

Construction Team

Strategic Plan 2017-2020

Our Vision: Leader in Work Health & Safety in South Australian Construction Industry

Our Purpose:

1. To ensure work health and safety laws are not breached, and take appropriate enforcement action when breaches are detected
2. To proactively promote good Work Health & Safety practices with an aim to prevent injury and disease within the South Australian Construction Industry

Our values: Service, Professionalism, Trust, Respect, Collaboration & Engagement, Honesty & Integrity, Courage & Tenacity
Sustainability

What are our strategic objectives?	What would this look like (desired outcomes)?	How will we measure our performance?	What are our strategies to achieve the desired outcomes? (EXAMPLES)
We are an effective and modern regulator	<ul style="list-style-type: none"> • Legislation, policies and regulatory practice are reviewed and monitored to ensure they are responsive and effective • Consistent application of laws • Effective operating models for both the regulator and educator functions • Transparent reporting on our performance 	<p>Undertake targeted inspections Monitor and engage with construction industry to implement 40 proactive compliance activities in relation to the effective management of Construction and Asbestos intervention in a timely effective and quality manner</p> <ul style="list-style-type: none"> • Major projects 2 site visits per fortnight • CBD & Metro 40 site visits per month/Team • Construction and asbestos intervention plans continued <p>Building and maintaining effective relationships with key stakeholders of the Construction Industry</p> <ul style="list-style-type: none"> • Meet with Project team of all major projects and CBD building sites prior to commencement and establishes relationships responsibilities and communication channels. • Deliver 2 stakeholder forums quarterly with PCBU's , workers, HSR's, employer and employee associations to identify and educate on emerging issues • Stakeholder forums quarterly with PCBU's , workers, HSR's, employer and employee associations to identify and educate on emerging issues 	<p>Proactive Compliance Campaigns Completed per schedule.</p> <p>HRWL Training and Assessment policies, processes and procedures developed.</p> <p>2 Site visits per identified major project per fortnight.</p> <p>>1000 Proactive interactions.</p> <p>Respond to 'Same day service' Reports within 24 hours.</p> <p>Respond to 'Routine Enquiry' Reports within 72 hours.</p> <p>Respond to 'Admin Action' Reports within one week.</p>
We help to reduce work-related death, injury and illness	<ul style="list-style-type: none"> • Meet our national and state fatality and injury reduction targets • Healthy, safe and productive working lives • Effective programs, resources and support that address priority industries and injury types • Partnerships with stakeholders that deliver desired outcomes 	<p>CT will address complaints and notifications by implementing actions within 24 hours of receipt of complaints and notifications. CT will offer specialist construction assistance to all CAED teams dealing with matters involving the construction industry</p> <ul style="list-style-type: none"> - Fortnightly meetings 1 on 1 with Team Leader/Chief Adviser - Closer working arrangements with all CAED Team <p>Scheduled and unscheduled site visitations</p> <ul style="list-style-type: none"> - Compliance and enforcement of Principles of Operations are followed - Minimum 5 WHSIN per/inspector/month - Minimum 2 WHSPN per/inspector/month - Minimum 4 Proactive interventions per/insp/month - Fortnightly meetings 1 on 1 with Team Leader/Chief Adviser <p>Develop and implement a process for effective culture change within PCBU and Worker associations</p> <ul style="list-style-type: none"> - 2 engagement activities quarterly with industry apprenticeship schemes 	<p>Percentage of complaints and notifications finalised within 180 days.</p> <p>Stakeholder forums on a continuous basis</p> <p>Meetings with key association and union stakeholders</p>

<p>We continually improve our service delivery to meet the needs of customers and stakeholders</p>	<ul style="list-style-type: none"> • A high quality and responsive customer service • Reduce unnecessary red tape and bureaucracy • Effective working relationships with stakeholders • Align our workforce to the services we need to deliver 	<p>Strategic alliances are established and stakeholder engagement is actively and continually undertaken</p> <ul style="list-style-type: none"> - Participation with Construction Industry forums - 3 meetings quarterly with top tier Construction employer and Worker associations <p>Principles of Operation are consistently followed and statutory notices/Inspection reports are written in a quality and timely manner</p> <ul style="list-style-type: none"> - Statutory notices are issued where non-compliance is identified - Fortnightly meetings 1 on 1 with Team Leader/Chief Adviser 	<p>Stakeholder forums on a continuous basis</p> <p>Meetings with key association and union stakeholders</p> <p>Working closely with SWSA Educator on emerging issues and Industry trends</p> <p>TL will vet all compliance actions other than proactive within 48 hours</p>
<p>We support our staff to be a high performing organisation</p>	<ul style="list-style-type: none"> • Staff who are engaged, motivated and accountable • A culture of high performance and outcome driven • Right people in the right roles • Provide appropriate support and commitment to develop our staff 	<p>Manage all Construction aspects for SWSA</p> <ul style="list-style-type: none"> - Team & Individual KPI's - Weekly leadership meeting - Fortnightly meetings 1 on 1 with Team Leader/Chief Adviser - File reviews <p>Mentoring and training of Construction Team on construction activities</p> <ul style="list-style-type: none"> - Monthly toolbox meetings - Identify training needs through Fortnightly meetings 1 on 1 with Team Leader/Chief Adviser <p>Provide transparency, good governance, consultation, collaboration and participation in all Construction activities</p> <ul style="list-style-type: none"> - Stakeholder feedback - Complainants will be contacted within 24 hours of receipt of complaint - Closer working relationships with all SWSA Teams - Fortnightly meetings 1 on 1 with Team Leader/Chief Adviser - Monthly team meetings - Weekly leadership meetings - Flexi/work life balance, managing working hours 	<p>Succession plans completed for all key positions.</p> <p>Training needs analysis completed.</p> <p>Training plan developed and implemented.</p> <p>100% of identified activities acted upon.</p> <p>100% of staff has ELMO in place. (Staff unavailable or on extended leave will not be counted as part of the target.)</p> <p>100% of reviews conducted within agreed timeframes. (Staff unavailable or on extended leave will not be counted as part of the target.)</p> <p>Encouraging Work life balance</p>