

**22 March 2023**

**ENFORCEABLE UNDERTAKING**

Part 11

*Work Health and Safety Act 2011*

The commitments in this enforceable undertaking  
are given by

Hansen Yuncken Pty Ltd

ACN: 063 384 056

to SafeWork NSW and accepted by SafeWork NSW

**Privacy statement**

*SafeWork NSW respects your privacy and is committed to protecting personal information. The information provided on this document is for the purpose of making an undertaking to SafeWork NSW given for the purposes of part 11 of the WHS Act. This information will be managed within the requirements of the current state government privacy regime.*

*SafeWork NSW may publish the undertaking and the information contained in it for purposes identified in the undertaking or for other appropriate legal purposes in various publications such as newspapers and on its website. SafeWork NSW may be required to disclose personal information to other regulatory agencies in accordance with other law enforcement activities which may be conducted as part of an investigation. Further information on our privacy policy is available at [safework.nsw.gov.au](https://safework.nsw.gov.au).*

## Purpose

The purpose of this enforceable undertaking (**Undertaking**) is to document the undertakings given to SafeWork NSW and accepted by SafeWork NSW pursuant to Part 11 of the Work Health and Safety Act 2011 (**WHS Act**) in connection with matters relating to alleged contraventions of the WHS Act or the Work Health and Safety Regulations 2011 (**the Regulations**). The Agreed Terms of the Enforceable Undertaking are set out below.

## Section 1 – General information

### a. Details of the person giving the undertaking

<b>Registered Address:</b>	Sydney Corporate Park, Building 1, Level 3 75-85 O’Riordan Street, Alexandria NSW, 2015
<b>Postal address:</b>	PO Box 7002 Alexandria, NSW 2015
<b>Telephone contact:</b>	+61 (0) 2 9770 7600
<b>Email address:</b>	<b>Peter Salveson, CEO -</b> [REDACTED] <a href="mailto:[REDACTED]@hansenyuncken.com">@hansenyuncken.com</a>
<b>Legal structure:</b>	Proprietary Limited Company
<b>Type of business:</b>	Hansen Yuncken is a privately owned commercial building contractor
<b>Commencement date of the entity:</b>	4 February 1994
<b>Number of workers:</b>	Full-time: 630 Part-time: 25 Casual: 15
<b>Products and/or services:</b>	Hansen Yuncken Pty Ltd is an Australian-owned private company, deriving revenue from the provision of building construction and contracting services. The company engages in the following activities: Development, Management, Contracting, and Building Construction. Hansen Yuncken offers services to various industries including Commercial, Community, Defense, Education, Fit Out & Refurbishment, Health, Hotel & Entertainment, Industrial, Justice & Police, Retail, Residential & Senior Living, Resource & Utilities.
<b>Comments:</b>	Hansen Yuncken has no prior convictions under the WHS Act.

**b. Commencement**

This Undertaking comes into effect when:

- i. the Undertaking is executed by Hansen Yuncken Pty Ltd; and
- ii. SafeWork NSW accepts the executed Undertaking (**Commencement Date**).

**c. Duration**

- i. Section 5 identifies timeframes for the completion of each strategy identified in this Undertaking.
- ii. The Undertaking will be concluded on written advice from SafeWork NSW to Hansen Yuncken Pty Ltd when all requirements of the Undertaking have been satisfactorily executed.

## **Section 2 – The alleged contravention**

**a. Details of the alleged contravention**

It is alleged by SafeWork NSW that on 16 September 2019, Hansen Yuncken Pty Ltd (**Hansen Yuncken**) failed to discharge its obligations as a person conducting a business or undertaking under sections 19(1) and 20(2) in contravention of section 32 of the WHS Act in that it did not ensure, so far as reasonably practicable, the health and safety of workers.

**b. Details of the events surrounding the alleged contravention**

An incident occurred on 16 September 2019 at a construction site at Moorebank Logistics Park, 400 Moorebank Avenue, Moorebank, NSW (**Site**) in which two 10-inch 200mm diameter steel fire sprinkler pipes fell from the side of a B-double trailer during a subcontractor’s unloading process and struck the delivery driver (**Worker**), causing him to collapse backwards onto the ground with the pipes landing on the Worker’s legs (**Incident**).

**c. The details of any injury that arose from the alleged contravention**

At the scene, the Worker was assessed as having [REDACTED] injuries. The Worker’s injuries were ultimately fatal.

**d. An acknowledgement that SafeWork NSW alleged a contravention has occurred**

It is acknowledged by Hansen Yuncken that SafeWork NSW has alleged that Hansen Yuncken has breached its duties under sections 19(1) and 20(2) in contravention of section 32 of the WHS Act.

**e. A statement of regret that the incident occurred**

Hansen Yuncken deeply regrets that the Incident on 16 September 2019 occurred and the Worker sustained fatal injuries as a result of the Incident.

Note: the above is not an admission of guilt

**f. Prior work health and safety convictions**

Hansen Yuncken does not have any prior convictions under the WHS Act.

**g. The details of the support provided, and proposed to be provided, to the family of the injured worker**

The following support has been provided by Hansen Yuncken to the family of the Worker involved in the Incident:

Date	Brief description of support provided
19 September 2019	Hansen Yuncken personnel contacted the subcontractor to offer support for both immediate assistance and longer-term assistance to the family. Hansen Yuncken requested that the contact details for the National HSEQ Manager of Hansen Yuncken ( <b>HSEQ Manager</b> ) be provided to the family so that the organisation could offer its support to the family directly.
3 October 2019	Hansen Yuncken received a call from the [REDACTED] with the relevant Hansen Yuncken contact details. The HSEQ Manager expressed his condolences on behalf of Hansen Yuncken and its senior management and made an offer of support to the family going forward. He also advised that a Site gathering would likely occur and that the Worker's family were welcome to attend.
8 October 2019	The HSEQ Manager contacted [REDACTED] and expressed Hansen Yuncken's condolences and made an offer to pay all travel expenses. Arrangements were discussed [REDACTED] to travel from New Zealand to Sydney to support them in making arrangements for the cremation. The HSEQ Manager also indicated that a memorial was being planned at the Site.
15 October 2019	Hansen Yuncken made travel arrangements (including flights, accommodation, and meals) for the [REDACTED] to travel from New Zealand to Sydney to support them making arrangements for the cremation. Hansen Yuncken invited the family to attend the memorial held with all personnel on Site. After the memorial with all Site personnel, Hansen Yuncken team members walked the Site with the family members and spoke to the family about what had happened, how the Incident had occurred, and the steps taken to prevent any future incident.

### Section 3 – Enforcement Notices and Rectifications

**a. The details of any enforcement notices issued that relate to the alleged contravention**

Date issued	Notice type	Notice number	Contravention	Action taken in response to notice
16 September 2019	Non-Disturbance Notice	MP-160919-1	Preventing access to and disturbance of the immediate vicinity of the Incident location, including the truck and attached trailers, the pipes and other materials within the trailer and on the ground until 05:00am on 23 September 2019.	On 23 September 2019, SafeWork NSW confirmed Non-Disturbance Notice had been complied with.
16 September 2019	Improvement Notice	55426	Directing Hansen Yuncken to develop, implement and/ or review the systems of work for ensuring access to and from the	On 23 September 2019, Hansen Yuncken submitted its response to the Improvement Notice to SafeWork NSW.

Date issued	Notice type	Notice number	Contravention	Action taken in response to notice
			Site and provide information, training, and instruction to delivery drivers.	On 27 September 2019, SafeWork NSW issued an Inspection Report, which confirmed that Improvement Notice 55426 had been complied with.
16 September 2019	Section 171 Notice	20191609GF-2	Requesting production of a variety of documents relating to the Incident.	On 21 September 2019 the Section 171 Notice was complied with when Hansen Yuncken produced the required documents to SafeWork NSW.
18 September 2019	Improvement Notice	7-361433	Directing Hansen Yuncken to update the traffic management system for the site, including safe unloading of materials, exclusion zones and physical barriers.	On 30 September 2019 Hansen Yuncken responded to Improvement Notice 7-361433 and was verbally advised by SafeWork NSW that the Notice had been complied with. On 22 October 2019, SafeWork NSW provided an Inspection Report noting that Improvement Notice 7-361433 had been complied with.
20 September 2019	Prohibition Notice	41239	Directing Hansen Yuncken to develop a method for securing the pipes on the truck in the immediate vicinity of the Incident location, including the truck and attached trailers, the pipes.	Following a site visit also attended by a certified Engineer engaged by Hansen Yuncken, the Load Restraint Plan was co-ordinated by Hansen Yuncken and involved representatives from the owner of the truck and the subcontractor taking delivery of the pipes. On 23 September 2019, SafeWork NSW lifted Prohibition Notice 41239 so that the load on the truck could be secured in accordance with the Load Restraint Plan which had been developed by the Certified Engineer.

**b. Any rectifications or changes made to work health and safety systems and/or practices as a result of the alleged contravention**

Description	AU \$ Amount
<p>As part of its response to SafeWork NSW Improvement Notice (55426), Hansen Yuncken updated its traffic management approach on Site including by conducting and preparing a further documented Risk Assessment relating to traffic management at the Site on 20 September 2019, which assessed and provided control measures for the following risks (amongst others):</p> <ul style="list-style-type: none"> <li> <b>Risk:</b> entering the construction site.  <b>Controls:</b> updating the traffic management plan, restricting ingress and egress to one point at Gate 1, a vehicle laydown area installed outside Gate 1, and restricting deliveries to only be conducted with an escort (amongst other control measures). </li> <li> <b>Risk:</b> excessive queueing at Gate 1.  <b>Controls:</b> all deliveries are scheduled with the Gate 1 traffic controller informed of a schedule. </li> <li> <b>Risk:</b> traffic controller at Gate 1 being hit by passing traffic. </li> </ul>	\$25,000

Description	AU \$ Amount
<p><b>Controls:</b> install concrete kerbs around the gatehouse at Gate 1, ensuring the traffic controller stayed within or in close proximity to the gatehouse, and installing traffic signs.</p> <ul style="list-style-type: none"> <li>• <b>Risk:</b> pedestrian being hit by traffic in the site compound or car park area. <b>Controls:</b> restricting pedestrian access through the precinct, using barriers to delineate pedestrian walkways, and installing traffic signs.</li> <li>• <b>Risk:</b> interactions between people and mobile plant in the construction zone. <b>Controls:</b> installation of traffic signs restricting pedestrian access, installing safe zone using concrete kerbs, and communicating with subcontractors.</li> <li>• <b>Risk:</b> changed traffic conditions confusing drivers. <b>Controls:</b> communicating changes to personnel and updating the traffic management plan on site noticeboard.</li> </ul>	
<p>Developed a revised strategy for entries to Gate 1, including new requirements for a delivery truck lay down area and physical barriers to restrict movement. The strategy was reflected in a Gate House Lay Down Diagram (<b>LDD</b>) which identified traffic signs installed on the main road leading up to the traffic controllers, the location of the lay down (immediately outside Gate 1), other traffic signs installed at various locations to manage traffic and where ropes with flags and water barriers were installed.</p>	\$3,500
<p>Amended the Work Health and Safety Management Plan (<b>WHSMP</b>) for the site to include an updated mandatory procedure for delivery drivers entering the Site. Hansen Yuncken foremen monitored the procedures on an ongoing basis. The procedure included requirements as follows:</p> <ul style="list-style-type: none"> <li>• development of a traffic control plan;</li> <li>• a traffic controller to be posted at Gate 1 at all times while the site is open;</li> <li>• delivery drivers to be inducted into the Site in relation to traffic management rules before being allowed to enter through Gate 1 (and being issued a sticker that must be worn prominently once assessed as competent through the induction process);</li> <li>• traffic controller to contact the relevant subcontractor to escort each delivery driver whilst on Site, and logbook to be kept of the driver's entry and exit and if the driver undertakes any high-risk construction work whilst on Site, the subcontractor must induct the driver into the relevant safe work method statement (<b>SWMS</b>); and</li> <li>• a requirement that an exclusion zone be set up prior to any loading / unloading activities with a spotter (not being the delivery driver).</li> </ul>	\$5,000
<p>Updated the Site induction materials to include the new delivery driver procedure.</p>	\$2,500
<p>Provided a documented brief to subcontractors on the new delivery driver procedure, setting out the procedure in detail and emphasising that drivers will be removed from Site if they did not comply with the procedure.</p>	\$2,500
<p>As part of its response to SafeWork NSW Improvement Notice (7-361433), Hansen Yuncken (in addition to the steps outlined in respect of Improvement Notice (55426) above):</p> <ul style="list-style-type: none"> <li>• introduced new requirements for separation of people and mobile plant (which were reflected in the amended WHSMP for the Site) including: <ul style="list-style-type: none"> <li>○ establishing different types of exclusion zone markings for the Site depending on the purpose of the zone (for example, separating people from plant, excavations etc.);</li> <li>○ new pedestrian walkways in car parks, adjacent to vehicle movement paths and crossings, designated to prevent people coming into contact with mobile plant and vehicles;</li> </ul> </li> </ul>	\$5,000

Description	AU \$ Amount
<ul style="list-style-type: none"> <li>introduced a requirement for these procedures to be communicated during daily pre-start meetings and displayed on Site noticeboards as well as enforced by Site foreman;</li> <li>amended its WHSMP to include the relevant Australian Standards and Guidance materials that have been considered in the updated traffic management policies at the Site; and</li> <li>updated its Traffic Management Plan to reflect the new delivery driver procedure and include a site layout plan which detailed the relevant traffic management controls throughout warehouse 3 and 4.</li> </ul>	
<p>Hansen Yuncken developed and implemented a Project Reset, a program to reset the project in preparation for recommencing work at the Site following the Incident. Hansen Yuncken's subcontractors were informed of the updated procedures at the weekly Subcontractor Coordination Meeting held on 25 September 2019 on the Site and were offered an opportunity to ask questions and provide input. This was then followed by a written notification through Hansen Yuncken's contractor communications system [REDACTED] issuing the updated WHSMP and traffic management plan on the same day.</p>	\$3,000
<p>Due to the updated policies and procedures, Hansen Yuncken required each of its subcontractors on the Site to review and, where necessary, update, their SWMS to take into account the updates. Hansen Yuncken reviewed all updated SWMS provided to them by the subcontractors prior to allowing recommencement of work at the Site. Separate discussions about the changes and required approach were also held with the Hansen Yuncken project team.</p>	\$5,000
<p>Additionally, as part of the Project Reset, HSEQ Manager from Hansen Yuncken conducted fresh site inductions and toolbox talks with all workers, including subcontractors, to properly induct them into the updated policies and procedures before work was recommenced at the Site. These inductions occurred on 30 September 2019.</p>	\$1,500
<p>Hansen Yuncken conducted a series of site visits and presentations nationally through a National Incident Review with the CEO and National HSEQ Manager in November 2019. Eleven business days were committed over one month for the CEO and National HSEQ Manager to visit every state of business and the majority of live projects sharing insights from the Moorebank incident. This also included personal verification by those executives that the rectification actions outlined earlier in the table had been implemented in all states through those live projects.</p>	\$70,000
<p>In 2020, Hansen Yuncken embarked on a 3-year "HSEQ Roadmap to Greater Success" asking our workers, contractors and clients what Hansen Yuncken should "Start, Stop and Continue" to do in its business. This exercise gathered feedback from across all Hansen Yuncken projects nationally to inform the organisation's next step change and ongoing performance. The Hansen Yuncken Board and Executive Leadership Teams endorsed the "HSEQ Roadmap to Greater Success 2020-2023" strategy, investing \$1.5 million dollars over financial years 2020 to 2023.</p> <p>The Roadmap is all about empowering Hansen Yuncken's people to 'Work Differently' through:</p> <ul style="list-style-type: none"> <li>Creating an environment that encourages and rewards innovative thinking; and</li> <li>Encouraging safe practices and risk-prevention initiatives.</li> </ul>	\$1,500,000

**TOTAL AMOUNT SPENT ON RECTIFICATIONS**

**\$1,623,000**

## Section 4 – Statements, commitments, and acknowledgements

- a. **A commitment that the behaviour that led to the alleged contravention has ceased and will not re-occur**  
Hansen Yuncken commits that the behaviour that led to the alleged contravention has ceased and that it will take all reasonably practicable steps to prevent recurrence of this type of Incident.

Hansen Yuncken has also taken steps to implement lessons learnt from the incident across all of its project site nationally.

- b. **A statement of assurance about future work health and safety behaviour**  
Hansen Yuncken is committed to complying with its obligations under the WHS Act and ensuring, so far as reasonably practicable, the health and safety of all workers and those who may be affected by its business or undertakings.
- c. **A commitment to the ongoing effective management of work health and safety risks**  
Hansen Yuncken commits that it will, so far as reasonably practicable, maintain ongoing effective management of work health and safety risks.
- d. **An acknowledgement that the enforceable undertaking will be published and publicised**  
Hansen Yuncken acknowledges that the Undertaking will be published on SafeWork NSW's internet site until the completion of the enforceable terms and may be referenced in SafeWork NSW's publications.
- e. **A statement of ability to comply with the terms of the enforceable undertaking**  
Hansen Yuncken acknowledges that it has the financial ability to comply with the terms of this Undertaking and has provided evidence with this undertaking to support this declaration.
- f. **An acknowledgement consultation has occurred within the workplace regarding the proposal of an enforceable undertaking**  
Hansen Yuncken acknowledges that it has consulted within the workplace in relation to the development of the Undertaking proposal, including undertaking consultation with the Safety Business Function Workgroup and each of the state-based Health and Safety Committees which includes health and safety representatives at Hansen Yuncken.

- g. **Statement regarding relationships with other parties**

Hansen Yuncken has an existing relationship with the University of Newcastle that includes a role on the University's Industry Advisory Panel, completing construction projects for the University [REDACTED] and supporting the University through sponsoring of scholarships [REDACTED] and Hansen Yuncken personnel volunteering time to conduct guest lectures for students in the School of Architecture and Built Environment, College of Engineering, Science and Environment.

Hansen Yuncken has an existing relationship with [REDACTED], an organisation that has supported Hansen Yuncken's previous health and safety management system improvement project work and will be involved in the development of the animations proposed in Strategy 5 of Section 5 of this Undertaking.

- h. **Intellectual property licence**  
Hansen Yuncken grants SafeWork NSW a permanent, irrevocable, royalty-free, worldwide, non-exclusive license to use, reproduce, distribute, electronically transmit, electronically distribute, adapt, and modify any materials developed as a result of this Undertaking.

This licence does not include any materials or intellectual property (including software and other copyright materials) not solely owned by Hansen Yuncken, or which is owned in full or in part, by third parties, including



where those third parties are engaged by Hansen Yuncken to provide the materials developed as a result of this Undertaking.

**i. A commitment to participate constructively in all compliance monitoring activities of the undertaking**

Hansen Yuncken acknowledges that the responsibility for demonstrating compliance with this Undertaking rests with Hansen Yuncken. Evidence to demonstrate compliance with the terms will be provided to SafeWork NSW by the due date for each strategy item identified in Section 5.

Hansen Yuncken acknowledges that SafeWork NSW may undertake other compliance monitoring activities to verify the evidence that is provided for each Strategy item identified in Section 5. The evidence provided to demonstrate compliance with the Undertaking will be retained by Hansen Yuncken until advised by SafeWork NSW that the Undertaking has been completely discharged.

Hansen Yuncken acknowledges that SafeWork NSW may initiate additional compliance monitoring activities, such as inspections, as considered necessary.

Hansen Yuncken acknowledges that should there be any delay in the delivery or compliance of the Undertaking this will be subject to mutual agreement (confirmed in writing) between Hansen Yuncken and SafeWork NSW.

**j. A commitment regarding linking the strategy and promotion of benefits to the enforceable undertaking**

Hansen Yuncken is committed to ensuring that any real or perceived promotion of a benefit arising from this Undertaking will clearly link the benefit to the Undertaking and that the Undertaking was entered into as a result of the alleged contravention identified in section 2 above.

Where products or other deliverables are externally promoted or have a direct link to the Undertaking Hansen Yuncken will include the following statement:

*This (insert product or service) has been (produced, held) pursuant to an enforceable undertaking between Hansen Yuncken Pty Ltd, ACN: (ACN No. 063 384 056) and SafeWork NSW entered into on (insert DATE EU commenced).*

Any variation to the above statement requires prior written agreement between Hansen Yuncken and SafeWork NSW.

**k. A commitment to gain review and approval for industry and/or community safety information**

Hansen Yuncken commits that any strategies to be implemented by Hansen Yuncken in compliance with this Undertaking that involve safety information being provided to the industry and/or community will be subject to SafeWork NSW's review and approval of the content prior to dissemination.

**l. Inconsistent Statements**

Hansen Yuncken commits that it will not make any statement or otherwise imply anything that is inconsistent with the statements, commitments or acknowledgements contained in this Undertaking and will take steps to ensure its representatives, employees and officers do not make any such statements.

**m. Reliance on Commitments**

Hansen Yuncken acknowledges that SafeWork NSW may rely upon the commitments and statements set out in Section 4 (a), (b) and (c) above when making decisions regarding enforcement action if Hansen Yuncken fails to comply with its workplace relations obligations in the future, including but not limited to any failure to comply with its obligations under this Undertaking.

**n. Withdrawal or variation**

Hansen Yuncken may with the written agreement of SafeWork NSW withdraw or vary the Undertaking in accordance with section 221 of the WHS Act.

**o. Acknowledgement of Enforceable Undertakings Guidelines and Contravention of the Undertaking**

Hansen Yuncken has read and understood the SafeWork NSW Enforceable Undertakings Guidelines dated January 2022. Hansen Yuncken acknowledges that if Hansen Yuncken contravenes any of the terms of this Undertaking, SafeWork NSW may apply to the District Court for an order in accordance with section 220 of the WHS Act.

## Section 5 – Strategies

Hansen Yuncken undertakes to deliver the following Strategies.

Each strategy in the Undertaking aims to provide lasting work health and safety benefits across the workplace, the industry, and the community, or a combination of these.

### Strategies that relate to the dissemination of information in relation to the enforceable undertaking

#### Strategy 1 – Enforceable undertaking public notice

**Summary:**

Hansen Yuncken will place a public notice advising of the Undertaking with SafeWork NSW.

**WHS outcome and beneficiaries:**

The public notice serves to advise the public about the Undertaking and serves as a form of both education and deterrence for industry.

**Strategy delivery and verification:**

The strategy will be delivered and verified by SafeWork NSW in accordance with the table below.

How is it occurring	When will it happen	Position Title(s) or Area responsible and/or involved	Evidence that will be provided to SafeWork NSW
<p>Hansen Yuncken Pty Ltd will cause a public notice to be published in the Sydney Morning Herald using the script provided in Annexure 1.</p> <p>The notice in the Sydney Morning Herald will be 1/8 of a page in size.</p> <p>The script for the notices must be approved by SafeWork NSW prior to the public notice being published. Failure to adhere to these conditions may result in SafeWork NSW requesting another public notice be published.</p>	<p>Within 30 days of the Commencement Date of the enforceable undertaking but not prior to SafeWork NSW publishing a copy of the enforceable undertaking on its website.</p>	<p>National HSE &amp; Quality Manager, Hansen Yuncken</p>	<p>Within 7 days of placing the published notices Hansen Yuncken Pty Ltd will provide SafeWork NSW with the following evidence of placement.</p> <p>A copy of the full page of the Sydney Morning Herald showing the public notice and the name and date of the publication.</p>

## Strategy 2 – Dissemination of information about the enforceable undertaking

### Summary:

Hansen Yuncken agrees to disseminate information about the Undertaking with SafeWork NSW within its workplaces and with its people. Hansen Yuncken has well-established processes for leadership, communication and consultation through the following structures, with communication on safety related matters cascading through meetings of the following every month:

- the Hansen Yuncken Board;
- the National Leadership Team;
- State Project Managers;
- State Health and Safety Committees;
- Individual Project Monthly Meetings; and
- the Safety Business Function Workgroup (which is comprised of the State Health and Safety Managers and State Operations Managers) (together, **Leadership and Communication Structures**).

As Hansen Yuncken has pursued a worker insight led approach in the implementation of the ‘HSEQ Roadmap to Success’ Strategy, the development of the strategies contained within this Undertaking have been informed by input from workers and with consultation through the Leadership and Communication Structures. Hansen Yuncken is committed to making sure its people continue to feel a part of the creation and implementation of the solutions within this Undertaking.

### WHS outcome and beneficiaries:

The dissemination of information about the Undertaking is an important step in maintaining effective dialogue with the workforce about the Undertaking and safety more broadly.

### Strategy delivery and verification:

The Strategy will be delivered and verified by SafeWork NSW in accordance with the table below.

How is it occurring	When will it happen	Position Title(s) or Area responsible and/or involved	Evidence that will be provided to SafeWork NSW
Formal national communication to all Hansen Yuncken staff nationally, published on the Hansen Yuncken intranet page	Within 30 days of the Commencement Date of the Undertaking	National HSE & Quality Manager, Hansen Yuncken	<p>National communication from CEO to all staff.</p> <p>Screenshot of the Hansen Yuncken intranet page with copy of the content of the national communication.</p> <p>Data log evidence to show worker numbers who have accessed the intranet page in the 60 days after its publication.</p> <p>Evidence of the communication being tabled at each State Leadership Team meeting.</p>

How is it occurring	When will it happen	Position Title(s) or Area responsible and/or involved	Evidence that will be provided to SafeWork NSW
			<p>Evidence of infographic communication posted on all current project notice boards following toolbox talk with project staff with planned schedule of toolbox talks and copy of toolbox talks.</p> <p>A CEO communication also published on the HYworkzone public website.</p>
Hyperlink on the Hansen Yuncken 'hyworkzone' <sup>1</sup> public website linking to the Undertaking on the SafeWork NSW website	Within 30 days of the Commencement Date of the Undertaking or publication of the Undertaking on the SafeWork NSW website (whichever is later)	National HSE & Quality Manager, Hansen Yuncken	Provision of a live link to the Hansen Yuncken website where the Undertaking is referenced and linked.
Presentations about the Undertaking will be made and will cascade through the Leadership and Communication Structures	Within 90 days of the Commencement Date of the Undertaking	National HSE & Quality Manager, Hansen Yuncken	Copy of meeting agenda, minutes of relevant agenda item and presentation material.
<p>Annual Update Presentation to each of the Leadership and Communication Structures which will include update presentations for:</p> <ul style="list-style-type: none"> <li>- Hansen Yuncken Board;</li> <li>- Board WHS Committee;</li> <li>- each State Safety Conference (held in 5 states each year); and</li> <li>- individual Project Management meetings.</li> </ul>	Annually for the duration of the Undertaking (at the end of Year 1, Year 2 and Year 3)	National HSE & Quality Manager, Hansen Yuncken	Copy of meeting agenda, minutes of relevant agenda item and presentation material.

## Strategies that will deliver benefits to the workplace, industry and the community

### **Strategy 3 – Establishment of a Centre for Construction Safety and Wellbeing**

#### **Summary:**

Hansen Yuncken will collaborate with the University of Newcastle (**UoN**) for the establishment of a research focused Centre for Construction Safety and Wellbeing (**Centre**). The Centre will provide the foundational 'housing' for an interconnected set of initiatives contemplated within this Undertaking, including:

<sup>1</sup> See [Home - Safety Management System - Hansen Yuncken \(hyworkzone.com.au\)](http://hyworkzone.com.au).

- Supporting 2 PhD research studies (see Strategy 4):
  - examining the impact of specific interventions on worker safety behaviour; and
  - examining the impact of specific interventions at construction projects and on supervisor’s safety leadership and communication style; and
- Supporting the work of a post-doctoral fellow in conducting activities associated with the development and integration of learning and technological interventions (see Strategy 5 & 6) in the construction management undergraduate curriculum at UoN and conducting trend analysis research enabled by the Worker Insights tool (see Strategy 7).

**WHS outcome and beneficiaries:**

The Centre will provide a base for investing in applied skills development for health and safety leadership, site management and assurance activity by:

- fostering greater connections between industry and academia through practical site based research;
- supporting continuous improvement in the construction industry through research activities evaluating specific learning and hazard management interventions and determining which types of interventions have greater health and safety impact; and
- taking lessons learnt from site-based research to inform continuous improvement of the construction management undergraduate curriculum so that students have greater practical applied skills for safety leadership before they commence work in the industry.

The Centre will contribute towards the academic knowledge base for the benefit of the whole construction industry. The aim is to provide lessons for construction industry health and safety management in the short and medium term but also to identify ways to enhance health and safety knowledge and skill development for future generations of construction management / engineering graduates. If there is greater health and safety literacy and skills application built into construction management qualifications at the tertiary level, there will be a better understanding of the role of a site supervisor, site manager, site engineer and project manager from a health and safety leadership and assurance perspective rather than only relying on industry to develop those skills once students have graduated. This has the capacity to enable greater consistency in applying best practice approaches to site management and achieving better health and safety outcomes right across the industry.

As a result of this strategy WHS benefits are expected in the:

- ✓ Workplace
- ✓ Industry
- ✓ Community

**Strategy delivery and verification:**

The strategy will be delivered and verified by SafeWork NSW in accordance with the below.

What is happening	How is it occurring	When will it happen	Position Title(s) or Area responsible and/or involved	Evidence that will be provided to SafeWork NSW
Establishment of the Centre for Construction Safety and Wellbeing at the University of Newcastle	Industry partnership between Hansen Yuncken and the University of Newcastle	Within 6 months of the Commencement Date of the enforceable undertaking	Head of Discipline – Construction Management, School of Architecture and Built	Signed industry partnership Agreement

What is happening	How is it occurring	When will it happen	Position Title(s) or Area responsible and/or involved	Evidence that will be provided to SafeWork NSW
			Environment College of Engineering, Science and Environment, University of Newcastle  National HSE & Quality Manager, Hansen Yuncken	

**Cost:** Item Cost (all in \$AUD and excludes GST)

Description	AU \$ Amount
Cost of establishing the Centre	\$20,000
<b>Total estimated costs</b>	<b>\$20,000</b>

## **Strategy No. 4 Construction Safety Research Studies**

### **Summary:**

Hansen Yuncken will collaborate with the Centre in supporting the conduct of construction safety related research studies (**Research Studies**). Two specific Research Studies will be undertaken by PhD graduate students into construction industry site management and health and safety leadership and assurance. Further research will be conducted by a post-doctoral fellow who will also consider how best to implement opportunities arising from the research and tools developed as part of this Undertaking for improving health and safety components within the undergraduate construction curriculum for the benefit of the industry at large so that future generations of construction management graduates have greater applied skills for hazard management in practice before the commencement of their careers.

### *Research Study 1*

The research study to be conducted by the first PhD student will:

- assess the effectiveness of each of 2 diverse safety management learning interventions (workplace safety animations (see Strategy 5) and simulated coaching on how to facilitate a Worker Insight (through the tool developed in Strategy 6)); and
- examine the application of an artificial intelligence enabled Worker Insights tool (see Strategy 7) for improvement in health and safety management in practice/outcomes on construction sites with participation from Hansen Yuncken managers and up to ten other industry participants over a 12-month period; and
- measure workers' safety behaviour patterns before and after the implementation of the learning interventions.

### *Research Study 2*

The research study to be conducted by the second PhD student will:

- examine the impact of technological and learning interventions (see Strategies 5-7) on site supervisors' safety leadership and communication through survey data collection;
- conduct focus group discussion to identify critical factors that will influence the use of learning and technological interventions (see Strategies 5-7) to improve supervisor safety leadership and communication in the long term;
- measure supervisors' safety behaviour pattern before and after the learning interventions implemented on construction sites with participation from Hansen Yuncken managers and project sites as well as up to ten other industry participants over a 12-month participation period; and
- identify the link between improved supervisors' safety behaviour and safety outcome data.

*Work to be Completed by Post-Doctoral Fellow*

Hansen Yuncken will also support the work of a post-doctoral fellow in conducting activities associated with the development and integration of learning and technological interventions in the curriculum and ensuring the success of the collective work across all studies in this Strategy. Specific work to be completed by the post-doctoral fellow includes:

- providing trend analysis associated with the analytics of the Hansen Yuncken and other industry participant data captured by the AI enabled Worker Insights application (see Strategy 7) to identify lessons for continuous improvement in safety management across the construction industry;
- supporting the development (along with other service providers) and assessment of the Worker Insight process (see both Strategies 6 and 7) to be integrated within the construction management / engineering undergraduate curriculum;
- supporting the development and integration of construction site safety management and assurance skills within modules of the construction management / engineering undergraduate curriculum with the support and participation of Hansen Yuncken personnel; and
- working with Hansen Yuncken in developing a peer-reviewed journal paper with a literature review on restorative justice in the context of workplace fatalities and a discussion on best practice approaches to industry support for families impacted by workplace fatalities (see Strategy 9).

**WHS outcome and beneficiaries:**

The Research Studies will seek to identify, inform, and evaluate the effectiveness of various safety-related animations, simulated coaching and/ or Worker Insight technology enabled solutions (learning and technological interventions) all aimed at increasing skills for proactive management regarding the implementation of critical site safety requirements and supporting site safety leadership and assurance.

The work of the PhD students and the post-doctoral fellow will result in publication of research including international journal papers and will make recommendations to the construction industry for future directions on effective learning interventions for safety and worker-led hazard management techniques and tools.

The learning interventions will be developed and funded by Hansen Yuncken, in conjunction with the University of Newcastle, other specialist service providers and with worker feedback provided during the development phase.

The Research Studies will evaluate the effectiveness of those learning interventions with research using participants from the University, from Hansen Yuncken and from other construction industry participants.

It is envisaged that the learning interventions will include evaluation in both academic and real-world settings through:

- *Student participation* – as the learning interventions will be built into the undergraduate curriculum for construction management / engineering students at the University of Newcastle;
- *Hansen Yuncken project leader participation* – Hansen Yuncken will put all of its site managers/project managers through the learning interventions (approx. 40-50 personnel);
- *Hansen Yuncken project site participation* – various active project sites will be included in the research for the evaluation of the effectiveness of the animations on subcontractor workforces; and
- *Construction industry participation* – Hansen Yuncken proposes to sponsor a minimum of 7 and up to 10 other construction contractors to participate in the research with respect to the Worker Insights AI tool and the related simulated coaching program for the facilitation of Worker Insights in a virtual environment. A condition of the industry sponsorship would be participation in the Research Studies.

Core learning objectives of the Research Studies will be to identify:

- whether integrating site safety leadership and assurance skill development within undergraduate technical courses improves knowledge and application of those skills before entry into the industry and whether future directions ought to include further integration of health and safety management knowledge and skills into technical qualifications;
- if there is better application of site management and assurance activity on sites where learning programs have included applied skills development in such decision-making; and
- if there are specific learning interventions better placed for skills application in the field in the construction industry.

The aim would be to provide lessons for construction industry health and safety management in the short and medium term but also to identify long term solutions for improvements for future generations of construction and engineering graduates.

As a result of this strategy WHS benefits are expected in the:

- ✓ Workplace
- ✓ Industry
- ✓ Community

**Strategy delivery and verification:**

The strategy will be delivered and verified by SafeWork NSW in accordance with the below table.

What is happening	How is it occurring	When will it happen	Position Title(s) or Area responsible and/or involved	Evidence that will be provided to SafeWork NSW
<p><b>PhD Research Study 1</b></p> <p>(Examining the Impact of the Interventions on Worker Safety Behaviour)</p> <p>3 years</p>	<p>Assess the effectiveness of 2 safety management learning interventions:</p> <p>Intervention 1: Workplace safety animations on critical risks and simulated coaching on how to facilitate a Worker Insight process respectively; and</p> <p>Intervention 2:</p>	<p><b>Year 1</b></p> <p>Literature review</p> <p>Development of Survey Questionnaire</p> <p>Proposal Defence/PhD Confirmation</p> <p>A review paper to submit in a conference</p> <p><b>Year 2</b></p> <p>Approval of Ethics</p> <p>Data Collection Stage 1</p>	<p>Under the guidance of UoN research team, PhD Student will perform the activities.</p> <p>Hansen Yuncken will facilitate and enable the PhD student to work with its personnel on Newcastle and Sydney Project Office and construction site.</p>	<p>Evidence of Proposal Defence/PhD Confirmation.</p> <p>Bi-annual progress reports on the status of the research study.</p> <p>Publication of one conference paper and one international journal paper.</p>



What is happening	How is it occurring	When will it happen	Position Title(s) or Area responsible and/or involved	Evidence that will be provided to SafeWork NSW
	<p>Examine the impact of the application of an Artificial Intelligence enabled Worker Insights tool for improvement in health and safety management in practice/outcomes on construction sites with participation from Hansen Yuncken workers and up to ten other organisations over a 12-month participation period.</p> <p>Measure workers' safety behaviour pattern before and after the learning interventions implementation.</p> <p>Publish paper at key milestones within the research ahead of publication of the PhD.</p>	<p>Data Collection Stage 2</p> <p>Data Analysis</p> <p><b>Year 3</b> Writing thesis</p> <p>Publishing Journal Paper</p> <p>Thesis Submission</p>	<p>Hansen Yuncken will provide access to construction sites for data collection.</p> <p>Hansen Yuncken EU Project Co-ordinator will support UoN with identifying other construction companies/project sites for participation in the research.</p>	
<p><b>PhD Research Study 2</b></p> <p>(Examining the Impact of interventions at construction project/Supervisor's safety leadership and communication style)</p> <p>3 Years</p>	<p>Examine the impact of technological and learning interventions on site supervisors' safety leadership and communication through survey data collection.</p> <p>Conduct focus group discussion to identify the critical factors that will influence the use of learning and technological interventions to improve supervisor safety leadership and communication in long term.</p> <p>Measure supervisors' safety behaviour pattern before and after the learning interventions</p>	<p><b>Year 1</b> Literature review</p> <p>Development of Survey Questionnaire</p> <p>Proposal Defence/PhD Confirmation</p> <p>A review paper to submit in a conference</p> <p><b>Year 2</b> Approval of Ethics</p> <p>Data Collection Stage 1</p> <p>Data Collection Stage 2</p> <p>Data Analysis</p> <p><b>Year 3</b> Writing thesis</p> <p>Publishing Journal Paper</p>	<p>Under the guidance of UoN research team, PhD Student will perform the activities.</p> <p>Hansen Yuncken will facilitate and enable the PhD student to work with its personnel on Newcastle and Sydney Project Office and construction site.</p> <p>Hansen Yuncken will provide access to construction site for data collection.</p> <p>Hansen Yuncken EU Project Co-ordinator will</p>	<p>Evidence of Proposal Defence/PhD Confirmation.</p> <p>Bi-annual progress reports on the status of the research study.</p> <p>Publication of one conference paper and one international journal paper.</p>

What is happening	How is it occurring	When will it happen	Position Title(s) or Area responsible and/or involved	Evidence that will be provided to SafeWork NSW
	<p>implementation on construction sites with participation from Hansen Yuncken managers and project sites as well as up to ten other industry participants over a 12-month participation period.</p> <p>Identify the link between improved supervisors' safety behaviour and safety outcome data.</p> <p>Publish papers at key milestones within the research ahead of publication of the PhD.</p>	Thesis Submission	support UoN with identifying other construction companies/project sites for participation in the research.	
<p><b>Post-Doctoral Fellowship</b></p> <p>(Trend analysis research on lessons From Worker Insights at Scale &amp; Development and integration of learning and technological interventions into construction curriculum)</p> <p>2 Years</p>	<p>Provide trend analysis associated with the analytics of the Hansen Yuncken and other industry participant data captured by the AI enabled Worker Insights application to identify lessons for continuous improvement in safety management across the construction industry.</p> <p>Support the development (along with other service providers) and assessment of the Worker Insight process to be integrated within the construction curriculum (as well as being made available to the construction industry at large through industry participation in the research studies outlined above).</p>	<p><b>Year 1</b></p> <p>Supporting the design and development of the learning interventions in Strategy 5 &amp; 6.</p> <p>Analysis of the analytics of the Hansen Yuncken and other industry participant data captured by the AI enabled Worker Insight tool developed through Strategy 7.</p> <p>Survey/Interview questionnaire Development and data collection on best practice approaches to industry support for families impacted by workplace fatalities.</p> <p><b>Year 2</b></p> <p>A report on the assessment of the Worker Insight process to be integrated within the construction curriculum.</p>	<p>Under the guidance of the UoN research team, the Post-Doctoral Fellow will perform the activities.</p> <p>Hansen Yuncken National HSE &amp; Quality Manager and EU Project Coordinator will facilitate and enable the Fellow to work with its personnel on Newcastle and Sydney Project Office and construction site.</p> <p>Hansen Yuncken National HSE &amp; Quality Manager and EU Project Coordinator will provide access to Sydney office and construction sites for data collection.</p>	<p>Delivery of a report on lessons learnt from the trend analysis with the analytics of the Hansen Yuncken and other industry participant data captured by the AI enabled Worker Insight tool.</p> <p>Outline of how the learning interventions will be integrated in the construction curriculum with sample course materials.</p> <p>Publications of two international journal papers.</p>

What is happening	How is it occurring	When will it happen	Position Title(s) or Area responsible and/or involved	Evidence that will be provided to SafeWork NSW
	<p>Support the development and integration of construction site safety management and assurance skills within modules of the construction curriculum with the support and participation of Hansen Yuncken safety team personnel.</p> <p>Develop (along with Hansen Yuncken personnel and other authors) a journal paper with a literature review on restorative justice in the context of workplace fatalities and a discussion on best practice approaches to industry support for families impacted by workplace fatalities (see Strategy 9).</p>	<p>Publication of a paper including a literature review and strategies to implement on best practice approaches to industry support for families impacted by workplace fatalities (see Strategy 9).</p> <p>Two international journal Papers.</p>		

**Cost:** Item Cost (all in \$AUD and excludes GST)

Description	AU \$ Amount
Research Studies conducted by 2 PhD students at a cost of [REDACTED] per PhD student for a period of 3 years	[REDACTED]
Supporting the work of a post-doctoral fellow for the Centre for Construction Safety and Wellbeing for two years at a cost of [REDACTED] per year for a period of 2 years	[REDACTED]
<b>Total estimated costs</b>	<b>\$580,000</b>

## **Strategy No. 5 – Health and Safety Learning Animations**

### **Summary:**

Hansen Yuncken undertakes to develop 7 (seven) online training animated videos (animations), utilising cognitive learning methodologies, directed towards facilitating workers (including contractors, subcontractors and more infrequent visitors to construction sites, such as delivery drivers) obtaining a better understanding of mandatory risk controls for critical hazard and risk categories on construction sites. The intent is that these animations would be able to be deployed easily for viewing by subcontractors or suppliers entering sites. The animations would also be made publicly available for use by others in industry.

The construction industry includes workers from multiple linguistic backgrounds and for whom written communications may not be the best form of learning. Hansen Yuncken has developed a number of “HYer Standards” as part of its open-access health and safety management system available online at the HYworkzone which provide guidance for critical controls for a number of high-risk construction work activities.

The 7 short (approximately 2-2.5 minutes each) accessible animations to be developed as part of this Undertaking will support the HYer Standards that specifically deal with the following activities:

- Transport & Deliveries
- Cranes & Lifting
- Electrical Supply & Equipment
- Mobile Plant
- Traffic Management
- Underground & Overhead Services
- Work at Height

Each animation will be accompanied by a Facilitator Guide / Interactive Toolbox Talk (PDF) to support implementation on project sites.

**WHS outcome and beneficiaries:**

To achieve greater worker engagement with and understanding of critical controls on construction sites for health and safety management, particularly for individuals who are cognitive learners. In particular, the transport and deliveries and traffic management related short animations will provide an understanding of critical controls for individuals visiting sites for a short period of time (such as delivery drivers). The suite of animations will benefit and enhance approaches to learning across the Hansen Yuncken workforce as well as the construction industry more broadly as the animations will be made publicly available for industry use capturing critical mandatory controls required for specific hazards and risks that are over-represented in incidents across the industry.

As a result of this strategy WHS benefits are expected in the:

- ✓ Workplace
- ✓ Industry
- Community

**Strategy delivery and verification:**

The Strategy will be delivered and verified by SafeWork NSW in accordance with the below table.

What is happening	How is it occurring	When will it happen	Position Title(s) or Area responsible and/or involved	Evidence that will be provided to SafeWork NSW
Hypothesis mapping	Meeting between Hansen Yuncken and Everyday Massive	2 months of the Commencement Date of the enforceable undertaking	CEO, Everyday Massive Pty Ltd	Agreement between Hansen Yuncken and Everyday Massive.
Establishing overarching strategy and objectives			National HSE & Quality Manager, Hansen Yuncken	Proof of Payment of Everyday Massive first invoice.
Stakeholder mapping & insights	<ul style="list-style-type: none"> <li>• Objectives and needs assessment</li> <li>• Source materials</li> </ul>	3 months of the Commencement Date	CEO, Everyday Massive Pty Ltd	Copy of Strategy Summary.

What is happening	How is it occurring	When will it happen	Position Title(s) or Area responsible and/or involved	Evidence that will be provided to SafeWork NSW
	& Content <ul style="list-style-type: none"> <li>• Testing of assumptions</li> <li>• Existing initiatives other industry</li> </ul>	of the enforceable undertaking	National HSE & Quality Manager, Hansen Yuncken	
Emerging key Themes	Ongoing discussions between Hansen Yuncken and Everyday Massive related to site safety management with respect to the activities outlined in the strategy summary	3 months of the Commencement Date of the enforceable undertaking	CEO, Everyday Massive Pty Ltd  National HSE & Quality Manager, Hansen Yuncken	Copy of Strategy Summary.
Defining of Learning outcomes and objectives	<ul style="list-style-type: none"> <li>• Scripts &amp; storyboards</li> <li>• Visual identity</li> <li>• Animation</li> <li>• Prototype animation and engagement kits</li> <li>• Alignment session</li> </ul>	5 months of the Commencement Date of the enforceable undertaking	CEO, Everyday Massive Pty Ltd  National HSE & Quality Manager, Hansen Yuncken	Signed accepted scope of work.  Prototype animation example.
7 x site critical risk animations with accompanying engagement kits	Development of engagement kits	9 months of the Commencement Date of the enforceable undertaking	CEO, Everyday Massive Pty Ltd  National HSE & Quality Manager, Hansen Yuncken	Proof of payment of Everyday Massive's remaining fees.  Provision of publicly available links to all 7 animations with accessible links to accompanying engagement kits.
Dissemination of the 7 x site critical risk animations with accompanying engagement kits within Hansen Yuncken	Internal promotional material developed for the launch of the animations  Animations to be integrated within the online induction material for fulltime Hansen Yuncken workers and Subcontractors (both new inductions and refresher training)  Animations to be connected / linked to each reference HYer Standard on the HYworkzone public	Within 18 months of the Commencement date of the enforceable undertaking	National HSE & Quality Manager, Hansen Yuncken  EU Project Co-ordinator, Hansen Yuncken	Copy of Hansen Yuncken internal promotional launch material  Copy of induction material with integrated animations  Snapshot of the HYworkzone locations where animations linked  Copy of example of provision of animations in tendering process for subcontractors on a NSW project site  Copy of prompts in HY High Risk Work Check-In process that are assessing

What is happening	How is it occurring	When will it happen	Position Title(s) or Area responsible and/or involved	Evidence that will be provided to SafeWork NSW
	<p>website so they can be accessed on demand by workers</p> <p>Animations to be provided to subcontractors during tender periods to ensure clarity and understanding of mandatory high-risk construction work controls required for project delivery</p> <p>HY High Risk Work Check-In assurance activities will target awareness of controls in the animations</p>			<p>understanding of animation critical controls</p>
<p>Dissemination of the 7 x site critical risk animations with accompanying engagement kits for external audiences beyond Hansen Yuncken including as part of the activities of the Centre for Construction Safety &amp; Wellbeing</p>	<p>The animations will be made available on the Centre's website for all students at UoN and any external participants. Views of the videos will be monitored and recorded to ensure the impact of the learning</p> <p>Animations to be incorporated in teaching materials of the course 'Health and Safety in Built Environment' at UoN (approximately 200 students per year)</p> <p>The animations will also be subject to a Certificate of Completion of Training Program where participants pass a short quiz based on the animations</p> <p>UoN will ask TAFE NSW to consider</p>	<p>Within 2 years of the Commencement date of the enforceable undertaking</p>	<p>National HSE &amp; Quality Manager, Hansen Yuncken</p> <p>EU Project Co-ordinator, Hansen Yuncken</p> <p>Centre for Construction Safety &amp; Wellbeing Research Team, University of Newcastle</p>	<p>Evidence of incorporation of animations in course teaching material for Health and Safety in Built Environment</p> <p>Snapshot of Centre website links to animations</p> <p>UoN Annual Report on view statistics for animations from Centre's website, statistics on completion of Certificate related to the animations and completion numbers for Health and Safety in the Built Environment course students</p> <p>Evidence of UoN communications to alumni and industry promoting use of the animations</p> <p>Copy of industry publications where animations have been promoted (for example MBA and HIA magazines)</p>

What is happening	How is it occurring	When will it happen	Position Title(s) or Area responsible and/or involved	Evidence that will be provided to SafeWork NSW
	<p>inclusion of animations in Cert III WHS Course</p> <p>The Centre will promote and encourage dissemination and use of the animations across the construction industry through its alumni and Industry Advisory Panel of the School of Architecture and Built Environment</p>			

**Cost:** Item Cost (all in \$AUD and excludes GST)

Description	AU \$ Amount
<p>Development of a suite of animations and supporting engagement collateral across key critical risk topics.</p> <p>7 x animated videos, each 2 - 2.5 mins in length, covering each of the following topics (with accompanying engagement kit):</p> <ol style="list-style-type: none"> <li>1. Transport &amp; Deliveries</li> <li>2. Cranes &amp; Lifting</li> <li>3. Electrical Supply &amp; Equipment</li> <li>4. Mobile Plant</li> <li>5. Traffic Management</li> <li>6. Underground &amp; Overhead Services</li> <li>7. Work at Height</li> </ol>	\$180,000
<b>Total estimated costs</b>	<b>\$180,000</b>

## **Strategy No. 6 – Development of Worker Insights Training Simulation**

### **Summary:**

The effectiveness of a Worker Insight process for engaging with workers in developing and implementing systems of work is only as good as the person facilitating the insight process. As the skills required for such facilitation involve the development of specific coaching skills, the scale at which these Worker Insight processes have been able to be implemented on Hansen Yuncken worksites to date has been dependent on the availability of a small number of individuals to coach site supervisors and teams in facilitating the process. The development of a virtual-reality simulated scenario-based training program on how to facilitate a Worker Insight will enable more individuals to learn how to lead these conversations for more effective engagement with workers on safety matters. This, in turn, will further enable the implementation of worker-led health and safety solutions. Making such a tool publicly available would also support skill development across the industry as it would enable this type of Worker Insight process to be implemented by anyone who had run through the simulation.

Hansen Yuncken will work with Liminal VR to develop an immersive and interactive simulated training program for the facilitation of a Worker Insights process. Liminal VR will develop:

- a scenario that conforms to the current established paper-based form process for implementing a Worker Insight;
- create a 3D environment to reflect the ‘natural habitat’ of participants in the Worker Insight (that is, a working project site);
- a scenario that acts as an experiential case study that delivers contextual learning; and
- a scenario to demonstrate what a safe space would be to empower and encourage front line workers to be comfortable and speak up (e.g., encourage least experienced workers to speak first, non-judgement of workers’ contributions etc.) while conducting a Worker Insight.

**WHS outcome and beneficiaries:**

Development of a Worker Insight facilitation simulated coaching experience in a virtual environment to support and train site supervisors on how to facilitate a Worker Insight to further enable the Worker Insight process being implemented across the construction industry. This will enable better health and safety communication and site leadership across various tiers of the industry (including SMEs) that do not typically have the capacity to resource this level of training capability. This will support building the safety leadership capacity of site managers and site supervisors in having more engaged discussions with workers to involve them in the development and implementation of safe systems of work.

As a result of this strategy WHS benefits are expected in the:

- ✓ Workplace
- ✓ Industry
- Community

**Strategy delivery and verification:**

The strategy will be delivered and verified by SafeWork NSW in accordance with the below table.

What is happening	How is it occurring	When will it happen	Position Title(s) or Area responsible and/or involved	Evidence that will be provided to SafeWork NSW
Workshop - Project Scoping and Script Development	Hansen Yuncken to meet with developers for initial scoping meeting	2 months of the Commencement Date of the enforceable undertaking	Managing Director, Liminal VR  Digital Transformation Project Manager, Pocketknife Group  National HSE & Quality Manager, Hansen Yuncken	Agreement between Liminal VR and Hansen Yuncken.
Prototype development (end-to-end playthrough on PC – non-animated, text to speech)	Developers to provide update on prototype development	4 months of the Commencement Date of the enforceable undertaking	Managing Director, Liminal VR  Digital Transformation Project Manager, Pocketknife Group	Forward update received from Developer to SafeWork NSW.



What is happening	How is it occurring	When will it happen	Position Title(s) or Area responsible and/or involved	Evidence that will be provided to SafeWork NSW
			National HSE & Quality Manager, Hansen Yuncken	
Final Deliverable (3D animated version) – PC	Testing of prototype and release	9 months of the Commencement Date of the enforceable undertaking	Managing Director, Liminal VR  National HSE & Quality Manager, Hansen Yuncken	Provide final product to SafeWork NSW.
Final Deliverable (3D animated version) - Mac	Testing of prototype and release	12 months of the Commencement Date of the enforceable undertaking	Managing Director, Liminal VR  National HSE & Quality Manager, Hansen Yuncken	Provide final product to SafeWork NSW.  Proof of payment of invoice to Liminal VR.  Provide SafeWork NSW with link to location where Final Deliverables can be downloaded on Hansen Yuncken workzone publicly accessible website.
Dissemination of the Worker Insights Training Simulation across Hansen Yuncken	Hansen Yuncken to conduct mapping of roles within Hansen Yuncken for which completion of the simulation is mandatory (HY Job Families)  Hansen Yuncken to disseminate simulation to personnel for whom role mapping indicates program is mandatory	Within 2 years of the Commencement Date of the enforceable undertaking	National HSE & Quality Manager, Hansen Yuncken	Report with statistics for personnel who have completed the simulation and evidence of compliance in terms of completion across the Hansen Yuncken mandatory Job Families

**Cost:** Item Cost (all in \$AUD and excludes GST)

Description	AU \$ Amount
Development and launch of Worker Insights Training Simulation Executable on PC and Mac	\$181,818.81
<b>Total estimated costs</b>	<b>\$181,818.81</b>

## **Strategy No. 7 – Capturing Worker Insights at Scale: Development of Technology Enabled Worker Insight Application**

### **Summary:**

Hansen Yuncken has developed a Worker Insights process as part of the Many Minds call to action initiative to 'Work Differently' as part of its HSEQ 'Roadmap to Success' Strategy. The Worker Insights tool is used to engage workers about the work they are performing and co-design solutions to enable safe work. This Worker Insight process is currently undertaken by workers with a supporting paper-based form. There is currently no technology enabled method available to capture structured data from the Worker Insights process for trend analysis that would enable continuous improvement and inform senior leadership of trends arising from this Worker Insight process in a structured way.

There are rich lessons that come from hearing directly from issues and solutions identified by workers who actually perform the relevant work and Hansen Yuncken believes that there is an opportunity to use those insights for further continuous improvement opportunities beyond those implemented directly as a result of each individual insight activity at an individual activity/project level.

Sunset Coast Holdings/RiskTalk will, on behalf of Hansen Yuncken, develop a technology enabled mobile application that:

- will comprise a simple, easy to use interface to capture worker insights using voice: workers will simply speak into the mobile application to capture their insights;
- the insights will be assigned against hazard categories (this will enable structured data analysis that will be undertaken by the post-doctoral fellow in the research outlined in Strategy 4 above);
- photos can be uploaded to capture the written Worker Insights artifacts that are created by the workers on site during the Worker Insight process; and
- will be made available for Android and iOS mobility devices and will be able to be downloaded from the Apple App Store and Google Play Store.

Sunset Coast Holdings/RiskTalk will, on behalf of Hansen Yuncken, develop a back-end database and dashboard that:

- utilises artificial intelligence (AI) to transcribe voice-to-text and enable keyword analytics;
- provides structured data against key hazards that can be used for company-wide trend analysis and industry-scale research; and
- provides analytics capability regarding location of hazards, relationship of risks and controls.

The tool will be made available to a minimum of 7 and up to 10 other construction and/or transport industry participants for a year to facilitate industry-wide research using the tool.

### **WHS outcome and beneficiaries:**

The development of a technology enabled application for Worker Insights which will harness artificial intelligence to capture worker insights and enable trend analysis and industry-wide hazard and control identification research at scale for continuous improvement in health and safety management across the construction industry.

The Worker Insights Voice and AI Technology Enabled Tool will facilitate improved understanding for Hansen Yuncken regarding lessons arising from Workers Insights across all sites and identifying trends in hazards and risks arising in practice and their control.

Hansen Yuncken will conduct a number of launch activities to promote the use of the app. This will include an internal Hansen Yuncken launch campaign. The data obtained for Hansen Yuncken workplaces from the use of the app will also be integrated with, and inform the, Safety Due Diligence Leading Indicators used in Hansen Yuncken’s health and safety performance reporting processes.

The Worker Insights tool will also be made available to industry for a period during the Undertaking to support the implementation of a Worker Insights process across the industry. Hansen Yuncken will actively promote the use of the application externally with social media campaigns for industry and as part of the EU presentations outlined in Strategy 10 below.

Both internal Hansen Yuncken and external use of the application will be supported through its involvement in the Research Studies outlined in Strategy 4 above.

The industry will also benefit from the research findings associated with both Hansen Yuncken’s use of the tool and the use of the tool by the other industry member research participants in understanding the health and safety impacts on health and safety management on project sites arising from the implementation of a Worker Insights process and the results of the trend analysis the tool enables. This benefit will also be captured as part of the EU presentation activities that will be undertaken in Strategy 10 below.

As a result of this strategy WHS benefits are expected in the:

- ✓ Workplace
- ✓ Industry
- Community

**Strategy delivery and verification:**

The strategy will be delivered and verified by SafeWork NSW in accordance with the below table.

What is happening	How is it occurring	When will it happen	Position Title(s) or Area responsible and/or involved	Evidence that will be provided to SafeWork NSW
<p><b>Phase 1: Planning &amp; Design</b></p> <p>The development of a technology enabled application that will have the capacity to record Worker Insights on safe work solutions using voice analytics technology and by harnessing the power of Artificial Intelligence, enable users to learn from these worker insights, at scale.</p> <p>Key element has three stages:</p> <p><b>Stage 1</b> Capture approach taken to specified task and record worker insights on how the</p>	<p>Development of custom software.</p> <p><b>Phase 1 milestones:</b> 90-minute online planning workshop to plan worker insights application requirements (online) with participation from Hansen Yuncken to be facilitated by consultant from Pocketknife Group.</p> <p>Half Day planning workshop in person to confirm design requirements for front and back-end development requires participation from Hansen Yuncken team including leadership &amp; workers.</p>	<p>3 months of the Commencement Date of the enforceable undertaking</p>	<p>Director, Sunset Coast Holdings/ RiskTalk</p> <p>Digital Transformation Project Manager, Pocketknife Group</p> <p>National HSE &amp; Quality Manager, Hansen Yuncken</p> <p>EU Project Co-ordinator, Hansen Yuncken</p>	<p>Minutes from workshop meeting with developer.</p>

What is happening	How is it occurring	When will it happen	Position Title(s) or Area responsible and/or involved	Evidence that will be provided to SafeWork NSW
<p>task can be completed safely;</p> <p><b>Stage 2</b> Analyse recorded worker insights and format the insights into a de-identified format; and</p> <p><b>Stage 3</b> Disseminate the worker insights to all app users involved in similar tasks to learn from other workers at scale.</p>	<p>Facilitated by consultant from Pocketknife Group.</p> <p><b>Front end UI/UX Design:</b> Front end design is the design of the mobile application and the analytics dashboard. It commences with a black and white wireframe and UX map developed in Figma; progresses to colour wireframe and internal testing prior to delivery to Hansen Yuncken for approval prior to development.</p> <p><b>Back- end design:</b> This is the architecture design requirements for the hosting, microservices etc. that enables the solution to perform as per requirements. Hansen Yuncken to sign off on design prior to commencing Phase 2.</p>			
<p><b>Phase 2: Development of application</b></p>	<p><b>Front-end development</b> Mobile application development and internal testing and bug fixes</p> <p>Web dashboard development, internal testing and bug fixes</p> <p><b>Back-end development</b> Database design, cloud hosting, microservices</p>	<p>9 months of the Commencement Date of the enforceable undertaking.</p>	<p>Director, Sunset Coast Holdings/ RiskTalk</p> <p>Digital Transformation Project Manager, Pocketknife Group</p> <p>National HSE &amp; Quality Manager, Hansen Yuncken</p> <p>EU Project Co-ordinator, Hansen Yuncken</p>	<p>Hansen Yuncken to provide report prepared by developer confirming progress.</p>
<p><b>Phase 3: User acceptance testing, training and launch.</b></p>	<p>Phase 3 includes the final user acceptance testing that is planned to take ~2 weeks, dashboard configuration, train-the-trainer training, and the launch of the solution.</p>	<p>11 months of the Commencement Date of the enforceable undertaking.</p>	<p>Director, Sunset Coast Holdings/ RiskTalk</p> <p>National HSE &amp; Quality Manager, Hansen Yuncken</p>	<p>Hansen Yuncken to provide SafeWork NSW with beta phase application prior to release.</p>

What is happening	How is it occurring	When will it happen	Position Title(s) or Area responsible and/or involved	Evidence that will be provided to SafeWork NSW
	<p><b>User Acceptance Testing:</b> 2-week period to trial the application in controlled conditions at one location with a selection of key stakeholders from Hansen Yuncken. Facilitated by RiskTalk.</p> <p>The creation of reports and dashboards to support analytics.</p> <p><b>Training and coaching for the use of the solution:</b> this will be train-the-trainer style.</p>		EU Project Co-ordinator, Hansen Yuncken	Copy of train the trainer material produced.

**Cost:** Item Cost (all in \$AUD and excludes GST)

Description	AU \$ Amount
<b>Development Phase Costs</b>	
Planning & Design	████████
Front-End Development	████████
Back-End Development	████████
User Acceptance Testing + Training	████████
<b>Implementation Licensing</b>	
Annual license fee for Hansen Yuncken workforce only	████████ (per annum) Annual license fee that includes hosting, support, AI up to 100 workers
Annual license fee for up to 10 industry participants to enable research participation from industry participants	████████ (per annum) Annual license fee that includes hosting, support, AI up to 500 workers
<b>Total estimated costs</b>	<b>\$436,000</b>

## **Strategy No. 8 – Financial Support for Videography for Unions NSW International Day of Mourning Proceedings**

### **Summary:**

Hansen Yuncken will provide funding to Unions NSW to enable Unions NSW to procure the services of a professional videography and social media content producer for the purpose of creating a professionally produced livestream and recording of its International Day of Mourning commemorative proceedings for 3 consecutive years that may be posted and distributed by Unions NSW (for example, via various social media platforms such as Facebook, Instagram and Twitter).

The International Day of Mourning take place annually around the world on April 28 as an international day of remembrance for those who have lost their lives, been injured or been made ill as a result of their work. Hansen Yuncken believes this is an important day for families and colleagues to remember and pay respect to loved ones and colleagues which also provides a critical reminder of the need for commitment to protecting workers and remaining vigilant in seeking to continuously improve how work is performed so that all workers go home safely. Not all individuals have the opportunity to attend official commemoration services in person and this financial support will enable greater access to this important event for all members of the community no matter their circumstances.

### **WHS outcome and beneficiaries:**

Fostering ongoing awareness of the importance of safety in the workplace in the community in general and serves to positively contribute towards community values by honoring the memories of loved ones and colleagues who have been lost due to workplace accidents.

A professionally produced livestream and recording will:

- highlight the importance of the International Day of Mourning as an event of significance;
- provide greater access for those who cannot attend in person and who may be based in regional areas or may otherwise have difficulties in attending memorial services in person;
- optimise the potential of the event to share the message about the importance of safety in the workplace across the whole community; and
- demonstrate respectful tribute to those who have been lost.

As a result of this strategy WHS benefits are expected in the:

- Workplace
- Industry
- Community

### **Strategy delivery and verification:**

The strategy will be delivered and verified by SafeWork NSW in accordance with the below table.

<b>What is happening</b>	<b>How is it occurring</b>	<b>When will it happen</b>	<b>Position Title(s) or Area responsible and/or involved</b>	<b>Evidence that will be provided to SafeWork NSW</b>
Funding for videography production and livestreaming services for Unions NSW International Day of Mourning commemorative proceedings.	Financial contribution to Unions NSW	April 2023 April 2024 April 2025	National HSE & Quality Manager, Hansen Yuncken  General Secretary, Unions NSW	Confirmation from Unions NSW in writing of receipt of funds.

**Cost:** Item Cost (all in \$AUD and excludes GST)

Description	AU \$ Amount
Payment for the costs of videography production and live streaming services for Unions NSW International Day of Mourning event in the amount of \$5000 for 3 consecutive years	\$15,000
<b>Total estimated costs</b>	<b>\$15,000</b>

## **Strategy No. 9 – Journal article on best practice approaches to supporting families following workplace incidents**

### **Summary:**

Hansen Yuncken, through the Centre (see Strategy 3) will commission and participate in co-authoring a peer reviewed academic journal article containing a literature review on, and recommendations for, a best practice approach for business/industry support for families following workplace incidents (see also Strategy 4) that also discusses the legislative requirements placed on persons conducting a business or undertaking under the WHS Act. The journal article will be co-authored by the Centre's post-doctoral fellow, the Hansen Yuncken National HSE & Quality Manager with a partner from the law firm, Clyde & Co. The journal article will include a literature review on the topic and then provide guidance on best practice and practical approaches to engaging actively in an empathic manner with families following an incident within a restorative justice framework.

In recent years, there has been a realisation of the need to centre the experience of families impacted by industrial fatalities and the catastrophic impacts the deaths of their loved ones have had on their lives. In October 2018, the Federal Senate Standing Committee on Education and Employment released a report entitled 'They Never Came Home – the Framework Surrounding the Prevention, Investigation and Prosecution of Industrial Deaths in Australia'. The Report focused on the role of WHS regulators and policy makers in engagement and outreach with families impacted by industrial fatalities. However, Hansen Yuncken believes that there is an important role for industry to play in providing family support in the aftermath of such incidents but there is currently little guidance on how industry can best perform that role.

### **WHS outcome and beneficiaries:**

Publishing a peer-reviewed journal article that provides guidance to industry on approaches to assisting families in the event of workplace incidents will support both industry and the community at large as this is a topic where limited guidance is currently available.

As a result of this strategy WHS benefits are expected in the:

- Workplace
- Industry
- Community

### **Strategy delivery and verification:**

The strategy will be delivered and verified by SafeWork NSW in accordance with the below table.

What is happening	How is it occurring	When will it happen	Position Title(s) or Area responsible and/or involved	Evidence that will be provided to SafeWork NSW
Publication of a peer reviewed Journal Article on a best practice approach for business support for families following workplace incidents	This initiative will be a collaborative authored journal article produced by Hansen Yuncken, Clyde & Co and supported by the Post-Doctoral fellow of the Centre that captures literature review and practical guidance for industry	Within two years of the Commencement Date of the Enforceable Undertaking	National HSE & Quality Manager, Hansen Yuncken  Centre for Construction Safety & Wellbeing Research Team, University of Newcastle  Partner, Health & Safety, Clyde & Co	Provision of the final published article to SafeWork NSW

**Cost:** Item Cost (all in \$AUD and excludes GST)

Description	AU \$ Amount
Preparation of a peer-reviewed journal article on best practice approaches to business support for families following workplace incidents	\$20,000
<b>Total estimated costs</b>	<b>\$20,000</b>

## **Strategy No. 10 – Hansen Yuncken Health and Safety Roadshow for Safety Education and Awareness Raising**

### **Summary:**

Hansen Yuncken is committed to sharing the lessons learnt from the Incident and its significant work in health and safety improvement projects since 2020 as widely as possible. The National HSE & Quality Manager will develop and present a series of health and safety presentations on what was learnt through the Incident and sharing lessons from the actions taken by Hansen Yuncken following the Incident. Hansen Yuncken is also committed to sharing further health and safety improvement lessons in these presentations including:

- how Hansen Yuncken developed its updated ‘HSEQ Roadmap to Greater Success’ Strategy including its approach to worker engagement;
- showcasing the work undertaken to date in empowering Hansen Yuncken’s people to ‘work differently’ including demonstrating the systems and tools available on the open-source website ‘HYworkzone’;
- how Hansen Yuncken has updated its approach to health and safety performance reporting with positive metrics linked to the elements of health and safety due diligence;
- awareness raising for the tools developed as part of this Undertaking (particularly the critical risk animations in Strategy 5, the Worker Insights Facilitation VR Coaching tool in Strategy 6 and the Capturing Worker Insights at Scale application in Strategy 7); and
- lessons learnt during the course of the development and implementation of the learning interventions and technology solutions and participation in the research in Strategies 4 to 7 of this Undertaking.

At least three presentations will be presented by the National HSE & Quality Manager to industry bodies and national health and safety fora such as the following (specific programs to be determined based on conference presentation acceptances):



- the 2023 World Congress on Safety & Health at Work;
- the Australian Institute of Health and Safety as a NSW branch webinar event;
- the Australian Institute of Health and Safety National Health and Safety Conference;
- a presentation event for the Master Builders Association;
- the OHS Leaders Summit; or
- the Workplace Health and Safety Show;

At least one of the presentations will be delivered via webinar so that it is accessible to regionally based members of the construction industry. The webinar will be recorded for ongoing reference. A link to the webinar recording will also be made available on the hy workzone website for the duration of the Undertaking.

Hansen Yuncken believes that health and safety leadership needs to come from the top of the organisation. As such, Hansen Yuncken’s CEO will conduct at least one presentation on lessons from the incident and health and safety leadership at the executive level as well as the updated approach being adopted to officer due diligence and performance reporting at Hansen Yuncken. This presentation will be delivered in a forum as an event for the Master Builders Association or the Australian Constructors Association.

**WHS outcome and beneficiaries:**

Knowledge sharing and capacity building across the industry through sharing incident lessons learnt, leadership lessons learnt and sharing tools developed as part of this Undertaking for greater worker engagement with safe systems of work (through Worker Insights) and Learning Animations as well as providing lessons learnt on the effectiveness of technological and learning interventions as assessed through the Research Studies. This has the capacity to support the whole construction industry with an understanding of what health and safety management strategies should receive resource prioritisation given their impact.

As a result of this strategy WHS benefits are expected in the:

- Workplace
- Industry
- Community

**Strategy delivery and verification:**

The strategy will be delivered and verified by SafeWork NSW in accordance with the below table.

What is happening	How is it occurring	When will it happen	Position Title(s) or Area responsible and/or involved	Evidence that will be provided to SafeWork NSW
CEO Health and Safety Leadership Presentation	Hansen Yuncken’s CEO to present to industry on executive leadership lessons arising from the Incident, the role of health and safety leadership at an executive level, Hansen Yuncken’s updated HSEQ Strategy and approach to due diligence	By end of Year 2 of the Undertaking	CEO, Hansen Yuncken  National HSE & Quality Manager, Hansen Yuncken	Copy of presentation materials and relevant presentation / conference agenda
Sharing Lessons Learnt Roadshow	Hansen Yuncken’s National HSE & Quality Manager to develop and present a ‘Lessons Learnt’ roadshow of at least three presentations to industry	2 presentations by end of Year 2 of the Undertaking  1 presentation by end of Year 3 of the Undertaking	National HSE & Quality Manager, Hansen Yuncken	Copy of presentation materials and relevant presentation / conference agenda for at least three different industry fora

**Cost:** Item Cost (all in \$AUD and excludes GST)

Description	AU \$ Amount
Costs associated with preparing and presenting roadshow presentations for at least three health and safety related conferences	\$30,000
<b>Total estimated costs</b>	<b>\$30,000</b>

## **Strategy No. 11: Appointment of a Digital Safety Transformation Project Manager**

### **Summary:**

Hansen Yuncken will appoint a consultant to act as a Digital Safety Transformation Project Manager (**DSTPM**), for the purpose of supporting the successful completion of the technology-enabled initiatives within the Undertaking (that is, Strategies 6 and 7). The DSTPM consultant will provide supporting expertise during the project scoping, planning and design phases for Strategies 6 and 7 of the Undertaking.

The DSTPM consultant is a chartered health and safety professional with extensive experience deploying emerging technologies at the enterprise level and Australia's only practicing safety technologist with a focus on the intersection of safety and technology and ensuring technology solutions are human-centred and support sustainable WHS transformation.

As part of the EU, the DSTPM will:

- provide design, development and delivery phase support for the Worker Insights training experience in Strategy 6;
- project manage communications between the creative agency / developer and Hansen Yuncken for the Worker Insights training experience developed in Strategy 6; facilitate a scoping, planning and design workshop with Hansen Yuncken and other relevant service providers for the design of the Worker Insights at Scale application in Strategy 7;
- project manage communications between the application developer and Hansen Yuncken during the development and user acceptance testing phases for Strategy 7; and
- provide Hansen Yuncken with digital safety transformation coaching and advisory services to support the successful rollout of the technology solutions in Strategies 6 and 7.

### **WHS outcome and beneficiaries:**

The DSTPM will provide supporting technology and safety consultancy expertise to enable the WHS outcomes intended to be achieved for Strategies 6 and 7. The appointment of the DSTPM is intended to demonstrate commitment to the EU process and to support Hansen Yuncken (and the Hansen Yuncken EU Project Co-ordinator) in meeting the agreed actions and timeframes outlined for each of the technological strategies within this Undertaking.

As a result of this strategy WHS benefits are expected in the:

- ✓ Workplace
- ✓ Industry
- ✓ Community

**Strategy delivery and verification:**

The strategy will be delivered and verified by SafeWork NSW in accordance with the below table.

What is happening	How is it occurring	When will it happen	Position Title(s) or Area responsible and/or involved	Evidence that will be provided to SafeWork NSW
Provision of digital safety transformation project management services for the successful delivery of the technology related strategies (Strategies 6 & 7) within the Undertaking.	Hourly consultation and project management services.  Planning workshop facilitation.  Stakeholder communication services during the development and implementation of technology enabled solutions outlined in Strategies 6 and 7.	From 1 month of the Commencement Date of the enforceable undertaking.  Majority of services provided in Year 1 of the Undertaking.  Ad-hoc additional support during Years 2 & 3.	CEO, Pocketknife Group Pty Ltd – for provision of services  Hansen Yuncken, Enforceable Undertaking Project Co-ordinator – liaison support	Copy of consultancy agreement between Hansen Yuncken and Pocketknife Group Pty Ltd.

**Cost:** Item Cost (all in \$AUD and excludes GST)

Description	AU \$ Amount
Worker Insights 3D Simulation Training (Strategy 6) Project Management	██████
Worker Insights at Scale Application (Strategy 7) Project Management	██████
Additional Project Management Contingency (5 days of ad hoc services and change management/digital transformation support following development of solutions)	██████
<b>Total estimated costs</b>	<b>\$61,070</b>

**Strategy No. 12: Appointment of a dedicated Enforceable Undertaking Project Co-ordinator**

**Summary:**

Hansen Yuncken will appoint an Enforceable Undertaking Project Co-ordinator (**EUPC**) in order to oversee the implementation of the strategies Hansen Yuncken has committed to within this Undertaking. The purpose of this position is to facilitate the successful completion of the strategies, in particular by providing regular liaison, communication and oversight for the interconnected initiatives which require co-ordination between multiple stakeholders and service providers. The EUPC will also play an important role in liaison with SafeWork NSW throughout the completion of the Undertaking and verifying the implementation of the initiatives through the provision of the required evidence for completion of the strategies.

As part of their role, the Hansen Yuncken EUPC will:

- liaise with relevant stakeholders regarding the establishment of the Centre for Construction Safety and Wellbeing (Strategy 3);
- facilitate the provision of any required information or support from Hansen Yuncken for the PhD and post-doctoral fellow research studies (including access to Hansen Yuncken project site teams and

facilitating the participation of other industry participants in the research associated with strategies 4, 5, 6, and 7);

- liaise with relevant service providers and stakeholders to co-ordinate Hansen Yuncken’s input for and participation in the creation of Health and Safety Learning Animations (Strategy 5);
- liaise with relevant service providers and stakeholders to support the development and implementation of the Worker Insight Facilitation with Virtual Reality Simulated Coaching Experience (Strategy 6);
- liaise with relevant service providers and stakeholders to support the development and creation of the Capturing Worker Insights at Scale Technology Enabled Solution (Strategy 7);
- co-ordinate the funding provision to Unions NSW for videography services for the International Day of Mourning commemoration events during the Undertaking (Strategy 8);
- prepare submissions for conference presentations and coordinate the HSE roadshow presentations (Strategy 10); and
- liaise with SafeWork NSW in providing evidence and reporting on completion of milestones for the strategies of the Undertaking throughout the life of the Undertaking.

**WHS outcome and beneficiaries:**

The appointment of a dedicated EUPC is intended to demonstrate commitment to the EU process and to support Hansen Yuncken in meeting and reporting on the agreed actions and timeframes outlined for each of the strategies within this Undertaking.

As a result of this strategy WHS benefits are expected in the:

- ✓ Workplace
- ✓ Industry
- ✓ Community

**Strategy delivery and verification:**

The strategy will be delivered and verified by SafeWork NSW in accordance with the below table.

What is happening	How is it occurring	When will it happen	Position Title(s) or Area responsible and/or involved	Evidence that will be provided to SafeWork NSW
Appointment of an EU Project Co-ordinator (EUPC)	Appointment of a dedicated EU Project Co-ordinator for the lifespan of the Enforceable Undertaking (3 years)	Within 1 month of the Commencement Date of the enforceable undertaking.	National HSE & Quality Manager, Hansen Yuncken  Enforceable Undertaking Project Co-ordinator, Hansen Yuncken	Letter of appointment of Hansen Yuncken EU Project Co-ordinator  Copy of Position Description of EU Project Co-ordinator

**Cost:** Item Cost (all in \$AUD and excludes GST)

Description	AU \$ Amount
Payment of Salary for EUPC Year 1	\$60,000
Payment of Salary for EUPC Year 2	\$60,000
Payment of Salary for EUPC Year 3	\$60,000
<b>Total estimated costs</b>	<b>\$180,000</b>

**TOTAL ESTIMATED VALUE OF THE UNDERTAKING**

**\$1,703,888.81**

## Section 6 – Execution of Undertaking

Hansen Yundken Pty Ltd gives this Undertaking and commit to the terms herein.

Signec

[Executed in accordance with section 127(1) of the Corporations Act 2001]

Name: David Beslich

Position: Chairman/Executive Director

Dated at Alexandria this 22nd day of March, 2023.

Sign

[Executed in accordance with section 127(1) of the Corporations Act 2001]

Name: Rexine Jones

Position: Company Secretary

Dated at Alexandria this 22nd day of March, 2023.

Witnessed in the presence of:

Signed:

Name: Kurt Warren

Dated at Alexandria this 22nd day of March, 2023.

## Section 7 – SafeWork NSW’s acceptance of undertaking

I accept this undertaking as an enforceable undertaking under section 216 of the WHS Act.

Signed:

Name: Valerie Griswold

Position: Executive Director, Investigations and Enforcement.

Authorised delegate for SafeWork NSW, an agency within the Department of Customer Service.

Dated at Sydney this 27th day of March 2023

## Annexure 1

### Public Notice of SafeWork NSW's acceptance of undertaking

#### Notice of Acceptance of an Enforceable Undertaking under Part 11 of the Work Health and Safety Act 2011.

On 16 September 2019, an incident occurred at a construction site at Moorebank, NSW in which two large steel fire sprinkler pipes fell from the side of a B-double trailer onto a delivery driver, causing fatal injuries during the course of the unloading process.

SafeWork NSW investigated the Incident and subsequently alleged that Hansen Yuncken Pty Ltd breached its duties under sections 19(1) and 20(2) in contravention of section 32 of the Work Health and Safety Act 2011 (NSW).

SafeWork NSW has accepted an enforceable undertaking from Hansen Yuncken Pty Ltd, ACN: 063 384 056, in accordance with Part 11 of the Work Health and Safety Act 2011 in relation to the abovementioned alleged contravention. This notice has been placed under the terms of the Enforceable Undertaking and acknowledges acceptance of the Enforceable Undertaking by Hansen Yuncken Pty Ltd.

The undertaking requires the following action:

- The establishment of a 'Centre for Construction Safety and Wellbeing' through an industry partnership with the University of Newcastle;
- Supporting the completion of two PhD research studies into construction industry site management, health and safety leadership and assurance including assessing the effectiveness of the safety management learning interventions developed as part of this Undertaking;
- Supporting a post-doctoral fellow in supporting the objectives of the Centre for Construction Safety and Wellbeing including conducting research and using insights from the work undertaken in the Enforceable Undertaking for improving health and safety components within the undergraduate engineering curriculum for the benefit of the industry at large;
- Development of health and safety learning animations on the following topics: Transport & Deliveries, Traffic Management, Cranes & Lifting, Underground & Overhead Services, Mobile Plant, Work at Height, and Electrical Supply & Equipment;
- Development of a Worker Insight facilitation simulated coaching experience in a virtual environment to train site supervisors on how to facilitate a Worker Insight to enable this technique to be used across the construction industry;
- Development of a technology enabled application for Worker Insights which will harness artificial intelligence to capture Worker Insights and enable trend analysis and industry wide hazard identification research at scale;
- Funding videography production and livestream services for Unions NSW International Day of Mourning memorial service events for the next three years;
- Publishing a journal article on best practice approaches to supporting families in the event of workplace incidents;
- Conducting a roadshow of education and awareness events on lessons learnt from the incident, incident response and the development and implementation of the HY workzone, Worker Insight tools and learning animations as well as lessons from the research undertaken through the Centre for Construction Safety and Wellbeing;
- Appointment of an Enforceable Undertaking Digital Initiatives Project Manager; and
- Appointment of a dedicated Enforceable Undertaking Project Co-ordinator.

The full undertaking and general information about enforceable undertakings is available at [www.safework.nsw.gov.au](http://www.safework.nsw.gov.au).