
Seeing the bigger picture – improving construction through regulation change

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Challenges for the industry

- Leadership in procurement
- Effective management and co-ordination
- Understanding and delivering a competent workforce
- Small site culture
- Preventing occupational disease
- Tackling bureaucracy



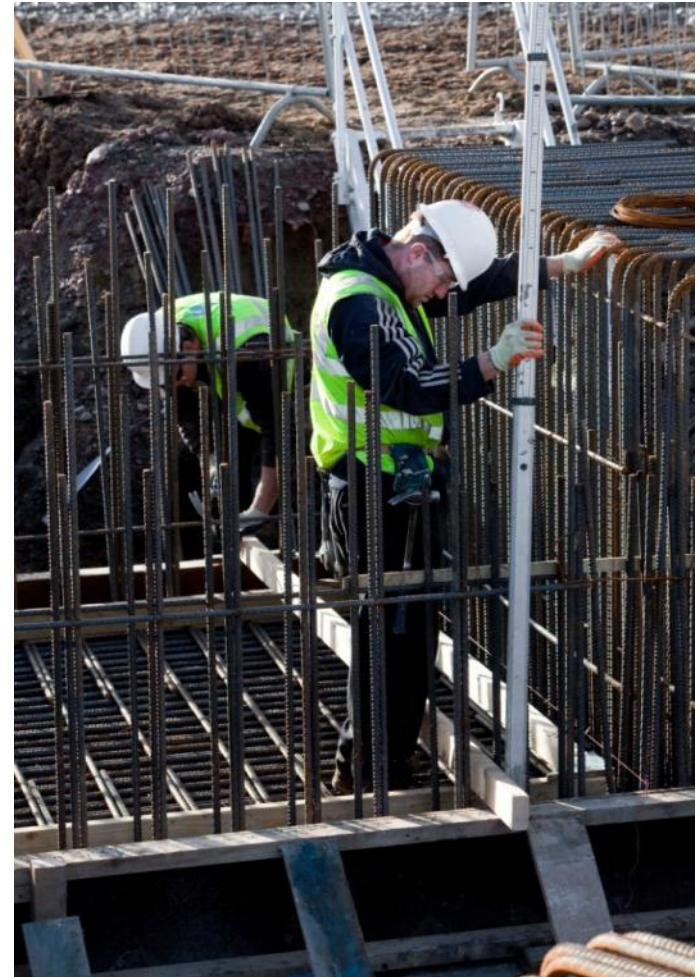
Government drivers

- Growth
- Better regulation through:
 - simplification
 - reducing red tape/bureaucracy
 - focus on risk
 - proportionality
 - consistency



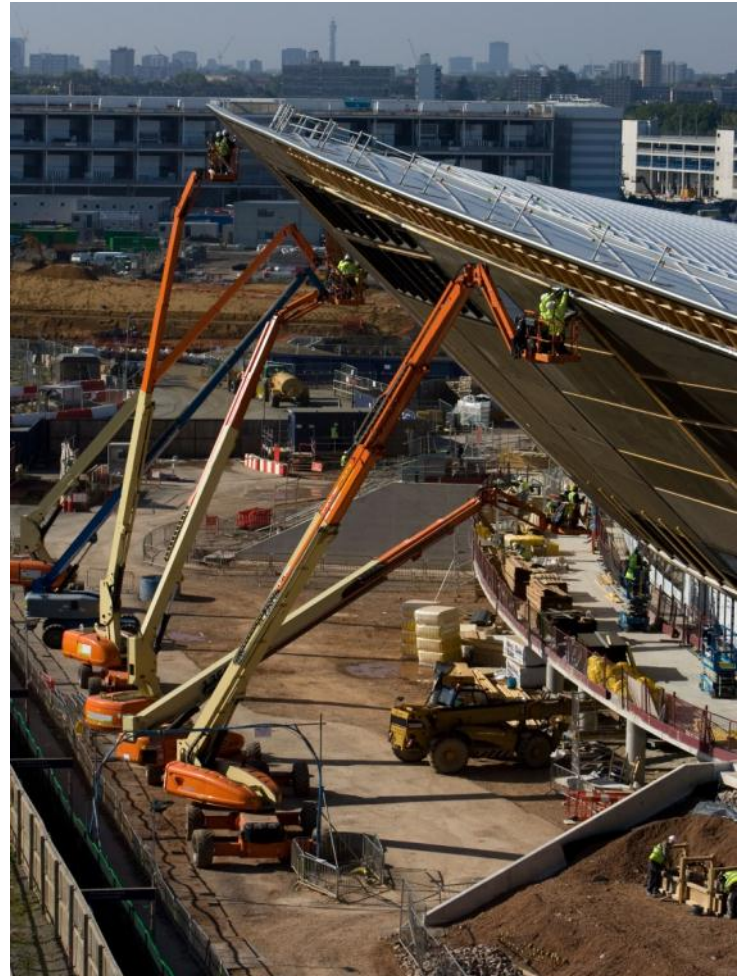
CDM review

- No changes on the standards to be achieved on sites
- Those who ‘create’ risk responsible for ‘managing’ it
- Structural simplification of the Regulations
- Simplified and targeted guidance



CDM review – main changes

- Removal of explicit competence requirements
- Removal of exemption for domestic clients
- Amendment of the threshold for appointment of co-ordinators
- Embedding co-ordination function within the project team



CDM 2015 – where are we now?

In August HSE Board agreed:

- the regulatory package
- provisions concerning ‘competence’ and domestic clients
- the provision of guidance package.
- slimmed down signposting ACoP





CDM 2015 – Clients

- Influence performance through the procurement process
- selecting and appointing the right team
- setting the standards
- making the arrangements
- holding Principals to account



CDM 2015 – Competence

‘Organisational capability’

- Selection of supply chain with relevant experience and organisational capability – due diligence
- Industry led approach required
- Need to remove non-value adding activities



Competence – An industry framework

- HSE / CITB supported research to identify the components of competence; and
- recommend a cross sector framework for defining the meaning and harmonising the approach to demonstrating and delivering a competent workforce
- involving all stakeholders
- Report and recommendations to support actions in Construction 2025 Strategy.

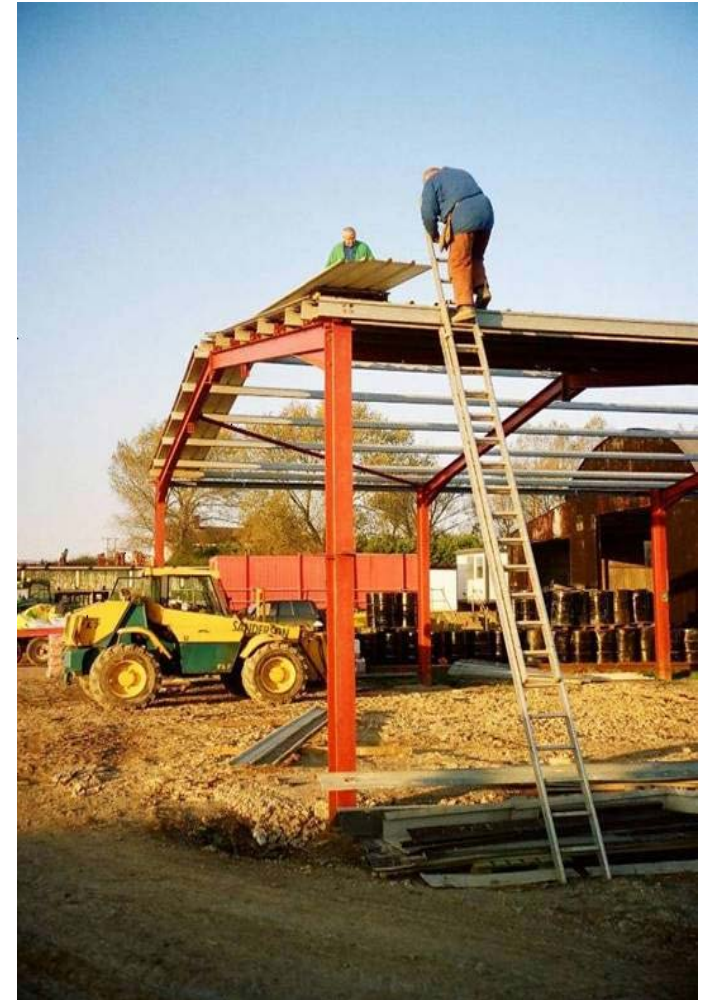


CDM review – guidance

- Legal commentary (L-Series)
- Duty holder-specific guidance authored by CONIAC – aimed at smaller projects.
- CONIAC guides – What Good looks Like and Scenarios
- Revised HSE web pages
- Development of template h&s plans – smartphone app?

Post implementation:

- Simplified sign-posting ACoP



Implementation of CDM 2015

- Planning for coming into force April 2015
- Core guidance published start of January 2015
- Further guidance in run up to April 2015
- Much already familiar
- Compliance expectations at smaller end unchanged
- Continued work on competence



Progress

- Significant change in culture over last 10 years
- Long-term downward trend fatals/major injuries
- Greater focus on health
- Greater ownership by industry
- More integrated approach to managing h&s



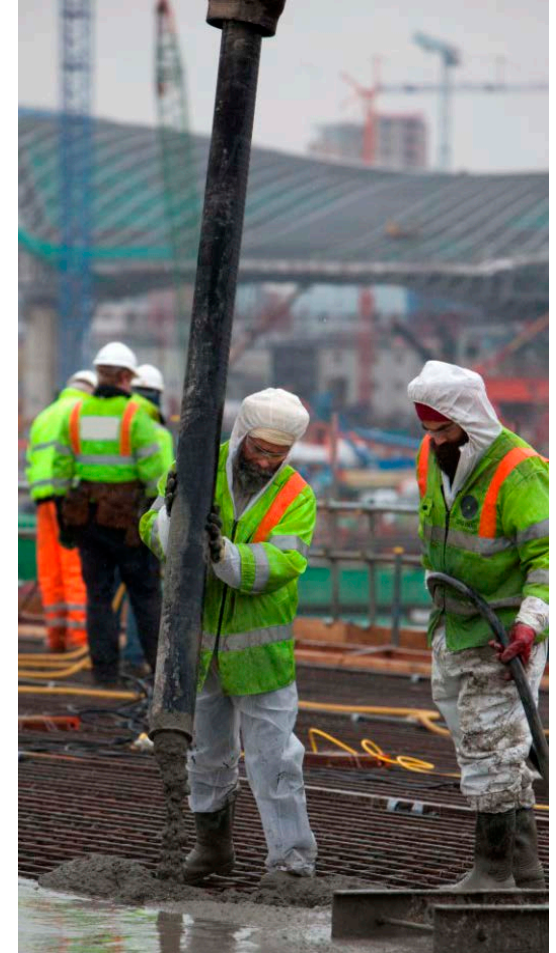
Progress - BUT

- Two tier industry
- Sufficient focus on major incident potential?
- Designing out problems
- Growth in bureaucracy
- Still too much non-value adding activity
- Is all sensible and proportionate?



Operational initiatives

- Main inspection effort smaller projects, refurbishment and asbestos
 - following incident; and
 - where risk not managed
- Addressing underlying causation
 - following incident; and
 - where risk not managed
- Challenging senior management – Senior level leadership
- Early engagement on major project
- Engaging and helping small firms:
 - Working Well Together events
 - simplified guidance
 - toolkits (LWIT)



To End

- Exciting times
- Revised CDM Regulations:
 - improved collaboration
 - responsibilities now in supply chain
 - focus on real issues
- Non-regulatory led solutions
- Opportunity for h&s profession to demonstrate sensible approach
- All have a role and responsibility – though reappraisal for some

