



Rethinking safety through  
**INCLUSION**  
+  
**WELLBEING**

# HEALTH + SAFETY

## PRIMARY STANDARD

30/03/2026

## TRAFFIC MANAGEMENT

### PURPOSE AND SCOPE

The Primary Standard details the FSR controls and minimum requirements on the management of traffic on roads and road-related areas 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

- Eliminate or engineer out the interface between people and live traffic by implementing road closures, detours, physical barriers, or traffic control technologies.
- Consult the delivery team during both the design and implementation of traffic control arrangements to ensure they are practical and aligned with site conditions.
- Assign a competent person to oversee the design and ongoing effectiveness of traffic management controls.
- Obtain all required approvals, permits, and licences from the relevant authority or asset owner, and document them in the Traffic Management Plan(s) or Traffic Guidance Scheme(s).
- Implement approved Traffic Management Plans or Traffic Guidance Schemes and monitor their effectiveness through a documented inspection regime with accessible records.
- Barriers and anti-gawk screens must be of the correct rating and installed in accordance with the approved design and Traffic Management Plan.
- Install barrier end treatments that are tested and approved in accordance with Australian Standards, appropriate for the posted speed environment, site geometry, and road authority requirements.
- Establish deflection zones behind barriers to restrict people from entering and storage of materials.
- Designate and manage construction site access points to control risk to workers, road users, pedestrians, and vulnerable road users.
- Provide physical protection and safe escape routes for traffic control personnel working near live traffic.
- Traffic management personnel must be trained, competent, and hold current accreditation appropriate to the tasks they perform.

#### 2.0 TRAFFIC MANAGEMENT PLAN

- A Traffic Management Plan (TMP) shall be developed by qualified and licensed traffic management personnel to describe how project / workplace traffic related risk areas are to be addressed where identified within the Project / Workplace Risk Assessment.
- The TMP shall give due consideration to the risks and controls within or may incorporate the Fatigue Management Plan.
- The need for any approvals from local road authorities shall be determined. Where approvals are required, these shall be obtained prior to commencing work, and added to the TMP.



- The TMP must also take into account and address external traffic (road closure, construction zones, etc.) and internal management of construction traffic including designated pedestrian access/walkways.
- Works are planned and staged to minimise road occupancy and reduce conflict points with the existing road network.
- The TMP will define which of the forms and templates are to be used for the project or workplace, appropriate to the size and scope of the works.
- Review of the Traffic Management Plan (TMP) and supplementary drawings shall be at the same intervals as the Construction Health and Safety Plan or Workplace Safety Plan as a minimum or as conditions change. Reviews should include consultation with workers in the process of hazard identification, risk assessment and control measures, and changes to the TMP.
- The Project Leader will review and approve the Traffic Management Plan prior to its use.
- Vehicle movement plans are in place for all construction vehicle movements detailing signage at entry and exist points. This is to include a review of swept paths for vehicles on site for turning movements to reduce and eliminate risk.
- Exclusion zones are applied behind safety barriers to protect workers from entering the deflection zones of the barriers.
- Traffic controls, including signage and devices are in place to effectively warn, inform and guide road users through the work area.
- The use of electronic sign posting should be applied, including variable message signs and variable speed limit signs which should be linked to speed monitoring systems with feedback to the road user.

### 3.0 DRIVER TRAINING AND INDUCTIONS

- Delivery drivers or contractor drivers used by Laing O'Rourke or who attend Laing O'Rourke workplaces shall complete the site/workplace-specific driver induction. Records of the induction shall be kept on-site.
- All Laing O'Rourke employees shall be made familiar with and adhere to Fleet Driver Responsibilities and Requirements.

### 4.0 MONITORING AND INSPECTION

The In-Vehicle Monitoring System (IVMS) is used in all Laing O'Rourke vehicles to notify management of a number of non-compliance events detailed in the IVMS Workflow spreadsheet such as:

- Excessive speed
- Harsh maneuvering
- Disengagement of seatbelts whilst in motion
- Excessive driving time.

The TMP shall detail the requirements for regular inspections and monitoring of driver behaviour. Any inspection requirements shall be added to the relevant workplace/project inspection schedule and tracked accordingly.

## 5.0 REGULATIONS, CODES AND STANDARDS

The regulations are managed by each State, provided in this section is list of relevant reference documents. When performing traffic management or works that impact traffic management check with relevant State for appropriate standards. 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) Chapter 5 Plant and Structures
- Occupational Health and Safety Regulation 2017 (VIC)
- SafeWork Australia Code of Practice Managing Risks of Plant in the Workplace
- Australian Standard AS 1742.3 (2019)
- Austroads Guide to Temporary Traffic Management (Published 13 Sep 2021).

Other relevant State standards, codes and information are outlined in **Table 1**.

**Table 1 Other relevant standards, codes and information**

STATE	STANDARDS AND CODES
NEW SOUTH WALES	<ul style="list-style-type: none"> <li>• Traffic Control at Work Sites Manual (Version 6.1 February 2022)</li> <li>• Supplements to Australian Standards</li> <li>• Supplements to Austroads</li> <li>• G10 Traffic Management Specification</li> </ul>
QUEENSLAND	<ul style="list-style-type: none"> <li>• Traffic Management for Construction or Maintenance Work Code of Practice</li> <li>• Technical Specification MRTS02.1.</li> <li>• QLD MUTCD Part 3</li> <li>• Supplement MUTCD Part 3</li> </ul>
VICTORIA	<ul style="list-style-type: none"> <li>• Traffic Engineering Manual Volume 2, Part 2.3 – Supplement to AS1742.3</li> <li>• <i>Road Management ACT 2004</i> – Code of Practice Worksite Safety – Traffic Management</li> <li>• No. 33 – Worksite Traffic Management (Sign spacing and Taper Lengths).</li> </ul>
WESTERN AUSTRALIA	<ul style="list-style-type: none"> <li>• Traffic Management for Works on Roads Code of Practice.</li> </ul>
SOUTH AUSTRALIA	<ul style="list-style-type: none"> <li>• SA Standards for Work zone Traffic Management.</li> </ul>
TASMANIA	<ul style="list-style-type: none"> <li>• Traffic Control for Works on Roads.</li> </ul>

## 6.0 PLANS, FORMS AND TEMPLATES

For relevant plans, forms and templates see the Laing O'Rourke HSEMS at [www.lorhsems.com](http://www.lorhsems.com).

- Traffic Management Plan Template
- Traffic Management Plan Training Requirement Matrix