



SAFEASPECT AI SAFETY COMPLIANCE & DISCIPLINARY ACTION REPORT

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SECTION 1: INCIDENT SUMMARY

Report ID	Date	Time	Incident Type	Severity	Status
VIO-EN-20261016-1 10655379	2026-10-16	09:06	Working-at-height control breach	Critical	Open—immediate controls required

Incident description: A worker was observed using a portable leaning ladder to perform work approximately 2–2.5 metres above a hard and uneven construction surface. The evidence indicates that the worker was positioned on the ladder without a visible body harness, tie-off system, guarded

The circumstances align with Category 14—Working at Height, particularly Matrix Row 77: performing work above 1.3 metres without corresponding permission or safety measures. No injury was reported; however, the credible potential consequence was a serious or fatal fall.

— INCIDENT LOCATION —

Project	Location	Contractor	Department
Not provided	Active construction area adjacent to concrete structure and formwork	DEMO COMPANY	Construction—specific department not provided

The photograph shows unfinished concrete construction, timber formwork, an adjacent scaffold frame, exposed ground, rubble, buckets, and construction materials. The precise project name and physical site address were not supplied and must be entered before final authorization.

SECTION 2: EMPLOYEE DETAILS

Field	Evidence-Based Detail
Employee name	DEMO Person
Badge number / employee ID	DC-49817
Employer shown on badge	DEMO Construction, Inc.
Contractor entered in case record	DEMO COMPANY
Trade / position	Rebar Installer
Supervisor	Mark Smith is printed as the supervisor emergency contact; supervisory assignment must be verified
Badge start date	12/05/2023
Badge expiry date	12/05/2025
Badge status on incident date	Appears expired as of 2026-10-16
Identity confirmation	Badge photograph is readable, but positive matching of the person in Photo 1 to the badge holder is not possible from the available scene image
Employer discrepancy	"DEMO Construction, Inc." on the badge differs from "DEMO COMPANY" in the case record; contractual relationship must be confirmed

Identity limitation:

The worker's face is not visible in Photo 1. Accordingly, the badge identifies the reported employee but does not independently prove that the photographed worker is DEMO Person. Identity must be confirmed through the inspector, access records, supervisor statement, and

SECTION 3: OVERALL VIOLATION SCORE

Violation Score

91/100

Worker Classification

CRITICAL RISK WORKER

SECTION 4: SCENE AND DOCUMENTARY EVIDENCE

Evidence Register

No.	Attachment	Short Caption	Key Findings
1	Photo 1	Worker using leaning ladder at unfinished structure	Elevated work; no visible harness or tie-off; rough footing; no guarded platform; incomplete surrounding work area
2	Document image 1	Front and reverse of employee identification badge	Name and ID readable; rebar installer role; fall protection requirement printed; badge appears expired before incident date

1. Photo 1—Construction Scene

Worker using an unsecured leaning ladder beside an unfinished concrete structure



Objective Visual Findings

1. A worker is positioned on a portable leaning ladder against an unfinished concrete structure.
2. The worker appears to be several ladder rungs above ground, consistent with the reported working height of approximately 2–2.5 metres.
3. No body harness, lanyard, lifeline, or secured anchorage is visible.
4. No guarded working platform is provided at the worker's position.
5. The worker appears to be reaching or working near the top of the ladder, which may reduce stable three-point contact.
6. The ladder does not visibly extend above a landing to provide a secure handhold; it appears to be used as a work station rather than solely for access.
7. Ladder restraint at the top and bottom is not visible. No second person is visibly footing or stabilizing the ladder.
8. The ladder feet appear to rest on uneven ground containing soil, stones, rubble, and construction debris.
9. A hard concrete or compacted surface and construction debris are present within the likely fall zone.
10. Buckets or containers are located near the ladder base and may introduce obstruction or trip exposure.
11. A partial scaffold frame is visible nearby, but it does not appear decked or configured as an accessible, complete working platform.

12. Timber formwork and unfinished structural elements are present. No exclusion zone or barricade is visible around the elevated work.
13. The worker visibly wears a hard hat and high-visibility vest. Safety footwear appears likely but cannot be conclusively verified. Gloves and eye protection cannot be reliably confirmed from the image.

Link to Causes and Required Actions

The photograph supports failures in work-at-height planning, selection of access equipment, ladder setup, fall protection, housekeeping, and supervisory verification. Corrective measures must therefore extend beyond instructing the worker to wear a harness. The task should be redesigned around a properly inspected scaffold, mobile work platform, or other suitable platform with collective edge protection wherever practicable.

Visual confirmation partially limited; supported by inspector statement.

2. Document Image 1—Employee Identification Badge

Front and reverse of the reported employee identification badge



Visible Badge Information

Badge Field	Visible Information
Company	DEMO Construction / DEMO Construction, Inc.
Employee	DEMO Person
Position	Rebar Installer
Employee ID	DC-49817
Start date	12/05/2023
Expiry date	12/05/2025
Supervisor contact	Mark Smith, 555-0199
Emergency contact	Jane Doe, 555-0123
Badge revision	REV 1.2

Safety wording	PPE mandatory; report hazards immediately; valid certifications required; fall protection required
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Document Analysis

The badge explicitly states that fall protection is required and that the holder must maintain valid certifications. This supports the expectation that the employee had received, or should have received, basic notice of the fall-protection requirement. It does not, by itself, prove task-specific training, competency, understanding, or intentional disregard.

The expiry date shown is 12/05/2025, which predates the incident date of 2026-10-16 under either common date interpretation. The badge therefore appears expired. Continued access with an expired credential would indicate a separate access-control and administrative assurance failure requiring review by Security, HSE, HR, and contractor management.

The badge is shown on a workbench beside hand tools, gloves, reinforcement steel, and equipment. These surrounding objects do not establish ownership or use and are not treated as evidence of an additional violation.

Link to Causes and Required Actions

- Suspend reliance on the displayed badge until its validity is confirmed.
- Audit site access records and credential-expiry controls.
- Verify current working-at-height training, medical fitness where required, and competency.
- Reconcile the employer name on the badge with the contractor named in the case record.
- Confirm the photographed worker's identity independently before imposing employee-specific discipline.

EVIDENCE ASSESSMENT AND INCIDENT NARRATIVE

Inspector Written Note

The written description reports that a worker was positioned approximately 2–2.5 metres above a concrete surface without a safe work platform, guardrails, a safety harness, or other fall protection. It identifies loss of balance and a fall resulting in serious injury or death as the principal foreseeable consequence.

The note suggests that the behaviour may have resulted from pressure to complete the task quickly or unavailable safety equipment. These explanations are hypotheses only and must be tested through interviews and document review.

Voice Note Summary

No voice note transcript was provided. No conclusions have been drawn from voice evidence.

Combined Evidence Assessment

Photo 1 materially supports the inspector's account of elevated work from a leaning ladder without visible fall protection. The image also identifies additional exposure factors: rough ladder footing, debris near the base, possible overreaching, no visible ladder restraint, no barricaded drop zone, and no complete work platform.

Document image 1 identifies the reported worker as a rebar installer and records an express requirement for fall protection. It also raises a separate concern regarding an apparently expired badge. However, because the worker's face is not visible in Photo 1, employee identity remains subject to confirmation.

No work-at-height permit, task risk assessment, method statement, ladder inspection record, scaffold handover certificate, training certificate, or supervisor briefing was supplied. Their absence from the investigation package does not prove they did not exist, but it prevents verification that the task was properly authorized and planned.

SECTION 6: VIOLATION CATEGORY

Classification	Determination
Primary category	Category 14—Working at Height
Primary violation	Work above 1.3 metres without corresponding permission or safety measures
Secondary category	PPE non-compliance—no visible body harness where required
Contributing category	Unsafe work practice and hazardous-condition creation
Possible additional issue	Site access with an apparently expired identification badge
Permit issue	Not proven; work-at-height authorization was not supplied
Injury status	No injury reported

Rules Appearing to Be Breached

- Work-at-height activities must be planned, authorized, supervised, and completed using suitable collective or personal fall protection.
- A portable ladder must be suitable, inspected, stable, secured where required, and used in accordance with site procedure.
- Ladders should not replace a properly guarded work platform for prolonged work or work requiring significant force, sideways reach, or both hands.
- Required fall protection must be worn and attached to an approved anchorage where the work method depends on personal fall arrest.
- Access credentials and role-specific certifications must remain current.

SECTION 7: RISK INTELLIGENCE ASSESSMENT

Risk Element	Assessment
Severity level	Critical
Potential consequence	Fatality or serious injury
Likely injury mechanisms	Head injury, spinal injury, fractures, internal trauma, impalement, crushing
Exposure duration	Not established
Behaviour type	Apparent unsafe decision combined with possible planning, equipment, and supervisory deficiencies
Intentional disregard	Not established
Risk to others	Medium
Stop-work threshold	Met
Residual risk before correction	Unacceptable

AI Risk Commentary

A fall from approximately 2–2.5 metres onto concrete, rubble, structural materials, or uneven ground can cause fatal or permanently disabling injury. The apparent absence of both collective protection and personal fall protection means there was no evident secondary control if the worker slipped, the ladder moved, or balance was lost.

The scene suggests that the ladder may have been selected for convenience despite an adjacent construction environment where a properly designed platform could potentially have been provided. The incomplete scaffold visible in the area was not a safe alternative in its depicted condition. Work must not resume using that scaffold unless it is completed, inspected, tagged, and released by an authorized competent person.

— CAUSAL AND CONTROL-FAILURE ANALYSIS —

Immediate Causes

1. Elevated work conducted from a leaning ladder without visible fall protection.
2. No visible guarded work platform or collective fall-prevention system.
3. Ladder placed on apparently uneven, debris-affected ground.
4. No visible ladder securing, stabilization, or controlled exclusion zone.
5. Apparent reaching or work activity near the ladder's upper section.

Contributing Factors Requiring Verification

Factor	Evidence / Status
Inadequate task planning	Likely indicated by unsuitable access method; documents not supplied
Lack of suitable equipment	Possible; must be confirmed through equipment-availability records
Production or time pressure	Alleged as a possible reason; not yet evidenced
Training or competency gap	Possible; training records not supplied
Weak supervision	Likely concern because the critical exposure was not prevented or promptly controlled
Housekeeping deficiency	Visible rubble and obstructions near the ladder base
Permit or authorization failure	Possible; no authorization document supplied

Access-control failure	Badge appears expired
Contractor assurance weakness	Suggested by combined field-control and credential issues

Root-Cause Position

A final root-cause determination cannot be made until interviews and records are completed. On present evidence, the most credible provisional root causes are:

- Failure to plan and authorize the work-at-height task using the hierarchy of controls.
- Failure to provide or enforce a suitable working platform and fall-protection system.
- Insufficient supervisory verification before work began.
- Weak administrative control over training, authorization, and badge validity.
- Insufficient assurance that ladder use conditions were stable, inspected, and appropriate.

The event should not be attributed solely to worker behaviour unless the investigation confirms that suitable equipment, clear instruction, training, authorization, and active supervision were available and knowingly disregarded.

SECTION 8: PREVIOUS HISTORY REVIEW

Review Item	Finding
Previous violations found	No previous records provided
Repeat-offender status	First offense for matrix purposes, pending records verification
Behaviour trend	Indeterminate
Prior warnings	Not evidenced
Training history	Not supplied
Previous disciplinary action	Not supplied

Before confirming the disciplinary decision, HR and HSE must search employee ID DC-49817, associated badge records, employer records, and any alternate identifier for prior violations.

SECTION 9: MATRIX DISCIPLINARY DECISION

Selected Matrix Source

User Uploaded Company Matrix supplied as the runtime applicable violation matrix.

Decision Element	Determination
Applicable matrix category	Category 14—Working at Height
Applicable rule	Matrix Row 77
Rule wording	Perform work at height above 1.3 m without permission or corresponding safety measures
Offense number	FIRST OFFENSE, SUBJECT TO HISTORY VERIFICATION
Matrix-prescribed action	PERMANENT REMOVAL
Related rule	Matrix Row 79—No body harness worn as required
Related first-offense action	WRITTEN WARNING
Controlling rule	Row 77, because it most closely addresses the complete critical exposure
Recommended employee action	PERMANENT REMOVAL FROM THE SITE, SUBJECT TO IDENTITY CONFIRMATION AND DUE PROCESS
Retraining	Required before consideration for work at any affiliated site
HR escalation	Required
Contractor escalation	Required

Decision Rationale

The evidence most closely aligns with Matrix Row 77 because the activity occurred above the matrix threshold of 1.3 metres and no corresponding fall-prevention or fall-arrest measures are visible. Row 77 prescribes permanent removal for the involved person at the first offense.

This recommendation is contingent upon:

1. Confirmation that the individual in Photo 1 is the badge holder.
2. Employee and supervisor interviews.
3. Review of work authorization, risk assessment, training, and equipment records.
4. Application of company disciplinary procedure, contractual terms, local labour law, and the employee's right to respond.

The matrix does not assign a specific supervisor penalty under Row 77. Nevertheless, supervisory accountability must be separately assessed under applicable rules concerning permitting, procedure breaches, training, access, and allowing work without company safety procedures.

SECTION 10: CORRECTIVE AND PREVENTIVE ACTIONS

No.	Required Action	Owner	Priority / Target
1	Stop the elevated task and prevent further ladder use under the observed conditions.	Site Supervisor / HSE	Immediate
2	Barricade the work and potential fall-object zone until controls are verified.	Site Supervisor	Immediate
3	Provide a compliant scaffold, mobile platform, or MEWP selected through a task-specific assessment.	Construction Manager	Before restart
4	Ensure the platform has suitable decking, guardrails, midrails, toe boards, safe access, inspection, and status tagging.	Scaffold Supervisor / HSE	Before restart
5	Where personal fall arrest remains necessary, provide an inspected full-body harness, compatible lanyard or SRL, and approved anchorage.	Contractor HSE	Before restart
6	Remove the ladder from use until it is inspected for condition, suitability, footing, angle, and securing arrangements.	Competent Person	Immediate
7	Clear rubble, buckets, and obstructions from the ladder base and access route.	Area Supervisor	Immediate
8	Complete a task-specific risk assessment, method statement, and work-at-height authorization.	Construction / HSE	Before restart
9	Verify working-at-height and ladder competency for the worker and supervising personnel.	Training Coordinator	Within 24 hours
10	Conduct a documented toolbox talk on ladder limitations, fall protection, three-point contact, and stop-work authority.	HSE Supervisor	Before next shift
11	Confirm the worker's identity through the inspector, access logs, and supervisor statement.	HSE / Security	Within 24 hours
12	Suspend and investigate the apparently expired badge; issue a valid credential only after eligibility is confirmed.	Security / HR	Immediate

13	Reconcile "DEMO COMPANY" with "DEMO Construction, Inc." and confirm employer accountability.	Commercial / HR	Within 48 hours
14	Audit all active contractor badges, training certificates, and high-risk-work authorizations for expiry.	Security / HSE	Within 7 days
15	Interview the employee and supervisor to determine equipment availability, instructions, time pressure, and knowledge of controls.	Investigator	Within 48 hours
16	Inspect all ladders and scaffolds in the work area and quarantine noncompliant equipment.	Competent Person	Within 24 hours
17	Conduct a follow-up field audit to verify sustained implementation.	HSE Manager	Within 7 days
18	Review supervisor accountability and apply the closest applicable company rule if authorization, training, or procedural failures are confirmed.	Project Director / HR	After investigation

Restart Conditions

Work may resume only after:

- A suitable access and working platform has been provided.
- The platform or scaffold has been inspected and formally released.
- Required fall protection and approved anchorage are available.
- The work method and risk assessment have been briefed and acknowledged.
- Worker competency and authorization have been verified.
- The area has been cleared and barricaded.
- HSE has completed and recorded a pre-start verification.

SECTION 11: MANAGEMENT DECISION SUPPORT

Management Question	Recommendation
Can the employee continue work now?	No. Remove from the task and suspend site access pending verification and due process.
Is close monitoring sufficient?	No. The current exposure meets the threshold for immediate removal from risk.
Is HR escalation required?	Yes.
Is HSE management escalation required?	Yes.
Is permanent site removal indicated?	Yes, under Matrix Row 77, subject to identity confirmation and procedural review.
Is retraining required?	Yes, but retraining does not replace the matrix-prescribed action.
Is there a possible contractor systemic issue?	Yes—work planning, supervision, equipment selection, credential control, and training assurance require audit.
Is supervisor accountability a concern?	Yes. Determine who authorized, assigned, or permitted the work.
Is Security review required?	Yes, because the badge appears expired.
Is regulator notification required?	No injury was reported; determine local reporting duties if the event qualifies as a dangerous occurrence or high-potential near miss.

SECTION 12: FINAL PROFESSIONAL CONCLUSION

The available photographic and written evidence supports a finding that elevated work was performed from a leaning ladder without visible collective or personal fall protection. The worker was exposed to a foreseeable fall onto hard, uneven, and debris-affected ground, with the potential for fatal or life-altering injury. Immediate stop-work intervention was justified.

The selected company matrix classifies work above 1.3 metres without permission or corresponding safety measures as an offense requiring permanent removal. That action is recommended, subject to positive identification, employee response, records review, and applicable due-process requirements.

The investigation also identifies potential organizational failures involving task planning, equipment selection, supervision, housekeeping, training assurance, and access-control management. Management should therefore address both individual conduct and the systems that allowed the exposure to occur.

SECTION 13: AUTHORIZATION & ACKNOWLEDGMENT

1. Issued By—Inspector / Officer

Field	Entry
Name	_____
Position	Violation Raised By
Date	_____
Signature	_____

2. Offender Acknowledgment

> I acknowledge that the details of this report and the applicable requirements were explained to me. My signature confirms receipt and explanation, not necessarily agreement with every finding.

Field	Entry
Name	_____
Badge No.	_____
Date	_____
Signature	_____
Employee comments	_____

3. HSE Management Review

Field	Entry
Name	_____
Position	HSE Manager
Date	_____
Signature	_____
Decision / comments	_____

4. Project / Site Management Approval

Field	Entry
Name	_____
Position	Site Manager / Project Director
Date	_____
Signature	_____
Final action approved	_____

5. HR / Contractor Representative Review

Field	Entry
Name	_____

Position	_____
Date	_____
Signature	_____
Due-process confirmation	_____

> AI-ASSISTED REPORT WARNING

> This report was generated using the information and visual evidence supplied to the SafeAspect system. AI-assisted visual interpretation may not capture hidden conditions, precise dimensions, events occurring outside the image frame, or the intent of any person. All findings, identity details, matrix decisions, and recommended disciplinary actions must be verified by an authorized HSE investigator, HR representative, and project management before final action.

Legal Disclaimer: This report records evidence-based HSE observations and provisional professional conclusions. It does not replace local legal advice, contractual review, employee consultation, or formal disciplinary due process. References to apparent conduct are not

<div style="background: #17365D;color:#FFFFFF;padding:10px;text-align:center;font-weight:bold;">SAFEASPECT — CONFIDENTIAL HSE, HR, AND MANAGEMENT RECORD</div>

CRITICAL ALERT: Immediate intervention may be required. Stop work may be justified. Management escalation is recommended.