

# **Code of Best Practice**

**for the**

**Demolition & Asbestos Industry Association (Qld) Inc.  
(DAIA)**

**Revised July 2018**

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## 1. Introduction

The major focus of our industry is the demolition of structures. Historically, Construction and Demolition (C&D) materials have been regarded as waste, however they are actually a resource or a commodity (an asset with value) rather than waste which is a costly liability.

It is important for members of the Demolition Industry Association of Queensland Inc. (DIA) to continually demonstrate a high level of professionalism and business management skills during the performance of all business and operational practices.

It is also important for DAIA members to demonstrate the philosophy of sustainable development. This means meeting the needs of the present generation, without compromising the needs of future generations from economic, environmental and social perspectives. This requires us to use scarce natural resources more efficiently and minimise the overall environmental impacts of our business and operational outcomes. The present practice of mixed landfill disposal is unsustainable as the problems caused by contaminated land; air, soil and groundwater pollution; and the need for remediation, are all passed on to future generations. Reducing wastes by improved avoidance practices, reusing or recycling will decrease liability to future generations.

C&D commodities are the basis for our livelihood – they create jobs and generate economic benefit, not just for our industry, but for the community as a whole.

It is important therefore that DAIA members, including Associate members from related resource recovery industries, work together toward developing the best possible operational practices to assist in recovering these resources. This includes the:

- development of markets for recycled products;
- ability to source-separate large quantities of C&D materials at the generator's site for beneficial reuse;
- ability to sort "mixed" C&D materials at off-site facilities into reusable products.

This Code of Best Practice will provide operators, developers and all industries associated with construction and demolition, with a better understanding of the comprehensive nature of professional demolition services and information about the extent to which the demolition industry aggressively pursues recovery of materials of value.

This document is prepared using:

- best practice guidelines and regulations for the operation of tools and equipment;
- best practice guidelines and regulations in Workplace Health and Safety;
- environmental best practice and environmental regulations; and
- best practice guidelines for business.

It is important to recognise that each project is, and will always be, different - for example, in its location, proximity to neighbours, site design, type of demolition (eg: fire burnout) and type of material produced or processed. This Code of Best Practice is designed to increase awareness of risks involved in C&D resource management for DAIA members and the need for members to continually assess potential impacts on infrastructure planning, air and water quality, traffic, community amenity, environmental nuisance controls and tracking of recycled materials and waste, among many others.

It should be acknowledged that everyone has responsibilities in improving sustainable outcomes within the demolition and resource recovery industries and consequently, the role of all stakeholders, (both pre- and post-construction) deserves closer scrutiny.

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## 2. DAIA Membership

Membership of DAIA is offered to licensed demolishers and asbestos contractors, recyclers and other businesses in related resource recovery industries as follows:

**Full Membership:** For organisations holding Queensland Government *Business Certificate to Perform Prescribed Activity* specifying Type of Work as *Demolisher of building or structure* or *Asbestos Removalist* OR organisation holding Queensland or Local Government licence or certification for recycling activities, OR an individual listed on a current business certificate.

**Associate Membership:** For organisations whose business activities are related to, or involved in, demolishing, recycling or asbestos removal.

Members are required to abide by DAIA's Code of Conduct which requires members to follow ethical principles in the way they conduct their business and how they represent the industry and the association. This includes adherence to, and promotion of, the Objectives as contained in the association's Rules of Incorporation.

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### 3. The Demolition Process

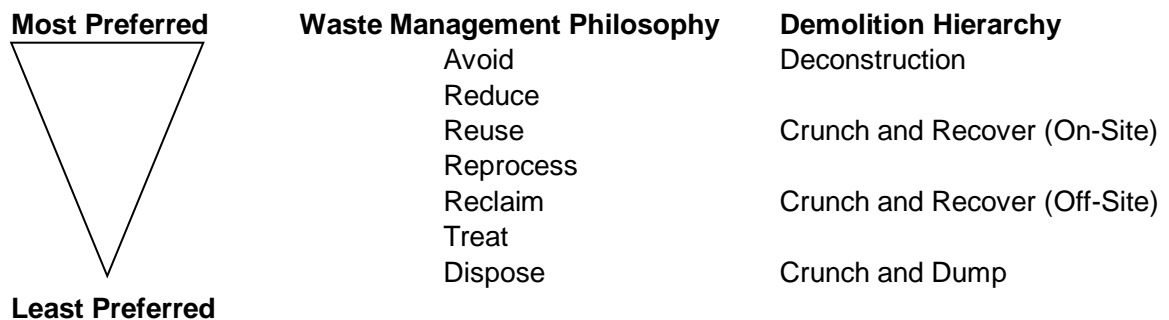
It is of the utmost importance that any demolition work is undertaken only by licensed (holder of business certificate) and experienced contractors and that all demolition projects comply with:

- AS2601, Demolition of Structures
- The Code of Practice for the Safe Removal of Asbestos 2<sup>nd</sup> Edition NOHSC:2002(2005)
- The Code of Practice for the Management and Control of Asbestos in Workplaces [NOHSC: 2018 (2005)]
- Queensland Workplace Health and Safety Act – 1995
- Queensland Workplace Health and Safety Regulations – 1997 & 2008
- Queensland Environmental Protection Act – 1994
- Queensland Environmental Protection (Waste Management) Policy - 2000

The demolition industry has made significant progress from past practices of demolishing a structure and disposing of it as landfill. This process has been replaced by a broader range of options and, with appropriate planning and systems implementation, is manageable and achievable.

Demolition professionals are masters of recovering economically valuable materials and minimising the need for disposal. On many projects, 80%-90% of the structure is recovered for reuse or recycling - cost savings which go straight to an owner's bottom line.

DIA advocates that previous disposal practices are wasteful and clearly not sustainable in the long-term. The following Demolition Hierarchy, which is based on current sustainable waste management philosophy, has been accepted by DAIA.



#### Deconstruction

This process involves carefully dismantling a building in order to salvage components for reuse and recycling. The process is not new and has been practised around the world for decades. Deconstruction is labour intensive and, in some cases, a low-tech approach which can be more economical and socially beneficial, and definitely more environmentally acceptable.

Demolition professionals are finding this method is a choice they are urged to embrace whenever demolition is required. Only certain types of buildings are considered to be good candidates for deconstruction methods, however evaluation is necessary before this decision can be made.

DAIA believes deconstruction is only one option on Demolition Hierarchy and needs to be considered against cost, time, security, safety, social goals, and a range of decisions about the choice best suited to the circumstances.

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With traditional methods, the value of recovered material reduces an owner's net cost for comprehensive, start-to-finish services. The economics of deconstruction rely on moneys from the sale of recovered materials to offset abnormally high labour expenses. For many projects, time is a more precious commodity than direct cost and may dictate whether there is adequate flexibility to consider deconstruction as an option. (This is addressed further in this document.)

Deconstruction is also about the future – advanced architectural design and planning methods, such as *Design for Deconstruction [DfD]* and *Design for Environment [DfE]*, have been developed for eventual structural disassembly and recovery. These concepts are currently being implemented worldwide and will help align practices within the construction *and* demolition industries. It is ultimately the first step to *Reconstruction*.

These concepts will ultimately improve efficiency, enhance site safety, and dramatically increase recovery rates for interior renovations as well as structural removal. DfD and DfE are concepts which DAIA wholeheartedly supports and encourages the construction industry to develop and implement in the interests of long-term sustainability for both industries.

### **Crunch and Recover (On-Site)**

This process involves the mechanical separation of resources and stockpiling on site for recycling or beneficial reuse. Prior to this occurring, it is necessary to determine that there is sufficient stockpiling, sorting, space and time to undertake this process. Assessment of impacts on the surrounding areas, particularly with regard to noise and dust, also needs to be considered. Developers may require that some materials (eg: concrete, rubble, etc.) is to be re-used as sub-base or backfill material on site.

### **Crunch and Recover (Off-Site)**

It may be more practical to transport the materials to an offsite recycler, back-loading higher quality reprocessed materials to the site for use during the construction phase. All material is to be recovered to a licensed resource recovery facility for this process to occur. There is also capacity for beneficial reuse and recovery of resources on a smaller scale, eg: timber recovered may not be reusable as a timber product but may be able to be used for fuel.

### **Crunch and Dump**

In some circumstances, the materials from demolition may be of extremely low quality and value, or contaminated in some form. The only capacity for beneficial reuse from this process may be clean fill and where this is achievable, it will be done. However, disposal at a landfill or cleanfill site may be the only option. This process is considered the 'last resort' and least preferred.

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## 4. Asbestos Management

Asbestos is a serious issue for all Australians, particularly demolition and asbestos removal professionals, and will continue to be so for many years. Asbestos causes cancer in humans and inhalation of asbestos fibres can cause asbestosis, lung cancer and mesothelioma.

The correct management of asbestos is of extreme importance. DAIA members are encouraged to seek the highest level of formal licensing/certification in asbestos management.

It is of extreme importance that any asbestos management and/or removal work, undertaken as a stand-alone contract or as part of a demolition project, is undertaken only by a licensed professional and that any asbestos removal activity complies with:

- The Code of Practice for the Safe Removal of Asbestos 2<sup>nd</sup> Edition NOHSC:2002(2005)
- The Code of Practice for the Management and Control of Asbestos in Workplaces [NOHSC: 2018 (2005)]
- Queensland Workplace Health and Safety Act – 1995
- Queensland Workplace Health and Safety Regulations – 1997 & 2008
- Queensland Environmental Protection Act – 1994
- Queensland Environmental Protection (Waste Management) Policy – 2000
- AS2601, Demolition of Structures

Sections 28 and 29 of the Queensland Workplace Health and Safety Act 1995 highlight the obligations of persons conducting business or undertaking in respect of providing information, instruction, training and supervision to ensure health and safety.

In addition to the safe management and removal practices as prescribed in the above legislation, and having regard to the potential health dangers of exposure to asbestos, DAIA advocates that members undertaking asbestos management and/or removal work hold current public liability insurance with asbestos inclusion.

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## 5. Planning and Approvals

The approval process for demolition of existing structures will require planning and approval from a local authority. This may range from local government for small developments to state government departments, with various statutory authorities often having influence in the approvals process.

In the majority of circumstances, the demolition will be incorporated within a new development site, however stand-alone demolition of structures is often a requirement.

While full regard and compliance must be given to the relevant statutory and regulatory requirements and obligations; be it local, state or federal requirements, many of the following areas have the possibility of enhancing the effectiveness and efficiency of capturing and re-processing C&D resources.

The aim is to achieve a timely and efficient framework with a philosophy of excellence.

- Planning prior to demolition represents a crucial part of capturing C&D material for eventual re-processing - process and planning for this is often overlooked. For waste minimisation strategies and/or maximising the recovery of recycled materials from structures, the issues must be scoped out by a suitably qualified person or an experienced team. Ideally, a template or checklist of processes to be evaluated should be prepared.
- Determine the planning issues relevant to the activity, including the level of assessment that the development will undergo (ie: self-assessment, local or industry codes or environmental impact studies). Many developments, likely to generate quantities of potential waste, will be impact-assessable, however there may be some councils which have them listed as code-assessable.
- Identify the approval stakeholders who will be interested in the development, particularly those who might have significant interests in C&D recycling. These may include local government waste departments, environmental agencies, etc. These parties may provide valuable information regarding local best practice.
- Actively promote a platform for open communication throughout the consultation process with approval stakeholders (at a level that is commensurate with the size of the project) including council officers, politicians (local, state and federal if need be) and the community (both residential and industrial). Identify issues in either regulated or non-regulated areas to be addressed.
- An indicative Resource Recovery Plan needs to be prepared, in accordance with the Demolition Hierarchy, which clearly advocates recycling of materials, including likely volumes and methods of handling, sorting and disposal from the development site. All resources recovered are to be taken to a licensed facility for processing. Confirm that the materials identified are able to be recycled in a cost efficient manner and that local recyclers are prepared to take the materials. Records are to be maintained on commodities and volumes recovered. The Resource Recovery Plan should also include environmental and Workplace Health and Safety (WH&S) controls to be implemented. Details need to be provided to determine actions taken to address dust, noise and traffic disruption.
- Where a Waste Management Plan has been produced by the developer as part of a Condition of Development, it should be reviewed to assess its viability and to maximise the recovery of materials in accordance with the Demolition Hierarchy. If the developer's plan is deficient, suggest appropriate changes which could enhance the overall sustainability of the project.



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- Undertake a risk assessment to identify materials such as asbestos, lead, PCB, lead paint, tar, floor tiles and contaminated ground soils. Hazardous materials are to be removed by a licensed contractor and a clearance certificate issued by an independent competent person prior to demolition of the structure.
    - Asbestos removal is only to be performed by licensed/certified personnel and is to be disposed of in accordance with The Code of Practice for the Safe Removal of Asbestos 2<sup>nd</sup> Edition NOHSC:2002(2005). [[possible website reference](#)]
    - Paint used in buildings constructed before 1970 is likely to contain high lead concentrations. All works involving lead paint should be conducted in accordance with Australian Standard 4361.2 Guide to lead paint management.
  - Apply the *Precautionary Principle* - If there is scientific uncertainty associated with the disposal of potentially hazardous or intractable substances which may cause serious or irreversible harm, then action should be taken to suspend the hazard. For example, uncertainty as to the extent of toxic emissions from incineration of some toxic wastes should not be used to excuse action on reducing or eliminating emissions. Cleaner production (to prevent the production of toxic waste) could possibly avoid the issue altogether.
  - Commit subcontractors to the strategy of resource recovery and the requirement for compliance. This should be a key indicator of the contractor's/subcontractor's performance in the project.
  - Ensure Resource Recovery Plans, Waste Management Plans and any impact assessments conducted are included with any applications lodged, providing evidence that C&D recycling will be undertaken and advocate the benefits of this initiative as a positive aspect of the development.
  - Satisfy yourself and the approval stakeholders that the proposed activity is appropriate for the site and, in the event that C&D recycling is proposed, the most effective recovery process and whether materials can be secured in appropriate volumes and in a condition that is economically viable for recovery.
  - Also assess the likely requirements and restrictions that C&D recycling may have on the project. Evaluate the site to determine the most sustainable option from the Demolition Hierarchy recommended by DAIA.
  - Evaluation should include time available, costs and recovery potential as follows:
    - (a) **Time** - Time is the single most important factor for building disassembly, unless the entire building can be removed to a separate location for disassembly, but this relocation can cost as much, or more, than the entire deconstruction. When demolition or deconstruction begins, time is a factor of the number of tasks and difficulty of tasks. Difficulty includes the number of tools, height, safety precautions, etc.
    - (b) **Costs** - Recovery of costs is the prime concern in all situations. Deconstruction requires the development of a deconstruction cost model to assess the economic and financial implications for the various methods of deconstruction of building components, commodities and elements. This procedure can be expressed as algebraically as:

$$DCa = (Ka + La + Ea)$$

DCa - deconstruction cost for commodity 'a'  
 Ka = cost of capital to deconstruct 'a'  
 La = cost of labour to deconstruct 'a' (\$/hr)  
 Ea = cost of Entrepreneur or overhead

A commodity which has been allocated a cost (DCa) may be able to earn an income if it is sold. This is the residual value (Ra). The disposal value (DVa), can be calculated:  
 $DVa = Ra - DCa$ .

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## 6. Environmental Policy

The Demolition & Asbestos Industry Association (QLD) Inc. (DAIA) is committed to sustainable development and best practice environmental management in all its activities. DAIA's environmental objectives include:

- conducting all activities in accordance with 'best practice' and prevailing legislation;
- conserving and protecting the natural environment through protection of ecosystems;
- promoting the efficient use of all resources;
- minimising negative environmental outcomes through reducing wastes, construction impacts, emissions and other pollutants, whilst minimising energy usage;
- encouraging members to clearly identify the environmental roles and responsibilities of each staff member and/or subcontractor(s);
- encouraging members to provide appropriate resources and environmental training commensurate with the roles and responsibilities of all personnel;
- communicating the association's environmental concerns and performance to employees, contractors, customers and the community.

Members are to commit to ensuring that their operations have no or little impact on the environment and shall comply with the Environmental Protection Act as a minimum.

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## 7. Workplace Health and Safety Policy

The Demolition & Asbestos Industry Association (QLD) Inc. (DAIA) is committed to ensuring that members provide a workplace which is focused on ensuring that all requirements under the Workplace Health and Safety Act, Regulations and Codes of Practice are complied with in order to achieve business outcomes.

DAIA members are accountable for managing the risks in partnership with their employees. Members are encouraged to consult with staff, students and others to achieve desired measurable outcomes within a continuous improvement framework.

Under common law, members have a duty of care to take all reasonable measures to protect their employees from foreseeable risks arising from their employment. DAIA members are encouraged to meet their legislative obligations and exceed them where feasible. This will be a risk management approach to include the provision of:

- Safe systems of work and work environment, at all sites
- Safe plant, equipment, tools and personal protective equipment
- Safe use, handling, storage and disposal of substances
- Adequate information and training (ongoing)
- Rehabilitation programs for injured workers
- Appropriate supervision and enforcement of policies and procedures to ensure safe work practices, and
- A risk management approach to hazards.

Employees of member organisations have an obligation to follow safe work practices, not to act in a manner so as to cause harm to people or property, to report hazards, and not to misuse anything provided in the interests of safety.

DAIA requires that all members implement, maintain and abide by Workplace Health and Safety policies and this Workplace Health and Safety strategy is endorsed by the company.

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## 8. Transport of Materials to Resource Recovery Facilities

An important step in the process of C&D recycling is the safe and efficient transportation of materials from C&D sites to a resource recovery facility.

There are many factors which will influence transportation of materials from such sites:

- Time and cost constraints for removal of material from sites;
- Access to sites and sufficient space for loading and handling materials;
- Traffic management issues applicable to loading materials at the site of origin;
- The availability of suitable vehicles for transportation of materials;
- Selection of appropriate routes for transportation of materials to the recycling facility; and
- Traffic management relating to the C&D recycling facility to which the material is being taken.

### 8.1 Loading of Materials at Origin

In the event that C&D materials are to be transported off-site to reprocessing facilities, there are a number of best practice initiatives which can be adopted.

- Prepare a vehicle movement plan and risk assessment for safe movement of heavy vehicles into and out of the site, including selection of route, taking into account local road load limits and local traffic conditions;
- Vehicles engaged for transporting materials shall be registered and currently certified as roadworthy.
- The driver of the vehicle is to ensure the load is appropriately loaded within its safe working legal limit.
- The load is to be covered to minimise the loss of debris during transport.
- Prior to leaving a site, the driver of the vehicle shall inspect the load to ensure the risk of loss of debris during transport is eliminated and loaded within the manufacturer's guidelines.
- Site management to ensure vehicles follow nominated transport routes complying with the management plan.
- Vehicles are not to be loaded which fail to comply with the site environment management plan and transport management plan.

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## 9. C&D Processing Facility Operations

These best practices are for the operation of a C&D resource recovery facility and include processing of waste materials typically found on C&D sites such as concrete, brick, asphalt and timber, as well as excavation materials. These materials may be source-separated, however in some cases, materials may be delivered to the facility as mixed wastes.

### 9.1 Approvals and Licensing

The operation of a C&D resource recovery facility may require the following: -

- Appropriate land zoning for the facility;
- Local government development and building approval;
- State Government development approval (designated development);
- EPA operational licensing if necessary.

The operation must abide by all the controls and regulations as stated in these approvals and licences.

### 9.2 Environmental Management

Development consent will require the implementation of an Environment Management Plan (EMP) addressing the following issues: -

#### 9.2.1 Dust Management

A resource recovery facility has the potential to produce dust generating from the following activities: -

- Receiving of Materials.
  - Tipping loads
  - Unprocessed material.
- Processing Materials
  - Pre-processing, eg: pulverising or hammering of oversize feed material.
  - Loading plant
  - Operation of plant (transfer points)
  - Discharge points, eg: stockpile conveyors
- Vehicle/Traffic Movements
  - Vehicle and plant movements in the facility
  - Loading of product into trucks
- Windblown dust from stockpiles
- Vehicles leaving the site without clean wheels or dust covers on loads.

Best Practice dust control methods to be considered to include: -

- Water sprays such as atomisers or sprinklers on stockpiles, conveyors and material transfer points – note that these systems can require large volumes of water;
- Water carts for dust suppression of roadways;
- Handheld hoses;
- Chemical additives;
- Dust extraction systems; and
- Ceasing work in extreme conditions.

A combination of the above will assist in minimising dust control.

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### 9.2.2 Noise Management

Consideration has to be given to the amount of noise generated from a facility compared to the background noise around the location of the facility. The operation of the resource recovery facility is to have minimal adverse impact on the surrounding environment.

Noise generated during the operation of the facility should be managed so that it falls within the regulatory limits.

Noise is usually measured at the boundary of the nearest residence/premises. It may be necessary to undertake noise monitoring prior to establishment of a facility to determine existing conditions, followed by additional monitoring following commissioning.

Noise can be generated from the following: -

- Vehicles and plant movements, particularly reversing beepers;
- Loading trucks and hoppers;
- Processing equipment;
- Public address systems;
- Warning sirens.

Noise controls for consideration: -

- Arranging plant layout to minimise noise impacts;
- Installation of noise barriers such as fencing, mounding, stockpiles;
- Enclosing or shielding processing equipment;
- Use of low noise emissions plant;
- Restriction of noise when background noise reduces;
- Restriction on vehicle speed.

### 9.2.3 Water Management

A C&D resource recovery facility has the potential to impact surface water. A surface water waste management plan should be implemented to comply with regulatory requirements.

The following best practice water management issues and impacts should be considered;

- Water flows into and around the premises;
- Stormwater detention requirements;
- Sediment accumulation;
- Contamination of water with chemicals or pollutants;
- Impacts of discharge volumes into local watercourses;
- Recycling of stormwater contained within site for dust suppression uses;
- Treatment of stormwater prior to discharge from site to comply with environmental standards, including turbidity, acidity (pH) and the presence of contaminants.

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#### **9.2.4 Material Storage**

Consideration is to be given to the following when generating and managing stockpiles: -

- Stockpiles may have a visual impact;
- Dust may be generated from stockpiles in adverse weather conditions;
- Safety issues relating to the stability of stockpiles;
- The volume of unprocessed material kept on-site should consider visual aspects, dust generation and occupational health and safety issues;
- Stockpiles of mixed waste are more vulnerable to the effects of windblown litter and dust. Best practice of mixed waste stockpiles generally can be achieved in housed facilities, although this is not always possible and/or viable.

#### **9.2.5 Hazardous Materials and Waste**

Each facility should develop and implement protocols and procedures to effectively identify the various wastes which are not permitted at that facility. Non-permitted waste materials should be rejected or immediately removed if inadvertently received.

There is the possibility of hazardous waste materials such as asbestos being brought into the facility with raw materials. Facility operators may have to implement measures to manage risks associated with such materials, including: -

- Development of material receipt (acceptance and refusal criteria);
- Signage detailing materials permitted and prohibited, and conditions of entry;
- Training of personnel on the processing plant to recognise and remove hazardous material;
- Inspection of loads by trained persons, before and after being tipped;
- Register/record-keeping of hazardous and unsuitable material rejected;
- Storage and removal procedures of any hazardous materials in accordance with statutory regulations.

#### **9.2.6 Traffic Management**

Traffic associated with construction and demolition materials recycling facilities will predominantly be trucks, therefore operators of such facilities must take care to minimise the impact of traffic to and from the facility, particularly if the site is located in, or adjacent to, residential precincts.

The following should be considered: -

- Vehicles using the facility shall use designated routes along appropriate transport corridors such that the impact of these vehicles on the surrounding area is minimised;
- Entrance and exit areas should be clearly signposted and designed to accommodate site traffic including queuing areas;
- An internal traffic management plan should be prepared for the site, including designated vehicle and pedestrian areas and appropriately signposted speed limits;
- If weighbridges are installed, these should be used to measure/verify the quantity of material delivered. In the event that a vehicle is found to be overloaded or unevenly loaded, the facility shall implement a procedure to assess and safely unload the vehicle;

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- Repeated instances of overloading should be managed, including consideration of suspension of vehicles from the site and the vehicle owner and authorities notified;
  - Management should implement appropriate measures to ensure that transporters use appropriate routes, are appropriately loaded, and use effective pollution minimisation measures;
  - Consideration given to the use of the facility by the public (manual handling).

#### **9.2.7 Community Consultation**

Facility operators should endeavour to foster good relations with surrounding neighbours.

There should be clear signage at the front gate providing a telephone number for community complaints and the facility management should keep a complaints register.

#### **9.2.8 Record Keeping**

The following records should be kept: -

- Volume/tonnage of all incoming and outgoing loads;
- Rejected loads and reasons for rejection;
- Stock levels;
- Destination/origin of incoming/outgoing loads;
- All regulatory requirements;
- Complaints register.

#### **9.2.9 Hours of operation**

The facility should operate within the approved hours nominated by the regulating authority. The operating hours should be clearly displayed at the front gate.

#### **9.2.10 Fencing and Security**

A man-proof boundary fence should be installed to prevent unauthorised access, displaying appropriate warning signage. All gates and other accesses to the site should be locked when not in use. Regular inspections of gates and fencing should be undertaken to detect deterioration or vandalism.

#### **9.2.11 Workplace Health & Safety (WH&S) Management**

There is significant potential within a construction and demolition operation for injury of personnel. Significant risks include: -

- Working around crushing operations, screens and conveyors;
- Working within confined spaces;
- Traffic movements, particularly heavy vehicles;
- Stability of tipping vehicles and rollover incidents;
- Stability of stockpiled materials;
- Manual handling and repetitive strain issues;
- Exposure to noise;
- Exposure to dust;
- Exposure to chemicals and contaminants;
- Safe unloading of vehicles by hand.



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In order to effectively identify, manage and control risks such as those identified above, the facility should undertake a comprehensive risk assessment of operations and implement a Safety Management Plan (SMP) for the site. The SMP should generally comply with the requirements of Queensland legislation.

A Safety Management Plan should also include the following: -

- Induction, training and/or supervision of all personnel/visitors should take place before entering the facility;
- Appropriate personal protective equipment (eg: high visibility vests, hearing protection, safety boots and protective eyewear) should be worn;
- An emergency response plan should be prepared to effectively deal with incidents on site.

#### **9.2.12 Continuous Review and Revision**

Management plans require regular review, assessment and revision to ensure compliance and relevance.