

Principals and Contractors

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What would happen if I fell?

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OVERVIEW



- **Principal revision**
- **Managing contractors**
- **Sharing our experiences-Points to consider**

PRINCIPAL



*a person who or that engages any person
(otherwise than as an employee) to do any work
for gain or reward.*

A principal-contractor relationship.

A PERSON

a legal person (legal entity) through which the law allows a group of natural persons to act as if it were an individual

a natural person (such as you and I)

EITHER CAN BE A PRINCIPAL

Possibility: multiple principals in one place of work

Admin Limited (project manager)
Contractor, employer

HI RIZE DEVELOPMENTS LIMITED (client)
Principal, Employer.

BUILD EM RIGHT LIMITED (main contractor)
Contractor, Employer, Principal, Person in control

SCAFFTECH LIMITED
Contractor, Employer, Principal, Person in control

BOB TUBE (Trading as Bob the Scaffolder)
Contractor, self employed person

PRINCIPALS AND CONTRACTORS

- Relationship important and like a marriage
- We need each other – buying expertise
- Can't complete most projects without contractors
- Look after me and I will look after you

HEALTH AND SAFETY SYSTEM

System must be:

- **robust, but workable**
- **Achievable**
- **specific but reviewable**
- **measurable, and**
- **facilitate ownership of safety and health by our contractors.**



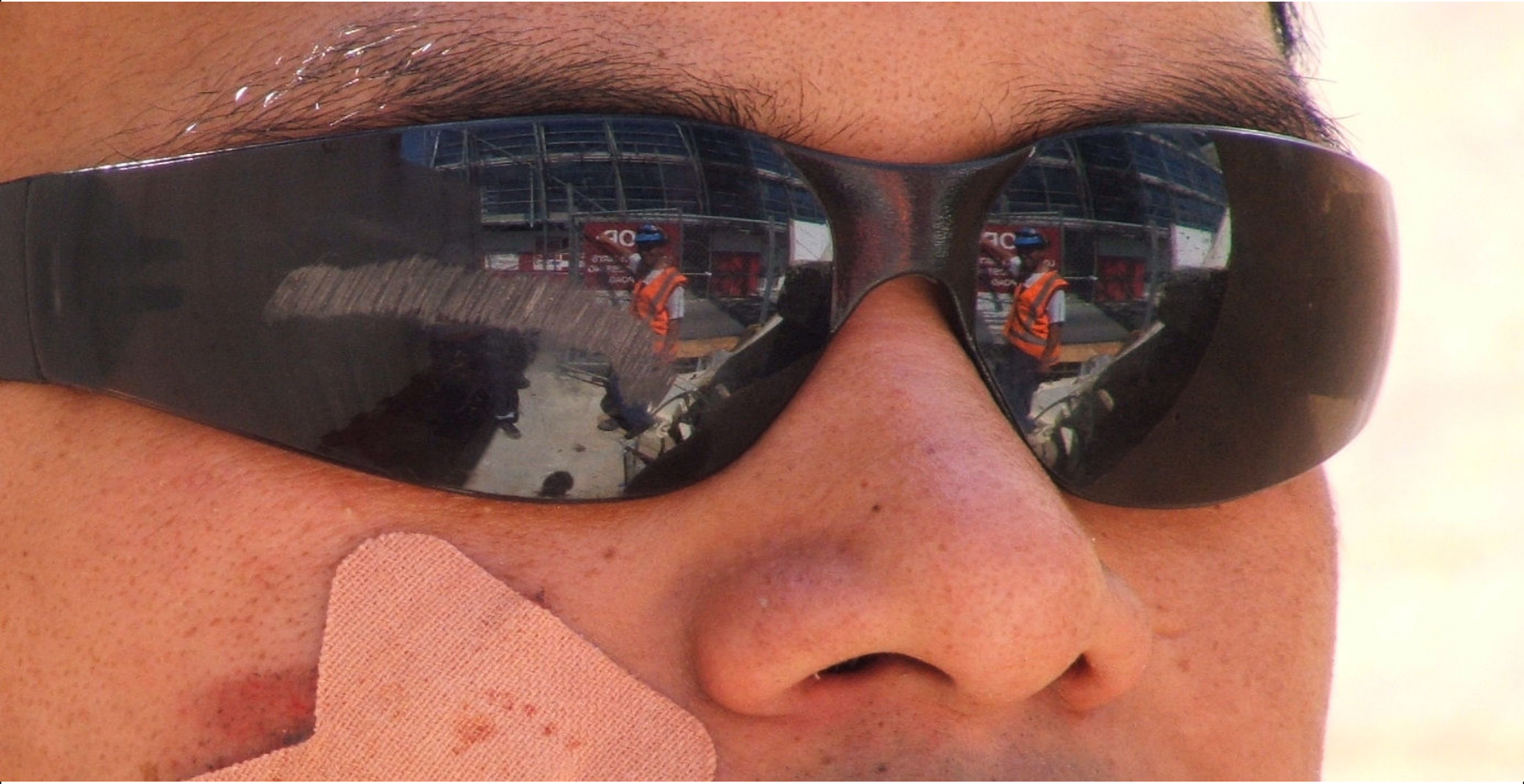
HEALTH AND SAFETY SYSTEM



it is not the elements of a safety programme that get results, but rather the culture and the climate in which those elements live".

Dan Pedersen. (Educator and management consultant).

PART OF CULTURE - BE PREPARED



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PRINCIPAL CHALLENGES

- understanding the skills we need
- utilising other assistance
- providing clear direction to our subcontractors
- how we convey that to them
- facilitate subcontractor buy in, and
- influence their development & improvement.

INFLUENCE EXAMPLES

- **subcontract clauses & subcontractor safety procedures**
- **safety management plan & method statements**
- **rules/code of conduct**
- **Inductions**
- **monitor performance and provide feedback**
- **All site workers to hold current Site Safe Passport**

COMMUNICATE

- fortnightly health & safety meetings
- all accidents, incidents, & near misses to be reported
- weekly inspections include our contractors – their items for action raised for corrective action
- Informal communication ongoing and frequent

INFORMATION



- **Updating hazard board & sharing hazard information**
- **Sharing accident/incident/near miss details**
- **Develop and apply work plans for critical tasks**

EVALUATION



- **Analyse and respond to accident data trends**
- **Ongoing performance monitored through weekly inspections**
- **Otherwise, it occurs on a responsive basis**
- **Post contract evaluation at completion of work**

CONSTRAINTS & PRESSURES



- **Managing own health & safety is foreign to many**
- **Don't know how or where to start from**
- **Slow response to principal demands/requirements**
- **the actions or inactions of others can impact on us**

A SUCCESSFUL RELATIONSHIP



- **Communicating successfully with one another**
- **Contractors demonstrating leadership**
- **Assisting contractors to help themselves**
- **The contractor obtains repeat work.**

RELATIONSHIP OUTCOMES



- **Healthy and safe workers abound**
- **We all go home at the end of the day**
- **Ours and our contractors image remain unblemished**
- **We have all contributed to the collective improvement of our industry.**



Thank you for listening. Any questions?

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