

project safety matters

aps association
for project
safety

Issue 11 | Winter 2019

The voice of good practice in design & construction,
health & safety risk management

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(not just body)



Coming up next year:

National CPD, Spring and Summer 2020

Design risk management: The cross-institutional approach

The next National CPD series kicks off in March next year and takes place across the UK in all 16 of APS' regions; this is an inclusive event. APS associated, CMaPS, IMAPS and fellow members do not pay a charge to attend.



About this event

Paul Bussey, representing RIBA, Tony Putsman, representing ICE and Stephen Coppin, a fellow of CIOB have come together to share their views with you on the technical and implementation aspects of design risk management.

The CDM 2015 regulations cover every structure from nuclear power stations to domestic house extensions so they are intentionally very flexible; allowing a huge variation to interpretations. This event will explore this flexibility.

It has become very clear that CDM integration into projects at the design stages has a hugely different focus than that required at construction stages. The design stages need to concentrate on strategic multi-factorial "significant CDM issues" including multiple hazards, risks and benefits, whereas the construction stage CDM design analysis relates to the more one-dimensional buildability issues of day-to-day construction. These different outputs need to be better understood by everyone involved in the project.

This will include looking at visualisation and rehearsal of scenarios using digital technology which can help identify and manage risks earlier by tracking the project from inception to operation and use of that asset.

This event will explore all these issues and delegates will go away with a greater understanding of the term "design risk management" providing clarity and bringing together a widely differing set of interpretations.

Booking will open very shortly.
We will email you when this happens.

And keep an eye on www.aps.org.uk/events



Paul Bussey



Stephen Coppin

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While we aim to use images that demonstrate best practice in this magazine, some are for illustrative purposes only.

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APS festive opening hours

APS will be close for the festive period on Friday 20 December 2019.

We re-open at 9am on Monday 6 January 2020.

**Have a great holiday and see you in the New Year
- All the staff at APS.**

CEO's foreword

As the year winds down to its end, the Association for Project Safety has just had to say farewell to one of its greatest champions. Many of you will have known the remarkable Alistair Norrie. We were all stunned by his untimely death on 20 November 2019. We remember him on page 29. As the shock wears off, I think we should honour the man and his life of hard work and service by working to make our own small corner of the world a better and brighter place.



Lesley McLeod

When you unwrap this edition of Project Safety Matters you'll get some of the usual stocking-fillers with updates on industry news – including [on pages 18 and 19] information about the latest Construction Industry Council's pan-industry efforts to address the fall-out from the Grenfell Tower disaster and our Christmassy round robin of information from the regions, as well as a catch up on things closer to home.

But there are all the festivities to get through first.

For lots of people Christmas is all about the tinsel and the fairy lights. Or the presents. It may be a time for traditional gifts or hi-tech toys – we have some fascinating insights on page 6 from Cristina Savian the founder of Be Wise on the uptake of technology in construction and President Stella – page 30 – has it on her little list for the new year.

And, of course, the festive season is seen as a time for family and friends, overeating and parties. I think, in the back of our minds, everyone hopes for the kind of happy holidays we all remember from Frank Capra films, the music of Bing Crosby and carols from Kings. But it can be a profoundly lonely and distressing time for many. So, in this edition of Project Safety Matters we are taking time to highlight what we can all do to insulate ourselves from the worst that life can throw at us.

The APS directors have been looking forward to 2020 so the association can focus its efforts on some key aims and objectives. We will be publishing the new APS strategy for the coming five years in spring but I'd like to highlight one of our key themes now. And that is the pressing issue of mental health.

The construction sector has an unenviable record when it comes to looking after the wellbeing of workers. People working in construction are far more likely to suffer – and largely suffer in silence – from mental health problems. Some of it is cultural with people still feeling it is a sign of weakness to admit they need help. Some of that can be structural – people are often working far from home for extended periods and this can uproot people from family and community support. There are stories of this kind of disconnected living leading to gambling problems or trouble with drink or drugs. So I was interested to read an interesting piece by Paul Yates of Intelligent Fingerprinting – on page 12 – looking at how workplace drug testing can make construction sites safer.

But identifying the issue can only go some way to addressing the root cause. We have some helpful advice and information – on page 8 – from Steve Perkins on how good and robust mental health practices also make sound business sense and – on page 14 – Caroline Philipps and Alexander Elliott, from



*...everyone
hopes for the
kind of happy
holidays we all
remember...*

the employment team at Fladgate LLP, show the other side of the coin taking you through your legal responsibilities – as well as the consequences of failing to address mental health problems just like any other workplace health issue.

But it is not without hope. Claire Trundle from Readie Construction – on page 10 – is a star everyone can follow with example of best practice and Joscelyne Shaw from Mates in Mind, pages 15, 16 and 17 holds out a hand to those so they don't have to struggle on alone. Our own President-elect, Jonathan Moulam, fills in – on pages 22 and 23 – the last remaining corners with his thoughtful piece on mindfulness.

APS is looking forward to the turn of the year, and we are getting ready for the next round of national CPD sessions – we are going to be concentrating on Design Risk Management and in 2020 we have a piece from our own three wise men – Paul Bussey, Tony Putzman and Stephen Coppin – giving you a taster for the series before it kicks off in March next year. Watch out for more details coming to an in-box near you in the new year.

So, all that remains from me – and everyone here at the Association for Project Safety – is to wish you and yours a welcome break over the holidays and for a safe, happy and healthy 2020.

New year – going environmental

From next year, if you receive a printed copy of Project Safety Matters (PSM) it will be printed on environmentally friendly paper. Starting with the first edition due out in Spring 2020.

The paper we will be using is Edixion Offset and has the following environmental accreditations and certifications:

- Forest Stewardship Council (FSC)
FSC harnesses market demand to ensure forests are responsibly managed. Because FSC is the gold standard in forest certification, it is the only system supported by groups such as WWF, Sierra Club, Greenpeace, Natural Resources Defense Council and National Wildlife Federation.

- ISO 14001
- The Eco-Management and Audit Scheme (EMAS)
- Elemental Chlorine Free (ECF)

We are also changing to a matt finish rather than a glossy finish. Apart from that, PSM will still have the same look, feel and quality.

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When PSM is due out, we'll email you a link which allows you to read and download your copy.



Digital twins - the buzz in the built environment

It wasn't so long ago when the only virtual world that existed was within the bounds of our own imaginations or the channels on a black and white TV. Well, times have changed, and as we move into an era of breakneck technological advancement, the line between the real and the virtual realm has become more and more blurred. Cristina Savian, CEO and founder of Be Wise explains what digital technology in construction needs to look like.

Author: Cristina Savian, CEO and founder of Be Wise

In construction the use of digital technology lags behind other industries, and it is time for construction professionals everywhere to play catch up with other industries and start leveraging the amazing functionality of digital technology to facilitate and improve construction regardless of the field or niche.

Manufacturing, the automotive industry, aerospace and the education sector, have been using what is called a "digital twin" for over the last 15 years. A digital twin is simply a digital replica of the physical processes, products and systems of, in the case of construction, the built asset under construction. This technology is soon expected to become an integral part of any construction process as it has the capacity to support and enhance decision making.

The concept of the digital twin is one of the most advanced forms of technology. The name digital twin came into use in the year 2002 but the concept has been around since the seventies used by NASA for moon exploration operations including Apollo 13 and Mars Rover Curiosity.

The digital twin has three components; the virtual replica, the physical asset and the connections between the two. The purpose of the virtual replica is to be a digital equivalent of the asset throughout its lifecycle with the ability

to create, test and build a physical asset in a virtual environment to avoid wastage or loss, and optimise performance. The virtual replica gathers all data and specifications from the various stages of the asset which can be used in operations and maintenance.

The pairing of virtual and physical concepts makes it easy to monitor systems and analyze data to prevent the problems before they even occur. The data gathered from the digital twin may include temperature, humidity, lighting, security systems and other essential details about the physical asset. All the information gleaned can be integrated into a digital model which allows all stakeholders to get relevant insight regarding the physical assets by simply enquiring of the data available.

The digital twin application can bring huge benefits to construction and building management. A digital twin makes it possible for architecture, engineering and construction professionals to have a full grasp of all different aspects of the building as they interact with each other throughout its entire lifecycle. This means it becomes possible to predict where there may be failure and to step in and prevent this happening. The advance information the digital twin provides also means that maintenance is scheduled in the most timely way.



Cristina Savian

Digital twin technology can enable us to access precise information whenever it is required...

A further important benefit is the ability to run simulations and "what if" scenarios to get an accurate understanding of how possible changes would affect the built assets. If an aspect of the building is changed, such as a replacement of all windows, the digital twin can assess the impact of this change with lighting, room temperatures, airflow, noise and energy use, overall maintenance cost and schedule. A digital twin can evaluate the building's physical characteristics as they interact with each other, often in near real-time.

Digital twin technology can enable us to access precise information whenever it is required, and experiment in a virtual digital environment, but also introduces elements of responsibility, accountability, as well as productivity and efficiency along the lifecycle. Most importantly, this technology can also help avert any hazardous security situations and helps to strengthen the safety of construction sites. If the digital replica is enhanced with a 3D geometrical representation of the asset it can improve communication amongst professionals as well as the user experience for all stakeholders.

Bringing new technology to bear upon the construction process, brings challenges. The technology collects and integrates a massive amount of data. This requires ongoing management throughout the lifecycle of the asset and must be kept secure. Much more significantly, all the information collected has to be structured in a useful, intuitive and searchable manner so that it can be easily used by anyone that needs it.

This is vital if this technology is to provide the immense array of benefits it can. It is not enough to just put it in place. Users must understand how to use it. There is a tendency to underestimate the importance of user training however arguably this is as vital as the components in the digital twin.

This disjointed approach was highlighted when I visited a major newly built "smart building" in central London. It is equipped with thousands of sensors that track how it is performing, but when I asked the facilities management team about how they used the data, they said they didn't even know how to open the files

let alone use the data to manage the building.

Adopting the digital twin approach will mean we all have to shift the way we currently do things during design and construction, and this will need additional investment to train users in how to use the technology correctly. This will involve increased costs at the start of a project but the benefits to health, to safety and the reduction in operational costs will more than justify it.

With the increasing demand for housing and infrastructure and with a declining profit margin, the adoption of innovation and technology is undoubtedly the only way forward to meet the demand, and operate a more sustainable built environment. The digital twin is a milestone innovation in the construction industry and while it involves minor challenges, the benefits it can and will deliver are immense.

Cristina Savian is the founder and managing director at BE-WISE, a consultancy firm specialising in helping start-ups and SME to scale-up and bring new technology into the construction market.

Cristina has over twenty years' experience in engineering and technology industries, from design to operations and management. She's worked on everything from traffic engineering schemes in the UK and Italy through to covering operations during the London 2012 Olympic and Paralympic Games, as well as covering several global roles as technical and commercial lead across Europe at Autodesk.

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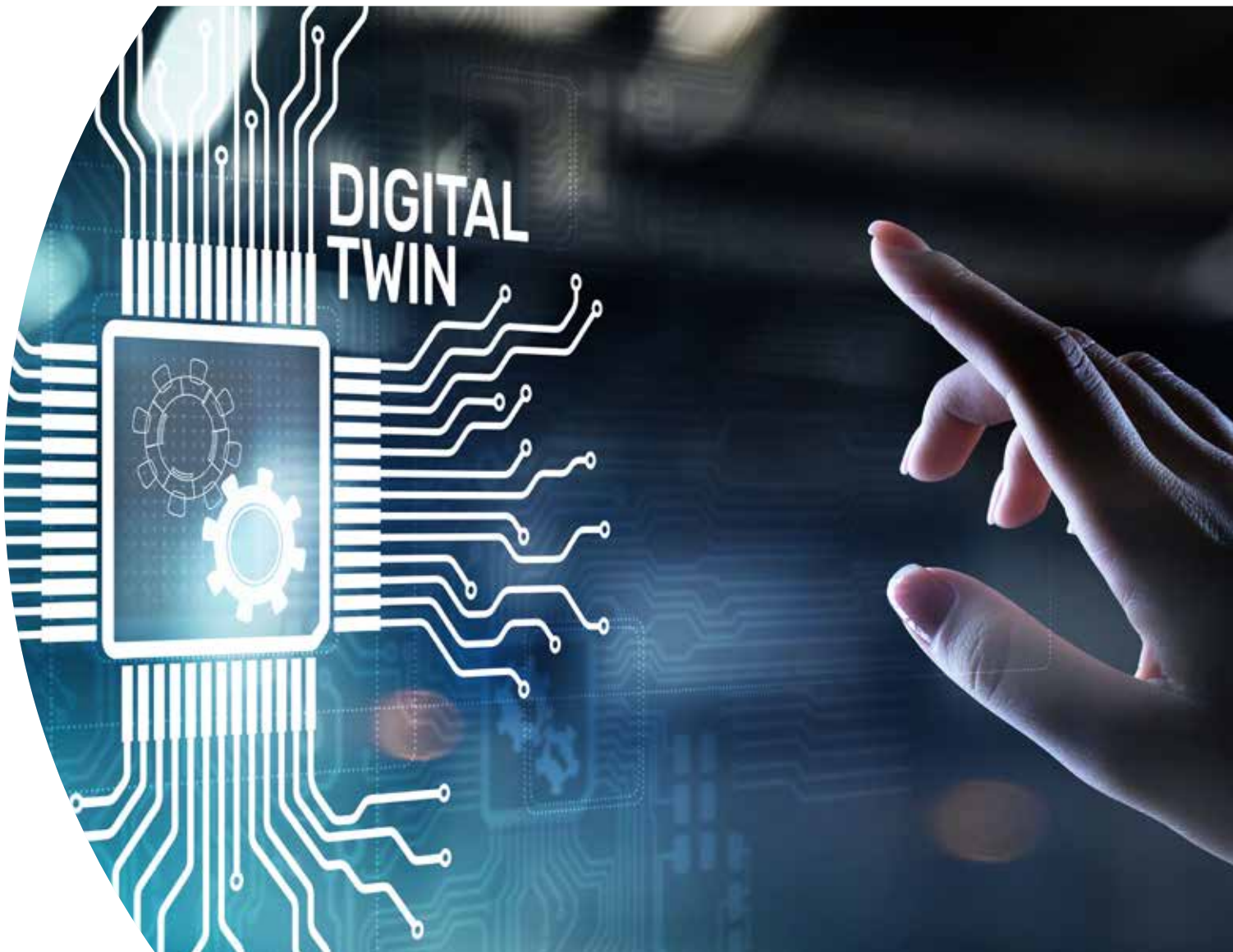
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BE-WISE

Innovation - Technology - Digital Transformation
ADVISORY AND CONSULTANCY SERVICES



Building health and wellbeing into your business strategy

We say “health & safety”, but for decades what we’ve really meant by that is accident prevention. One hundred years ago UK businesses killed 5,000 workers every year from accidents. Now it’s down to less than 150; still too many, but an achievement to be proud of nonetheless. However, according to the HSE, in the UK today total work-related deaths stand at 13,000 per annum. Only 1% of all those fatalities are due to accidents. 99% are due to non-communicable disease caused by exposures in the workplace. And construction is one of the worst sectors with an estimated 3,500 work-related cancer deaths and thousands of new cases each year.

Author: Steve Perkins, Managing Director, Steve Perkins Associates

Health spectrum

To address health and wellbeing strategically, organisations need to consider how work affects health and health affects work. Many begin with a focus on health promotion providing activities like free health checks, gyms, yoga and fruit. This is often accompanied by personal support programmes such as employee assistance, mental health first aid and access to occupational health. Moving beyond this requires consideration of organisational arrangements and how health is embedded into culture, vision and values. But we also need to consider people’s basic needs and the health implications of pay, working hours, welfare facilities and job security. Finally what often gets left until last is a focus on prevention i.e. controlling the health hazards our people are directly exposed to by the work we give them; things like dust, fumes, vibration, noise, diesel emissions, musculoskeletal dangers and stress, which are all too prevalent in construction.

Do no harm

All of the elements listed above obviously play a part in tackling health and wellbeing, but isn’t our first duty to “do no harm” as the Hippocratic Oath puts it? And of course controlling worker’s exposure to harmful

exposures is an employer’s legal duty under the Health and Safety at Work Act. So rather than leaving prevention as the last element in our strategy when it comes to health I would argue we need a major reassessment of priorities and to move to a culture that places prevention first.

If we were discussing safety culture and I said to you that my organisation’s entire strategy consisted of training first aiders you would be shocked. Yes you would say, that’s a start, but it’s woefully inadequate if that’s your whole game plan. What about risk management, systems, competent people, leadership, culture and engagement? Safety is primarily about prevention you would say. It’s exactly the same with health and wellbeing. Prevention really is better than a cure.

It’s been encouraging in recent years to see this message gain more prominence through the development of groups like the Health in Construction Leadership Group (HCLG) and campaigns such as Go Home Healthy (HSE), Breathe Freely (BOHS) and No Time to Lose (IOSH). But, we now need to see increasing awareness of health risks turned into accurate assessment and effective control of workplace exposures if things are actually going to change on site.



At the centre must be a clear vision that everyone is protected at work and not just fit for work.

Construction ill-health

According to the HSE there are over 80,000 work-related ill-health cases in construction (either new or long-standing) with musculoskeletal disorders topping the list. As well as the occupational cancer cases mentioned earlier, workers suffer from other lung diseases such as silicosis and COPD. There are also thousands of cases of other ill-health conditions like occupational asthma, hand arm vibration disorders, contact dermatitis and noise-induced hearing loss. The economic impact of just the new cases of work related ill-health is estimated at £571 million, which doesn’t include the costs of existing long-latency diseases. In an industry where recruitment and retention are becoming increasingly challenging this is not a good picture morally or economically.

Big picture

How do we begin approaching workplace health and wellbeing strategically when it can seem complex, technical and outside the comfort zone of many safety professionals? There is much learning we can take from our experience of managing risk in safety that can be applied to health, but we need to understand that a key difference is the multi-disciplinary nature of health.

The classic understanding of health at work comes under the banner of occupational health. This is the clinical arena that’s concerned with managing the health of workers as it is today. It covers the work of doctors and nurses on things like fitness for work, health surveillance and rehabilitation. The second component of health at work is wellbeing. This is primarily about



promoting healthy lifestyle choices at work. It brings the modifiable factors of public health into the workplace with obvious benefits for both individuals and employers.

The third component of health at work is occupational hygiene. This is all about protecting people from workplace health risks. These are the risks the workplace itself creates; the man-made and entirely preventable risks. This dimension is the province of the scientific and engineering expertise of occupational hygienists. It's not about clinical health and treatment or good lifestyle choices. It's about prevention. And it's the solution to employer's legal duties on workplace health.

Occupational hygiene

Occupational hygiene is an applied scientific discipline that deals with anticipating, recognising, evaluating and controlling physical, chemical, biological and psycho-social exposures in the workplace. Well known in sectors such as oil and gas, mining and pharma, occupational hygiene has been less familiar in construction aside from a few major national infrastructure projects although this is now slowly starting to change.

Occupational hygiene has a key part to play in both the design and build stages of construction. The health risks created on site in build processes such as cutting, grinding, spraying, coating, welding, manual handling etc need the accurate assessment and effective control of occupational hygiene. But there is also significant scope for improving design processes to eliminate the "need" for some of these risks before build even begins. To achieve this we need to see an improvement in design education and training to incorporate a better understanding of health hazards present in construction materials and processes and a better interpretation of health hazard and risk data. We also need design innovation to improve control of health risks at source rather than relying on the "last line of defence" (PPE).

Prevention strategy

So what does "good" look like when it comes to protecting health in an organisation? At the centre must be a clear vision that everyone is protected at work and not just fit for work. To achieve this vision there are five critical success factors (CSF) that flow in a cycle; starting with hazard awareness, moving into health ownership, then proper risk management, leading to real culture change and finally protection assurance, as the feedback mechanism to check that controls that are implemented give the benefits that were expected.

Underpinning these CSFs are five strategic enablers: stakeholder engagement; leadership coaching; competent people; leading indicators and effective systems; these are the key tools needed to ensure the success factors are achieved.

In many ways they are no different to what you'd expect to find in any culture change management programme. That's because to make the transformation that's needed on health in construction, isolated initiatives won't do it. As has happened with safety culture in many organisations over recent years, we now need a health culture transformation. Embarking on this approach is a journey; as with all culture change programmes, there are no quick fixes. But the prize in terms of



Steve Perkins
MA Oxf CDir
FloD FlntP

employee health and wellbeing as well as the economic benefits is significant.

I have had the privilege of speaking at a number of national construction industry conferences. At one such event I spoke about the huge burden of occupational disease and how a strategic approach to prevention was needed. A SHE director asked me afterwards, "are you saying to me that after all the effort we've put into strategy, systems, training, competency and culture on safety, we've now got to do the same thing for health?" After pausing to reflect I replied, "Yes, what else were you thinking of doing?"



Steve Perkins is the Managing Director of Steve Perkins Associates Limited. This specialist consultancy provides strategic consulting and coaching services in the area of occupational health and safety, with particular emphasis on worker health protection. www.steveperkinsassociates.com

Steve is a chartered Director and a Fellow of the Institute of Directors and the Institute of Physics. Prior to his current role Steve was the first CEO of BOHS – The Chartered Society for Worker Health Protection.



Making mental health support the norm

With increasing awareness across the construction industry on how mental illness affects workers and organisations, many companies are developing strategies to make sure workers needing support with mental health issues can get it. Claire Trundle, Head of HR at Readie Construction Ltd, tells us how her organisation is going about it.

Author: Claire Trundle, Head of HR, Readie Construction Ltd

Readie Construction are a main contractor, who specialise in the design and construction of buildings within the retail, logistic, industrial and related sectors. We have always strived to maintain a happy work force, and our ability to do so is something we are extremely proud of.

Mental health is an everyday part of normal life and affects everyone at some point. According to statistics released by the NHS (Ref: <https://www.england.nhs.uk/wp-content/uploads/2016/02/Mental-Health-Taskforce-FYFV-final.pdf>) a massive one-in-four people experience mental health issues each year. It is therefore essential that we can offer additional help to all our employees.

We recognise the pressures of everyday life and want to promote the importance of maintaining good mental health. We have therefore made it our mission to not only maintain positive mental health, but also to ensure that all staff are equipped to be able to offer support, and those who are struggling have someone to reach out to when they need additional support.

Mental ill health is often invisible in the workplace; and those who are suffering are often reluctant to disclose their struggles. We quickly realised that it is something we should be promoting and actively supporting

in order to maintain our high morale. The increased awareness gave us the push we needed to consider implementing a formalised support strategy to help our employees.

We are very lucky to have a receptive and understanding culture within Readie, one where ideas are openly welcomed and supported. So when the initial proposal was put to the table, our senior management team were happy to support us in rolling out a formalised training plan. Initially, we had considered organising training across all our employees via e-Learning. However, to be able to



We recognise the pressures of everyday life and want to promote the importance of maintaining good mental health.



provide the best support, we felt that a more personable approach would be of greater benefit. Mates in Mind are a charity who promote positive mental health in the workplace; as supporters we are able to utilise their assistance and organise face-to-face awareness training.

We want to give everyone the facilities they need to be able to detect the signs of mental ill health and deal with any issues confidently and effectively. The bottom line is, we want to promote good mental health, equip our teams with the tools and practical guidance to spot the signs, and from there be able to offer the right support. We would like to have everyone involved, not because they have to, but because they understand the importance and significance of maintaining good mental health. We have therefore asked for volunteers within the business to form a wellbeing group and become mental health champions. This will enable us to gain genuine feedback and insight into the struggles faced, and support needed, to ensure an effective approach to supporting mental health in the organisation.

The plan going forward will complement our existing culture. Our long-standing Employee Assistance Programme (EAP) remains in place and is accessible to staff 24/7.



Ultimately, we want to protect and aid those who are already experiencing mental ill health and encourage others to look after theirs. In order to do this, Readie have decided to roll out mental health awareness training. We already have a number of staff attend training run by Mental Health First Aid England, and have achieved mental health first aider status. Through this they have gained an understanding of mental health and have received practical guidance on how to support our teams, as well as where to guide people in need of further support. This guidance has enabled us to devise a plan of action for future mental health first aid training.

Due to the nature of our business, we have site teams based in various locations around the country, it was important that we got the message right and communication reached everyone. We want them to also benefit from mental health first aid training. In order for us to fulfil our

goal, it is not enough to limit training to Head Office staff. We therefore intend to have mental health first aiders available and easily accessible at every site.

We can already see that mental health is being talked about more widely throughout the company. Our hope for the future is to embed the idea that mental health can be talked about as easily as other health and safety, HR and day-to-day topics. Studies have shown that promoting good mental health has a positive effect on retention. Over time we will be collating the relevant data to build a picture of mental health in our organisation. This will enable us to formulate a comprehensive plan that will allow us to target specific or common issues that may arise.

Mental health issues are a normal part of life. Let's continue the work to reduce stigmatising attitudes and encourage conversations.



About Readie Construction

A main contractor and leading specialist in the industrial, logistics, retail park and related sectors, delivering over 4 million square feet of space every year.

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Simpler, faster drug testing for construction firms

According to the latest European Monitoring Centre for Drugs and Drug Addiction country drug report, cannabis use among young UK adults (15-34) was at 11.5% last year, while cocaine usage in the same group was at 4%. That's not the highest usage rate in Europe, but it does show just how widespread drug misuse is - and should be considered when it comes to workplace health and safety in the construction sector.

Author: Paul Yates, Intelligent Fingerprinting

Given these usage levels, it's clear that employee drug testing has an important role to play in underpinning an active and effective workplace drug misuse policy. However, testing regimes vary and need to be defined within specific company policies. They can range from pre-employment screens and induction testing to for-cause or post-incident investigations, and may also include random screening of all employees - or simply those in safety-critical roles.

So, construction firms need to think carefully about selecting the drug test method that best meets the requirements set out in their drug policy. For example, while some employers have a zero-tolerance approach towards drug taking by employees at any time, other companies consider that what their employees do in their leisure time is their own business - providing they are fit for duty when they arrive at work.

Regular testing clearly has a role to play in discouraging and identifying

drug use amongst employees, particularly as tackling drug misuse is an important employer requirement in order to maintain a safe construction environment. Any kind of employee impairment in this sector is highly risky - not just for the staff involved, but also for a firm's customers, its reputation and the wider general public.

In a high-risk environment such as the construction business, there's also a requirement for firms to deliver on their corporate responsibility obligations. There are potentially serious consequences for failing to do this. The Misuse of Drugs Act makes it an offence for managers to knowingly allow the taking of drugs on workplace premises, while in its 2019 Drug Testing in the Workplace guidance for workplace representatives, the TUC has clearly reiterated its position that the use of mind-altering substances - whether legal or illegal - has no place in the workplace.

At the same time, the TUC has also stressed the need for employers to



The test can be administered by one person with minimal training requirements, and features none of the privacy, hygiene or waste disposal issues associated with conventional tests.

negotiate "a comprehensive drugs and alcohol policy that addresses these issues in a fair, open and non-judgemental way". This is perhaps a recognition that, until now, workplace drug testing has often been challenging. Factors such as the potential requirement for gender-specific staff to supervise some types of sample collection, and the need for separate prepping and sample collection areas can result in significant inconvenience, costs and hygiene concerns. Given this, it's perhaps easy to see why many construction firms find the whole drug screening process difficult!

Challenges posed by traditional point-of-care drug tests

Implementing an effective drug testing programme can prove challenging when using traditional point-of-care drug tests that typically involve the collection of urine or saliva samples. There is also a growing view that these approaches may take up more time, planning and expense than is needed to support a construction firm's drug screening policy.

Workplace drug testers will know, for example, that urine or saliva testing can be unhygienic, time-consuming and undignified. They will also recognise that the longer window of detection offered by urine testing can prove less beneficial for fitness for duty testing because drug use several days earlier - at the weekend, for example - may be detected even though the employee is no longer under the influence at the time of testing. That's why employers need access to a portfolio of workplace drug testing approaches, so they can apply the testing method that's most appropriate for each specific testing scenario and to their company's drug testing policy.

For urine-based tests, sample collection is sometimes observed in order to reduce the chance of sample adulteration or substitution. This requires gender-specific collection staff and specially prepared collection areas, not only increasing the cost of screening but also limiting a construction company's ability to carry out spontaneous or off-site tests. While oral fluid (saliva) testing is simpler and more versatile than urine screening, saliva remains a biohazard and can prove difficult to collect if an individual has a dry mouth - a common side effect of many drugs, both illicit and clinically prescribed.



Urine or saliva tests also present an issue when testers need to dispose of samples once a drug screening test is complete. Handling and disposing of biohazardous body fluids and bulky body fluid collection kits is an unpopular, messy task that adds to the cost of each test and also results in unnecessary environmental waste disposal activities.

Until now these legitimate practical factors have often frustrated the implementation of practical and cost-effective screening programmes across the construction sector. There has clearly been a growing requirement for a simpler, quicker, cost-effective and less invasive approach to workplace drug testing.

Fingerprint-based testing – more dignified, faster and cost-effective

A new and convenient way to screen for construction firms to test for drug misuse is to collect and analyse fingerprint sweat. In common with body fluids such as urine and saliva, the sweat of a drug user contains tell-tale drugs or drug metabolites which have been excreted by the body. These substances are detectable in minute amounts of sweat, even in the traces of an employee's fingerprint.

The new fingerprint-based drug test is designed and manufactured by British company, Intelligent Fingerprinting. The Fingerprint Drug Screening System is quick, easy-to-use and non-invasive, providing a hygienic and dignified means of supporting a wide range of workplace drug testing scenarios – from pre-employment screens and induction sessions, through to for-cause tests and post-accident investigations.

Drug testing wherever and whenever it's needed

Intelligent Fingerprinting's drug testing solution features a small, tamper-evident drug screening cartridge onto which ten fingerprint sweat samples are collected – a process which takes less than a minute. A portable analysis unit then reads the cartridge and provides a positive or negative result on-screen for all drugs in the test in ten minutes.

Using this fingerprint method, employers can carry out drug testing at a time and place to suit, without any advance preparation. The test can be administered by one person with minimal training requirements, and

Paul Yates is Business Development Director at Intelligent Fingerprinting, a company that specialises in the development of non-invasive, fingerprint-based technology for use at point-of-care. The company has developed the world's first portable fingerprint-based drug-screening system. Find out more at www.intelligentfingerprinting.com



features none of the privacy, hygiene or waste disposal issues associated with conventional body fluid tests. This makes it ideal for constructors looking to support truly random and spontaneous workplace testing as part of their employment policies, as the test is particularly easy to implement wherever and whenever it is needed – whether that's in the office, on the road or at a construction site.

A set of fingerprint samples is all that is needed to detect multiple substances and, within minutes, the portable reader provides a negative or positive screening result for each drug in the test. Because of this, firms are quickly alerted to potential issues, and their drug policy will clearly set out what to do next if an initial drug screening test is positive. Regardless of the type of screening test carried out, a further test – where samples are returned to an accredited laboratory for analysis – is always required to confirm a positive result.

The fingerprint sweat approach is proving particularly applicable for drug testing in the construction sector as its shorter window of detection gives firms a rapid yet dignified way of identifying potential employee drug use in the period immediately prior to their working shift. This helps employers to not only meet their Health and Safety at Work obligations but also support their ongoing duty of care towards employees.

Customer projects confirm that employees also value its dignified nature, while firms using the system have found they can now process the same volume of fingerprint-based drug tests in an hour that used to take 2-3 hours using traditional methods.

Ensuring a safe working environment at Alandale Group

One firm that's already taking advantage of fingerprint drug testing



is the Alandale Group that is using the solution for random testing of its 500-strong workforce. Alandale previously used a urine-based drug testing method and has found that its employees are much happier to provide fingerprint samples for testing as the approach is more hygienic and dignified. Thanks to the simple sample collection process and with results available in just minutes, the company has also found that they've been able to reduce the amount of time required to carry out each test.

As Alandale has found, fingerprint-based testing – with its quick sample collection and initial results available in just ten minutes – is seen as a faster and more convenient drug testing approach that can be used to support a healthier workplace. The fact that fingerprint drug tests do not require specialised testing facilities or clinical waste disposal, has also meant that the approach represents a much faster and more convenient drug testing approach for their business.



Wellbeing in the construction industry

Creating a healthier and happier work environment, for a healthier and happier workforce.

Authors: Caroline Philipps and Alexander Elliott, Employment Team, Fladgate LLP

Recent statistics from the HSE show that, over the last year, reported instances of construction workers suffering from work-related ill health were approximately 50% higher than reported fatal or non-fatal injuries.

The good news story behind these statistics is that the number of reported injuries has been decreasing over recent years. A focus on ensuring the physical safety of workers on construction sites is of course vital and complying with requirements to ensure the use appropriate personal protective equipment, like helmets, goggles and clothing is, rightly, becoming second nature.

However, physical safety is just one aspect of a construction worker's wellbeing. Other elements of wellbeing, which are no less significant, are often overlooked, which explains why the number of work-related ill health cases isn't following the same downwards trend.

Given the number of working days lost each year to work-related ill health, more needs to be done to identify its cause and address a solution.

You don't have to look very hard to find reasons why work-related ill health is so prevalent in the construction industry. Construction work almost always involves hard manual labour over long hours and sometimes in harsh weather conditions. Often, projects are subject to tight deadlines and workers are required to commute long distances. With this in mind, it is not surprising that both physical and mental exhaustion can set in as an underlying factor behind work-related ill health. The very physical and often unrelenting nature of construction work also explains why musculoskeletal disorders are particularly common in this sector.

However, it is also estimated that a quarter of all ill health in the

construction industry is caused by work-related stress, anxiety or depression. Research from the Office for National Statistics indicates that the risk of suicide among male labourers, particularly those in construction roles, is three times higher than the male national average. Along with the pressure of rushing to meet tight deadlines, there is concern among workers and temporary contractors that they are easily replaceable and their jobs are not secure. When news stories like the collapse of Carillion become front page news, they serve as a stark reminder to those in the construction industry how quickly fortunes can change.

Many workers in the industry are on short term contracts or engaged as contractors. These individuals may not be eligible for enhanced sick pay or health care benefits, which is not only another cause of anxiety should the worst happen but can often make recovery from ill health harder.

The reason these issues aren't talked about more opening probably has something to do with the fact that the construction industry is seen as a "macho" one. Construction workers are less likely to proactively raise issues about their physical or mental wellbeing at an early stage, without encouragement from employers, for fear of ridicule from colleagues.

However, this attitude clearly isn't working and employers in the industry must do more to offer support, rather than simply ignore these issues.

CDM 2015 has useful things to say here for all dutyholders, for example:

- The client must make arrangements throughout the project to minimise risks to the health and safety of anyone involved. Where appropriate, this would involve arranging an asbestos survey and perhaps considering whether the nature and timescale of the project



Caroline Philipps



Alexander Elliott

is likely to put physical or mental pressure on workers;

- All designers and contractors have a general duty to secure the health (which includes wellbeing) and safety of all people involved with the project;
- Each designer must prepare a design that minimises risks to the health and safety of those involved. For instance, more workers or even machines may be appropriate where the project involves a significant amount of heavy lifting;
- All workers must cooperate with their employers' health and safety protocols and should report any issues in order to protect their own and others' wellbeing; and
- All employers must ensure site welfare requirements are met. There must be adequate toilets, washing facilities, drinking water, changing rooms and lockers, and rest facilities.

As we know, breaching health and safety legislation, including CDM 2015, is a criminal offence and can result in a fine or, in cases of a breach of the Health and Safety at Work Act, a prison sentence.

However, the legal risks extend beyond breaches of health and safety regulations. Long-term physical and mental impairments, from musculoskeletal disorders to depression, can amount to disabilities under the Equality Act 2010. A failure to make reasonable adjustments, which could include, for example, a reduction in working hours, could result in a claim being made to the Employment Tribunal. Under the Equality and Human Rights Commission's statutory code of practice, employers should consider whether a worker has a disability even where one has not been formally disclosed. This means it may not be sufficient for an employer to claim ignorance, while allowing any wellbeing issues to be swept under the rug. Compensation awards in discrimination claims are uncapped and in some cases can be very costly for employers.

The legal risks are of course just one consequence of failing to consider workers' wellbeing. Employers that do not identify and tackle potential work-related health issues at the very outset of a construction project are more likely to see higher rates of sickness absence, which can have a significant impact on productivity.

Mates in Mind

Managing better mental health.

Author: Joscelyne Shaw, Director of Strategy, Mates in Mind



For many years, organisations, and particularly those operating in high-risk industries, have aspired to protect the health, safety and wellbeing of their workers. Great progress has been made as the statistics show. But some challenges remain, particularly with the acknowledgement that we need to operate environments that treat “health” like safety; and, that without mental health there can be no physical health. So the conversation on managing mental health within the workplace warrants closer inspection.

Mental health and the workplace

When we consider that the average person will spend approximately one third of their life at work, it is

unsurprising that this environment has a significant influence on our mental health and wellbeing.

The findings of a major survey of more than 44,000 employees by Mind in 2018 revealed that poor mental health at work is widespread, with half (48 per cent) of all people surveyed saying they have experienced a mental health problem in their current job. This research also found that only half of those who had experienced poor mental health had talked to their employer about it.

Evidence has been provided to show that the nature of a person's work, as well as the context and setting in



The findings of a major survey of more than 44,000 employees by Mind in 2018 revealed that poor mental health at work is widespread.

which that work is performed, can have a substantial impact on their mental health. There has also been a growing case as to why businesses should be addressing this, with direct costs being attributed to absenteeism and lost productivity.

In 2015, an OECD working paper stated that “the wider economic costs of mental illness in England have been estimated at £105.2 billion each year. This includes direct costs of services, lost productivity at work and reduced quality of life.”¹

For employers directly, the Centre for Mental Health in 2017 updated and republished their calculation





on the business costs of mental ill health². They found that mental health problems at work had cost the economy £34.9 billion in the last year, which was an equivalent cost of £1,300 for every employee in the UK. Furthermore, their research found that by far the largest part of the cost to an employer is in the form of reduced productivity among people who are at work but unwell – otherwise referred to as “presenteeism” – which costs businesses twice as much as sickness absence relating to poor mental health.

One in five

The figures do vary slightly, but at any one time, it is estimated that approximately one in five working people will have a mental health difficulty in the UK.

Looking at the results from a survey by Randstad (2017) conducted with 3,400 construction workers about their mental health, highlights a problem the industry faces in creating a healthy and sustainable workforce. It found that more than a third (34%) of construction workers had experienced a mental health condition in the last year and almost a quarter of those surveyed said their mental health was making them consider a career change. It also found that women are suffering more than men.

One of the sector's aims is to attract more women at all levels, but against this objective, the outcome of the survey suggested that with 46% of female respondents stating they were currently suffering from a mental illness, a higher proportion than men, there may be a challenge to keep them in the industry.



We all need to know where to turn to when we need to talk to someone – at an individual level as well as a business.



The data also showed that rather than seek help, one fifth of workers were turning to alcohol and cigarettes to self-medicate and had increased their drinking and smoking as a result of their mental state.

However, there were some encouraging signs too with younger people more likely than ever to discuss their mental health especially compared to the older generation of construction workers who, according to the survey results, find it difficult to open up.

Are some industries more at risk?

The evidence is clear that businesses and workplaces need to promote wellbeing, create healthy work environments, support those experiencing mental ill-health and equip employees returning to work. But is this a particular issue for certain industries or with those sectors that are more male-dominated?

It is reported that in the general population the rates of anxiety and depression (common mental health conditions) are higher in women than in men, but that in male-dominated industries³, such as construction, mining and utilities, that these rates are higher than average rates. In general, it is accepted that men are less likely to seek help or will delay seeking help for health problems, and especially in relation to mental health.

In 2016, a team at South Adelaide University published a systematic review paper on depression in male-dominated industries and occupations. The significant finding from this review was that, overall, those working in male-dominated industries are at higher risk than the general population

for symptoms of depression. Furthermore, it is likely that subgroups within these industries are particularly vulnerable.⁴

This review concluded that physical and psychosocial working conditions accounted for much of the variation in rates of depression, with factors identified as: work hours; level of physical activity; income; time pressure; job demands, job security; job discretion; effort-reward imbalance; role conflict; job value; emotional demands; exposure to violence/threats; social support; and job status.

We all need to know where to turn to when we need to talk to someone – at an individual level as well as a business. In a report for the UK Government's Foresight Project on Mental Capital and Wellbeing, published in 2008, the evidence suggested that a small improvement in wellbeing can help to decrease some mental health problems and importantly also help people to flourish. After all, mental health is not only about the absence of mental ill-health, but also about the positive contribution of good mental health.⁵

A SHEQ manager at a demolition contractor and a Mates in Mind supporter said: “I have worked in the demolition industry since I was fifteen years old; I'm now forty and have both experienced and seen poor mental health in many degrees. In my case, that took me to the point of considering suicide. What Mates in Mind is doing is so important, as I have seen the effects poor mental health can have first hand, it is so reassuring to see what can be done if you strive to remove the stigma and look to better support your people.”

An individual's mental health can be influenced and impacted by workplace pressures and working conditions – from mounting responsibilities and tight deadlines to inter-workplace relations and managerial support – and therefore it can have an influence on our overall mental health both positively as well as negatively.

Presenteeism, the presence of people who are ill at work, which has been difficult to quantify, is now acknowledged as a key factor for businesses; and therefore, demands that employers consider potential risk factors and not only sickness absence

or presenteeism if they are to better understand the issue and support their workforce, e.g. bullying, unrealistic time pressures or financial concerns.

With many small and medium-sized businesses, often involving family and friends, it's not just the case of bottom line, it's also about knowing the impact this issue has on individuals and the people dependent on them. However, in difficult and unfamiliar situations, it can sometimes be hard for a manager to know where to start or what to do.

How do you do it?

For one leading, family-run civil engineering and infrastructure services contractor employing more than 900 staff, mental health was regarded an important issue to address because ensuring the health and safety of its workforce has always been one of their principal considerations. Increasingly, they identified how achieving this aim required a more fundamental appreciation of the link between mental health, site safety and operational effectiveness. More than this, however, the contractor felt that pursuing the goal of a more mentally-healthy workplace was one of the truest ways of showing that as a company it genuinely cared for and valued its people.

There are practical ways in which employers can help colleagues within the working environment. A starting point is that workers need to acknowledge and look after their own mental health. Increasing awareness and understanding is a key element in establishing a culture of prevention.

In respect of this, a Health and Safety Manager in an SME Contractor shared his experience in relation to working with Mates in Mind and delivering our Start the Conversation Awareness course: "For years we have been ticking boxes and reaching targets, relating to incidents, near miss/hazard reports etc. but when I deliver the 'awareness' message I have engagement which are often missing from a regular Tool Box Talks. Many of the teams freely open up with stories they or others close to them have experienced. They have often pulled me to one side or messaged me after the talks and sincerely thanked me for putting some light on this subject. Although this is obviously not the reason for

me promoting the vital message, it's very humbling to hear and I'd like to thank Mates in Mind for enabling us to do this."

Running alongside this importantly, is the need for managers not to be fearful of speaking about the subject. Supporting those with people management responsibility is a critical element - providing them with clear information and training on how to spot the signs of illness - helps them to have the confidence to start a conversation with a worker and the tools to continue the conversation in an appropriate way.

As another large contractor commented in relation to their learning with Mates in Mind: "We have improved our tracking industry data regarding mental ill health and collating working time lost within our business. But it's also about making sure people aren't phoning in and just saying they are sick, but letting their manager know if they are stressed and feeling unable to cope."

While employers cannot cure psychological or psychiatric conditions - in the same way as they cannot cure cancer or a broken leg - it is vital that mental ill-health is accepted as the debilitating sickness it can be. In certain situations, the only course of action might be referral to occupational health, reduced hours or a period of leave.

Changing the way we work - and eventually the culture - will only come about if we begin to address the way we think and talk about mental health. We have begun to make progress as we see that an increasing number of people recognise that we all have mental health. What this shows is that words have meaning.

The nature of businesses can be challenging - geographically, with staff operating across diverse work settings and involving a mix of direct staff and contractors - but there are a number of tools available to allow managers and businesses to join up the messaging. Examples of ways in which we've seen businesses engage can include single site initiatives, such as curry-and-chat afternoons, stress awareness drop-in sessions, lunch 'n learns or walking groups amongst others; or company-wide campaigns, such as wellbeing roadshows, stand-

downs or webinars. An important element to remember in undertaking any such initiatives is to get feedback, and consider ways in which it can be improved.

What Mates in Mind supporter organisations have fed back, as a key benefit of working alongside us, has been significant engagement from staff across a business - reporting that it has facilitated people talking and looking out for one another. And this has also yielded direct benefits to organisations, such as smoother delivery, better problem solving, a general atmosphere of positivity and improved levels of job satisfaction being reported. It is clear that the impact of raising awareness of mental health in the workplace on individuals can not be underestimated; furthermore, that the impact of this work can be felt fairly quickly, and the value to those individuals, teams and the business as a whole is real.

About Mates in Mind

Mates in Mind is a leading UK charity that enables UK organisations of any size to improve their workforces' mental health. We do this by providing the skills, clarity and confidence to employers on how to raise awareness, improve understanding and address the stigma that surrounds mental health.

Working alongside our partners, sector leaders and growing community of supporters, our work is delivering effective change across construction, related industries and more widely. We bring insight and expertise that is improving the understanding of mental health across hundreds of workplaces.

Importantly, our approach enables individuals to understand how, when and where they can get support.

Let's talk: matesinmind.org

1/ Hewlett, E. & Horner, K. (2015), Mental Health Analysis Profiles (MhAPs) England, OECD Working Paper No. 81 <http://www.oecd.org/els/health-systems/health-working-papers.htm>

2/ Parsonage, M. & Saini, G. (2017), Mental health at work: The business cost ten years on, Centre for Mental Health, available at: www.centreformentalhealth.org.uk/sites/default/files/2018-09/CentreforMentalHealth_Mental_health_problems_in_the_workplace.pdf

3/ Where more than 70% of the workforce is male.

4/ Roche, A.M., et al. 2016, Men, Work, and Mental Health: A Systematic Review of Depression in Male-dominated Industries and Occupations, Safety and Health at Work, Volume 7, Issue 4, December 2016, pp. 268-283

5/ As defined by the World Health Organisation (2015) mental health is "a state of well-being in which the individual realises his or her own abilities, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his or her community".

Building a safer future - Raising the Bar

Training and education are the key to a safer construction sector for workers and users alike. That's the conclusion in the Construction Industry Council's [CIC] wide-ranging industry consultation, now published. It also includes the outputs from the working groups looking at life after Grenfell.

Safety must always be paramount when dealing with people's lives. The Association for Project Safety [APS] is right behind the construction industry's emphasis on skills and training in the construction sector – APS believes this is vital to cut the stubbornly high cost the industry can still levy on lives, health and wellbeing. We also hope "Raising the Bar" will go a long way to ensure people – in the wake of Grenfell – can sleep soundly in their beds knowing that everyone, at every step of the construction process, is properly skilled and no one can slip through the net and lower standards of safety.

Following the Grenfell Tower fire, and work commenced by Dame Judith Hackitt, the Construction Industry Council [CIC] was asked to bring the construction industry together to conduct a comprehensive review identifying and considering the competencies needed by construction professionals to ensure against a future similar disaster. The work was divided between working groups considering the specific needs of individual specialisms. An additional overarching group was added later in the process to bring together the recommendations and to ensure there was no unnecessary overlap. The CIC's report, Raising the Bar, was published on 16 August 2019.

The initial remit was restricted to high risk residential buildings [HRRBs] and aimed at properties over 18 metres tall but there are calls to include other buildings and to widen the definition of

a HRRB [now known as an "in-scope building"]. There are, we believe, pros and cons to this. On the positive side it would make regulation simpler if all buildings were covered so that value judgements did not have to be made on whether or not buildings were in-scope. However, a catch-all will require the industry to have sufficient capacity.

APS has been involved in the work the CIC has been doing and attended the second of two one-day conferences of Building a Safer Future – Raising the Bar on 18 October 2019. The session opened on the current position of the public inquiry and government thinking. So far APS has raised concerns about the practicality of the proposals both in terms of the administrative burden on providers of training and CPD as well as the potential for projects to become uninsurable as it seems unlikely that the insurance industry will not provide affordable PI insurance if a single named dutyholder is deemed necessary.

Competence and measurement

It is clear that all professional standards will need to be demonstrable and measurable. It is likely a separate governing body will be put in place – possibly with statutory force – to ensure standards are appropriate. There are some concerns it will be difficult and burdensome to ensure consistency across the industry and it is clear an external audit will be needed.



"Raising the Bar" will go a long way to ensure people – in the wake of Grenfell – can sleep soundly in their beds knowing that everyone, at every step of the construction process, is properly skilled and no one can slip through the net and lower standards of safety.

The current proposals also relate only to England and this raises concerns for many practitioners in other parts of the country. While government seemed to think it would not take much to align standards in the devolved administrations this view was not universally held. Some concerns have been raised that this could lead to imbalances across the UK. But no matter what happens APS – as we have members through the UK – will ensure all materials and training we provide are compliant with separate rules across the entirety of the UK.

APS, along with all other awarding bodies, will also be required to keep an up-to-date register of everyone who has attained an agreed industry standard. Registers will have to be kept up-to-date and awarding bodies will be held liable for reliability. It is possible the CIC – or some other body – will be asked to hold a register of registers to ensure competently qualified construction experts can be



readily identified. Most competence working groups also recommended that professionals undergo mandatory retesting at regular intervals.

This will have an impact on APS as all training, and consequently all membership criteria, will have to be benchmarked and the former independently overseen. As a result we are looking at how the association can deliver enhanced training of a consistent and externally robust standard. APS will also have to work out how this may be done and ensure the accuracy of the information we hold. This will need more than our current CPD sampling system to ensure members are compliant with final agreed requirements.

The PD and Building Safety Co-ordinator roles

The suggested building safety co-ordinator - as well as a possible statutory role of the new-style principal designer - puts a welcome

emphasis on safety and co-ordination in construction. The Association for Project Safety believes safety is everyone's responsibility and that, while having people - or firms - dedicated to design and construction health and safety risk management puts welcome weight on safety, it should not be seen as a way for others to sit back. Having dedicated people is positive but the details will need to be worked through, the level and nature of the required skills fully defined and for the role to be insurable in terms of professional indemnity insurance, otherwise no one will be able to take on the suggested roles at all.

APS remains concerned about the principal designer role-descriptor as we feel the name may cause some confusion with people undertaking the current role as set out in the Construction [Design and Management] Regulations 2015 and the distinction between the old and new roles confusing both practitioners and clients.

Named Individuals & PI Insurance

Despite worries raised by industry, the feeling is that government will want to have a single named individual responsible for a building at any point during its life-cycle. Colleagues are worried this will make PI insurance all but impossible to obtain and, as a result, projects impossible to build.

We understand initial talks have taken place with the insurance industry but these have, so far, been inconclusive.

It is clear the Grenfell disaster has done much to dent the reputation of the construction sector generally. APS believes, while concerns over fire safety are only natural, these should not be promoted over all other safety concerns and confidence in the construction industry is going to depend in large part on the quality it can both demonstrate and deliver.

Training and education must be at the heart of the process that aims both to rebuild confidence in the sector and to ensure its practitioners are properly equipped to carry out their roles diligently and well. There are many details still to be worked out - as well as ensuring all the moving parts fit together - but APS is pleased to continue working with other professional colleagues, regulators and policy makers to develop a safer construction industry that better serves the needs of users, clients and workers themselves.

APS it determined to continue to work with colleagues across the construction sector to build on what we already do well and to find ways to strengthen core skills to ensure all our members can face the future with confidence with the professional skills they need.



Useful links and information

Building a Safer Future – Raising the Bar conference sessions

<http://cic.org.uk/news/article.php?s=2019-10-25-watch-the-raising-the-bar-conference-in-full>

The Interim Report, Executive Summary and accompanying Annexes can be downloaded here:

Raising the Bar Interim Report <http://cic.org.uk/admin/resources/raising-the-barinterimfinal-1.pdf>

Raising the Bar Executive Summary <http://cic.org.uk/admin/resources/executive-summaryraising-the-barinterimfinal.pdf>

Raising the Bar Appendix A (Working Group 1-3): <http://cic.org.uk/admin/resources/raising-the-barappendix-a-working-group-1-3.pdf>

Raising the Bar Appendix A (Working Group 4-12): <http://cic.org.uk/admin/resources/raising-the-barappendix-a-working-group-4-12.pdf>

Raising the Bar Appendix B – Building Safety Coordinator <http://cic.org.uk/admin/resources/raising-the-barappendix-b.pdf>

News in brief

Directors of two North England companies jailed

Directors of two different companies have received prison sentences in the same month; one for knowingly exposing employees to serious unsafe working conditions and the other for exposing workers to harmful substances.

Zarif Mohammed allowed the continued use of a seriously damaged machine on the waste transfer site in Kensulate Park, Blackburn. Mr Mohammed had already received a conviction for transport-related health and safety offences following a fatal incident in 2013, and further enforcement action in 2017 for using a poorly maintained and damaged telehandler.

The Health and Safety Executive (HSE) discovered the telehandler was being used without working reversing lights, a camera or mirrors, which presented a serious risk as the driver would not be able to see adequately when reversing the vehicle.

In the other case James Harrison, former managing director of Laser Shapes (NW) Limited, exposed his employees to hazardous substances and deliberately hid unsafe working practices from HSE inspectors at the company's former site at Witton Mill, Blackburn.

An investigation by the HSE found that employees of Laser Shapes (NW) Limited regularly used aerosolised paints containing isocyanates and solvents which cause asthma, dizziness, liver and kidney damage and that this was carried out without adequate controls.

Both directors pleaded guilty under Section 37 to breaching section 2(1) of the Health and Safety at Work etc Act 1974. Zarif Mohammed was sentenced to six months imprisonment, suspended for 18 months and was also struck off from working as a company director for five years. James Harrison was sentenced to 10 months in prison and ordered to pay costs of £5,428.21.



Places for People fined £600,000

Places for People, the property management and development organisation, has been fined after five employees developed hand arm vibration syndrome (HAVS).

Places for People failed to assess or manage the risks associated with vibrating tools, failed to provide suitable training or health surveillance and failed to maintain and replace tools.

Places for People pleaded guilty to breaching Section 2(1) of the Health and Safety at Work Act 1974 and were fined £600,000 and ordered to pay costs of £13,995.06

Speaking after the hearing HSE inspector Andrew McGill said: "Companies must manage the risks associated with vibrating tools. Hand arm vibration can be a significant health risk wherever powered hand tools are used for significant lengths of time.

"HAVS is preventable, but once the damage is done it is permanent. Damage from HAVS can include the inability to do fine work and cold can trigger painful finger blanching attacks. Health surveillance is vital to detect and respond to early signs of damage."





Farming partnership fined after member of the public is killed

Farming partnership B A L Ackroyd has been sentenced for safety breaches, following a fatal incident involving a member of the public.

Leeds Magistrates' Court heard that, on 22 February 2017, the deceased was struck by a telescopic loader being driven by farmer Anthony Ackroyd. The loader was carrying three bales of hay on the front, severely restricting forward visibility. He could not see the deceased and drove over him, killing him instantly.

Mr Ackroyd was also carrying an employee of the farm who was standing on the mounting step of the vehicle in such a way that had he slipped off the step, he would have fallen directly under the wheels of the machine.

B A L Ackroyd of Waller House Farm in North Yorkshire pleaded guilty to breaching Section 2 (1) and Section 3 (1) of the Health & Safety at Work etc Act 1974. The company has been fined £18,000 and ordered to pay £10,690 costs.

Fitter sentenced for unregistered gas work

A gas fitter has been sentenced after carrying out gas work at a GP Practice and domestic premises without being registered with Gas Safe Register.

Registration with Gas Safe Register requires engineers to demonstrate that they hold the relevant competencies and qualifications for the work they intend to carry out, ensuring that gas work is carried out to an appropriate standard and the public are not put at risk of serious harm.

An investigation by the Health and Safety Executive (HSE) revealed that Mr Hawkins had fraudulently issued Landlord Gas Safety Records for both properties and a Gas Safety Inspection report.

Neil Hawkins pleaded guilty to one breach of Regulation 3(3) of the Gas Safety (Installation and Use) Regulations 1998 (as amended), and one breach of Regulation 3(7) of the Gas Safety (Installation and Use) Regulations 1998 (as amended) at each property. He was sentenced

to 20 weeks imprisonment for each offence to run concurrently, suspended for 12 months. He was also ordered to carry out 120 hours of community service and to pay costs of £4,345.04.

In a similar case, a gas fitter who had let his Gas Safe registration lapse, was sentenced after he replaced the gas central heating boilers at two different addresses without being registered with Gas Safe Register.

Following concerns about the work, Gas Safe Register attended the properties and identified various defects including those identified as being "immediately dangerous" and "at risk".

Adam Mansbridge pleaded guilty to a breach of Regulation 3 (3) of the Gas Safety (Installation and Use) Regulations 1998. He did not receive a prison sentence but was given a curfew order for 12 weeks, ordered to pay costs of £2,500, and to pay £500 compensation to one of the customers.



How to be **SOUND** in mind (and not just body)

Awareness about mental health is moving up the agenda across the construction industry. APS President Elect Jonathan Moulam considers the value of the trend for mindfulness and sets out his top tips to see you through the festive season and for a brighter year ahead...

Author: APS President Elect Jonathan Moulam

When I was asked to write this piece, we had just come to the end of Mental Health Awareness week in October. I think everyone now is well aware that mental health is major issue for the construction industry – just as it is in our wider society.

But it's not something new. Mental health was first recognised as an issue by the World Health Organisation (WHO) back in 1948. Yes! that's over 70 years ago. So, it does beg the question, "why has it taken so long to gain the importance it now has in the workplace?"

It is certainly a tricky subject to tackle. Much is talked about what we can do for others but, in the first instance, perhaps we need to think about how we can help ourselves. When we open up to talk about mental health, the best place to start is by looking at our own wellbeing because, if we are not in a good place ourselves, it can be much more difficult to help anyone else.

So, here are my five SOUND steps to stay healthy in mind as well as body:

Strengthen – spend time on connections with friends, family and other people

Openhearted – be kind to yourself and generous with others

Upskill - learn something new or share your skills and knowledge

Nurture – take care of your physical care

Do things now - concentrate on today, not the regrets of yesterday or the worries of tomorrow

Let's take these in turn with some thoughts on how we can all put at least a little of it into practice.

S

S IS FOR STRENGTHEN

Strengthen – spend time on connections with friends, family and other people.

Like me and many people in construction – especially in design and construction health and safety risk management - either work for ourselves or small organisations. As a result, when carrying out PD or CDMA roles, we can find we flit between projects with little time to take care of the connections between each other. Good relationships - either at home or in the workplace – can help build a sense of belonging and self-worth. It also gives us opportunities to share positive experiences. This all can buoy us up and develop the resilience we need when things are not going quite to plan, providing emotional support and giving us the strength to support others.

Tips to try

Seek out that elusive five or ten minutes at the end of a meeting to have a chat and show interest in what others are doing. Rather than a rushed or impersonal telephone call try to find a more personal approach - consider Skype or video conferencing; it's easier to wave and say "hi" when you can see someone. Where you can, get along to your next regional APS meeting so you can meet like-minded people in a relaxed, social setting. Even if you are away from home you can help keep up with friends and family - you could write a blog or even an old-fashioned letter.

O

O IS FOR OPENHEARTED

Openhearted – be kind to yourself and generous with others.

There is a growing body of evidence that helping others is a good way to help ourselves. That is not to say that people do things cynically but giving your time to help other people can be a reward in itself. People often report that volunteering promotes positive feelings of purpose and self-worth. And it has the happy by-product of helping us connect with others.

Tips to try

Generosity of spirit – especially at this festive time of year - can be as simple as saying, "thank you" or asking someone how they are. The pay-back from thanking someone who has given you a hand - and actually listening to their answer and engaging with them – can have long-lasting benefits for both parties. You might also like to consider volunteering within your community – or, dare I say it, as a member of your regional APS committee. APS really relies on the support of members and it helps build a supportive community.



U

U IS FOR UPSKILLING

Upskill - learn something new or share your skills and knowledge.

It is an old maxim that we live and learn, but many people also swear by the fact that learning is a good way to boost our quality of life. Learning new skills has been shown to improve mental wellbeing as it can boost self-confidence and raise self-esteem. Life-long learning is invaluable in a professional sense - which is why APS sets such store by providing relevant and up-to-date CPD sessions around the regions - but other forms of education are good for you too. Just look at the number of clubs and classes on every night in every town giving people a sense of purpose and the friendship of other like-minded people.

Tips to try

Even when we feel like we don't have enough time to turn to the books or for practice there can be ways to bring learning into our lives. For instance, mentoring younger members of our teams has benefits for both parties. You might even like to try reverse-mentoring where younger colleagues help more seasoned colleagues stay abreast of technological change. Learning a new skills can also be a good way to relax and strengthen those bonds of friendship and family - why not consider developing tackling that DIY job you've been putting off.

N

N IF FOR NURTURE

Nurture – take care of your physical care.

We all know our bodies feel better when we are physically fit. This can make us more resilient to injury and illness but there is evidence that being more physically active can raise our spirits too. Physical activity has positive effects on our mental wellbeing, not just because we are healthier but because chemical changes in our brains – through the release of the endorphins, the happiness drug – can lead to more positive thoughts.

Tips to try

Don't sit at your desk all day long. Take a break – go for a walk outside away from your desk or laptop. It only takes ten or fifteen minutes at lunchtime but it will help you get in your daily steps and there are real benefits in being in natural light. The very act of getting up and going out will help you come back to your task fresh and with a clearer mind.

D

D IS FOR DOING THIS NOW

Do things now - concentrate on today, not the regrets of yesterday or the worries of tomorrow.

As Bob Marley once sang, “don't worry about a thing – ‘cause every little thing gonna be alright”. While no one can promise you that, mindfulness is about finding a way to, live life in the moment. Dwelling on the past does not allow you to know the present. We cannot change the past, much as we might want to, but we can learn from it. Equally, worrying about the future can prevent us living our lives to the full or tackling the challenges we face today. Being aware of the here and now helps us enjoy the little things in life, like the feel of a smooth bannister or the sound of birdsong. It is about reconnecting our minds with our senses allowing us to recognise when our thoughts and feelings are turning to the negative so we can turn our thoughts back to a more positive path and a more coherent way forward.

Tips to Try

It's an old-fashioned idea but don't put off what you can do today. Things just mount up and that can be stressful. Also, have a list of little tasks that are easily done to round the working day off on a positive note as it is amazing how good you feel to have achieved something, no matter how small.



Jonathan
Moulam

So, on a final note, it is dusk outside and I have been sat at my desk far too long. I'm going to take my own advice and go for a walk down by my allotment. The sky is clear for the moment and, hopefully, that means I just might get more than a glimpse overhead of Jupiter and Venus along with the thin, crescent moon.

Please tell us if your details have changed

If your personal details change, please let us know by updating your details on the APS website.

If we don't have up-to-date contact details for you, it means you may miss out on receiving important information including priority and special booking opportunities for CPD and training events.

How to update your details

To do this, go to www.aps.org.uk then log in to the members area. From there you can make changes to your contact information.

If you are unsure of your login details please email membership@aps.org.uk and we will advise you.

Technical and legal enquiries

APS has a legal and technical advice service for associate, incorporated, certified and fellow members. If you have an enquiry about any technical aspect or any legal aspect of the CDM Regulations or design risk management, you can put them to our panel of experts.

How to contact the panel

Email your enquiry to us and we'll forward it to the relevant panel member.

Email: info@aps.org.uk and tell us:

- Your name
- Your APS membership number
- Your telephone number
- The nature of your enquiry

You will receive an acknowledgement when we receive your enquiry.

The panel members aim to respond to you by email or telephone within two weeks.



SAVE THE DATE

APS National Conference
and CDM Awards 2020

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Tickets on sale from February 2020

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Two APS fellows abroad

Two APS fellow members left a cold, drizzly British Isles and flew to join their sector colleagues in a hot and humid Singapore in November. They were there to take part in an international conference and to deliver an all day training session to their colleagues in the sector.

Stephen Coppin and Malcolm Shields, both fellows of APS, gave talks at the IOSH International Design for Safety Conference 2019 organised in conjunction with the Singapore Ministry of Manpower (MoM) and the Building Construction Association (BCA).

Stephen, who is Associate Technical Director for Arcadis, delivered the conference keynote speech on the use of digital engineering to enhance health and safety in design to the 230 delegates from across the globe attending the conference. He also



Stephen Coppin

delivered a second talk: How design for safety is applied.

In the afternoon, Malcolm Shiels, who is Director of Summers Inman, gave attendees the key lessons he has learnt over his many years in CDM in the UK.

Stephen said: "At the conference it was fantastic to meet the Minister of Manpower (MoM) and their chief Inspectors and the CEO of the BCA Academy along with the many delegates. It was particularly interesting to share knowledge and

have discussions with the Ministry, Inspectors and other speakers and delegates alike.

The next day Stephen and Malcolm were joined at the BCA Academy to deliver a one-day masterclass on design for safety to over 60 building professionals.

The goal of the day was to communicate the duty holder responsibilities and basic principles of designing for safety to the developers, designers, government officers and DSM professionals who made up their audience.

The programme was put together to ensure that delegates came away with an increased understanding of the principles of designing for safety and were able to review, identify and eliminate risk as well as understand the different processes involved and the types of registers involved. The day involved individual and group exercises as well as listening and discussion.

Stephen said "We received excellent feedback from both the conference and the training day. I am delighted as it means we succeeded in helping others to ensure excellent outcomes in health and safety."

Although safety standards in Singapore are considered to be highly progressive, the Singapore MoM are particularly keen to continue improving methods and technologies to reduce workplace health issues. They receive strong support from their government colleagues on the Workplace Health and Safety Council (WSHC) and BCA.





From the regions

In the recent APS regional elections held in the late Summer, four brand new committee members were voted on to their respective regional committees.

In this edition of PSM, we find what the first two hope to bring to their committee, what's happening in their local area and what they see in store in the future for the sector as a whole.

John Johnson

Northern England regional committee

John Johnson is a Project Technical Leader for a design company. He joined APS in 2007.

Are you a member of any other committees or organisations?

I am a member of the Institution of Civil Engineers and Chartered Institution of Water and Environmental Management.

Why did you decide to join your regional committee?

I decided to join the regional committee to try and make a difference to health and safety in the north east and further afield.

What are you hoping to see your regional committee do or achieve?

As a committee I hope we promote and raise the profile of the APS, be innovative and challenging of health and safety "norms" and most of all, be representative of our members.

What particular skills and experience will you bring to the committee?

With almost 30 years' in civil engineering, I hope my wide experience in construction health and safety will bring knowledge to the committee and also a fresh look at the APS and the construction industry. I have a tenacious, enthusiastic attitude which I hope to put to good use to develop and share good practice in design and construction health and safety risk management.

What is your view of the future for the sector and what do you think your regional committee should be providing members with in view of that?

The construction sector is ever evolving and the use of digital technology will help in the reduction in health and safety incidents. APS and the committee can be instrumental in providing members with key information which keeps members up-to-date in a fast-evolving world.



John Johnson



James Malone

James Malone

North West England regional committee

James Malone joined APS in 2013. He is a Director of The Safety Team.

Are you a member of any other committees or organisations?

I am a member of IOSH Merseyside Group.

Why did you decide to join your regional committee?

I had been a member of APS for several years and was impressed by the CPD events that I had attended. I was looking for an opportunity to get more involved in the organisation and I received an email asking for volunteers for the regional committees.

What are you hoping to see your regional committee do or achieve?

I would really like to see us become THE regional branch in terms of unique and diverse CPD subjects as well as offering advice, guidance and membership to new contractors in the industry. The north west is seeing massive growth in parts with the next generation of contractors, previously work operatives, entering the construction sector as owners and managers. I would like to see APS and the regional branch support these companies to ensure excellent foundations for health, safety and CDM.

What particular skills or experience will you bring to the committee?

I have worked within successful teams for the past 20 years and am committed and enthusiastic about working with my colleagues in the regional committee for the coming year(s).

What is your view of the future for the sector and what do you think your regional committee should be providing members with in view of that?

I believe that we will see ongoing changes to the CDM regulations and supporting guidance with more focus upon trades who have not traditionally been considered as "construction". Our region has a lot of these small companies and they have no awareness of their duties. APS and the regional committee need to step in as we are uniquely qualified to offer them CPD and training.

Obituary

Scotland North Chair Alistair Norrie dies

APS is deeply saddened by the sudden and unexpected passing of Alistair Norrie, Chair of the Scotland North regional committee, in late November this year.

Alistair was always keen to encourage the APS professionals within the north of Scotland to communicate, share best practices and collaborate with each other. He was a significant driving force behind first establishing, and then developing, the APS North of Scotland branch and his leadership will be greatly missed.

His enthusiasm went well beyond work. He was a long-standing Rotarian and was President of the Inverness Loch Ness branch and President of the Junior Chamber of Commerce.

He was a keen curler, regularly taking part in local leagues and other competitions, and was a big supporter of local charitable events such as the Highland Cross, participating in it over 20 times.

Alistair also took part in weekly five-a-side football games with friends, making the BBC news in 2018 as part of the oldest five-a-side team in the world (probably) with a combined age of over 330.

Alistair was born and raised in Arbroath and attended the Dundee Technical College (now Abertay University) where he graduated as a quantity surveyor. In 1973 he joined Martin & Keillor (now KLM Partnership) in 1973, and opened their Inverness office in the late seventies, quickly establishing the KLM Partnership as one of the main quantity surveying practices in the Highlands of Scotland.

Alistair was a great colleague and a fantastic friend. His sudden passing at 68 is felt keenly by those who knew him and has left a huge gap in the building profession in the north of Scotland.

He is survived by his wife Mary, his daughters and step-daughters and four grandchildren.



Alistair Norrie (second from right), with the Scotland North Regional Committee.

President's Postscript

APS President, Stella Clutton-Saunders, outlines her direction of travel for the coming year and how APS will focus on what colleagues want and expect from their membership. She sets out how 2020 will be the year APS puts members front and centre.

APS has a mission, and was originally set up to provide training and support to help duty-holders meet their legal obligations arising from the CDM Regulations. Over twenty-five years that central mission hasn't changed, its importance underlined following the Grenfell disaster and greater emphasis on passing on the "Golden Thread" contained in O+M and H&S files.

APS is there to help its members. I believe CPD must be high on the APS agenda and that is why we changed our subscription model to include two national training events every year as well as increasing our output of webinars. Feedback has been positive with all members now able to access APS benefits. We will now be concentrating on developing more practice notes and factsheets as well as a suite of data sheets targeting members at different stages of their working lives, from newcomers just becoming aware of CDM Regulations, colleagues continuing to develop, and those of us who have been a long time on the campaign trail!

Grenfell is likely to remain the dominant issue in construction, highlighting as it did, many of the failings in the industry. In short, whatever could go wrong, did.

APS must be at the heart of the solution. We are committed to helping members refresh their knowledge and ensuring they can upskill. We are already in discussion with CABE about sharing CPD platforms to widen access to specialist knowledge, delivering

training to you in a timely way that suits your work/ life commitments. It has always greatly concerned me that, after twenty-five years, the CDM Regulations are not integral to the undergraduate education of everyone studying a built environment discipline. Students focus on many other things so why not safety and health and CDM? In spite of speaking to the Architects' Registration Bureau as far back as August last year, their committee still felt it wasn't necessary for this to be a requirement for all students. I am worried we will have another generation of architects and lead designers with HSE values but no accredited training in this vital discipline for which criminal sanctions can be levied if things go wrong.

So, APS is talking directly to the universities. Dr Nick Bell, who is a member and accredited trainer, has sought APS approval for a three-day course at Reading University and I have been asked to speak again at the University of Wales.

APS is being approached repeatedly to help upskill those coming into the industry - we are making a difference. Currently, APS offers support to its members by a variety of means - our helpline, practice issue support, legal advice and training at national and local level. Support includes face-to-face exchanges like our Annual Conference and regionally-based meetings.

APS regions are supported by volunteers who contribute their free-time on top of their day job and family life. We're trying to understand the impact of this and it appears to



APS must be at the heart of the solution. We are committed to help members refresh their knowledge and help them upskill.

me - when I have been going out and about in my two-year mission to visit every area during my presidency - that morale is low.

Volunteers feel stretched. Attracting new blood on to committees is difficult while re-election procedures are disruptive and cumbersome. Reselection aims to ensure no one hogs a position but, in reality, if a few willingly volunteer it may be more effective simply to encourage that.

Despite much publicised problems, the UK construction safety record is envied across the world, and indeed, in line with the Government's 2025 document it is within our grasp to export our model. APS has been approached by practitioners operating in the Middle East looking for support, and to create members for APS there. I believe this remains something APS could do to increase our membership, utilising any additional resources to develop other areas of the business. Certainly, some like-minded organisations - such as CABE with whom we have a current MoU - have offered to assist us understand the way to set up and handle overseas membership.

APS has a relationship with the regulator - another way of supporting members. I have been attending HSE, CONIAC and CONIAN meetings - seats on which were hard won by our immediate past-president, Bobby Chackravarthy. I have also volunteered to assist with other projects - for example I have been helping the HSE Insight Team develop products that improve safety and health by targeting small contractors and clients. APS needs to do more to align itself with HSE by listening when invited, and even sometimes even when not, engaging with the regulator so HSE hears our collective voice with its near quarter-century of CDM practice experience.

APS is making itself heard. We know you are keen to contribute your voice to any CDM debate so I initiated a round of collecting statements from members, putting these together so we are ready to contribute to CDM2020. Following the Grenfell disaster this consultation might not take place but at least we're ready with your thoughts this time.

APS is supporting members through the association's involvement with

the Construction Industry Council (CIC). I regularly add our voice to that of larger institutions to ensure our important experience in practice is heard. I sit on the CIC Council and the CIC Business and Project Panel, listening, assisting and offering help, pointing out issues where APS can contribute.

APS is making a difference. I recently replied to the Ministry for Housing, Communities and Local Government (MHCLG) consultation providing APS's thoughts on the proposals. Hot on the heels of that, APS responded to the further MHCLG consultation on timber balconies. Our responses were also included in the industry-wide CIC response. Bobby has been working with the Institute of Electrical Engineering and has organised two hackathons. They bring together software engineers and volunteers to examine a brief, spending time considering whether a product might be developed to help industry move smarter, quicker and more safely.

APS is very small compared to the giants of RIBA and RICS - but small can be very powerful. For example, I live in Wales. I'm not Welsh by birth, nor indeed a Welsh speaker, but I have holidayed, studied and have lived in Wales for many years. Wales is a very small country on the world stage but every year Cardiff plays host to the Cardiff Singer of the World bringing the best of the world to its door. The tiny nation of Wales has recently topped the world ranking for Rugby Union.

But it is team-work that brought Wales - and will bring APS - to the very pinnacle of their game. It's the focus, the organised and scientific approach, the harnessing of the digital age and the correct allocation of resources alongside the sheer teeth-gritting, gut-wrenching hard work of training, training and more TRAINING that makes teams strong and resilient. And commitment to communication must be absolute.

And APS can learn from the Eisteddfodd - that annual celebration of Welsh language and culture. This year it was held in Llanrhystw where more young people than ever joined in because the Welsh have mastered retaining the traditional while encouraging the youth. This is an example I want APS to emulate.

Finally an observation, of the potential support we need to tap into in this digital age. Mark Farmer said, 'modernise or die' back in his 2016 report. I believe that that statement - as real as it is - is flogging the proverbial dead construction horse. We are an ageing workforce, holding down punishing workloads with poor return and no investment in our industry. It was unreasonable to impose the 'B' word - and I don't mean Brexit. In this case 'B' means BIM - Building Information Modelling. It's not just the cash for hardware and trained staff but the 'buy-in' to BIM itself. Everyone knows that eighty-five per cent of our industry work in companies with fewer than five people making them unlikely to ever be involved with BIM. APS is nevertheless committed to BIM and will continue to track and upskill its members.

APS has work to do to engage with colleagues at the start of their


professional journey and to embrace fully the digital age.

With training and the hard work you all do, allied to my focus on enhancing our relationship with HSE and adding the voice of our extensive experience to that of other industry partners, we can continue to influence, build on our achievements, and become world leaders.

APS is construction health. APS communicates every day the language of construction safety. APS has a culture of collaboration and co-operation and we must focus and build our world-class team. Together, APS should, can and will be making a difference twenty-five years on.

May I wish you a very happy festive season and all the best both personally and professionally for 2020.





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