



Should I be inducting all Contractors?

Who could be a contractor on your farm?

Stock Agent, Agronomist, Fencer, Shearer, Builder, Fuel Delivery Agent, Cartage Contractor.

What are **your duties** in relation to contractors?

You owe the same duties to your contractors' workers as you do to your own workers. You are responsible for all safety hazards that exist on your property, so you need to consider:

- the risks that contractors pose in your workplace, e.g. as a result of having less training in your systems than your employees; and
- the risks that they are exposed to as a result of your operations. You must take all reasonable steps to reduce these risks

The fact that a contractor may only be on your worksite for a short period of time or for a limited purpose does not reduce your obligation to minimise any health and safety risks they may create or be exposed to.

Important: You cannot assume that the contractor will follow the right procedures, even if they have been hired for their specialist knowledge and skills.

You must ensure that the contractor has taken all reasonable steps to identify hazards that your specific property may present to them while they are carrying out their job.

Even after you know they are familiar with the risks in your workplace it is still your responsibility to make sure they are following your instructions and working safely to the environmental/physical conditions. This is because your obligation to provide a safe workplace is a non-delegable duty.

Definition

Non-Delegable Duty

A non-delegable duty is a duty that a business or individual cannot contract out to someone else.



What are the duties of contractors?

Although you have a duty of care for the health and safety of a contractor's workers the independent contractor you engage must also take steps to ensure the site its workers are sent to does not present health and safety risks.

This may require the contractor or labour hire company to consult with you regarding the safety of the site, and to implement processes to ensure its workers carry out work in a safe manner.

What is the best way of ensuring compliance?

Ensure you induct the contracting business to your worksite. The contractor PCBU must ensure that they pass the information to their workers

Your induction for contractor businesses entering your worksite should cover:

- site entry, access and amenities
- relevant business policies, e.g. drug and alcohol policy
- any relevant safety procedures for the work they are required to undertake using your facilities, your terrain
- emergency response procedures
- Ensure you have a record of the induction and that it adequately covers all aspects on farm that present safety hazards to workers
- Ensure you have copies of any required permits or licenses appropriate to the work
- Ensure you update the induction if any aspects on farm change
- Ensure you have a visitor sign in so that you are aware when contractor workers are actually on farm

If your contractor PCBU is not attending the workplace but sends his workers or subcontractors then you must ensure that the contractor PCBU is clearly able to demonstrate that they will:

- Provide appropriate personnel to do the work
- All workers are properly trained and carry the correct licenses and permits
- That the Contracting Business has provided confirmation that they have provided the above to their workers prior to entering your workplace.



Safe Ag Systems Visitors Induction Signs are an easy way to induct all visitors and contractors on your farm – www.safeagsystems.com/induction-signs/

How can Safe Ag Systems help resolve this issue?

- Contractor Induction
- Visitor Induction
- QR Codes on any machines that contractors may be using that belong to the farm
- Farm Map showing hazards
- App with Emergency contact details and evacuation plan

