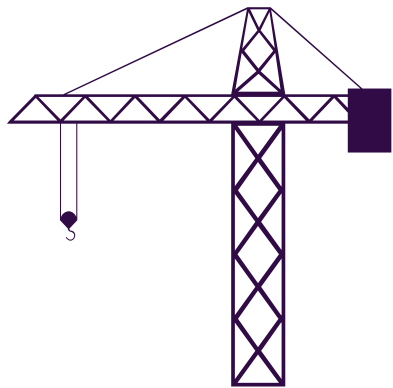

CONSTRUCTION HEALTH AND SAFETY (H&S) PRACTITIONERS' DEVELOPMENTAL NEEDS

AUTHORS NAMES: JOHN SMALLWOOD AND CLAIRE DEACON

AFFILIATION: NELSON MANDELA UNIVERSITY, PORT ELIZABETH, SOUTH AFRICA



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Introduction & Background

- A South African industry H&S status report reported a deficiency in terms of effective management and supervision of H&S on construction sites, and referred to the lack of sufficiently skilled, experienced, and knowledgeable persons to manage H&S on construction sites (CIDB, 2009)
- The Council for the Built Environment (CBE) mandated the South African Council for the Project and Construction Management Professions (SACPCMP) in terms of Act No.48 (Republic of South Africa, 2000) to register construction H&S professionals following the cidb's report which highlighted the need for professional registration of construction H&S practitioners due to, inter alia, the finding that there was a lack of competencies, and no formal registration process

Aim, Objectives, and Scope

- The study reported on constitutes a further phase in terms of assessment of the status quo of construction H&S practitioners' performance and developmental needs
- Given the findings in the cidb (2009) report, and subsequent research findings, a study was conducted to determine, inter alia:
 - The extent to which CPD would contribute to an enhancement of ACHASM members'
 - ACHASM CPD events' delegates' knowledge and skills relative to various knowledge and skills areas

Research Method & Sample Strata

- The survey entailed the administration of an 18-question questionnaire, which included 17 closed questions and 1 open question. The first 9 of the closed questions were demographic in nature, and a further 7 were 5-point Likert Scale type questions
- 87 No. Responses were included in the analysis of the data:
 - 21 ACHASM members responded to an electronic questionnaire survey
 - 32 Delegates responded to a questionnaire survey administered at an ACHASM one-day Symposium
 - 34 delegates responded to a questionnaire survey administered at an ACHASM two-day Summit
- The analysis of the data entailed the computation of frequencies and a measure of central tendency in the form of a mean score (MS) to enable ranking and comparisons

Results (1)

SACPCMP knowledge area	Response (%)						MS	Rank
	Un- sure	Minor.....Major						
		1	2	3	4	5		
Legislation and Regulations	0.0	1.2	7.3	18.3	34.1	39.0	4.02	1
Risk Management	1.2	0.0	11.0	18.3	28.0	41.5	4.01	2
Hazard Identification Management	1.3	2.5	12.5	16.3	28.8	38.8	3.90	3
Health, Hygiene and Environmental Management	1.3	2.6	9.0	19.2	33.3	34.6	3.90	4
Cost Management	3.8	6.3	5.0	20.0	43.8	21.3	3.71	5
Emergency Preparedness Management	1.3	5.0	12.5	21.3	31.3	28.8	3.67	6
Procurement Management	4.9	3.7	11.0	26.8	30.5	23.2	3.62	7
Accident or Incident Investigation Management	1.2	2.4	17.1	22.0	32.9	24.4	3.60	8
Communication Management	2.5	7.6	12.7	24.1	26.6	26.6	3.53	9

Table 1: Extent to which CPD would contribute to an enhancement of respondents' knowledge and skills relative to nine SACPCMP knowledge areas (MS = 1.00 – 5.00).

Results (2)

SACPCMP scope of services' area	Response (%)						MS	Rank
	Un- sure	Minor.....Major						
		1	2	3	4	5		
Construction H&S continual improvement	0.0	3.7	4.9	21.0	38.3	32.1	3.90	1
Construction project H&S management systems	3.7	3.7	6.1	17.1	40.2	29.3	3.89	2
Construction H&S management	2.4	1.2	12.2	20.7	30.5	32.9	3.84	3
Construction H&S	1.3	3.8	8.8	18.8	36.3	31.3	3.84	4
Construction H&S performance measurement and monitoring	1.2	3.7	8.5	20.7	36.6	29.3	3.80	5

Table 2: Extent to which CPD would contribute to an enhancement of respondents' knowledge and skills relative to five SACPCMP scope of services' areas.. (MS = 1.00 – 5.00).

Results (3)

Composite knowledge area	Response (%)						MS	Rank
	Un- sure	Minor.....Major						
		1	2	3	4	5		
OH&S	1.2	3.7	12.2	13.4	40.2	29.3	3.80	1
Law	2.4	6.1	7.3	24.4	31.7	28.0	3.70	2
Management / Management of parameters	11.0	3.7	12.2	20.7	31.7	20.7	3.60	3
Design	8.6	7.4	7.4	23.5	32.1	21.0	3.57	4
Financial management	8.5	6.1	6.1	26.8	36.6	15.9	3.55	5
Planning	3.8	6.3	10.1	29.1	25.3	25.3	3.55	6
Project administration	3.7	6.2	9.9	25.9	35.8	18.5	3.53	7
Construction technology / Technology	7.3	9.8	4.9	28.0	29.3	20.7	3.50	8

Table 3: Extent to which CPD would contribute to an enhancement of respondents' knowledge relative to eight composite knowledge areas (MS = 1.00 – 5.00).

Results (4)

Composite skills area	Response (%)						MS	Rank
	Un- sure	Minor.....Major						
		1	2	3	4	5		
Technical	3.6	7.2	3.6	21.7	42.2	21.7	3.70	1
Leadership	2.4	3.6	15.7	24.1	26.5	27.7	3.60	2
Interpersonal / Developmental	4.9	4.9	14.6	22.0	29.3	24.4	3.56	3
Planning	1.2	6.0	10.7	26.2	36.9	19.0	3.53	4
Negotiating	2.4	2.4	19.0	22.6	33.3	20.2	3.51	5
General management	3.6	4.8	14.5	33.7	26.5	16.9	3.38	6
Financial	4.8	4.8	14.5	28.9	34.9	12.0	3.37	7

Table 4: Extent to which CPD would contribute to an enhancement of respondents' knowledge relative to seven composite skills areas (MS = 1.00 – 5.00).

Results (5)

Source	%
Experience	81.6
Workshops	62.1
CPD seminars	58.6
Tertiary education	55.2
Magazine articles	28.7
Post graduate qualifications	26.4
Conference papers	25.3
Practice notes	21.8
Journal papers	16.1
Other	13.8

Table 5: Respondents' source of H&S knowledge.

Discussion

- Respondents' source of H&S knowledge is predominantly informal, which aligns with findings of previous studies
- CPD would contribute to an improvement in respondents' knowledge and skills relative to 9 SACPCMP knowledge areas and 5 SACPCMP scope of services' areas to a major, as opposed to a minor extent
- CPD would also contribute to an enhancement of respondents' knowledge relative to 8 composite knowledge areas and 7 composite skills areas to a major, as opposed to a minor extent, which findings correlate with the findings of literature in that ratings relative thereto indicate potential for improvement

Conclusions & Recommendations

- There is potential for construction H&S practitioners to enhance their knowledge and skills. The extent of the potential is likely to be attributable to the extent of tertiary education, and that the predominating source of H&S knowledge is informal
- CPD is necessary and should be provided by the SACPCMP and ACHASM relative to all the knowledge and skills areas, and especially the non-H&S knowledge and skills areas
- Contractors should provide in house courses relative to all the knowledge and skills areas, especially the non-H&S knowledge and skills areas such as planning and construction technology
- The SACPCMP and ACHASM should develop practice notes and guidelines
- Undergraduate and honours level construction H&S qualifications are necessary to remedy the situation in a sustainable manner

References

- Construction Industry Development Board (cidb). 2009. *Construction Health & Safety in South Africa Status & Recommendations*. Pretoria: cidb).
- Republic of South Africa (RSA). 2000. *Project and Construction Management Professions Act 2000, No. 48 of 2000*. Pretoria.