an investigation	14.03
	Knows the steps in an incident response and investigation that applies to a supervisor: 1. Look after the injured person 2. Preserve the scene 3. Report the incident 4. Participate in the investigation	14.04
	Understands that depending on the severity of the incident depends on the incident response.	14.05
	Knows the value of conducting low level investigations to learn from minor events.	14.06

Element	Learning Outcome (Candidate can explain or demonstrate)	
Why measure performance	Can explain the benefits of measuring performance.	15.01
Measuring health & safety performance	Understands what indicators are and the difference between lead (performance) and lag (results) indicators.	16.01
Auditing	Understands that auditing activities are opportunities to learn, not a punitive or blame-apportioning exercise.	17.01
	Can explain the benefits of audits as opportunities to learn and improve	17.02
	Understands the importance of cooperating with auditors	17.03
	Understands that the checks and assessments carried out by supervisors help the organisation understand areas to improve.	17.04