

Title	Improve building or construction site safety through work practices, actions, and attitudes		
Level	4	Credits	6

Purpose	<p>People credited with this unit standard are able to:</p> <ul style="list-style-type: none"> • demonstrate knowledge of and use techniques for changing employee behaviours; • demonstrate knowledge of adult learning principles; • demonstrate knowledge of and apply critical success factors to improve safety, in a construction environment. <p>This unit standard is for people who wish to prepare to work as Supervisors or become involved in health and safety over a wide range construction environments.</p>
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Classification	Construction > Construction Health and Safety, and Injury Prevention
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Available grade	Achieved
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Guidance Information

1 Definitions

Adult learning principles refers to current good practice aligned to the core principles of adult learning. This includes acknowledgement of multicultural responsibilities, Akonga, and inclusion of principles that reflect how people learn in the workplace.

Behaviour means work practices, actions, and attitudes.

Construction environment refers to a wide range of building and construction industry environments or sites within which trade skills are applied.

Supervisor is a person who is recognised as having health and safety responsibilities within the building and construction industry and/or trades.

2 This unit standard requires assessment in a construction environment.

3 Legislation relevant to this unit standard includes but is not limited to: Health and Safety at Work Act 2015, and any subsequent amendments.

Outcomes and performance criteria

Outcome 1

Demonstrate knowledge of and use techniques for changing employee behaviour to improve safety in a construction environment.

Performance criteria

- 1.1 Explain factors that can result in potentially unsafe practices.
- Range may include but is not limited to – the culture of unsafe behaviours permitted, overlooked, allowed, or required; production taking precedent over safety; evidence is required for three reasons for unsafe practices.
- 1.2 Explain how to correct unsafe actions and encourage safe behaviour.
- Range observe employee actions, provide feedback and consequences, get feedback from employees, monitor actions.
- 1.3 Describe the value of feedback, feed forward, and consequences of actions.
- Range includes but is not limited to – positive reinforcement, negative reinforcement, and consequences.
- 1.4 Apply a range of techniques for providing feedback to change behaviour.
- Range includes but is not limited to – praising and correcting, constructive communication, questioning, coaching.

Outcome 2

Demonstrate knowledge of how to use adult learning principles to improve safety in a construction environment.

Performance criteria

- 2.1 Describe the principles of adult learning.
- Range may include but is not limited to – self-directed, learning through doing, relevance, experience, problem solving, practice, involvement.
- 2.2 Explain how adult learning principles are effective to improve safety.
- 2.3 Describe how adult learning principles may be applied to improve safety.
- Range evidence is required for three situations where adult learning principles may be applied.

Outcome 3

Demonstrate knowledge of, and apply, critical success factors to improve safety in a construction environment.

Performance criteria

3.1 Describe methods of planning ahead to improve safety.

Range may include but is not limited to – Site-Specific Safety Planning (SSSP), hazard identification, risk assessment, task analysis.

3.2 Describe a range of actions to solve problems that improve safety.

Range may include but is not limited to – avoid blame, involve others, focus on improving the system, analyse what happened, discuss potential solutions, primary and secondary cause analysis; evidence is required for three actions.

3.3 Explain how communication strategies can improve safety.

Range may include but is not limited to – checking understanding, expressive and receptive communication, effective listening.

3.4 Apply critical success factors to resolve a health and safety problem.

Range may include but is not limited to – management support, clear and reasonable objectives, personal attitude, teamwork, effective enforcement, safety training, supervision.

Planned review date	31 December 2027
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Status information and last date for assessment for superseded versions

Process	Version	Date	Last Date for Assessment
Registration	1	27 July 2005	31 December 2024
Review	2	26 January 2023	N/A

Consent and Moderation Requirements (CMR) reference	0048
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This CMR can be accessed at <http://www.nzqa.govt.nz/framework/search/index.do>.

Comments on this unit standard

Please contact Waihanga Ara Rau Construction and Infrastructure Workforce Development Council qualifications@waihangaararau.nz if you wish to suggest changes to the content of this unit standard.