

Health and safety cooperation at building and construction sites

The contractor's obligations

As a contractor, if you have at least 5 employees who work at least 14 days on a construction site, you need to set up your own health and safety organisation on the worksite. This provides a framework for continuous dialogue around health and safety on site between you and your employees – and it can help to prevent occupational accidents.

On-going dialogue and cooperation

The health and safety organisations that generate the best value are ones where employees, the health and safety representative and the work supervisors are all in daily dialogue around your work processes and problems which regularly occur.

The work and worksites of other companies affect your work environment, and so it is important that your work supervisor and health and safety representative participate actively in the developer's start-up and safety meetings.

The rules on health and safety organisations

All companies on the worksite must participate in the clients start-up and safety meetings and continuously involve employees in the planning of work and preventive health and safety measures.

Requirement for a health and safety organisation in the case of building tasks with 5 or more employees for at least 14 days:

- If you engage five or more employees for at least 14 days on the worksite, then you must formalise your health and safety work in the form of a health and safety organisation – contracted labour also counts towards the number of workers.
- You must ensure that the employees elect a health and safety representative.
- The health and safety representative and the work supervisor must complete the statutory health and safety training.
- The health and safety representative must be in continuous dialogue with their colleagues and the work supervisor about the planning of work relating to health and safety.
- The health and safety representative and work supervisor must participate in the client's start-up and safety meetings.

Note that we have highlighted the most important rules relating to the health and safety organisation here. You can read about the rules in more detail at Workplace Denmark, in the Danish Working Environment Authority's guidelines and in the Handbook entitled The Work Environment in Building and Construction by the Danish Industry Association for the Work Environment in Building and Construction (BFA Bygge og Anlæg).

- workplacedenmark.dk/en/amo (English)
- at.dk/en/f-3-4 (English)
- bfa-ba.dk/haandbogen (English)

The Working Environment Act in practice

11 ideas for contractors who want to boost their everyday health and safety efforts.

Employees who actively contribute to better health and safety on the worksite

- Show your employees that you listen to them and act on the health and safety problems that arise.
- Create clear frameworks for your health and safety work.
- Encourage your employees to speak up if they experience any issues or risks on the worksite.
- Create a culture where there are no stupid questions.
- Instruct employees on how to work safely and securely. Supervise them to make sure this happens.

Frameworks for positive dialogue in your health and safety organisation (AMO)

- Start the working day by talking together within the health and safety organisation. Coordinate work and discuss risks such as changes to the site plan or particularly hazardous operations at the site.
- Make sure that the health and safety manager, work supervisor, employees and the client's health and safety manager are able to communicate with one another.
- Use an interpreter if necessary or assign an employee the role of interpreter so that all your employees can participate in the dialogue concerning work processes and health and safety.

Cooperation across the construction site

- Make sure that your health and safety representative and work supervisor raise any health and safety concerns or considerations at the client's safety meetings.
- Use the client's safety meetings and any morning meetings to create a clear framework for yourself and other companies regarding health and safety in common areas.
- Participate actively in the health and safety manager's efforts to resolve shared problems on the worksite.

AMO

A health and safety organisation is a company's internal organisation for health and safety cooperation between the employer, work supervisors and other employees belonging to the company and on the construction site.

The health and safety organisation establishes the framework for your on-going health and safety dialogues in the company. You have an obligation to participate in the cross-site health and safety work coordinated on the worksite by the client's health and safety manager. This means participating in start-up and safety meetings, for example.

Companies are obliged to set up an AMO on construction sites, when they have at least five employees and contracted workers who work for 14 days or more.

