

BSG TRAINING NEWS



The Building Safety Group

Training Update Summer 2019



THIS MONTH'S ISSUE INCLUDES:

Training news

- An introduction to mental health in construction
- New: BSG Mental Health Awareness course
- Mental health awareness raised during mental health week
- BSG mental health seminars (free to attend)
- HSE conducts construction site health blitzes
- CSCS notice for construction support line applicants
- Makeover for CSCS Health, Safety and Environment online test unveiled by CITB
- Guidance on work experience placements for CSCS cards
- BSG recruits new trainer and administrator to the training department
- BSG receives ITSSAR accreditation for plant courses
- CITB sets out solutions to "big six" skills challenges for the construction industry
- CSCS to withdraw industry accreditation
- BSG Podcasts & BSG Bytes
- BSG training venues
- Meet the training team
- Training courses starting soon

AN INTRODUCTION TO MENTAL HEALTH IN CONSTRUCTION

For Mental Health Month (May), BSG delivered two, free of charge 'An Introduction to Mental Health in Construction' sessions at our newly opened South West Training Centre on the 31st of May. The three-hour session was developed to raise awareness and understanding of mental health, including how to challenge the stigma and look after your own mental health and wellbeing.

Also joining us on the day were representatives from Developing Health Independence, South Gloucestershire Drug and Alcohol Service, Avon & Wiltshire Mental Health NHS Partnership Trust and Southern Brooks (Emotional Health and Wellbeing).

Due to the success of the day, with over 50 attendees, BSG will be providing two seminars on mental health in June and July, please view page 6 for more information.



Registered Charity No: 1157061



South Gloucestershire
Drug & Alcohol Service

5 Pinkers Court, Briarlands Office Park, Gloucester Road, Rudge Way, Bristol, BS35 3QH
Tel: 0300 304 9050 Fax: 01454 415388 Email: info@bsgltd.co.uk

FOLLOW



DOWNLOAD OUR 2019
TRAINING SCHEDULES

AN INTRODUCTION TO MENTAL HEALTH IN CONSTRUCTION CONTINUED...

A survey from mental health charity Mind found that almost half (48%) of all people say they have experienced a mental health problem in their current job. More than 44,000 employees took the survey which also revealed that only half of those who had experienced poor mental health had talked to their employer about it, suggesting that as many as one in four UK workers is struggling in silence.

While mental health problems are common, most are mild, tend to be short-term and are normally successfully treated, with medication, by a GP. Mental health is about how we think, feel and behave. Anxiety and depression are the most common mental health problems. They are often a reaction to a difficult life event, such as bereavement, but can also be caused by work-related issues. Work can also aggravate pre-existing conditions, and problems at work can bring on symptoms or make their effects worse.

Whether work is causing the health issue or aggravating it, employers have a legal responsibility to help their employees. Work-related mental health issues must be assessed to measure the levels of risk to staff. Where a risk is identified, steps must be taken to remove it or reduce it as far as reasonably practicable.



WHY IS MENTAL ILL-HEALTH A PROBLEM IN CONSTRUCTION?

The construction industry lifestyle is undoubtedly both challenging and stressful. Long and demanding working hours, working away from home on site for weeks at a time and the lingering unease in the industry, are just some of the factors contributing to poor mental health.

In a workforce that is predominantly male, specific risks associated with male mental health also need to be considered. The “tough guy” image widespread in the construction industry is very much to blame. Asking for help and opening up about emotions are just not things that come naturally to many of those working in the industry. The combination of these factors results in many suffering in silence.

Physical health and safety are already taken extremely seriously in the construction industry. However, statistics suggest that the most dangerous thing on a building site is the human mind. At a time where suicide kills more people in the construction industry than falls from height, it is only right that mental health and safety is given the

same level of thought, time and investment as other site hazards to ensure that the workers in the industry are truly protected.

SIGNS TO SPOT

Samaritans have composed a list of signs to look out for if you're not feeling okay or if you're worried about someone else.

Signs may include:

- Lacking energy or feeling tired
- Feeling exhausted all the time
- Experiencing ‘brain fog’, find it hard to think clearly
- Finding it hard to concentrate
- Feeling restless and agitated
- Feeling tearful, wanting to cry all the time
- Not wanting to talk to or be with people
- Not wanting to do things you usually enjoy
- Using alcohol or drugs to cope with feelings
- Finding it hard to cope with everyday things and tasks
- Experiencing ‘burn out’

Struggling to cope with everyday life doesn't look or feel the same for everyone. It can't be generalised about how it'll make you feel or act. Reach out if you need help.

MENTAL HEALTH STATISTICS

Male site workers in construction are three times more likely to commit suicide than the average UK male (Office of National Statistics).

1 in 4 will experience a mental health problem each year (MIND).

34% of construction workers surveyed had experienced a mental health condition in the last 12 months (Randstad).

Construction workers are six times more likely to die from suicide than a fall from height (Samaritans).

Troubling data from the Office of National Statistics found that between 2011 and 2015, the highest number of suicides were found in skilled construction workers. With over 1400 in-work suicides, this sector makes up over 13% of those recorded, despite construction only accounting for 7% of the UK workforce.

People working in construction are particularly at risk. Research shows that it's one of the most stressful sectors, with more than 4 in 5 construction workers saying they feel stressed at least some of the time during a typical week (CITB).

Stress, depression or anxiety accounts for a fifth of all work-related illness and the construction industry loses around 400,000 working days each year because of them (CITB).

AN INTRODUCTION TO MENTAL HEALTH IN CONSTRUCTION CONTINUED...



HOW MENTAL ILL HEALTH AND WORK-RELATED STRESS CAN GO TOGETHER

Work-related stress and mental health problems often go together and the symptoms can be very similar.

Work-related stress can aggravate an existing mental health problem, making it more difficult to control. If work-related stress reaches a point where it has triggered an existing mental health problem, it becomes hard to separate one from the other.

Common mental health problems and stress can exist independently – people can experience work-related stress and physical changes such as high blood pressure, without having anxiety, depression or other mental health problems. They can also have anxiety and depression without experiencing stress. The key differences between them are their cause(s) and the way(s) they are treated.

Stress is a reaction to events or experiences in someone's home life, work life or a combination of both. Common mental health problems can have a single cause outside work, for example, bereavement, divorce, postnatal depression, a medical condition or a family history of the problem. But people can have these sorts of problems with no obvious causes.

As an employer, you can help manage and prevent stress by improving conditions at work. But you also have a role in making adjustments and helping someone manage a mental health problem at work.



MENTAL ILL HEALTH, STRESS AND THE MANAGEMENT STANDARDS

Although stress can lead to physical and mental health conditions and can aggravate existing conditions, the good news is that it can be tackled. By taking action to remove or reduce stressors, you can prevent people from becoming ill and avoid those with an existing condition becoming less able to control their illness.

HSE's [Management Standards approach](#) to tackling work-related stress establishes a framework to help employers tackle work-related stress and, as a result, also reduce the incidence and negative impact of mental ill health.

The Management Standards approach can help employers put processes in place for properly managing work-related stress.

WHAT ARE THE MANAGEMENT STANDARDS?

They cover six key areas of work design that, if not properly managed, are associated with poor health, lower productivity and increased accident and sickness absence rates. The Management Standards are:

Demands – this includes issues such as workload, work patterns and the work environment

Control – how much say the person has in the way they do their work

Support – this includes the encouragement, sponsorship and resources provided by the organisation, line management and colleagues

Relationships – this includes promoting positive working to avoid conflict and dealing with unacceptable behaviour

Role – whether people understand their role within the organisation and whether the organisation ensures that they do not have conflicting roles

Change – how organisational change (large or small) is managed and communicated in the organisation

To effectively implement the Management Standards approach it is essential that you ensure the resource, support and infrastructure for the project is in place in your organisation. For advice please visit [HSE's website](#).

WHAT ELSE CAN EMPLOYERS DO?

Mind have created a guide on how to implement the [thriving at work mental health standards](#) in your workplace.

Promote employee wellbeing by:

- Getting senior leaders on board
- Raising awareness of mental health
- Involving staff in dialogue and decision making to create a culture of openness
- Promoting a healthy work/life balance

AN INTRODUCTION TO MENTAL HEALTH IN CONSTRUCTION CONTINUED...

- Providing opportunities for learning and development
- Offering positive working relationships and connections

Tackle work-related causes of mental health problems by:

- Routinely taking stock of employees' mental wellbeing
- Upskill line managers to recognise poor mental health
- Providing regular one-to-ones
- Creating a good working environment
- Creating an open and supportive environment.

Organisations need to send a clear signal to staff that their mental health matters and being open about it will lead to support, not discrimination.

WHAT CAN EMPLOYEES DO?

The easiest thing that we can all do is talk. If you are concerned about a colleague, ask them if they're ok. See if they want to go for a walk or a cup of tea at lunchtime. Generally, create a safe environment so they can open up to you if they need to.

Even if you don't suspect a colleague is struggling, be careful of the language you use anyway. Insensitive words or phrases can increase the stigma surrounding mental health and make it even harder for the people around you to feel like they can talk about any issues they're facing. Do not underestimate the impact you can make just by talking to someone. You could change someone's life.

BSG COMMENT

Steve Beckwith, BSG's Training Manager commented: "It's becoming more widely accepted that construction workers are prone to stress, anxiety and depression. So it is vital that employers are able to identify the warning signs of poor mental health within their workforce and be able to offer guidance before a worker's health deteriorates."



Steve Beckwith, BSG Training Manager

Steve added: "Unfortunately it's too common for construction employees not to ask for help even when they desperately need support. So it is down to companies to raise awareness about the devastating consequences surrounding untreated mental ill health so they can control and diminish its causes before the problem becomes unmanageable."

Sources: [Mind](#), [CITB](#) & [HSE](#)

NEW: BSG MENTAL HEALTH AWARENESS COURSE

BSG's Mental Health Awareness one day course provides delegates with the knowledge, confidence and ability to identify and support colleagues experiencing mental health issues. And importantly, direct them to suitable professional and non-professional sources of help.

By the end of this course, BSG students will be able to:

- Spot the early signs of a mental health problem
- Feel confident offering help to someone experiencing a problem
- Provide help on a first aid basis
- Help prevent someone from hurting themselves and others
- Help to stop a mental health problem from getting worse
- Help someone recover faster
- Guide someone towards the right support
- Reduce the stigma of mental health problems
- Gain an understanding of stress and its causes
- Appreciate causes of phobias and how you can manage them
- Understand the common triggers of poor mental health
- The importance of creating a Wellbeing Action Plan at work
- Become aware of the options for external mental health management

COURSE FEES

BSG Member: £80 + VAT per delegate

Non-Member: £100 + VAT per delegate

Please call our office for confirmation of course dates: Tel 0300 304 9080 or visit our website: www.bsgltd.co.uk

GROUP BOOKINGS

If you have a group of 6 or more employees requiring training, we can run a Mental Health Awareness course on a private basis, at a venue of your choice on a date that suits you. We can tailor the course to meet your needs and requirements.

Course Fees:

At your premises:

BSG Members: £500 + VAT

Non-Members: £575 + VAT

At BSG Training Centre:

BSG Members: £550 + VAT

Non-Members: £625 + VAT

*Max. 12 delegates per course.

BSG's Mental Health Awareness course is facilitated by fully trained and qualified Mental Health First Aiders.

MENTAL HEALTH AWARENESS RAISED DURING MENTAL HEALTH WEEK

As part of mental health week, Steve Beckwith from The Building Safety group presented to The Chartered Institute of Building (CIOB) Bristol Hub in the Gloucester Region about “Mental Health: Would you Know the Signs?”.



David Dursley also delivered insightful mental health seminars to members during mental health week.



FREE LUNCHES TO ENCOURAGE CONSTRUCTION WORKERS TO TALK ABOUT MENTAL HEALTH AND SUICIDE

Salford mental health charity START will be touring building sites in Salford offering free ‘builder’s lunches’ to try and get construction workers talking about mental health and suicide.

Men in the construction industry face the highest risk of suicide. According to national statistics, they are three times more likely to take their own lives than the national average.

The free lunches and chats are part of START’s Reach Out; Start to End Suicide campaign which seeks to raise awareness of the issue and the support available.

Across Greater Manchester, over 200 people a year take their lives, three-quarters of them men.

Salford and Bolton have the highest rates of suicide in Greater Manchester with 31 lives being lost in each locality in 2017 according to the Office of National Statistics.

Source: [ITV](#)

BSG MENTAL HEALTH IN CONSTRUCTION SEMINARS (FREE TO ATTEND)



BSG will be holding two free seminars on ‘Mental Health in Construction’. The seminars aim to spread awareness of mental ill-health in the construction sector and break the stigma surrounding it.

The seminar will be presented by Chris Chapman, Technical Support Manager at BSG.

Chris has over thirty years’ experience of providing construction companies with advice about their legal duties in regard to Health and Safety.



Chris Chapman, Technical Support Manager at BSG

WHAT WILL YOU LEARN?

This is an introductory two-hour seminar to raise awareness of mental health. It is designed to provide:

- An understanding of what mental health is and how to challenge stigma
- A basic knowledge of common mental health issues
- An introduction to looking after your own mental health and maintaining wellbeing
- Confidence to support someone in distress or who may be experiencing a mental health issue

COURSE STRUCTURE:

- What is mental health?
- Factors which affect mental health
- Stigma

- Stress and stress management
- Spotting signs of distress
- Mental health conditions
 - Stress
 - Depression
 - Anxiety disorders
- Starting a supportive conversation
- Supporting mental health in the workplace
- HSE Stress Management Standards

DATES AND VENUE:

Wednesday 26th June 2019

12:30 – 14:30

Bromsgrove Hotel & Spa
Birmingham Road
Bromsgrove B61 0JB

Wednesday 3rd July 2019

12:30 - 14:00

Park Plaza Westminster Bridge
200 Westminster Bridge Road
London SE1 7UT

HOW TO BOOK:

To book your place on either seminar please call or email BSG’s marketing team your full contact details on:

Tel: 0300 304 9090

Email: marketing@bsgltd.co.uk

A maximum of two delegates per organisation can attend.

HSE CONDUCTS CONSTRUCTION SITE HEALTH BLITZES

The Health and Safety Executive (HSE) has announced that on the 17 June, HSE inspectors will be conducting site visits on construction sites to ensure workers are being adequately protected from occupational lung disease.

HSE is now in your area



Is your site ready for a health inspection?

Join the conversation at: SaferSites



Find out more: hse.gov.uk/construction

FOCUS IS EXPECTED TO BE DIRECTED TOWARDS:

Risks to health from exposure to dust such as silica and asbestos

Other health risks, such as exposure to noise and vibration, manual handling and hazardous substances, to ensure they are being properly managed

HSE inspectors will specifically be looking for evidence of construction workers knowing the risk, planning their work and using the right controls.

Where serious breaches of legislation are found then immediate enforcement action will be taken, but inspectors will also be taking steps to secure a positive change in behaviour to ensure on-going compliance. Health and safety breaches with clients and designers will also be followed up to reinforce their duties under CDM 2015 and to ensure that all duty holders with onsite health and safety responsibilities understand and fulfil these.

Please visit the HSE's website for more information on the HSE's health inspection initiative: <http://www.hse.gov.uk/>

For more information on the key areas which the HSE are likely to be appraising as well as how BSG members can remain compliant with legislation, please log in to [BSG's Secure Area](#) and go to the HSE Blitz Notice page. Further HSE updates will be posted on HSE Blitz Notices page.

CSCS NOTICE FOR CONSTRUCTION SUPPORT LINE APPLICANTS

CSCS is no longer accepting card applications from Construction Support Line.

Construction Support Line are a third-party training provider who also provide CSCS card application services for a fee.



CSCS has reason to believe that Construction Support Line have entered insolvency. Until the position is clarified CSCS will no longer accept CSCS card applications received via Construction Support Line.

If you are affected by this decision please contact Construction Support Line's Insolvency Practitioners, Capital Books, by emailing mail@capital-books.co.uk

You can apply for your CSCS card direct, without the need to use a third party service provider, by phoning our contact centre on 0344 994 4777.

Source: [CSCS](#)

CITB CERTIFICATE EXPIRY

A reminder that for the CITB Site Safety Plus scheme, the refresher course must be attended before the certificate expires. Failure to do this will result in the delegate being required to complete the full course again.

For any queries in relation to this, please contact the training team.



PAT TESTING COURSES



One of the key safety areas which can often be overlooked on site is that of electrical safety. Most companies are aware of the need for PAT testing but tend to bring companies in to conduct the testing for them as they think that it is too much hassle to do it themselves or even that they are not permitted to do it themselves and that it needs to be done by an independent contractor.

This is not, in fact, the case and testing can be conducted by anyone provided that they have a basic knowledge of electrical safety. This basic knowledge does not mean that a tester needs to be a qualified electrician as is commonly thought. Usually, if someone knows how to wire a plug, can identify a damaged lead and knows what a fuse is and what it does, they are suitable to be trained as a PAT tester.

BSG has now scheduled courses at their Bristol training centre for PAT testing and these courses can also be run at members and non-members own sites. The course has been developed and is run by Paul Mackley, who has 20 years' experience in training on many makes and models of PAT tester in the UK and overseas. The course is a full day course and includes both theoretical and practical sessions.

All training is conducted in line with the recommendations of the Institution of Engineering and Technology as laid down in the latest 4th edition of the Approved Code of Practice. The ACOP gives recommendations on the frequency of testing as well as details on record-keeping requirements, types and categories of electrical equipment. Inspection durations are not set in stone, however, there needs to be a good reason why if the recommendations are not adhered to. Most electrical equipment in construction is recommended to be inspected every 3 months due to the environment it is used in and the potential for damage.

During the training, a PAT tester is available for the practical elements of the course, however, candidates are encouraged to bring their own test equipment (if they have them) so that the training can be more specific to their own requirements and can also help in getting the most out of their specific equipment. We are also very happy to give advice on the most appropriate test equipment for specific sites, as some relatively cheap testers are more than sufficient for many construction or industrial needs.

TRAINING INCLUDES:

- Legislation
- The potential hazards of electricity
- Different types of electrical equipment and environments
- The need for testing
- Stages and types of testing
- Frequency of testing
- The test procedure
- Record keeping, labelling
- Practical and Theoretical assessments

Currently, we have open courses scheduled in our Bristol training centre on the following dates:

- Wednesday 31st July
- Monday 28th October

Prices (Open courses)

- Members £110
- Non-members £140 per person

We are also able to arrange courses at client's own sites and on a date to suit you, please contact us for prices and availability.

For further information or to make a booking please contact our training department on 0300 304 9080 or training@bsgltd.co.uk

MAKEOVER FOR CSCS HEALTH, SAFETY AND ENVIRONMENT ONLINE TEST UNVEILED BY CITB

The online health, safety and environment tests that are a precondition of gaining a Construction Skills Certification Scheme card (CSCS) are to be revamped from 26 June 2019, the Construction Industry Training Board has announced.

New questions have been added to better cover the wide range of daily health, safety and environment tasks and responsibilities, the CITB says.

The tests have previously been criticised as too easy to “game” by memorising answers.

Fraudulent training centres have also offered the test in “cash for qualifications” scams, in one case with a test centre manager reading out the correct answers to a roomful of candidates.

The CITB is updating the tests for candidates for the operative, specialist and management and professional (MAP) CSCS cards, with the 50 multiple choice and “drag and drop” questions in each revised test covering a wider variety of topics.

The CITB says that the review has ensured that the test meets current health and safety legislation and that it is also aligned with the latest industry practice, for instance by including questions on stress and mental ill health.

The review has also incorporated feedback from construction workers, employers and other industry stakeholders.

CITB has worked with educational assessment company Pearson VUE to revamp the format of the questions. A pilot version was trialled with 7,500 candidates, with changes including clearer test instructions.

The CITB has managed and administered the test since 2001, with around half a million people sitting it each year, in order to apply for or renew their CSCS card. There are currently around 2.1 million CSCS cards in circulation.

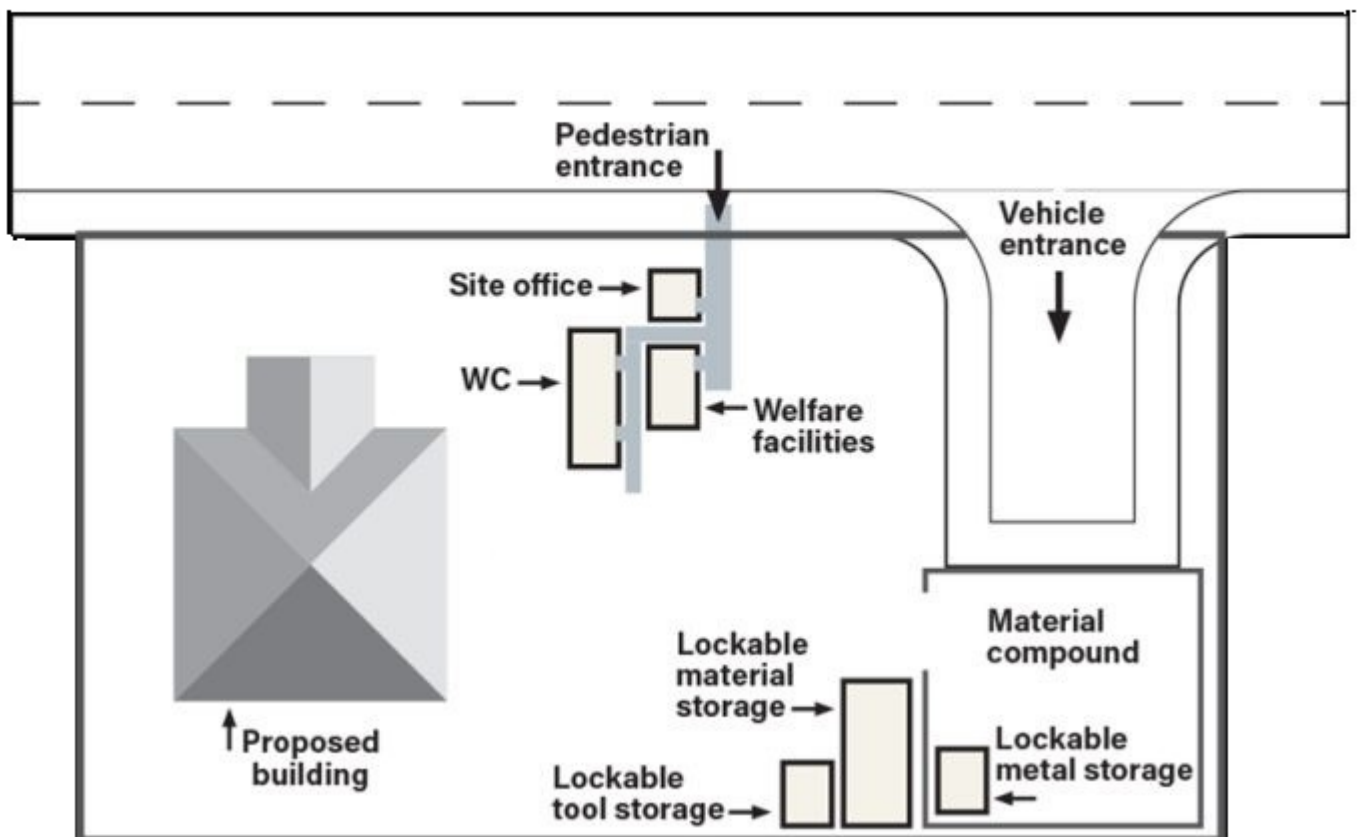
According to information on the CITB website, changes include removing a separate case study section on behavioural safety, with questions on behavioural safety instead of being incorporated into the 50 questions.

Some questions in the MAP test will be in a new format, where candidates have to drag and drop the answers into the right order.

The website includes a link to sample questions in the new format, with examples asking candidates to match hazards to signs, to select specific areas on a plan of a site, or to identify the parts of the body that could be injured when lifting heavy loads.

SAMPLE QUESTION 1:

Where **should** a worker go when arriving on a site for the first time?



MAKEOVER FOR CSCS HEALTH, SAFETY AND ENVIRONMENT ONLINE TEST UNVEILED BY CITB CONTINUED...

The CITB says that it will write to all CSCS cardholders who need to renew their card about the updates, as well as informing their employers. New applicants will also be advised about the test changes.

From 15 May 2019, applicants will be able to access updated revision materials, including DVDs, books, downloads and apps.

The online health, safety and environment tests were first introduced in 2001 as part of moves to combat the high levels of accidents and incidents in construction following John Prescott’s safety summit in February 2001. In April to December 2000, there were 92 construction fatalities.

Source: [Health and Safety at Work](#)

SAMPLE QUESTION 2:

Put the **five** following statements in order of importance when creating a COSHH assessment?

Evaluate the risks to health involved when using this product
Decide when the assessment should be reviewed
Gather information about the product and how it will be used
Decide the measures required to comply with COSHH regulations
Write and record the COSHH assessment method of work

Step 1
Step 2
Step 3
Step 4
Step 5

GUIDANCE ON WORK EXPERIENCE PLACEMENTS FOR CSCS CARDS

CSCS is asking employers to remember that not everyone on site needs a CSCS card.

Despite this, many sites insist that everyone, including non-construction staff such as caterers and cleaners, should hold a CSCS card.

Alan O’Neile, Head of Communications at CSCS said: “The rigid enforcement of a 100% carded workforce results in legitimate, non-construction related, workers being refused entry to site as they do not hold a card. This indicates a misunderstanding of the card schemes carrying the CSCS logo and undermines the construction industry’s desire for a fully qualified, as opposed to fully carded, workforce.”

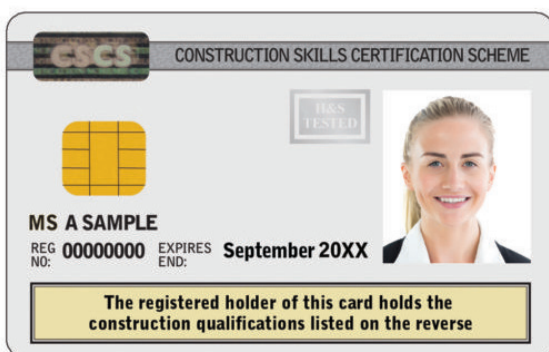
This practice is also preventing work experience students from accessing construction sites. CSCS do not issue cards to those on work experience placements. Those on work experience placements are not construction workers, they are on site to better understand what a career in construction could be like. As such, they do not require a CSCS card.

Alan O’Neile continued: “People on work experience placements are there to perform a non-construction related activity and it is the responsibility of the site management team to ensure they remain safe at all times.”

Each site will operate differently so it is up to the employer as to how they keep those on work placements safe. This often includes the delivery of a site induction highlighting the specific dangers of a site and arranging for individuals to be appropriately escorted when on site.

The decision not to issue cards for work experience students is supported by [the Construction Leadership Council’s announcement](#) that not everyone needs a card to gain access to site and cards should only be issued to those working in construction-related occupations.

Source: [CSCS](#)



BSG RECRUITS NEW TRAINER AND ADMINISTRATOR TO THE TRAINING DEPARTMENT

PAUL MACKLEY - TRAINER

BSG has recruited a new trainer to support our growing 'Plant Training' operation. Paul Mackley, who joins us from Didac, has over 30 years' experience in industrial and construction course development and delivery.

Paul is accredited with ITSSAR and has also helped to develop the ITSSAR syllabus for Overhead Crane Training. In addition, Paul has trained many instructors over the years on a variety of different pieces of plant equipment.



CAROLINE PHIPPS - TRAINING CO-ORDINATOR

Caroline has been recruited to help manage the day to day running of BSG's newly developed training centre. Caroline has over 17 years of experience working in administration.



Please visit our BSG Training web pages if you are interested in any of the courses we are running. And remember, as a BSG member you are entitled to a 15% discount off all courses.

BSG RECEIVES ITSSAR ACCREDITATION FOR PLANT COURSES

BSG is proud to announce that our plant courses are now ITSSAR (Independent Training Standards Scheme and Register) accredited. The accreditation ensures that we are meeting relevant and current standards of training and safety in the operation of industrial trucks.

BSG plant and machinery courses include:

- Chainsaw – Crosscut Operations
- Excavator
- Industrial Forklift Truck Operator
- Lorry Loader (HIAB)
- Mobile Elevated Working Platform (MEWP)
- Rough Terrain Forklift Truck Operator
- Slinger Signaller/Banksman
- Vehicle Banksman/Traffic Marshall
- Dumper
- Harness Safe Use & Inspection
- Loading Shovel (Bucket Loader)

- Mini Digger
- Overhead Crane
- Skid Steer Loader (Bobcat)
- Telehandler

For more information, please visit our website: <https://bsgltd.co.uk/training-courses/plant-machinery/>

COURSES

Need a course in a location closer to you? If you have a group of 6 or more employees requiring training, we offer all of our courses on a private basis. Held at a venue of your choice on a date that suits you, we can tailor the course to meet your needs and requirements. Contact us and find out more.

BSG PHONE NUMBERS

Training: 0300 304 9080
 Accounts: 0300 304 9060
 Marketing: 0300 304 9090
 Membership/Technical Support: 0300 304 9070

CITB SETS OUT SOLUTIONS TO “BIG SIX” SKILLS CHALLENGES FOR THE CONSTRUCTION INDUSTRY

The Construction Industry Training Board (CITB) has set out its plans to help the industry meet critical skills challenges and secure its future workforce.

CITB's [business plan](#) for 2019-2021 (published in May 2019) responds to industry's demands for it to become more strategic and better focused.

The plan outlines the 'Big Six' skills challenges, based on research and insight from construction employers across Great Britain.

THEY INCLUDE:

- making construction an attractive career to a broader range of recruits
- developing a 'site-ready' workforce
- getting more construction learners to join the industry
- growing the number and diversity of apprentices
- helping smaller firms invest in the training that can transform their business
- boosting the number of assessors for vocational qualifications.

With an ageing workforce and the potential of losing EU workers, the industry critically needs a new generation of skilled, motivated

workers. So CITB is launching a nationwide careers campaign that will attract and inspire many more recruits from all walks of life.

This campaign will highlight the many fantastic and well-paid career opportunities available, reaching groups who have traditionally been underrepresented in the industry. It will provide clear information on how to get into construction, including through apprenticeships and work experience, and will showcase the support available, such as higher CITB funding rates for apprenticeships.

Construction firms also say they struggle to find site-ready recruits. CITB will tackle this head-on by expanding the Construction Skills Fund initiative launched last year, which is funded by the Department for Education and delivered by CITB.

With 26 onsite hubs now running across England, CITB will use industry funding to create a further 20 hubs to extend the scheme to Scotland, Wales and other regions in England. These new hubs will give thousands of local people valuable onsite experience, and deliver the work-ready candidates employers need.

Construction now has more than a million small and medium-sized employers, making them essential contributors to the sector and the economy. Yet many smaller firms operate on wafer-thin profit margins, making it hard for them to invest in the training that can transform their business.



CITB SETS OUT SOLUTIONS TO “BIG SIX” SKILLS CHALLENGES FOR THE CONSTRUCTION INDUSTRY CONTINUED...

In 2018 CITB helped over 1400 smaller employers access £6m in training support through its Skills and Training Fund. In the coming year, CITB will continue to invest by growing this fund to £8m, reaching 1900 firms.

CITB Chief Executive Sarah Beale said: “Our Business Plan identifies the most pressing skills challenges we face as an industry, and sets out the detail of how CITB will work with partners to address them.

“We’ve built the plan by listening to employers and their needs, and making sure CITB is focused on a small number of really critical projects that it is best placed to deliver, whilst improving our services too.

“Working with employers, learners and education, I’m confident that this plan will help transform construction and make it fit for the future.”

Source: [CITB](#)

BSG AWARDS 2019 - KEYNOTE SPEAKERS

The Building Safety Group will be holding its fifth annual Health & Safety Awards ceremony on Wednesday November 6th 10:30am – 2pm at the British Motor Museum in Gaydon, Warwickshire CV35 0BJ.

The day will also include keynote speeches from two high profile industry speakers: Kevin Bridges, who is partner at Pinsent Masons LLP and Tony Mitchell, who is HM Principal Inspector of Health and Safety at the Health and Safety Executive (HSE).



Kevin Bridges, Partner at Pinsent Masons



Tony Mitchell, HM Principal Inspector of Health and Safety at HSE

Please download our BSG Health & Safety Awards brochure for further details: [BSG Health & Safety Awards 2019](#).

CSCS TO WITHDRAW INDUSTRY ACCREDITATION



For several years the strategic direction of the Construction Skills Certification Scheme (CSCS) has focused on ensuring that all applicants can demonstrate the achievement of a nationally recognised construction related qualification.

With the withdrawal of the Construction Related Occupation card and the removal of the Site Visitor card, the next step is the withdrawal of cards issued under Industry Accreditation.

Industry Accreditation, also known as Grandfather Rights, allowed workers to obtain CSCS cards on the strength of an employers’ recommendation rather than the achievement of a recognised qualification. CSCS closed Industry Accreditation to new applicants in 2010 but those already holding a card are currently able to renew on the same basis.

CSCS has consulted with the industry and agreed on a plan that will pave the way for the eventual withdrawal of cards issued under Industry Accreditation.

From 1 January 2020, all cards renewed under Industry Accreditation will expire on 31 December 2024 and CSCS will stop issuing the card from 30th June 2024.

Graham Wren, Chief Executive at CSCS said: “CSCS cards issued under Industry Accreditation are the only cards in the CSCS scheme which do not require the cardholder to achieve a recognised qualification. Industry Accreditation does not support the industry’s desire for a fully qualified workforce and as such it will be withdrawn.”

What each of the 60,000 Industry Accreditation cardholders need to do next depends on their occupation and any qualifications they may already hold. Those without qualifications will be required to register for the appropriate qualification for their occupation before their cards expire in 2024.

Graham Wren added: “A lot of work has taken place to ensure those with cards issued under Industry Accreditation will be able to transition to other CSCS cards as simply as possible. We are making this announcement early to ensure cardholders and their employers have enough time to make the necessary alternative arrangements.”

The withdrawal of Industry Accreditation will be the final step towards achieving the Construction Leadership Council’s objective of ensuring cards are only issued to those who have achieved, or are in the process of achieving, a nationally recognised construction related qualification.

Visit www.cscs.uk.com/ia to find out what steps you need to take to replace a card issued under Industry Accreditation.

Source: [CECA](#)



COURT CASES

TIMBER FELL TEN METRES ONTO 3-YEAR-OLD

A self-employed builder has been given a suspended jail sentence after a three-year-old girl suffered severe head injuries when a length of timber fell on her whilst it was being hoisted up the outside of a scaffold.

Brighton Magistrates' Court was told how on 6 July 2018, the girl and her mother, who was pushing her daughter in a buggy, were walking along Preston Street in Brighton. As they passed the scaffolding, erected on the pavement for refurbishment work to a flat above, the length of timber fell from approximately ten metres in height and hit the girl on the head.

The three-year-old suffered life-changing injuries. While she has made significant progress, it is not yet known whether she will make a full recovery.

The HSE's investigation found that the builder in control of the works was Grzegorz Glowacki, who had tied the length of timber to a rope for lifting up the outside of the scaffold using a pulley system. However, the knot used was not suitable, and the timber slipped out, falling to the ground. There was no exclusion zone in place to prevent persons from being underneath the load, in case of such a problem.

Glowacki of Rugby Road, Brighton, pleaded guilty to breaching Regulation 8 (1) of the Lifting Operations and Lifting Equipment Regulations 1998. He was sentenced to six months imprisonment, suspended for 18 months, plus 220 hours of unpaid work. He was also ordered to repay full costs of £5,727.92.

Article sourced from: [SHP Online](#)

PRINCIPAL CONTRACTOR FINED MORE THAN £800,000 AFTER WORKER HIT BY A HEAVY EXPANDED POLYSTYRENE BLOCK

A construction company has been fined more than £800,000 after a worker suffered three fractured vertebrae when he was hit on the head by a large expanded polystyrene block when it slipped from an excavator bucket.

Brighton Magistrates Court heard how on the 20 January 2017 workers were constructing a piling platform at Redhill Station in Surrey from expanded polystyrene blocks when one of the blocks slipped from an excavator bucket whilst being lowered into place, hitting the worker Andrew Stewart. Mr Stewart is still suffering the effects of the injury and is likely to be on pain medication for the foreseeable future.

An investigation by the Health and Safety Executive (HSE) found that the lifting operation had not used appropriate lifting accessories to transport the load and had simply trapped the load with the bucket against the dipping arm of the excavator.

Bam Nuttall Limited of St James House Knoll Rd, Camberley pleaded guilty of breaching Section 2(1) of the Health and Safety at Work Act 1974. The Company has been fined £833,333.33, plus ordered to pay full costs of £5,478.22, as well as the victim surcharge of £170.

After the hearing, HSE inspector Andrew Cousins commented: "This incident could so easily have been avoided by simply using appropriate lifting accessories such as chains and strops to carry out the lifting operation. Failure to do so has resulted in the serious injury of Andrew Stewart."

Article sourced from: [HSE](#)

BSG OCCUPATIONAL HEALTH TRAINING PROGRAMME

BSG's Occupational Health Training Programme has been developed to help ensure construction companies become and remain compliant with UK legislation.

Our one day course is specifically tailored for senior management and professionals who are responsible for the Occupational Health of their workforce. The course may also be beneficial for people working in HR or Administrative roles, who become involved in collecting Occupational Health data about employees.

During the course, BSG's expert trainer will take you through our Occupational Health procedure guide step by step, so that the guide can be applied to your business.

WHAT YOU WILL LEARN

By attending BSG's course you will be able to:

- Understand your legal duties and responsibilities for the Occupational Health of your workforce
- Identify who in your company is at risk by creating an 'Occupational Health Matrix' of your employees
- Learn how to set up a Health Management programme that will evaluate the existing health conditions in your business
- Make recommendations for changes to your procurement procedures and supply chain
- Learn the best way to initiate a group consultation with your workforce to explain the importance of Occupational Health
- Develop your own Health support mechanism by applying BSG's toolkit which includes self-assessment questionnaires, consultation feedback forms and toolbox talks
- Use BSG's Occupational Health procedure guide for your company
- Use the correct Health Surveillance forms for your workforce
- Select an appropriate Occupational Health provider which is best suited to your business
- Learn how to easily create your own Operative Occupational Health Database
- Use our Stress Management Indicator Tool

COURSE MATERIALS

The following course materials will be provided to all participants:

- BSG Occupational Health Procedure Guide
- Occupational Health matrix which can be customised for your business
- Self-assessment questionnaires for distribution to your workforce (supplied in MS Word)
- Health Surveillance form templates
- Consultation feedback form templates for your staff to complete
- BSG Course PowerPoint for future reference
- Contact details of local Occupational Health Practitioners, appropriate for your company

*All course materials are provided in hard copy and / or electronic format in MS Word or Excel format

COURSE FEES

BSG Members:
£425 + VAT

Non Members:
£489 + VAT

Course fees include all course materials as above, certification and lunch.

COURSE DATES

- 12th June 2019 (Bristol)
- 11th September 2019 (Bristol)
- 20th November 2019 (Bristol)

GROUP BOOKINGS

We can run this course at your organisation. If you have a group of 6 or more employees requiring training, we can run this course on a private basis, at a venue of your choice on a date that suits you.

We can tailor the course to meet your needs and requirements. Contact us to find out more and get a bespoke quote.

HOW TO BOOK

Book your place by calling our Training Department: Tel: 0300 304 9080
Email: training@BSGlimited.co.uk.

OCCUPATIONAL HEALTH: FACTS AND FIGURES

Ill health

HSE estimates that there are 1.2 million cases of ill health annually, caused or made worse by work, with 22.3 million working days lost due to work-related illness (not including working days lost for work-related injury).

Stress, depression or anxiety and musculoskeletal disorders accounted for the majority of days lost due to work-related ill health, 9.9 and 9.5 million days respectively.



Around 80% of new work-related conditions were either musculoskeletal disorders, stress, depression or anxiety.

Cost

27.3 million working days are lost annually due to work-related injury and illness. The cost to British employers of health and safety failure was estimated to be £2.8 billion in 2013/14.

Penalties

Those found guilty in a magistrate's court of health and safety offences can face fines of up to £20,000 and/or up to 12 months imprisonment. Conviction in a Crown Court can result in an unlimited fine and/or a period of imprisonment of up to two years.



BSG PODCASTS

BSG provides a range of Health and Safety podcasts which address critical Health and Safety issues facing the construction industry. You can view them all below:

The Dangers of Hand Arm Vibration: Chris Chapman will highlight the dangers of hand arm vibration, identify the different systems of measuring and managing exposures and explain how to measure work exposure limits.

The Importance of Using a Risk Assessment: Chris Chapman, Technical Support Manager at BSG discusses the requirements of a risk assessment and what companies need to consider when making an assessment. How to set realistic controls and monitor the effectiveness of the assessment will also be explained.

Dust on Construction Sites: During the podcast, Chris Chapman discusses which construction tasks produce high levels of dust and how companies can prevent or adequately control construction dust risks.

Directors Responsibilities: This podcast provides directors and other senior professionals with a comprehensive understanding of their liabilities and obligations when implementing a Health and Safety strategy. It also offers guidance and practical advice on what should be included in a company's Health and Safety policy.

Manual Handling: Chris Chapman summarises the criteria used when carrying out manual handling assessments, the statutory obligations placed on managers and the techniques used to reduce manual handling injuries.

Occupational Health podcast: Our Occupational Health podcast examines the actions that must be taken to ensure successful management of Occupational Health in the workplace. Focus is directed towards how companies can reduce costs as well as improve the health and wellbeing of construction workers.

General Legislation podcast: The Podcast aims to breakdown and simplify the Health & Safety at Work Act by reviewing key legislation which is relevant for the construction industry.

Special Considerations for Timber Frame Construction podcast: Chris Chapman explains the extra measures which need to be taken because of the added fire risk.

Members can view the podcasts by logging into the 'BSG Secure Information Area'.

Visit our website to login: <http://www.bsgltd.co.uk/secure/>

Alternatively, please watch our podcasts on our Youtube channel: https://www.youtube.com/playlist?list=PLESO_J4Fc9TeUlcK_GXxegFS_jvfXdtSQ

UPCOMING PODCASTS INCLUDE:

Noise - Regular exposure to high levels of noise can have detrimental effects on human hearing. Chris Chapman will review effective controls to eliminate or reduce the exposure to noise.

BSG BYTES

What are 'BSG Bytes'?

BSG Bytes are a series of short videos discussing topical industry Health and Safety matters.



Chris Chapman, Head of CDM Services and Technical Support Manager at BSG

BSG Byte - Mental Health on Construction Sites

In May, we met with Chris Chapman, BSG's Head of CDM Services & Technical Support Manager, to record our latest BSG Byte.

During the video, Chris discusses:

- What is the problem with mental health in the construction industry?
- What can employers do?
- What can employees do?
- Where can I go for help?

Members can view the BSG Byte by logging into the 'BSG Secure Information Area'.

What's next?

In July, BSG will be releasing a BSG Byte featuring Shane Ponting, Safety Adviser based in the Central region. In this video, Shane will discuss timber frame on a construction site.

Do you have a question you would like answered?

Please contact the marketing team if there is a health & safety topic or question that you would like discussed on

T: 0300 304 9090
E: marketing@bsgltd.co.uk



Shane Ponting, Safety Adviser based in the Central region at BSG

MEET THE TRAINING TEAM

T: 030 0304 9080 E: training@bsgltd.co.uk



Steve Beckwith, Training Manager
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Catherine Dyke, Training Admin Team Leader
Training@bsgltd.co.uk



Caroline Phipps, Training Co-ordinator
Training@bsgltd.co.uk

BSG TRAINING VENUES



BSG SOUTH WEST TRAINING CENTRE, BRISTOL
BSG South West Training Centre
5 Pinkers Court, Briarlands Office Park,
Gloucester Road, Rudge Way,
Bristol BS35 3QH
T: 0300 304 9080



HOLIDAY INN CARDIFF NORTH, CARDIFF
Holiday Inn Cardiff North M4/J32,
Merthyr Road,
Tongwynlais,
Cardiff CF15 7LH



EXETER ST. THOMAS CRICKET & SPORTS COMPANY, EXETER
Brooklands Grace Road, Marsh Barton Trading Estate,
Exeter EX2 8PU



BROMSGROVE HOTEL & SPA, MIDLANDS
Birmingham Road
Bromsgrove B61 0JB

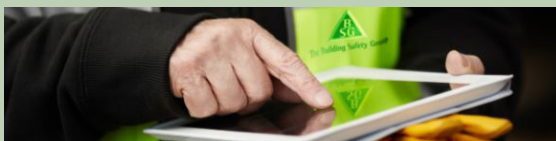
BSG LOGIN GUIDES

To help members log in to our software, we have created login guides for the BSG Secure Area, BSG Online Services and the Risk Assessment Software. These can be found below:

BSG Secure Area - <http://www.bsgltd.co.uk/wp-content/uploads/2018/04/BSG-Secure-Area-Login.pdf>

BSG Online Services - <http://www.bsgltd.co.uk/wp-content/uploads/2018/04/BSG-Online-Login.pdf>

Risk Assessment Software - <http://www.bsgltd.co.uk/wp-content/uploads/2018/04/BSG-RAS-Login.pdf>



The Building Safety Group

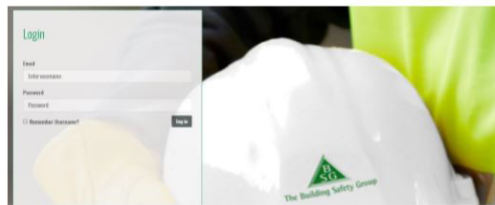
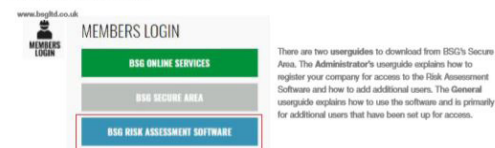
Your Partners in Health, Safety & Environmental Welfare



BSG Risk Assessment Software Login

As a BSG member your company and staff will have exclusive access to our 'Risk Assessment Software' where you are able to utilise over 70 different types of risk assessment templates. Each BSG template is pre-configured with its own set of unique control measures relevant to the task being assessed. Users simply have to apply a risk rating for each task assessed, using our 5 x 5 risk evaluation matrix.

To access BSG's Risk Assessment Software, please visit our website at www.bsgltd.co.uk. Click on the 'Members Login' button and select BSG RISK ASSESSMENT SOFTWARE. Enter the username and password that has been supplied to you, tick the 'Remember Me' box and click 'login'.



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The Building Safety Group

BSG MEMBERS CAN STAY UP TO DATE WITH BSG NEWS

BSG News keeps you up to date with industry health and safety news. Subscribe to our BSG News e-newsletter on the newsletter page of our [website](http://www.bsgltd.co.uk).



TRAINING NEWS

Training courses starting soon...

- Site Management Safety Training Scheme (SMSTS) (5 days) – 17, 18, 19, 20 & 21 June 2019 (Bristol), 1, 8, 15, 22 & 29 July 2019 (Bristol), 3, 10, 17, 24 & 31 July 2019 (Exeter), 3, 10, 17, 24 & 31 July 2019 (Bristol)
- First Aid at Work (3 days) – 17, 18 & 19 June 2019 (Bristol), 5, 12 & 19 July 2019 (Bristol)
- CITB Health and Safety Awareness (1 day) – 18 June 2019 (Exeter), 25 June 2019 (Bristol), 2 July 2019 (Bristol)
- Site Supervisor Safety Training Scheme (2 days) – 19 & 26 June 2019 (Bristol), 11 & 12 July 2019 (Bristol)
- Directors' Responsibilities (1 day) – 21 June 2019 (Bristol)
- Site Management Safety Training Scheme Refresher (2 days) – 24 & 25 June 2019 (Midlands), 26 & 27 June 2019 (Bristol), 2 & 9 July 2019 (Bristol), 18 & 19 July (Bristol)
- Non-licensed Asbestos Work (half day) – 28 June 2019 (Bristol)
- Asbestos Awareness (half day) – 28 June 2019 (Bristol)
- Confined Space (1 day) – 3 July 2019 (Bristol)
- Emergency First Aid at Work (1 day) – 8 July 2019 (Bristol)

