

General induction training for construction work

The definition of 'construction work' within the [Work Health and Safety Regulation 2011 \(Qld\)](#) covers a broad range of tasks. Construction work means any work carried out in connection with the construction, alteration, conversion, fitting-out, commissioning, renovation, repair, maintenance, refurbishment, demolition, decommissioning or dismantling of a structure.

Many activities that schools officers, facilities or maintenance staff may undertake fall under the 'construction work' definition, including:

- repairs and maintenance to structures such as walls and pathways
- excavation or landscaping associated with the construction of a wall, building or other construction
- refurbishment/top dressing of ovals.

All construction work requires those carrying out the work to have completed general construction induction training. **Prior to undertaking any 'construction work'**, these staff are to undertake both local hazard and risk management induction and receive a [general construction induction training card](#).

General construction induction training is not required for testing, maintenance and repair of a minor nature as is not considered 'construction work'. Work is of a minor nature if it requires little or no pre-start preparation of the work area. It is small scale and does not require comprehensive control measures. Examples of testing, maintenance and repair of a minor nature may include:

- small scale work not impacting on the existing design or stability of the building or structure
- work completed using hand tools
- work with minimal effect on the public e.g. roads and footpaths are unaffected.

General construction induction training

In Queensland, prior to 2020, the 'General Construction Induction Training Card' was known as a 'White Card', and before that, a construction 'Blue Card'. It should be noted that:

- there is no requirement for staff with a Blue Card or White Card issued under previous workplace health and safety legislation to attend training to receive the General Construction Induction Training Card **unless** you have not carried out construction work in the past 2 years. However:
 - if you lose your Blue Card, you will need to re-do the General Construction Induction training
- general construction induction training may only be delivered by a registered training organisation (RTO) [authorised](#) to deliver the course by WorkSafe Queensland. The



RTO must have scope of registration to deliver *CPCCWHS1001 – Prepare to work safely in the construction industry*.

High risk construction work

In the majority of circumstances departmental employees are *not* to undertake 'high risk construction work'. [High risk construction work](#) is defined in the WHS Regulation (s291) and includes activities that department employees must not undertake - including disturbing asbestos and work in confined spaces. High risk construction work also includes activities such as:

- work involving the risk of a person falling 2m
- work in or near a trench more than 1.5m deep
- work adjacent to a road
- work near powered mobile plant
- demolition of a load bearing structure
- work carried out on or near water.

Engaging a suitably qualified/licenced contractor is the best way of managing high risk construction work.

If department employees are involved in high risk construction work, a safe work method statement (SWMS) must be completed. Specific competencies for many of these types of tasks are also required.

Students

Some work that students undertake will be defined as construction work. Students **do** require general construction induction training:

- in preparation for work experience or vocational placement (check with the placement venue)
- prior to, or within VET subjects, or pre-apprenticeship subjects
- when building permanent or semi-permanent fixtures at a school e.g. a pergola or table settings that are going to be used by staff and others.

Students **do not** require white cards if:

- undertaking activities that are purely for educational outcomes and to learn a process or skill, for example, a scaled down 'wall' may be built by students and then pulled down
- items are not used as a structural or permanent fixture
- the work is undertaken under the supervision of trained and experienced staff.

WorkSafe Queensland accepts that under appropriate supervision in a class environment these types of activity undertaken by students **do not** amount to construction work.

Volunteers

Volunteers make an important contribution to organisations such as our department, especially in Education Queensland schools. Volunteers who undertake construction work



are required to complete general induction training as administered by WorkSafe Queensland.

Volunteers who undertake only testing, maintenance and repair of a minor nature do not require general induction construction training. Examples include:

- sanding and painting, or preparing walls (e.g. repainting a wall in an existing premises)
- replacing broken window panes
- rehung doors
- replacing carpet
- basic joinery (e.g. replacing skirting or architraves in an existing building)
- repairing cracked footpaths
- landscaping around newly constructed facilities using manual gardening techniques.

A volunteer who undertakes high risk construction work activities would need to complete general induction training, complete a SWMS and hold applicable high-risk work licences. Examples of high-risk construction activities include:

- trenching* or excavation for laying pipes
- working on ladders over 2m without adequate controls to prevent falls.

* a trench is excavation where the maximum depth is more than the minimum width (the trench is deeper than it is wide)

Construction projects

Department workplaces are reminded to contact their regional facilities staff to support the management of construction projects. A range of regulatory requirements relate to construction work including the appointment of a Principal Contractor (PC) for projects over \$250,000 and the development of workplace health and safety management plans by the PC. Management of construction projects requires strong communication and consultation between the department and the PC to implement and maintain good safety practice.

Further information

- [Worksafe Queensland General construction induction](#)
- [Work health and safety licences](#)