

YOUNG/FOREIGN & APPRENTICE WORKERS POLICY

Hunter Mason recognise young/foreign workers and apprentices within the construction and Fitout industry. They are defined under Hunter Mason business operations as workers to the industry of less than two (2) years' "local experience". Appropriate supervision will be provided for apprentices and new workers to ensure they are managed and directed in an organised and safe manner. Subcontractors are required to ensure that there is someone suitable to supervise and translate when required by Hunter Mason. Hunter Mason shall maintain continual monitoring of such practice to ensure safety consultations are passed on to all workers.

Young/foreign workers and apprentice workers will undertake the necessary training and demonstrate competency in new skill areas. Supervisors must be able to demonstrate through verbal and/or written evidence that these workers have the skills and knowledge to perform work activities. Hunter Mason will ensure that young workers gain training and supervision at all times until the young worker is competent to do the works required for their position.

The training shall include (but not limited to) aspects of high-risk works:

- Manual Handling
- Penetrations
- Working at heights
- Powered and non-powered equipment
- Electrical Hazards
- Crane [lifting]
- Harassment
- Noise, etc.

Supervision shall include:

- HRW such as electrical, crane, plant operation, working alone/AH, etc.
- The use of power tools, explosive power tools, and pneumatic power tools, etc.
- Work from elevated platforms for example, scaffolds and boom lifts, etc.

Young/foreign workers and apprentices shall not be left alone to complete a task; they should be supervised at all times until deem competent by their supervisor to do so. A written confirmation will be required from the subcontractor supervisor to ensure due diligence on safe work in the construction industry.

The subcontractors will ensure that young/foreign workers and apprentices are consulted and inducted into their work activities through the signing of their SWMS and provide any other necessary documentation to demonstrate their young/foreign workers are suitable and competent to do the work on site.



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Managing Director