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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, and considered a draft declaration at meeting M1/2004.
3. At meeting M1/2004 members expressed the view that the declaration required amendment.

Current position

4. The declaration will;
 - Assist in driving forward cultural change in the industry
 - 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;
 - Build on current best practice;
 - Be deliberately short and action driven to meet the needs of the construction industry;

- Be supported, in due course by Best Practice Case Studies published as part of the HSE Construction website (<http://www.hse.gov.uk/construction/index.htm>).

5. Taking account of the views of CONIAC's members, a revised Draft Declaration for the construction industry has been prepared by the Working Party for CONIAC's approval (see Annex 1).

Action

6. Members are invited to:

- Agree:
 - The Draft;
 - That the Declaration should be launched at the High Level Event in February 2005
- Consult with their constituent organisations to identify examples of best practise which can be posted onto the web site

Best Practice Examples

7 Members are invited to provide best practice examples for the website

CONIAC Declaration on Engaging the Workforce

Statement of Principle.

We will actively promote participation of workers in the management of health and safety on construction sites. We commit to developing positive relationships between workers and employers, based on collaboration and trust, in order to improve standards of health and safety on site. This commitment is to overcome language and cultural differences, and it includes small sites and mobile workers.

Every construction worker has the right to a healthy and safe work site 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 recognise that Trade Union safety representatives can be empowered and trained to help improve consultation on health and safety. Improved consultation often leads to higher health and safety performance. In all workplaces, clients, designers, contractors and workers are encouraged to promote vibrant systems of consultation, based on co-operation.

A developing trust will enable sustained culture change that will improve working conditions for everyone in the construction industry.

- We will:**
- 1 Encourage workers to get involved. For example;
 - o through participation in risk assessment
 - o by worker involvement in safety task analysis, toolbox talks, method statement briefings; and as safety representatives
 - o by making arrangements to enable the exchange of views between workers and those in control of construction work
 - 2 Encourage employers, project managers and others in control of construction work to listen to workers concerns and give workers real opportunities to improve their working conditions
 - 3 Ensure that sufficient resources are made available, including training, to improve worker consultation;
 - 4 Develop and publicise best practice in the industry.

Further Information

The hyperlinks provide information on:

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