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HEALTH AND SAFETY COMMISSION

CONSTRUCTION INDUSTRY ADVISORY COMMITTEE (CONIAC)

CONIAC Declaration for Worker Engagement in the Construction Industry

Issue

1. This paper presents a draft declaration on worker engagement for the construction industry for consideration by members.

Background

2. At meeting M2/2003, members agreed that a WP should be set up to consider means to promote workforce engagement and consultation within the industry and to disseminate best practice. Members were updated on progress at meeting M3/2003.
3. Since then:
 - HSC has landed a new Strategy for Workplace Health & Safety to 2010 & beyond;
 - HSC/E recently launched an industry wide declaration on workforce engagement (see Paper M1/2004/4).

Current position

4. Taking account of these developments and views of CONIAC's WP members, a Draft Declaration for the construction industry has been prepared for CONIAC's approval (see Annex 1).
5. The declaration:
 - Will assist in driving forward cultural change in the industry's approach to health & safety and worker engagement current best practice;

- Encourage those who have yet to recognize the benefits of worker engagement to follow;
- Encourage those setting best practice to carry forward continuing improvement on this crucial issue;
- Builds on current best practice;
- Is deliberately succinct and action driven to meet the needs of the construction industry;
- Directly those people requiring further information to relevant sources will be supported by a Best Practice as a part of the HSE Construction website (<http://www.hse.gov.uk/construction/index.htm>).

Action

6. Members are invited to:

- Agree:
 - The Draft;
 - The proposed timetable;
 - A suitable launch platform.
- Provide examples of best practice for the website.

7. Next Steps

Timing

Members are invited to consider the best time to launch an industry declaration. It might possibly be launched at the proposed high level event. However that is likely to be in February 2004 which is some way off. An earlier launch may be desirable.

Launch platform

Likewise, if the high level event is unsuitable for the launch, members are invited to suggest a suitable launch platform.

Best Practice Examples

Members are invited to provide best practice examples for the proposed support system on the website. A proforma getting out a suggested in/out for the succinct

transfer and communication of information can shortly be provided to members and others.

Annex 1: Draft Declaration for the Construction Industry

CONIAC Declaration on Engaging the Workforce

Statement of Principle.

Every construction worker has a right to work in places where risks to their health and safety are properly controlled. Every worker is encouraged to have a voice and will be given opportunities to influence health and safety in the places they work.

We commit to developing positive relationships between workers, employers and those having control of construction work based on collaboration and trust and nurtured as part of developing approach to managing health and safety.

We will:

- All encourage workers to get involved. For example, by:
 - worker involvement in health and safety improvements;
 - method statements;
 - job/task sheets;
 - arrangements for exchanging views between workers and those in control of construction work.
- Encourage employers, project managers and others in control of construction work to ensure workers are given real opportunities to improve their working conditions and to listen and respond to their opinions, views and advice;
- Ensure that sufficient resources are made available, including training, to improve worker consultation;
- Develop best practice in the industry.

A developing trust helps build up a shared vision of decent working conditions for everyone in the construction industry.

An involved and consulted workforce will contribute to securing health and safety as a 'cornerstone of a civilised society'.

Further Information

The hyperlinks provide information on:

- HSC Industry Declaration on Workforce Engagement
<http://www.hse.gov.uk/involvement/index.htm>
- General construction industry health & safety and good practice
<http://www.hse.gov.uk/construction/index.htm>