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Working at Height Training and Competency Requirements

Version number 2

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Functional area Health, Safety, Environment and Quality

Element Working at Height

1 Working at Height Definition

For this document, Working at Height means the following:

- Working within two (2) metres of an unprotected edge where there is a risk of falling greater than two (2) metres
- Working from a temporary or mobile work platform (including Elevated Work Platforms – EWP's)
- Carrying out any harness-based work

2 Approved Training and Competency Requirements

The following table outlines the relevant Working at Height Training and Competency requirements that must be in place from **01 July 2025**.

Role	Training Requirements (applies to Boral employees and contractors)			
	Authority to Work (Boral MLS)	Work at Height Module (Boral MLS or Rapid)	Work at Height VOC (Boral employees and embedded workers only)	Work at Height (External Unit of Competency RIIWHS204E - Work safely at heights)
Person authorising Authority to Work Permit (AWC and APC)	Yes			
Person authorising Work at Height Permit (AWC)		Yes	Yes	
Supervisor of workers performing work at height		Yes		
Workers performing work at height		Yes	Yes	
Workers performing work at height with harness*		Yes	Yes	Yes
Standby Person (Spotter / Rescuer)		Yes		
Person conducting Work at Height Risk Assessment		Yes		
Person developing Work at Height Safe Work Method Statement and Rescue Plan		Yes		
Workers operating Elevated Work Platform*		Yes		

NOTE: Working at Height training and/or External National Unit of Competency must have been satisfactorily completed within the previous two (2) years to be considered as current.

*See Section 3 for details on Elevated Work Platform training & competency requirements



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3 Elevating Work Platforms (EWP)

Role	Training Requirements (applies to Boral employees and contractors)		
	EWP VOC (Boral employees and embedded workers only)	EWPA Yellow Card or equivalent (i.e. RIIHAN301E)	High Risk Work Licence (WP)
Workers performing work at height within a scissor-type EWP (harness not mandatory)	Yes	Yes	
Workers performing work at height within a boom-type EWP (less than 11m boom length) (harness must be worn)	Yes	Yes	
Workers performing work at height within a boom-type EWP (11m boom length or more) (harness must be worn)	Yes		Yes

NOTE:

1. All operators using boom-type EWPs must wear a fall-arrest harness, and a shock-absorbing lanyard connected to a certified anchor point located in the basket. Harness work limited to the confines of EWP basket does not require RIIWHS204E - Work safely at heights
2. Workers who hold a High Risk Work Licence (WP) can also operate **EWP (less than 11m boom length)**

4 Action Plan

The relevant GM/MUM completed an Action Plan that details how their team will achieve the above training and competency requirements.

HSEQ document definitions

Refer to HSEQ terms and definitions library on the HSE intranet site.

HSEQ document version history

This table documents the five most recent key HSEQ Document updates.

No.	Date of issue	Comments / Key changes	Next review
001	April 2025	New document	April 2027
002	July 2025	Updated to include Elevating Work Platforms	July 2027



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Appendix 1

Interim Training and Competency Requirements

The following table outlines the relevant Working at Height Training and Competency requirements in place until no later than **30 June 2025**.

Role	Training Requirement			
	Authority to Work (Internal Boral MLS)	Work at Height (Internal Boral MLS)	Work a Height (Internal Boral VOC)	Work a Height (External Unit of Competency)
Person authorising Authority to Work Permit (AWC and APC)	Yes			
Person authorising Work at Height Permit (AWC)		Yes		
Supervisor of workers performing work at height		Boral Employee - Yes Contractor - No		
Workers performing work at height		Boral Employee - Yes Contractor - No	Boral Employee - Yes Contractor - No	
Workers performing work at height with harness		Boral Employee - Yes Contractor - No	Boral Employee - Yes Contractor - No	Yes RIIWH204E - Work safely at heights
Standby Person (harness-based work only)		Boral Employee - Yes Contractor - No		
Person conducting Work at Height Risk Assessment		Boral Employee - Yes Contractor - No		
Person developing Work at Height Safe Work Method Statement and Rescue Plan		Boral Employee - Yes Contractor - No		

NOTE: Working at Height training and/or External National Unit of Competency must have been satisfactorily completed within the previous two (2) years to be considered as current.