

[Insert Contractor Name] will ensure that any young worker new to the construction industry (i.e. under 25 years of age with less than two years' experience), including trainees or apprentices, is afforded special attention to protect them from the risk of injury/illness arising from workplace hazards. Individual attention will be paid to the needs of any young worker (including trainees and apprentices) because they may lack experience or familiarity with workplace procedures or practices. Statistics show that young workers are more likely to be injured in high risk workplaces due to inexperience.

Every young worker new to the construction industry (including trainees and apprentices) shall receive adequate information, instruction and training about the workplace, the work activity and the hazards and practices required to ensure their work tasks are carried out in a safe manner. The instruction and training will give consideration to the age, experience, and level of supervision necessary to ensure the young worker's safety and welfare.

Before commencing work, all young workers including trainees or apprentices must have: (1) attended a work health and safety (occupational health and safety (WHS/OHS) general industry induction training course (White Card or equivalent), (2) attended a site-specific induction; and (3) undertaken a work activity WHS/OHS induction (i.e. in the safety precautions for the work tasks outlined in the Safe Work Method Statement / Job Safety & Environment Analysis prepared for their specific work activity). Young workers new to the industry working at Mirvac projects will be prominently identified at the workplace by displaying the Mirvac 'Young Worker New to the Industry' logo sticker affixed to their safety helmet and/or by wearing high visibility clothing displaying the same. Information about these requirements will be included in the workplace specific induction and posters outlining its key features shall be displayed in prominent locations at the workplace. In addition, safety training in the following is required where applicable:

Hazard identification & risk assessment;

Precautions for the use of powered or non-powered plant and equipment or tools;

Electrical hazards especially the transition from temporary to permanent power;

How to deal with bullying and harassment in the workplace;

Working at height, including safe work from ladders & scaffolds.

Manual handling precautions;

Precautions for the use of explosive or pneumatic power tools;

Hazardous substance/Dangerous Goods precautions and use;

Noise and hearing protection; and



Under no circumstances shall a young worker, including a trainee or apprentice be permitted to carry out the following ‘high risk construction work’ on their own or unsupervised:

- work involving structural alterations that require temporary support;
- work at a height of above 2 metres where no scaffold/edge protection or catch platform is included as part of a fall prevention strategy;
- work involving excavation at a depth of 1.5 metres or more;
- use of high speed hand held cutting equipment such as concrete or masonry cutting saws;
- demolition work;
- work in tunnels, pits, enclosed services corridors, shafts and other confined spaces;
- work involving the use of explosives;
- work involving the use of mobile plant and equipment or work near traffic or mobile plant;
- work in or around gas or electrical installations;
- work involving hazardous material removal or disposal; and
- work over or adjacent to water where there is a risk of drowning or pollution.

I have read and understand the above requirements for young workers when working on a Mirvac construction project and commit to implement these special requirements. Please print and sign your name in the space below as acknowledgement of this commitment.

Employer/supervisor name:		Signature:	Date: / /
New worker/trainee/apprentice name:		Signature:	Date: / /
Nominated Mirvac Representative name:		Signature:	Date: / /

