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## **HEALTH AND SAFETY COMMISSION**

### **CONSTRUCTION INDUSTRY ADVISORY COMMITTEE (CONIAC)**

#### **PROPOSED CONIAC WORKPLAN 2006 – 2007**

##### **Summary**

**This paper proposes a CONIAC workplan for 2006–2007. It reflects both HSC and CONIAC Strategies and supports HSE’s Construction Division Business Group Delivery Plan 2006–2007. The plan includes approval of the CDM package for submission to the HSC and of key Working Group activities. The paper also seeks CONIAC’s views on how it might help to address the issue of migrant workers.**

##### **Issue**

1. To propose a CONIAC workplan for the period 2006 – 2007, setting out activities CONIAC will undertake to support HSE’s Construction Division in taking forward its Business Group Delivery Plan (CDBGDP).

##### **Timing**

2. Routine.

##### **Recommendation**

3. That CONIAC agrees the proposed workplan for 2006–2007 attached at Annex 5.

##### **Background**

4. CONIAC’s role is set out in its Terms of Reference (see Annex 1). These include “to agree and carry forward a workplan that will assist the industry deliver its ‘Revitalising Health and Safety’ (RHS) targets set at the 2001 Summit”. Also, “CONIAC will work to complement the HSC/E’s Construction Priority Programme<sup>1</sup> (Con PP) and, when

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<sup>1</sup> So called because the construction industry had been selected as a priority by HSC and was the subject of one of HSC’s 8 Priority Programmes. Subsequently, HSE re-structured the organisation to better help deliver the Public Service Agreement (PSA) target arising from the Spending Review 2004 on reducing work-related ill health, injury and days lost and the ConPP became a component of HSC/E’s overall “FIT3” Strategic Delivery Programme. <http://intranet/fit3/index.htm>

appropriate, carry forward specific workstreams through free-standing 'Task & Finish' IAC Working Parties." Annex 2 sets out the role of individual CONIAC members.

5. CONIAC last discussed its strategy and workplan for 2004–2008 at its April 2004 meeting <http://www.hse.gov.uk/aboutus/hsc/iacs/coniac/200404/200401.pdf> . This was then worked up into a specific workplan for 2004–2005 which was agreed at the July 2004 meeting <http://www.hse.gov.uk/aboutus/hsc/iacs/coniac/220704/m20401.pdf> .

6. HSC's strategy for its Industry Advisory Committees (IACs)<sup>2</sup>, includes an expectation that they should have, and use, linkages with the HSC's Programmes to contribute to the achievement of HSC strategic outcomes. The rationale underlying CONIAC's strategy and workplan therefore included the benefits of closely aligning it with that of the then Con PP, not least in securing CONIAC's full engagement with HSC/E's Strategies. This working-together theme is further developed in HSC's *A Strategy for Workplace Health and Safety in Great Britain to 2010 and Beyond*, where the Commission states that it wishes to develop closer partnerships with others, so that HSE works with these partners to bring about change in the broader health & safety agenda.

7. The ConPP had four portfolios (Occupational Health, Safety, CDM dutyholders and Strategic Stakeholders) containing a range of projects focussing on key issues, as well as non-portfolio projects. The agreed workplan used a mix of types of engagement between CONIAC and the Con PP. It concentrated resources on the projects which were then most developed and which would gain most immediate benefit from CONIAC involvement. The projects chosen<sup>3</sup> were largely self-selecting in terms of issues on which CONIAC already had a strong interest and those which had a clear need for industry engagement at that stage. Annex 3 shows the CONIAC Working Parties set up to take the projects forward.

8. CONIAC received reports on the activities of its Working Parties at its meetings in March 2005 (<http://www.hse.gov.uk/aboutus/hsc/iacs/coniac/310305/310305p2.pdf> ) and March 2006 (<http://www.hse.gov.uk/aboutus/hsc/iacs/coniac/300306/m1200604.pdf> )

## Argument

### The principles underlying the Proposed Workplan

9. The rationale for the development of CONIAC's proposed workplan 2006–2007 is largely the same as that described above. It seeks to ensure that, where resources permit, CONIAC maintains the linkages with the Construction Programme, which in turn is designed to deliver the RHS targets and the current PSA target and is also closely linked to HSC's Strategy. It is apposite to note that the HSC Chair's Foreword in the Year 2 Report<sup>4</sup> on the HSC Strategy includes that: " ... *However, we are not the only players in the health and safety system. Whatever our resources, we can only do so much. The trade unions, health and safety professionals and British business all have a part to play and we will again be looking to them in the next 12 months to implement and use the Strategy in their work on health and safety, for example by promoting the strategic themes in their dealings with third parties, particularly small and medium sized businesses ... The Strategy is working and is now integral to our activities.*"

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<sup>2</sup> GAP 2 - A Guide to managing HSC Advisory Committees

<sup>3</sup> (Revitalising the Summit Process, Employee Engagement, OH Risk Management, CDM Revision, WWT & SMEs, Slips & Trips, Designer Engagement, Work of Short Duration, Coherent Engagement with Training Providers)

<sup>4</sup> <http://www.hse.gov.uk/aboutus/hsc/strategyyear2.pdf>

10. The workplan is further founded on the key points set out in CONIAC's agreed Strategy 2004–2008 (Annex 4) and takes in to account the activities in the CDBGDP 2006-2007 (which sets out the proactive field work of the Construction Division) as well as CONIAC's chosen initiatives. Some CONIAC Members provided input to the draft (CDBGDP) plan at an ad hoc meeting on 19 January 2006 and a final copy was circulated via email on 31 May. A list of CONIAC Working Party key activities for 2006-2007 can be found at Annex 6.

11. Clearly a key focus for CONIAC before year-end will be approval of the CDM package for submission to the HSC at its meeting on 17 October. Members will have noted the timeline for discussion and clearance in the email message from Stephen Williams on 19 June. Members have indicated that they wish to be engaged in developing the draft *CDM Benefits Realisation Plan* - or launch strategy - aimed at using the opportunity presented by the implementation of the revised CDM Regulations to achieve a step change in health and safety performance in construction within three years of their introduction. The proposed workplan reflects this view.

12. Another area of focus is the issue of migrant workers. Migrant labour makes up 5% of the labour force in construction (9% in London and SE). Migrant and other socially and economically disadvantaged workers are more likely to work in construction. The latest available figure for migrant-worker fatalities in 2004/05 is 5 out of total of 71 – a significant percentage.

13. Communication is an issue for construction sites, and many other workplaces. The inability to read or understand safety information, method statements or warning signs, and the use of differing languages on a site, may result in increased risks. CONIAC has developed a "Declaration on Engaging the Workforce" which sets out the industry's commitment to improve worker engagement as a means of reducing accidents and ill health. The ACoP draws on this, as well as providing guidance that information and training should be provided in a way that takes account of language difficulties or disabilities. HSE will shortly be issuing guidance on ensuring good communication with workers who have difficulty speaking or understanding English, in its revised booklet 'Essentials of Health and Safety'.

14. CONIAC Members may wish to consider how they can help to take the issue of migrant workers forward.

### **Consultation**

15. Chairs of Working Groups and the Construction Division's Planning Team have contributed to and agreed the paper.

### **Action**

16. Members are asked to note the contents of this paper, and agree the proposed Workplan attached, on the basis that it reflects both HSC and CONIAC Strategies. Views are also sought on how CONIAC might address the issue of migrant workers.

### **Contact**

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**CONSTRUCTION INDUSTRY ADVISORY COMMITTEE (CONIAC)**

**TERMS OF REFERENCE**

“Pursuant to the powers granted to the Health and Safety Commission (“the Commission”) by Section 13(1)(d) of the Health and Safety at Work etc Act 1974 and exercised on the Commission’s behalf by the Health and Safety Executive (“the Executive”) in accordance with the Commission’s Direction dated 4 September 2001, the Executive has decided to appoint on the Commission’s behalf a committee to be known as Construction Industry Advisory Committee (“the Committee”). The Committee shall consider and advise the Commission or the Executive, as appropriate, on:

- The protection from hazards to health and safety of those at work in the building, civil engineering and engineering construction industry and the protection of the public from related hazards; and,
- Associated matters as referred to them by the Commission or the Health and Safety Executive.

The Committee will:

- Agree and carry forward a workplan that will assist the industry deliver its ‘Revitalising Health and Safety’ targets set at the 2001 Summit;
- Work in support of the HSC/E’s Construction Priority Programme and, when appropriate, through free-standing ‘Task & Finish’ IAC Working Parties to carry forward specific workstreams;
- Be constituted for a period of five years;
- Meet three times a year;
- Consist of a Chair and members appointed by HSC/E.

**The role of individual CONIAC members** is to:

- To speak authoritatively for their sector and to exercise influence and leadership therein;
- Play an active part in developing CONIAC's strategy so that it will assist the industry in achieving the challenging RHS targets it has set;
- Act as a champion in bringing about change and in supporting the delivering of the strategy in their sector of the industry.

## The Working Parties set up to take projects forward

(i) A Task and Finish Group to deliver the CONIAC contribution to the **High Level Event (Feb 2005)** supporting the Con PP project, “Revitalising the Summit Process”;

(ii) **The Designer Working Party:** Established, originally to support the Designer Engagement Project of the Construction Priority Programme, including the design, client and contractor perspectives.

(iii) **The Construction Regulations Review Working Party (now CDM WG);** The main purpose of the Group, which first met on 7 October 2003, was to help with development of the detailed proposals for revised CDM Regulations.

(iv) **The WWT Steering Group;** The main purpose of the Group is to give steer and direction to the WWT campaign.

(v) **The Worker Engagement Working Party:**

The objectives of the Group are:

- To develop, establish and promote the CONIAC Declaration on Engaging the Workforce<sup>5</sup>; and
- To support the Worker Engagement Project and to provide a mechanism for consultation on and for directing the industry-wide Worker Engagement Initiative.

(vi) **Occupational Health Working Party:** The OHWP provides a forum in which health risks common to the construction industry can be identified and ways can be found for removing or minimizing them. The OHWP contributes to projects to increase the awareness of occupational health issues and sets an agenda for change in the industry.

(vii) **The Safety Working Party:**

The main purposes of the Group are:

- to provide support and a consultation mechanism for the safety-related projects being taken forward through the Construction Programme;
- to share good practice, and
- to explore where new initiatives are needed.

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<sup>5</sup> <http://www.hse.gov.uk/construction/engagement/coniac.htm>

**CONIAC Strategy 2004-2008**

1. CONIAC's strategy will focus on delivering the HSC's new strategy, *A Strategy for Workplace Health and Safety in GB to 2010 and Beyond*, within the construction industry, in particular:
  - By developing closer partnerships;
  - By promoting more effective health and safety management and a sensible health and safety culture; and,
  - In communicating the vision of an industry whose workplace health and safety standards lead the world.
  
2. CONIAC will:
  - Focus attention on where the industry performs poorly so as to get best results;
  - Promote greater involvement of workers – recognising that the people best placed to make workplaces safe and healthy are staff and managers;
  - Contribute to making information and advice clearer and simpler;
  - Champion involving all stakeholders and forging closer working relationships where everyone has a voice and can contribute.

**The CONIAC Workplan 2006-2007**

**1. Construction (Design and Management) Regulations 2007 (CDM)**

- Support HSE Construction Division in delivery of the CDM Benefits Realisation Plan
- Consider and debate the draft CDM regulatory package, with a view to approval for onward transmission to the Health and Safety Commission

**2. Construction Division Business Group Delivery Plan**

Supporting the Construction Division Business Group Delivery Plan 2006-2007

In particular, to provide support to the:

- Worker Engagement;
- Working Well Together; and
- other topic areas in the Plan

**3. CONIAC meetings**

Holding three meetings of CONIAC during 2006-2007 at least one of which will be open to members of the public

Through which to:

- provide a high level forum to discuss H&S issues in the construction industry;
- support the Construction Programme and its projects;
- share and report best practice developments; and
- address issues requiring IAC input and support, in particular the review of the Construction (Design and Management) Regulations and development of the CDM Benefits Realisation Plan.

**4. Other issues of particular interest to CONIAC**

Continue to take forward issues of particular interest to CONIAC, for example,

- Engaging with small firms (see M2/2006/2)

## Key Working Group Activities planned for 2006 - 2007

### **The Construction Regulations Review Working Party (now CDM WG);**

Members will continue to help with development of the detailed proposals for revised CDM Regulations until the package is approved for submission to the Minister.

### **The WWT Steering Group;**

- Develop a strategy for the WWT campaign
- Support regional network of WWT groups and share best practice in particular with SHAD delivery
- Develop and deliver initiatives to raise awareness and change behaviours of micro and SMEs

### **The Worker Engagement Working Party:**

- The WG will be looking for ways to build on the innovative involvement of safety representatives in the February 2006 Good Order Campaign
- The Initiative will be taking part in the cross-HSE Worker Involvement project (A programme designed to improve the quantity and quality of worker involvement in health and safety at work) on Hand Arm Vibrations (HAVs) and Noise, working with contractors and specialists to develop guidance materials for the industry. This project will demonstrate how principles of worker engagement can lead to better quality decisions on how to manage risks to individuals from HAVs and Noise.
- On September 20th a Conference on Worker Engagement is planned at Rose Court, to disseminate the findings of the research on different approaches to Worker Engagement carried out by Glasgow Caledonian University
- Following this conference, a benefits realisation plan will be implemented to impact on small and medium sized contractors using the findings of the Glasgow research, to include a programme of mailings, regional events, targeted visits by HSAOs and Inspectors into the 2006/07 work year.
- The drive will continue to build up and refresh the library of case studies being produced on the Worker engagement pages on the Construction web site.
- The WG will also be
  - exploring ways to promote the topic amongst larger construction clients
  - supporting a pilot Worker Engagement SHAD in Liverpool in Autumn 2006.
  - seeking a model of financing worker safety advisers which may prove sustainable for the construction industry.

### **The Occupational Health Working Party**

The Working Party will contribute to:

- The Occupational Health Management Project, in particular the development of the recently piloted Occupational Health Management Model<sup>6</sup> and the promulgation of case study material;
- The Supply Chain Project: (which targets action on all parts of the supply chain to reduce risks from specific construction processes, including: heavy blocks;

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<sup>6</sup> A web-based tool for employers designed to provide advice to the industry on the management of occupational health

kerbs and paving; HAVS; rebar-tying; handling panel products; silica dust control and the use of lifting aids.)

- The Constructing Better Health (CBH) Pilot<sup>7</sup> legacy development.

### **The Safety Working Party:**

- The WG will be developing and contributing to plans for the 2007–2008 period and working up solutions to tackle key safety issues. In particular it will focus on the proposed “Falls from vehicles” initiative.
- A key topic for discussion during 2006 – 2007 will be the “Construction Logistics” initiative - an initiative looking holistically at the supply chain from delivery of goods to use.

### **Designer Working Group**

The WG will take forward and assist in projects as they arise.

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<sup>7</sup> A pilot which provided occupational health advice and support to employers, workers, designers and clients of building work in Leicestershire