

# Health and Safety Standard No. 08

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| <b>Group</b> | Development and Project Management |
| <b>Title</b> | Competence (SKATE)                 |
| <b>Date</b>  | March 2018                         |

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## Management & Supervision

All Principal Contractor's and Contractor's management and supervisory staff employed on Landsec sites must have a demonstrable level of competence in terms of **S**kills, **K**nowledge, **A**ttitude **T**raining and **E**xperience (SKATE) in management / supervisory skills and Health & Safety.

The minimum standard for a Project Manager is Site Management Safety Training Scheme (SMSTS) and the relevant CSCS card to their occupation. For small works and trade supervisors the required standard is the Site Safety Supervisor Training Scheme (SSSTS) and the relevant CSCS card, to their occupation. All supervisors are required to wear black hats when working on site.

Standards of supervision levels on projects will be determined according to the level of risk involved in the specific operation and the competence (appropriate SKATE) of those undertaking the task, for example due to the high-risk nature of work at height activities, it must be supervised at all times. In addition, supervisors must be readily recognisable. (e.g. site supervisors must wear black hats to be instantly identifiable)

Contractors are required to declare and be able to demonstrate the level of Health & Safety training that has been completed by their managers and supervisors, relevant to their responsibilities.

## Health & Wellbeing Training

All Principal Contractor's and Contractor's must provide managers, supervisors and operatives with training in health and wellbeing. Examples of training include:

- NEBOSH Health and Wellbeing Certificate which is aimed at General Managers, supervisors, health and safety and HR personnel;
- BOHS Managing and Controlling Workplace Risks Certificate which is aimed at site managers and site supervisors
- Mental health first aid training which is aimed at anyone who is interested in learning the skills and confidence to spot signs of mental health issues
- Mates in Mind which is a training programme aimed to raise awareness, address the stigma of poor mental health and improve positive mental wellbeing in the UK construction industry

## Operatives



- All operatives on site must have a demonstrable skill level incorporating health & safety training. For example, a CSCS card at the appropriate level for the activities to be undertaken. “Right Card Right Job”.
- This is in addition to any specialist or specific trade, task or safety training, which has been undertaken. For example, roof works
- These requirements must be monitored by the Principal Contractor for compliance throughout the project, with records maintained.
- If, at induction, operatives cannot provide the required proof of competency they must be refused permission to work on site.

### **Non-English-Speaking Personnel**

Workers whose first language is not English must be able to demonstrate they have a basic understanding of both written and spoken English. If a worker cannot demonstrate this basic understanding, their employer must:

- Translate the induction, risk assessment, method statement and briefings including site emergency arrangements for them.
- Provide a mechanism to update operatives, in a language they are fluent in, on the daily significant hazards on site
- Any additional information is available in a readily understood format
- Assign an English-speaking worker who can translate and communicate to a group of workers (maximum of four in a group)

### **Training**

Specific route of training / certification is required for the following:

- Crane & Lifting Appliance Operators, slinger / signallers, Lift Co-ordinators and Appointed Persons (CPCS)
- Forklift operators (CPCS, RITB, AITT)
- MEWP. operators (CPCS/IPAF) – specific to the type of machine being operated and familiarisation training when working with MEWP's.
- MEWP's for managers – for persons planning and putting persons to work on MEWPs
- PAL Plus advanced operator course should be considered for cherry picker work in a challenging and higher risk environment.
- Competency such as the IPAF PAV should be provided for Operatives using push along vertical platforms.
- Tower scaffold erection and use (PASMA) – including advanced guardrail training.
- Working at height must have the appropriate level of training and be specific to the work activity.
- All scaffolders must hold appropriate certification, under the CITB Scaffolders Registration Schemes [CISRS] and comply with the latest Guidance Note's supplied by NASC or specific training by manufacturers on System Scaffolds.



Use of Specialist Sub-Contractors: Landsec require all our Principal Contractors to appoint competent contractors; a starting point for this is procuring contractors from the appropriate industry federation, for example:

- [NFDC](#) (National Federation of Demolition Contractors)
- [NASC](#) (National Access and Scaffolding Confederation)
- [NFRC](#) (National Federation of Roofing Contractors)
- [NAS](#) (National Association of Shopfitters).
- Other specialist contractors must be sourced from [Build UK](#)
- [NSCC](#) (National Specialist Contractors Council) e.g. NFRC (Roofing) FPS (Federation of Piling Specialists)
- [MHFA](#) (Mental Health First Aid England)

The following training and competence schemes are recognised by Landsec.

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| ARCA      | Asbestos Removal Contractors Association  |
| AITT      | Association of Industrial Truck Trainers covers all sectors of industry which use industrial trucks.  |
| ALLMI     | Association of Lorry Loaders Manufacturers & Importers – training scheme for lorry loaders  |
| BESA      | Building Engineering Service Association that provides training, assessment and certification for people who work with, electrics, gas, water, steam and refrigerants |
| BICSc     | Operator's proficiency training scheme – cleaners   |
| BOHS      | British Occupational Hygiene Society  |
| CISRS     | Construction Industry Scaffolders Record Scheme for scaffolding operatives  |
| CPCS      | The Construction Plant Competence Scheme replaces the CTA scheme, and is the main standard for plant operators.   |
| CSCS      | Construction Skills Certification Scheme – H&S Test and appropriate trade competence. (right card right job)  |
| ECS       | Electrotechnical Certification Scheme   |
| Gas Safe  | (Previously CORGI) legal requirement for people working on gas fittings or appliances.  |
| GGF       | Glass and Glazing Federation  |
| CSR/NICSR | Construction Skills Register - workers in Northern Ireland affiliated with CSCS in Britain.   |



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| FASET                                      | Fall Arrest Safety Equipment Training is required from all operatives who are involved in erecting safety nets on site.   |
| IPAF                                       | International Powered Access Federation for users of all forms of powered access equipment.   |
| IRATA                                      | Industrial Rope Access Trade Association training and certification in industrial rope access.  |
| JIB card                                   | Electrical, electronic, installation engineering and building services personnel  |
| LEIA                                       | Lift and Escalator Industry Association   |
| NASC                                       | National Access and Scaffolding Confederation   |
| NCO(G)                                     | Network Construction Operations (Gas) previously known as Gas Network Operations (GNO)  |
| NFRC                                       | National Federation of Roofing Contractors  |
| NFDC                                       | National Federation of Demolition Contractors   |
| NPORS                                      | National Plant Operative Registration Scheme  |
| NRSA                                       | New Roads and Street Works Act  |
| PMES (JIB)                                 | The Joint Industry Board for Plumbing Mechanical Engineering Services in England and Wales (JIB) and the Plumbers, Mechanical Engineering Services (PMES) scheme is the standard measure of skills, knowledge, competency and Health and Safety awareness for the UK plumbing industry. |
| RTITB                                      | Road Transport Industry Training Board  |
| SBF  | Scottish Builders Federation.   |
| Skill Card                                 | Engineering services register of the skills and competence for heating, ventilating, air conditioning and refrigeration sector of building services engineering.  |
| SNIJB                                      | Scottish and Northern Ireland Joint Industry Board  |
| SPA  | (Safety Passport Alliance) 'Passport' schemes from food / petro-chemical specialist schemes   |
| SAEMA                                      | Specialist Access Engineering and Maintenance Association Temporary Access e.g. Cradles   |
| Thermal Insulation Contractors Association | Thermal Insulation Contractors Association – (Asbestos)   |
| UKATA/IATP                                 | United Kingdom Asbestos Training Association<br>Independent Asbestos Training Provider  |



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| UKAS | United Kingdom Accreditation Service |
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All visitors to site must report to the Principal Contractor where they will receive the appropriate level of briefing and be escorted around site.

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**Action to be taken:** March 2018

**Status:** Mandatory

Further help and contacts: If you need any further information or guidance please contact any member of the Health, Safety & Security Team.