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## MENTAL HEALTH AWARENESS WEEK STARTS MAY 13<sup>TH</sup>

Mental Health Awareness Week is a UK event supported by the Mental Health Foundation. The aim is to educate the public about mental health issues and to promote better mental health.

The theme for 2019 is Body Image – how we see ourselves and how that makes us feel.

Wellbeing should be a priority for all organisations of all sizes. Extensive research carried out by St Johns Ambulance found that two out of three people have considered leaving a job due to wellbeing issues; and one in four people told us that they've actually left a job due to mental ill health. With a widely reported one in four people experiencing a form of mental ill health each year.

Of the 1.4 million people who experienced a work-related health condition in 2017-18, 44% of cases related to stress, depression or anxiety.

According to the Health and Safety Executive, “employers have a legal duty to protect employees from stress at work by doing a risk assessment and acting on it”.

We all use unhelpful coping strategies sometimes, but as with any skill we can learn new, helpful coping strategies. Check out the poster at the end of this Newsletter for more information. We have printed ours off and displayed it in the office.

# HSE INCREASE FEES

## HSE INCREASES FFI CHARGE BY ALMOST 20%

The Health and Safety Executive (HSE) has increased its fee for intervention (FFI) hourly rate from £129 to £154.

FFI was designed to recover costs incurred by the HSE during regulatory action against organisations that fail to comply with safety and health law, thus transferring the financial burden from the taxpayer to the business.

The new charge came into effect on 6 April and it is the second increase since the scheme was introduced in October 2012. The rate first went up in 2016, from £124.

In a statement, the HSE said this can be attributed in part to the fact that the scheme has operated recently at a deficit.

In 2017/18 the HSE reported a £1.9m loss from running FFI after the £15m it generated from fines to businesses was offset by its operating costs, which totalled almost £17m.



# CDM FREQUENTLY ASKED QUESTIONS

## When is a construction project 'F10 notifiable'?

A construction project is F10 notifiable if the construction work is expected to:

- last longer than 30 working days **and** have more than 20 workers working at the same time at any point on the project or
- exceed 500-person days

Even if it not “notifiable” the other requirements of the CDM Regulations still apply.

## Can anyone take on the role of principal designer (PD)?

No. To work as a PD, you must be a designer:

- You might be an architect, consulting engineer, quantity surveyor or anyone who specifies and alters designs as part of their work
- You might also be a contractor/builder, commercial client, tradesperson or anyone who carries out design work, or arranges for or instructs people under your control to do so

You must have the right mix of skills, knowledge, experience and (if an organisation) organisational capability to allow you to carry out **all** of the functions and responsibilities of a PD for the project in hand, and be in **control** of the pre-construction phase.

**1** **ALL PROJECTS MUST HAVE**

- ✓ Workers with the right skills, knowledge, training and experience
- ✓ Contractors providing appropriate supervision, instruction and information
- ✓ A written **construction phase plan**

**2** **Projects where MORE THAN ONE CONTRACTOR is involved (domestic or non-domestic)**

**Section 1 plus...**

- ✓ principal designer and principal contractor must be appointed
- ✓ need a **health and safety file**

**3** **If work is scheduled to:**

last longer than **30** working days **and** have more than **20** workers working **simultaneously at any point** in the project **or** exceeds **500** person days

**All of sections 1 & 2 plus...**

- ✓ **Client must notify project to HSE**

## Does every project need a Construction Phase Plan?

Yes. If you are the only contractor or the principal contractor (PC), you must draw up a CPP. However, it should be proportionate to the size and scale of the job.

# COMPANY FINED AFTER BOY FALLS

WESTDALE SERVICES LIMITED HAS TODAY BEEN SENTENCED AFTER A 12-YEAR-OLD BOY SLIPPED OFF A SCAFFOLD LADDER, FALLING APPROXIMATELY 10 METRES

Cardiff Magistrates' Court heard how, on 6 May 2017, two boys were able to climb the rungs of a ladder within scaffolding erected by Westdale Services Limited at Southville Flats, St David's Road, Cwmbran, by placing their feet either side of a ladder guard that did not cover the rungs of the ladder. One boy climbed to the top platform of the scaffold and climbed the uppermost ladder to a height of approximately 10 metres. The ladder slipped, causing the boy to lose his balance and fall to the ground, causing life-changing injuries requiring multiple operations. The boy now has no bladder or bowel control and is only able to walk short distances due to being unstable on his feet.



An investigation by the Health and Safety Executive (HSE) found the security arrangements for preventing access to the scaffolding, especially by children from a nearby school, were inadequate.

Westdale Services Limited of Doncaster Road, Askern, Doncaster pleaded guilty to breaching Section 3(1) of the Health and Safety at Work Act 1974 and has been fined £160,000 and ordered to pay £22,310 in costs.

Speaking after the hearing, HSE inspector Michael Batt commented: "The death or injury of a child is particularly tragic and a lot of thought must go into securing construction sites. Children do not perceive danger as adults do. The potential for unauthorised access to construction sites must be carefully risk assessed and effective controls put in place.

"This incident could have been prevented by removal of the ladder completely or installing an appropriately sized ladder guard to cover the full width of the rungs."

## HEALTH SURVEILLANCE IN THE WORKPLACE?

When deciding whether you need to provide Health Surveillance in your workplace the starting point is your risk assessment. Through this you will have found out the hazards in your workplace, identified who is at risk and taken measures to do something to control the risks.

Where some risk remains and there is likely to be harm caused to your employees, you will need to take further steps. Consider health surveillance if your employees are at risk from:

- noise or vibration
- solvents, dusts, fumes, biological agents and other substances hazardous to health
- asbestos, lead or work in compressed air
- ionising radiation

Control measures may not always be reliable, despite appropriate checking and maintenance, so health surveillance can help make sure that any ill health effects are detected as early as possible.

### What sort of health surveillance do I need?

In its simplest form, health surveillance could involve employees checking themselves for signs or symptoms of ill health following a training session on what to look for and who to report symptoms to. For examples employees noticing soreness, redness and itching on their hands and arms, where they work with substances that can irritate or damage the skin.

A responsible person can be trained to make routine basic checks, such as skin inspections or signs of rashes and could, e.g., be a supervisor, employee representative or first aider. For more complicated assessments, an occupational health nurse or an occupational health doctor can ask about symptoms or carry out periodic examinations.



# AGA EXCITED TO BE INVOLVED WITH NEW KINGS CROSS SCHEME

DEVELOPERS BEHIND THE VAST KING'S CROSS REDEVELOPMENT IN LONDON HAVE GOT THE GREEN LIGHT FOR ONE OF THE LAST PHASES OF THE SCHEME.

The W Zone, located off York Way, will comprise three mixed-use buildings, known as W1, W2 and W3, positioned around a central podium garden.

Jamie Smith, Project Director at Kings Cross Central Limited Partnership said: "We are thrilled that the entirety of W Zone now has the go ahead and we are excited for works to start on the site next year.

"More than 10 years on from the start of construction works, we are proud to have finalised the detailed design of one of the final pieces of the King's Cross puzzle."

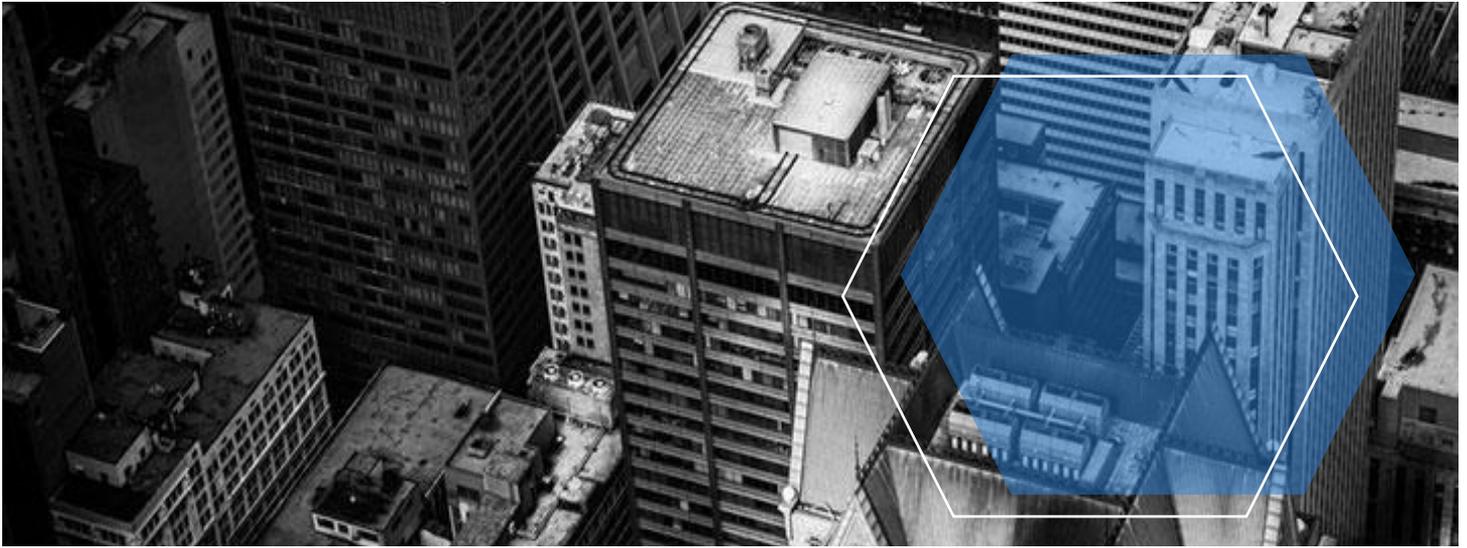


Buildings W1 and W2 have been designed by Feilden Clegg Bradley Studios and David Morley Architects and will provide 218 homes.

Building W1 is split into two blocks of 11 storeys and 16 storeys, which will comprise 140 open market flats, fronting York Way.

Building W2 is an eight-storey mixed tenure building featuring 78 flats.

AGA are working with the Design Team to eliminate and reduce risk during the Construction Phase and when the buildings are in use.



## E-LEARNING

[CHECK OUT OUR WEBSITE FOR OUR WHOLE RANGE OF NEW ONLINE COURSES](#)

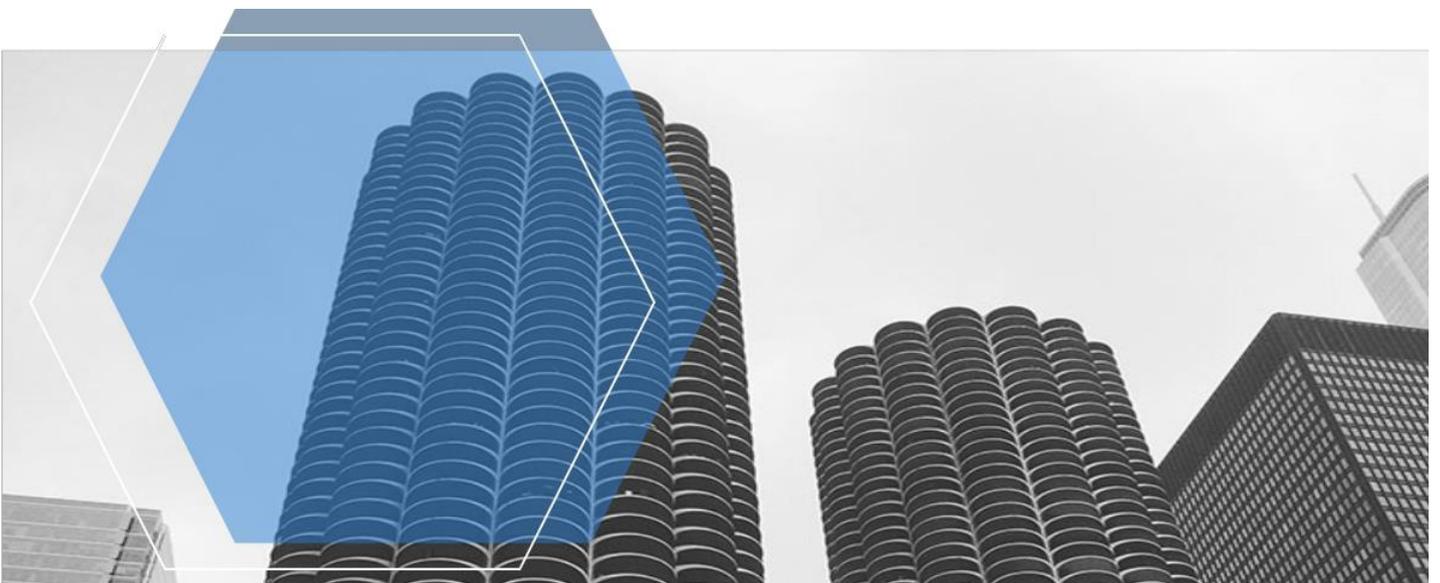
Whether you're looking to improve your own knowledge, or provide training to employees, AGA Ltd.'s new e-Learning portal will allow you to book easy to follow e-learning courses in a number of areas. Each course is followed by a short test to clarify your understanding regarding that topic, which after successful completion, you will be issued with a certificate. Get up to date, specialist training in Control of Substances Hazardous to Health, Fall Prevention, the Construction Design & Management Regulations 2015, Risk Assessments Manual Handling, Fire Safety and many more.

## FREE CDM ADVICE

[CONTINUED PROFESSIONAL DEVELOPMENT FOR ALL](#)

Do you need help understanding the CDM Regulations 2015? Not sure if you are complying with your duties correctly? We offer a free CPD consultation to keep you up to date. One of our experienced CDM Consultants will attend your offices or a location of your choosing and provide up to the minute, competent advice. We cover everything from Duty Holders to Design Risk Management and welcome any questions or scenarios you need help with.

Please get in touch if this would be of interest to you.



# #ADDRESS YOUR STRESS

We all use unhelpful coping strategies sometimes, but as with any skill we can learn new, helpful coping strategies.

Here's some **self-care tips** to help **protect against stress**:

## Try

**Get moving!** Physical and mental health are connected — so eat well and exercise to release endorphins. Find a fun activity that suits you and your schedule.



**Setting aside time** to have fun or indulge yourself — positive emotions can help build a buffer against stress.

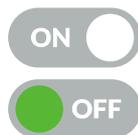
**Learning a new skill** — whether painting, playing guitar or a new language.



**Sharing how you're feeling** — it's OK to ask for help and support.



**Switching off from distractions** — make time for yourself as a regular part of your routine. Schedule a reminder if you need to.



## Avoid

**Overdoing it** on sugar, caffeine or alcohol — they're a quick fix which can increase stress in the long term.



**Overworking** and checking your emails out of hours — we all need time to unwind.

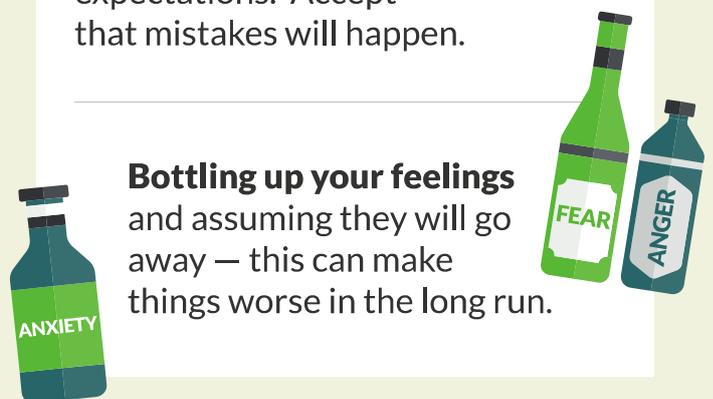


Spending **too much of your free time** in front of a screen — phone included. Don't feel pressured to always be 'doing' something.

**Chasing perfection** — it can create unrealistic expectations. Accept that mistakes will happen.



**Bottling up your feelings** and assuming they will go away — this can make things worse in the long run.



There are simple steps you can take to **#AddressYourStress**. Check out our resources at [mhfaengland.org](http://mhfaengland.org)



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