



Rethinking safety through
INCLUSION
+
WELLBEING

HEALTH + SAFETY

PRIMARY STANDARD

27/03/2026

DEMOLITION

PURPOSE AND SCOPE

The Primary Standard details the FSR controls and minimum requirements to eliminate or minimise risks from work in and around demolition of structures at Laing O'Rourke workplaces.

This document is Mandatory and must be achieved across all Laing O'Rourke Workplaces. Where alternative controls are implemented, these must be approved through the FSR/HSEMS Requirement Dispensation process.

1.0 FSR CONTROLS

- Develop and communicate a Demolition Management Plan in accordance with AS 2601, detailing the sequence of works, risk controls, engaged contractors, and how works and associated SIMOPs will be managed.
- Engage licensed demolition contractors holding a current licence appropriate for the type and scale of work.
- Conduct a hazardous materials survey before demolition of any building or structure.
- Hazardous materials are removed by competent persons and where required, licensed contractors.
- Notify the regulator of any demolition works in accordance with relevant legislative requirements before work commences.
- Where temporary support is required, determine the temporary works requirements for the demolition sequence, obtain a documented design, and obtain approval by the Temporary Works Coordinator.
- Confirm all services identified for removal are physically disconnected and tested for dead by a competent person before demolition.
- Clearly label and physically protect all services, including temporary services, that are to remain operational during demolition to prevent mechanical damage.
- Conduct a pre-start briefing with all demolition workgroups to communicate the approved work sequence and temporary works requirements.
- Establish exclusion zones around demolition areas before work begins using physical barricades and signage stating "Demolition Works in Progress" to restrict access to authorised personnel.
- Install and maintain monitoring devices to verify the ongoing stability of surrounding structures, where specified in the demolition plan.

2.0 REQUIREMENTS

- Demolition notification is submitted to the regulator as required:
 - Demolition of a structure, or a part of a structure that is load bearing or otherwise related to the physical integrity of the structure, that is at least 6 metres in height
 - Demolition work involving load shifting machinery on a suspended floor
 - Demolition work involving explosives
 - Demolition of a structure or part of a structure that contains, or has contained, loose-fill asbestos insulation (ACT).



- Monitoring devices are installed where required - dust, noise, asbestos etc.
- Refer to **Primary Standards Asbestos** for information on asbestos management.
- A risk assessment must be carried out prior to demolition. "As constructed" architectural and structural documents MUST be consulted in developing the risk assessment, selection of plant and compiling the work method. The risk assessment is to address but is not limited to:
 - The stability requirements and structural integrity for all components of the structure as it is sequentially demolished according to the structural engineer's requirements
 - The competent persons assessment of loadings at all stages of demolition
 - The provision of clear instructions for temporary bracing
 - Plant loadings on suspended floors and ground bearing capacity
 - Alternative methods of demolition
 - The scheduling of the work
 - Public safety and warning signs, barricades, gantries, etc.
 - Structural integrity of adjacent structures or other premises
 - Hazardous materials & substances e.g. asbestos, PCB's, synthetic mineral fibres, lead paint
 - The layout of the workplace, including whether there are fall hazards both for people and objects
 - What plant and equipment will be used and the location of the plant
 - The skill and experience required by the people who will use it safely
 - Waste segregation, processing, recycling / recovery, storage and transport, on and off site
 - Competencies required by personnel to carry out the demolition safely
 - Location & status of in-ground, overhead & existing services e.g. electricity, water, gas, sewage, telecommunications, hospital gases, hydraulic pressure mains, liquid fuel lines, lubrication systems, process lines
 - Any confined spaces where work will be undertaken
 - What exposures might occur, such as to noise, vibrations or UV rays
 - The number of people involved, and the provision of safe access
 - The handling of components, depending on their size, shape and weight
 - Local weather conditions and wind loads on the structure.
- When considering the structural integrity of adjacent structures or other premises as part of developing the demolition methodology the following must be considered:
 - The effects of changes in soil conditions as a result of the demolition work (use of shoring and underpinning may be needed)
 - Before existing lateral support is disturbed, provision should be made for the erection of temporary supports, which will need to be checked for effectiveness as the demolition proceeds
 - Whether other buildings in and around the demolition site could be adversely affected by vibration or concussion during the demolition process. Special precautions may need to be taken near buildings (e.g. hospitals) that contain equipment sensitive to shock and vibration.
 - Whether the demolition process could cause flooding or water penetration to any adjoining building.
- Demolition work is defined as High-Risk Construction Work and a detailed Safe Work Method Statements based on the risk assessment and engineer's sequence of demolition and designated plant to use must be in place, communicated to and signed off by all persons carrying out and supervising the work.



- Applicable permits to work are in place prior to work commencing. Refer **PS Permits to Work**.
- Demolition work must be directly supervised by an appropriately qualified and competent person.
- Contractor in charge of demolition must provide:
 - Safe access and egress and maintenance of services to adjacent premises
 - Access to the demolition area, stairways maintained in a clean condition, free from debris and materials
 - Methods of lowering materials from upper floors, and disposal of rubble and other waste products
 - Suitable PPE
 - Emergency/evacuation procedures including firefighting.
- Demolition warning signs are to be put in place before work commences.
- Training and competency verification of workers. Personnel working on demolition work sites shall be trained in safe demolition work by a registered training organisation (RTO) meeting the requirements of the Australian National Training Authority framework.
- All workers on demolition sites in the ACT must be trained in 10314NAT Course in Asbestos Awareness, delivered by a WorkSafe ACT approved RTO.
- The area is to be fenced or barricaded to prevent unauthorised entry refer to PS Barricading.
- Overhead structures are to be erected to protect public places or persons.
- Access roads, paths etc., are to be closed off and only used in connection with the work.
- Work is not to be carried out from a fragile roof unless adequate protection provided.
- Provide adequate lighting.
- If scaffolding is required, it must be rated Heavy duty and design certified.
- Fall risks controlled including penetrations. Refer to **PS Prevention of Falls and Dropped Objects**.
- Keep dust to the minimum by vacuuming, extraction or wetting.
- Run-off water is to be collected for recycling, if possible.

3.0 ROLES AND RESPONSIBILITIES

Table 1 Demolition Roles and Responsibilities

ROLE	RESPONSIBILITIES
PROJECT LEADER/ WORKPLACE MANAGER	Ensures suitably qualified contractor is engaged to undertake the demolition works.
DEMOLITION ENGINEER	Prepares the risk assessment and Demolition Management Plan and communicate the plan to the demolition supervisor.
DEMOLITION SUPERVISOR	Undertakes the demolition in accordance with the Demolition Management Plan.

4.0 REGULATIONS AND CODES

Key Regulations, Codes of Practice and Guidelines are as follows:

- Work Health and Safety Regulation 2011 (QLD, ACT), 2012 (SA), 2017 (NSW, NT) and 2022 (WA) Part 4.6 Demolition and Part 8.6, Demolition and refurbishment
- Occupational Health and Safety Regulations 2017 (VIC) Part 4.3 – Division 6
- SafeWork Australia: Demolition Work Code of Practice
- Victoria: Compliance Code Demolition
- Queensland, NSW, ACT, WA, SA: Demolition Work Code of Practice
- AS2601 The Demolition of Structures.



5.0 PLANS, FORMS AND TEMPLATES

For relevant plans, forms and templates see the Laing O'Rourke HSEMS at www.lorhsems.com.