



Home Builders Health and Safety Forum

Health and Safety Training for Contractors Supervision

Purpose

As part of the continuous improvement strategy in the home building sector, the members of the Home Builders Health and Safety Forum ('Forum') have developed an outline standard on the health and safety training for an individual employed by a contractor with supervisory responsibilities.

The main objective of this initiative is to enhance the levels of health and safety knowledge within the workforce. There is an opportunity to invest in improving health and safety standards and assist Forum members site staff in the overall management and supervision of the workforce on site.

Forum Members are committed to developing consistent standards across the sector and provide our supply chain with guidance for standards expected on our developments. Forum members consider that a key element of our improvement strategy is to engage with our supply chains and to enhance the competency of those persons supervising work activities.

The industry has previously committed to having a fully qualified workforce which in some cases is demonstrated by workers being accredited to the Construction Skills Certification Scheme (CSCS) or affiliated/amalgamated schemes such as CPCS, CISRS etc. This will constitute the minimum acceptable level of competency for all workers but in terms of those supervising work activities, it is considered that a further level of training is required.

Scope

For this purpose supervisors are defined as those persons directly supervising work activities. They are the front line supervisors (i.e. Supervisor, Ganger, Foreman, Charge-hand etc.) with direct responsibility for putting people to work and who will typically brief their workers on how to carry out their work and ensure that they are carrying out their work safely.

Contractors should provide details of the nominated competent supervisor prior to work commencing and for some trades it is recognised that the supervisor may operate on a visiting basis. In this case, the supervisor will still need to meet the training requirements detailed in this guidance.

Forum members have evaluated the work activities carried out on home building developments and have identified the following particular trades/work activities where due to the controls required, on site supervision who have completed the required health and safety training will be required;

- *Groundwork*
- *Demolition*
- *Pre-Cast Concrete Floor Installation*
- *Reinforced Concrete Frame Construction*
- *Steel Erection/Lift Installation*
- *Asbestos Removal*
- *Erection or dismantling of Hoists*
- *Piling*
- *Erection or dismantling of Tower Cranes*

The above does not mean that other trades/work activities will not require supervision and this will be considered as part of the overall risk evaluation process on each development. The ratio of supervisors to workers on a site will be determined on the basis of risk assessment of the work in progress and in conjunction with local site management.

Forum members will develop their own management systems and will engage with their supply chain so that this training standard can be met. It may be the case that some will have systems which may go beyond this standard.

The Health and Safety Training Standard

All supervisors should have sufficient knowledge of health and safety gained at a construction specific course of at least two days duration, in addition to any requirement to being accredited to CSCS or other affiliated schemes. Approved training courses are as follows;

- Construction Skills Site Safety Supervisors Training Scheme (SSSTS)
- Construction Skills Site Management Safety Training Scheme (SMSTS)
- Institution of Occupational Safety & Health (IOSH) 'Managing Safely in Construction'
- Construction Industry Scaffolders Record Scheme (CISRS) 'Scaffolding Supervisor'
- Certificate of Competence for Demolition Operatives(CCDO) 'Demolition Supervisor'
- Federation of Piling Specialists (FPS) Supervisors 2 day Health, Safety and Environmental Awareness Course
- CPCS A62 Crane Supervisor
- Construction Health and Safety Group (CHSG) 'Health & Safety Site Management cert' (Modules 1-3)
- NEBOSH National Certificate in Construction Health & Safety

It is appreciated that some employers may have already provided in-house training that is not accredited to the above schemes but the content may be considered equal to them. Members have agreed that in-house training will be acceptable as long as it can be demonstrated that the course content/duration is at least equal to the SSSTS and this will only be accepted until 31st December 2014.

All new training provided to supervisors from the 1st August 2013 should be approved/accredited by one of the above schemes.

Review

This will be reviewed annually by the forum and this may result in amendments to the approved training schemes and/or trades/work activities where suitably trained on-site supervision is required.