ABSTRACT
In the modern management, human resources are the main axis for the sustainable development. Modern organization are in a competitive world so in addition to a desire to promote customer satisfaction they should seriously consider safety and health and welfare of the personal as the well as protection of environment. Safety in construction industry has always been a major issue. In developing countries improvement in construction safety has been achieved the industry still lags behind most other industries with regard to safety. Implementing safety rules is usually weak, further the work hards at the construction workplace are either not perceived at all. To achieve in this industrial world and sustainable development different approaches have been considered but regardless human resources no process would move towards the desired results thus by observing these fundamentals gaps and evaluating organizational performance and implement procedures to administrate and give direction towards organization policies.HSE sustainable development in HSE is always achievable through continuous improvement implementing a policy directive procedures and evaluating the same by proper tools. Finally the work gauges the EHS pre-gap analysis of HSE performance of a erection site and implementation of HSE procedures and their effects (post analysis).

KEYWORDS: Safety, Construction industry, Pre-gap analysis, Policy directive procedures, HSE procedures, Implementation, Post analysis.

INTRODUCTION
Construction industry plays a vital role in the social and economic development of all countries. The importance and role of construction industry in the economy of any country has been confirmed by several studies, including coble and Haupt. However, when compared with other labor intensive industries, the construction industry has historically experienced a disproportionately high rate of disabling injuries and fatalities for its size [2]. This industry alone produces 30% of all fatal industrial accidents across the European union (EU), yet it employs 10% of the working population in the united states (US) it accounts for 20% of all fatal accidents and only 5% of the employed [3]. In Japan construction accidents, with the to Overall total of industrial accidents with the total being 50% Ireland and 25% in the United Kingdom [4].

The numbers of fatalities within the including are only the tip of the iceberg with thousands of major injuries and even more minor ones resulting and even more minor ones resulting in cost time [5]. Dangers to health and safety exist within the construction industry of its fragmented nature the certain and technically complex nature of construction work the uncontrolled environment in which production takes place, the employment practices and the financial and time pressure imposed upon project participants.
There is a wide variation in economic structures, occupational structures, working conditions, work environment, and the health status of workers in different regions in India, in different status and in different sectors of the economy. Therefore mechanization of the construction industry is not uniform throughout the country. However, as stated earlier, the construction industry plays a vital role in boosting the economy of any country, especially a developing country. It provides the infrastructure required for the other sectors of economy to flourish. Many studies, [1] have shown that construction industry reflects the level of economic development. However, in developing countries, these difficulties and challenges are present alongside a general level of socio-economic stress and a lower productivity rate when compared to developed countries, [6]

Nevertheless, it is generally believed that the industry is a good source of employment at various levels of skills from general labour to semi skilled, skilled and specialist workforce. Other major that impacts on this sector are lack of research and development, lack of trade and safety, client dissatisfaction, and continuously increasing construction coast. Construction within developing countries often fails to meet the needs of modern competitive business in the best value for clients and taxpayers [7]. International Labour Organization attributes the poor health and safety records in construction projects within developing countries to,

- The high proportion of small firms.
- The variety and comparatively short life of construction sites.
- The high turnover of workers.
- The large proportion of seasonal and migrant workers and
- Various trades and occupations working in same area.

In adopting different approaches to health and safety in developing and developing countries, two main differences can be identified. The first is existence of procedural execution of project as per policy directive and its effective implementation, the second is hazard awareness.

**Methodology:**

This research involves the study of the safety audit management system in construction industry. Site review was done to identify the objectives of the safety audit management system, the relevance of using the safety audit management system on construction sites, to familiarize with the various elements used for the audit and to incorporate the most relevant and major elements into the audit that was prepared. The audit score was given to the consultancy. Based on the audit findings, corrective actions and improvement measures were given. Further, the impact the safety audit had on the consultancy was studied.

**Formulating Hse Perfomance Measurement Questionnaries:**

In the study, we used both active and reactive monitoring system by framing questionnaires. The main objective not only determines the immediate causes of sub-standard performance. But, more importantly, to identify the underlying causes and the implications for design and operation of health and management systems.

The questionnaires are framed from six different elements based on,

1. EHS Policy and management system.
2. Health, Safety and Environmental performance measurement.

Evaluating Hse Performance:
Data analyses are done after collecting data and evidence for a period of forty five days displaying it graphically can help to identify trends. Brainstorming is done meetings of employees, supervisors and managers to focus on all aspects procedural changes in execution of projects. The scores are measured after evaluation of the site using questionnaire framed for measuring the HSE performance of our site score analysis is shown.

Data analysis was made after collecting data from construction site and scores are given on individual EHS dimensions, on EHS policy and management system the site score was 50%, on HSE performance Measurement was 25%, on HSE Training and communication the score was 41%, on Contractors Environmental Practices the score was 50%, and on Evaluation of Subcontractors the score of the site was 25%.

The EHS sustainability of the construction site was measured and shown in Figure the site score was 39% and shows the organization concern on EHS system is very low and care need to be taken.

Formulation Of Safety Procedures:
Safety procedures are formulated based on the evaluation of the site and the topics are made on six elements. Procedure topics are listed below.
• Safety Organgram.
• SHE Trainings
• Award and Recognition program
• Safety inspection
• Safety practices- general
• Hand and power tools
• Power tools electrical
• Scaffolding and ladder safety
• Working at height
• Safety in confined space
• Material handling operations manual/mechanical
• Barricades
• Guarding of openings and cut- outs
• Housekeeping and fire protection
• Job safety analysis
• Risk assessment procedure
• Incident/accident reporting an investigation
• Monthly safety performance reporting
• Emergency procedure

Implementing Safety Procedures:
The following steps will help you to establish the major processes and milestones you need to implement successfully a change process for health and safety. The steps will help you to focus on the process rather than on tasks; to concentrate on the goals of managing change rather than getting side-tracked by the detail.

When setting the goals for your plan, it is useful to remember the SMART planning tool:
Specific– set objectives (action or events) that have observable outcomes.
Measurable– you need to have the means to track your progress and measure whether you achieve the outcome.
Achievable– your goals should offer you a challenge to meet but not be so much of a challenge that there is little chance you will achieve them.
Realistic– similar to being ‘achievable’, your goal needs to be something that you can reasonably make real in your business. For example, having all employees trained in first aid is an achievable goal, but achieving this within three months may not be realistic.
Timely– have a timeframe for achieving your goal. Tasks without deadlines do not get done.

When you implement the plan, the process itself will take care of the tasks and ensure that appropriate resources are provided and priorities set. The Health and Safety Improvement Cycle is a roadmap to reducing workplace injuries and illnesses. It is a guide for building comprehensive workplace health and safety systems. The Health and Safety Improvement Cycle provides a continuous process of improvement. By working through the Cycle, you can set up and support the comprehensive health and safety systems required to keep workplaces safe.

Post Evaluation Of Hse Prefomance:
Safety observation works best when everyone is involved, not just the employer. When observing the people around you, look for and by evaluating through the questionnaire framed around six different dimensions as discussed in 3rd element of this paper.

Data analyses are done after collecting data and evidence for a monthly displaying it graphically can help to identify trends. Brainstorming is done by meetings of employees, supervisors and managers to focus on all aspects procedural changes in execution of projects.
Data analysis was made after collecting data from construction site and scores are given on individual EHS dimensions, on EHS policy and management system the site score was 73%, on HSE performance Measurement was 61%, on HSE Training and communication the score was 41%, on Contractors Environmental Practices the score was 67%, and on Evaluation of Subcontractors the score of the site was 63%.

The EHS sustainability of the construction site was measured and shown in Figure, the site score was 39% (Pre-evaluation) and shows the organisation concern on EHS system is very low and care need to be taken. The scores are measured after implementation of policy driven procedures.

Conclusion:

Construction industry plays a vital role socio-economic development of a country. There was no qualitative measurement at our site earlier but, measurement was done only by judgment of a person which may differ from one person to another based on skill, competency and knowledge. In a competitive situation our management to promote customer satisfaction they acted seriously on safety and health and welfare of the personal as the well as protection of environment and decided to evaluate and focused on the HSE performance. On our study, evaluated the construction site and found a sustainability score of 37%.

Policy driven procedures are formulated and implemented there was an evidence of improvement in HSE performance to 57% and is possible due to commitment form top level till bottom level of the management. In construction sites immediate improvements are not possible, HSE goals may be can be achieved through continuous improvement in key areas such as safety organization, proactive safety planning, management commitment, and individual-labour behaviour and working on further improvements.
REFERENCES