

July 1997

Presentation on "Construction Safety Training" by Gerry Mulholland and Warwick Adams.

This part of the meeting looked like a bit of a disaster-in-the-making as Gerry and Warwick ambled rather embarrassingly to the front of the audience and apologetically explained to Charles Johnson that they really hadn't had time to write anything down!!!! (**Secretary's Note:** No, Charles, I couldn't quite accept their reason about "pressure of Work", either!). Fortunately these two old dodderers were saved by a very resourceful, young member of the Tilbury Douglas Safety Section, **James Green**, who just happened to have with him a collection of slides that somehow he managed to shuffle about in time to keep up with the ramblings of the other two!!

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Their Aim was to set out guidance for Employers, Clients and Principal Contractors on the Training Standards which they should expect and demand for Construction personnel at several levels in the Management chain. They went on to trace the legal requirements back to

- The HASAWA, Section 2 (2) (c)
- The MHSWR 1992, Reg. 11, Capabilities and Training
- The C(HSW) Regulations 1996, Reg. 28, Training AND
- The CDM Regs.
 - Regulation 9, Provision for Health and Safety.
 - Regulation 17, Information and Training.

Then they described the standards of training needed at various levels within construction companies:-

- **THE SENIOR MANAGER:-**
 - Needs **Sufficient Knowledge and Training to enact his role.**
 - How **Ongoing Training(i.e. Refresher and specific courses to manage safety - like IOSH Working Safely)**
- **THE SITE MANAGER:-**
 - Needs **Sufficient Knowledge and Training to Manage Safely on Site.**
 - How **Ongoing Training(i.e. Refresher and specific courses to manage safety on Site (CITB, The Site Management Safety Training Scheme)**
- **FIRST LINE SUPERVISOR:-**
 - Needs **Understanding of their own responsibilities and the standards of safety for their section of the works.**
 - How **Specific Training (i.e. Accident Prevention, health and**

safety management and the standards of health and safety provision required).

- **OPERATIVES:-**

Needs:-**Sufficient awareness of the hazards associated with their operations to prevent injury.**

How:- **Induction Training, Toolbox Talks, PPE, COSHH, Method Statement Briefing and General Safety Awareness Training.**

Because of the critical effect of training on safety it is becoming increasingly more important to be able to verify training standards on site. Smart cards are a way of doing this effectively, with the bearer's photograph to make forgery more difficult. Essential information is Date of Expiry and Type of Plant/Work covered, both of which must be checked carefully before anyone is allowed to start work on site. Specific activities covered by formal schemes are:

- **Scaffolders** **Industry Scheme - Union backed**
- **Plant operatives** **Industry Scheme**
- **Rider Operated Lift Truck** **Approved Code of Practice**
- **Demolition** **Industry Scheme**
(Although this is not compulsory, it is VERY important)

Other activities requiring special training are:-

- **Woodworking Machines** **Fire**
- **Abrasive Wheels** **COSHH**
- **First Aid** **Provision & Use of Work Equipment**
- **Confined Spaces** **Safe use of Electricity in Construction**

A pitfall to be very wary of is 'Plant Hirer's awareness familiarisation' which should, on no account, be mistaken for an acceptable standard of training!

Certain Client Groups had particularly hazardous conditions to safeguard against which demanded very tightly controlled Safe Working Procedures often using written Permit-to-Work documents. Examples quoted were:-

- Passport to Safety - British Steel.
- Petrochemical Industry - "Hot Work" Permits.
- Offshore Installations.
- P.T.S, - Railtrack

At this point there was a timely 'pre-planned' interruption from **Brian Dunckley** (Balfour Beatty) who gave us a very quick appraisal of the Railtrack Track Safety procedures. Gerry and Warwick thought that this might be of special value to

members, in view of the significant amount of Railtrack work to be started in the near future.

Then Gerry and Warwick neatly summed up the whole issue of Competence with the acronym **KATE**:-

KNOWLEDGE

ABILITY

TRAINING

EXPERIENCE

Charles Johnson thanked the speakers and asked the audience if they had any questions. Discussion time was started off by **Mike Luke of County Safety Services (Tel 0121 447 8277)**, who offered a free loan of a video on Safe Working at Heights to any BHSA Member.

Bob Cartwright asked a question about standards of signing on roadworks and who polices them? **Eddie Marshall** said that standards were laid down in a Department of Transport COP and that the Local Authorities were responsible for policing that. The Secretary added that the local Authorities would act on any telephone reports by BHSA Members to these numbers:-

- Staffs County Council John Crowther 01785 223121 E6571
- Birmingham City Council Highways 0121 235 6000

Terry Billington noted that there is a City & Guilds 5 Day Course on this topic.

Secretary's Note: BHSA member **Ray Hesson** can advise on this area of work (Tel: 01922 51405)

Mike Palfreyman was interested to what extent Auditing was highlighted. **Warwick** replied that it was advanced within the CDM Regs. But that more accredited organisations needed recognition. **Gerry** added that there was a need to Monitor, Manage and Audit. **Bob Cartwright** suggested that one route to maintaining higher standards of training was to make it more prescriptive by law.

Eddie Marshall voiced the opinion that legal requirements were quite prescriptive now and to increase the detail now might make the situation more restrictive. As we saw with the KATE approach, training was not the be-all and end-all; site familiarisation and developed skills were also vital, as well as the correct attitude to the job. **Bob Cartwright** added that in the case of Fork Lift Truck Training the operators knew about the ACOP, but when it came to a hazardous activity like Roofworking the attitude was very often "What training?".

Mike Hoare said that it was the responsibility of the employer to ensure a safe system of work and **Terry Hollinshead** added that it was Managers and Supervisors, as much as operators, who needed training. **Gerry** agreed with that and **Bob Cartwright** supported them by adding that, on contracts where Clients had funded Supervisory Training, it had worked wonders.

Members will have concluded from the opening paragraph of this report that the speakers adopted rather a novel style to their presentation and Charles Johnson thanked Gerry, Warwick, Brian and James for their refreshingly different approach - They had obviously been "pulling our legs" when they started, because they produced a copy of all their slides for each of the audience to take away as an excellent handout afterwards. They also made sure that we had obtained copies of the following free HSE leaflets:-

- **IND(G)213(L), 5 Steps to information instruction and training.**
- **IND(G)235(L)A guide to information instruction and training: common provisions in health and safety law**