

A CHECKLIST FOR SAFETY PROFESSIONALS ON MULTI-EMPLOYER CONSTRUCTION SITES

Based on ANSI/ASSP A10.33-2020, this checklist can help you take safety to the next level at multi-employer construction job sites.

**INTELEX**

Construction and demolition sites are among the most hazardous work environments, especially when multiple contractors and employers introduce operational complexities to a job site. A [newly revised standard](#) from the American Society of Safety Professionals (ASSP) and American National Standards Institute (ANSI) helps employers keep construction workers safe by describing best practices they can implement to take safety programs to the next level.

ANSI/ASSP A10.33-2020, Safety and Health Program Requirements for Multi-Employer Projects, identifies key elements an organization should use to create and manage a safety program in a shared construction project. The standard assists project owners, construction supervisors, contractors, equipment manufacturers and safety professionals and supervisors.

Richard Hislop is an authority on the A10.33 standard, having served as Chair of the Subcommittee that developed the 2020 revision to the ANSI/ASSP A10.33 Safety and Health Program Requirements for Multi-Employer Projects. He has been a member of the ANSI A10 Committee since 1992. Intelex recently met with Hislop and Shawn Bradfield, who also is a member of the A10 committee and has been a member of the ANSI A10 Committee for several years.

“The challenge in a multi-employer environment, versus that of a single-employer environment, is introducing and educating supervisory personnel to an approach to safety management that is different than they have been used to,” said Hislop. “Initial responses by superintendents is often, ‘Having a daily work coordination meeting will take too much time,’ and ‘I don’t have the time to review the planning documents you expect to be developed on a daily basis.’ However, I am sure you have heard the adage, ‘Fail to plan, plan to fail.’”

Regardless of whether a job site is part of a multi-million-dollar project with multiple contractors and subcontractors on site or is a smaller project with two or three contractors, all can benefit from the process outlined in ANSI/ASSP A10.33-2020, he said. “This is more than putting a cover over a hole or placing a barricade around a hazard. This is about creating a process to manage safety.”

“I first implemented the safety program elements in this standard on a project in the Middle East in 1982. Project personnel worked 8 million hours over the span of two years without a recordable incident,” said Hislop. “The next project in South America worked 12 million hours over the span of five years with only two lost-time cases.”



Prior to his arrival, the South American project had, in 18 months, experienced over 200 lost-time cases and nine fatalities. “Since then,” he added, “every one of my projects where these elements have been in place have achieved similar results.”

The challenge for multi-employer sites versus single-contractor sites is conveying to all employees on site that safety is important and resolving any perceived conflicts between maintaining a safe work environment and maintaining construction schedules. Also challenging and vitally important – and covered in ANSI/ASSP A10.33-2020 – is the importance of sharing with all employees information about work activities on site, any inherent safety challenges or hazards and controls used to mitigate those hazards.

“Communication is so much more than telling employees to ‘be safe,’” said Bradfield. “A few years ago, you heard ‘safety is everyone’s business.’ When everybody’s in charge, nobody’s in charge.”

It’s important to designate who is in charge of safety, he noted, and ensure that all of the trades on site understand the hazards. He suggests a plan of the day that is a meaningful communication about the safety hazards on the site, both on that day – as conditions and risk on a construction site can change rapidly based on the work that’s occurring on a given day – and in general. This should include a walkthrough of the work being performed that day: the trades on site and their tasks, the permits required, the equipment in use, what’s changed since the day before, the documentation required, any required approvals, etc. This is the opportunity to set expectations of the groups on site, he said.

If an employee gets hurt, that’s a system failure, said Bradfield. “What was on the plan of the day? Were there unsafe tools? Were hazards communicated?” he wondered.

Hislop echoes Bradfield’s thoughts about the importance of daily planning and communication. “In my opinion the most important practice contained within the standard is the requirement to conduct daily work plan coordination meetings with the participation of all lead supervisors intending to perform work on site that day,” he said. Because of the ever-changing nature of construction sites, no one can become complacent and daily reminders are key.

“Risks on construction and demolition sites are dynamic and continuously evolve as conditions, technologies and participants change,” said John Johnson, CSP, who chairs the A10 committee that represents more than 75 organizations. “Enhanced safety performance is achieved when the entire project hierarchy – from the owner to the craft workers – engages in an identified safety process.”

ANSI standards are [voluntary national consensus standards](#), which are implemented by organizations that focus on best practices to prevent worker injuries, illnesses and fatalities. According to ASSP, the standards can transform workplace safety programs from compliance-based cost centers to corporate sustainability initiatives by addressing gaps where no regulatory standard exists in today’s rapidly changing environment. Strong safety cultures can reduce claims costs and reputational damage caused by workplace incidents.



ANSI/ASSP A10.33-2020 requires contractors to designate, in writing, the person responsible for occupational safety and health. That person is responsible for the safety of the work performed by that contractor, and supervises the safety and health program, incident investigations, safety inspections and safety-related training and must be present on the job site if work is being performed by the contractor.

Construction contractors wishing to adhere to best practices should ensure that the safety and health supervisor on site does the following. How many can you check off your list?

Checklist	
1. Designate competent persons and submit their qualifications to the safety and health supervisor for the project.	
2. Develop a health and safety plan, a public hazard control plan and a job hazard analysis for the contractor's work and communicate them to the contractor's employees.	
3. Determine if the contractor's work requires input – such as planning, inspection or supervision – from a licensed professional.	
4. Coordinate with other safety and health supervisors for contractors working in the same area or on related tasks.	
5. Ensure employees are trained and aware of hazards, controls and any safety and health rules required by the project-specific safety and health plan.	
6. Ensure compliance with ANSI/ASSP A10.33-2020 and that hazardous conditions are promptly abated.	
7. Provide employees with personal protective equipment and ensure they are trained in its use per the manufacturer's specifications.	
8. Ensure employees are trained to safely operate machinery, tools, vehicles and equipment in compliance with the manufacturer's manual.	
9. Notify workers that they must be fit for duty and free from impairment from over-the-counter and prescription medications, illegal substances and alcohol. Assess fitness for duty before shift starts.	
10. Recommend appropriate discipline if employees violate safety and health rules and provide recognition for employees who achieve safety and health goals and demonstrate valuable health and safety behaviors.	
11. Conduct or manage daily safety and health inspections and document and correct hazardous conditions.	
12. Inspect machinery, tools, vehicles and equipment before use at the beginning of each shift to ensure they are free from hazards.	
13. Ensure worker access to first aid supplies. Ensure employees report all injuries promptly and receive appropriate medical care.	
14. Report and document all incidents – work-related injuries and illnesses, property damage, near misses – and investigate them and implement preventative measures to ensure they do not reoccur.	
15. Notify and train workers in the emergency action plan, including evacuation procedures and the way employees will be accounted for and notified of emergency situations.	
16. Stop work if conditions expose workers to imminent danger and notify the senior project manager of the hazardous conditions or non-compliance to the standard.	
17. Ensure employees have access to water and bathrooms.	



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