

April 2023

AGA NEWSLETTER

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To support you in promoting Stress Awareness Month within your organisation, we are pleased to share with you a useful introductory guide for employers on Managing Stress within the Workplace. We hope this resource will give you the opportunity to open up conversations about stress at work and help you to support employees who are experiencing stress.

The guide includes:

- An overview of the main causes of work-related stress
- The signs and symptoms of work-related stress
- And, simple steps an employer can take to minimise and reduce work-related stress.

[Download the guide](#)

Are you doing enough to meet your legal duty of care in identifying and managing stress in your business?

British Safety Council provides organisations with a complete solution to stress management, helping ensure you meet your legal duty of care. Our assessment and auditing solutions help you better understand the drivers and impact of stress on your organisation and people; and through our consultancy and education services, we create informed solutions that underpin your organisation and people strategies.

We recognise that every organisation is unique, and aim to provide appropriate, tailored solutions. Book a free consultation with one of our experts to help ensure your approach to stress management is right for your organisation.

[Book your consultation](#)

When the world thinks
it's about legislation,
we know it's about people.



STRESS AWARENESS MONTH

HSE and its 22 partner organisations across Great Britain have come together to urge workplaces to take action on work-related stress and mental health during Stress Awareness Month.

Liz Goodwill, Head of the Work-related Stress and Mental Health Policy Team at HSE, said:

"Stress Awareness Month is an opportunity for employers to check in and support their staff's mental health. Working Minds helps employers to follow five simple steps based on risk assessment. The five steps are:

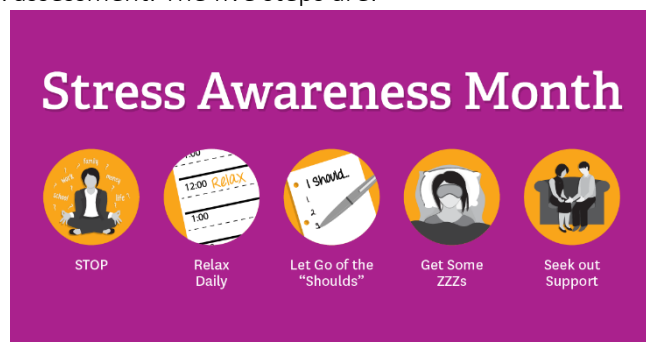
- reach out and have conversations
- recognise the signs and causes of stress
- respond to any risks you've identified
- reflect on actions you've agreed and taken
- make it routine

"It needs to become the norm to talk about stress and how people are feeling and coping at work.

"There are six main areas that can lead to work-related stress if they are not managed properly. These are: demands, control, support, relationships, role, and change. Factors like skills and experience, age, or disability may all affect someone's ability to cope."

Whether you're a small business or large corporation, the law requires all employers to prevent work-related stress to support good mental health in the workplace.

To assist employers and workers a [list of support and resources \(.pdf\)](#) is available to download and share.



BLOG: INDIVIDUAL VS. BUSINESS LEVEL RISK ASSESSMENT

Employers have a legal duty to protect employees from stress at work by doing a risk assessment and acting on it, but how do you make sure this is done at a business level?

Reaching out and having conversations is the first step in preventing work-related stress. This can be done individually or in groups and teams. The key thing is to recognise any common stressors or issues raised.

Taking an organisational approach that tackles the root cause can help the whole team rather than individuals. This may enable you to take one action that helps multiple people.



[Read this blog](#) from HSE's Rob McGreal, where he helps unpick the difference between organisational and individual risk assessment and the impact employers can have by taking a holistic approach.

You might also find the [Acas framework for positive mental health at work](#) useful to see the different roles of employers, managers and individuals in promoting mental health at work.

TWO NEW WORKING MINDS PARTNERS FOR SCOTLAND



HSE's Working Minds campaign welcomes two new partners this month:

- The [Scottish Association for Mental Health \(SAMH\)](#)
- [See Me](#) – Scotland's national programme to end mental health stigma

[Read a blog](#) from Emma Mamo, Assistant Director of Workplace & Business Development at SAMH.

[Read a blog](#) from Rachel Bottomley, Improvement Officer at See Me Scotland.

REACH OUT AND SIGNPOST SUPPORT

If you think that a worker needs help, encourage them to talk to someone whether it's their line manager, trade union representative, GP or their occupational health team if available.



- The NHS Every Mind Matters campaign offers expert advice, practical tips and personalised actions when you answer five quick questions to create a [Mind Plan](#). Video guides for [self-help cognitive behavioural therapy](#) are also available

- Construction, new text support service: Mates in Mind has launched [a free and confidential text service](#) to reach individuals who may be struggling with their mental health. If you work in construction, transport or related industries, simply text "BeAMate" to 85258 (please don't whatsapp)

- Farmers, Mind Your Head: Latest research shows a rising number of UK farmers say poor mental health is one of the biggest hidden problems faced by farmers today. Visit our Working Minds website to download the free guide '[The Little Book of Minding Your Head](#)'. Produced by the Farm Safety Foundation (AKA Yellow Wellies), the guide is for those who may be struggling with the pressures of farming or recognise that struggle in someone else.

60 AT 60 RACE TO THE STONES

Carol Ann our Head of Accounts is running 100k (62 miles) in one day for Cancer Research UK to help them find a cure

Carol Ann says "Setting off from Lewknor in Oxfordshire and ending at Avebury Stone Circle in Wiltshire, this is a challenging undulating route on The Ridgeway, the UK's oldest path. I hope to start and finish on Saturday 8th July, depending on my start time. I shall be 60 years young the previous month and thought it would be fun to celebrate by running 60 miles! I want to do something worthwhile in loving memory of my wonderful Dad, who I miss so very much. He will be with me all the way, especially into the night towards the finish in the dark. All donations will be gratefully received and I thank you sincerely for your kindness."



[You can donate to their JustGiving page by clicking here](#)

Donating through JustGiving is simple, fast and totally secure. Once you donate, they'll send your money directly to Cancer Research UK, so it's the most efficient way to give - saving time and cutting costs for the charity.

£800,000 FINE AFTER 10-YEAR-OLD DIES ON GLASGOW SITE

Civil engineering contractor RJ McLeod has been fined £800,000 after a 10-year-old boy died on a building site in Glasgow.

Shea Ryan was playing with friends on 16 July 2020. He entered the construction site adjacent to a children's play park and subsequently fell into a manhole.

Although emergency services and local residents rescued him from the manhole, he died from his injuries.

The construction site was part of a surface water management project being carried out on behalf of Glasgow City Council.



An investigation by Police Scotland and the Health and Safety Executive (HSE) found that insufficient measures were taken to prevent children gaining access to the construction site.

Insufficient assessment

The HSE also found that RJ McLeod, the company in charge of the site, had failed to carry out a suitable and sufficient assessment of the risk of unauthorised persons gaining access to the site.

This resulted in a failure to adequately inspect and maintain suitable perimeter fencing, and install other suitable security measures.

RJ McLeod (Contractors) Limited pleaded guilty to breaching Section 3(1) of the Health and Safety at Work etc. Act 1974. It was fined £800,000 and ordered to pay a victim surcharge of £60,000 at [Glasgow Sheriff Court](#).

HSE principal inspector, Graeme McMinn, said: "Shea should never have been able to get onto and play on that site. Security measures should have taken account of the children's play park and the likelihood of children trying to gain access.

"The company should have had robust measures in place to maintain the fence line that was regularly being damaged and consider what additional security measures were needed to deter and prevent unauthorised access.

"The construction industry should be aware that some children can be drawn to construction sites as exciting places to play. It must do everything it can to keep them out of construction sites and away from danger to prevent a tragedy such as this happening again."

AGA E-LEARNING COURSES

Whether you are looking to improve your own knowledge or provide training to employees, our E-Learning courses will guide you through the regulations, your legal duties, identifying hazards in your workplace and suitable control measures. Each course is followed by a short test to clarify your understanding regarding that topic, upon which after completion, you will be issued a certificate.

Each course costs £20+vat unless otherwise stated. The courses we currently offer training in are:

For more information or to book our courses visit www.aga-ltd.co.uk/e-learning-courses.

BUILDING SAFETY REGULATOR AIMS TO RECRUIT EX-POLICE INVESTIGATORS



The new Building Safety Regulator (BSR) is targeting former police officers to join its team and help bring criminal prosecutions.

The body, which is part of the Health and Safety Executive (HSE), is currently trying to ramp up its complement of staff and has started advertising on *Police Oracle*, a news and jobs website for serving and former police officers, for roles including investigations team manager, senior field intelligence officer and disclosure officer.

Two of the ads state that the recruits need to be familiar with the processes of criminal investigation.

The investigations team manager will be “responsible

for leading a team of specialist investigators, disclosure and field intelligence officers carrying out a wide range of regulatory investigations and criminal prosecutions”.

A BSR spokesperson told *Construction News*: “The BSR is recruiting to a wide range of roles and we are seeking people who have the right skill sets, including ex-police officers, for particular vacancies.” Explaining its role in the adverts, the BSR outlines that its formation followed the Grenfell Tower fire and adds: “We want to serve as a lasting tribute to those who have lost their lives due to poor and substandard structures.

The body, formed as part of the Building Safety Act, will become the planning control authority for high-rise and high-risk residential buildings and oversee the safety and standards of all buildings in England.

In an interview with *CN* in 2021, BSR head Peter Baker said that the new regime will be similar to the Construction (Design and Management) Regulations 2015 process that involves thoroughly planning jobs for health and safety risks, and being able to show the HSE that this has been done.

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 host a virtual session 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 info@aga-ltd.co.uk

GOVE LEANS ON BIG INVESTORS BEHIND GRENFELL CLADDING FIRMS

Housing secretary Michael Gove has warned shareholders of the three Grenfell cladding component manufacturers that the firms they invest in will face “severe consequences” if they fail to fund their share of the building remediation programme.

Gove has written to investors in Kingspan, Arconic, and Saint-Gobain. He has urged them to use their “position of influence” to help gain a commitment to fund the post Grenfell residential block building safety programme.

Major shareholders Blackrock, Vanguard and Fidelity Management, as well as central bank of Norway, have received letters.

As well as warning the consequences for manufacturers he also highlighted likely consequences for shareholders’ reputations, in addition to their financial stake, if he is forced to use “the legal and commercial tools available”.

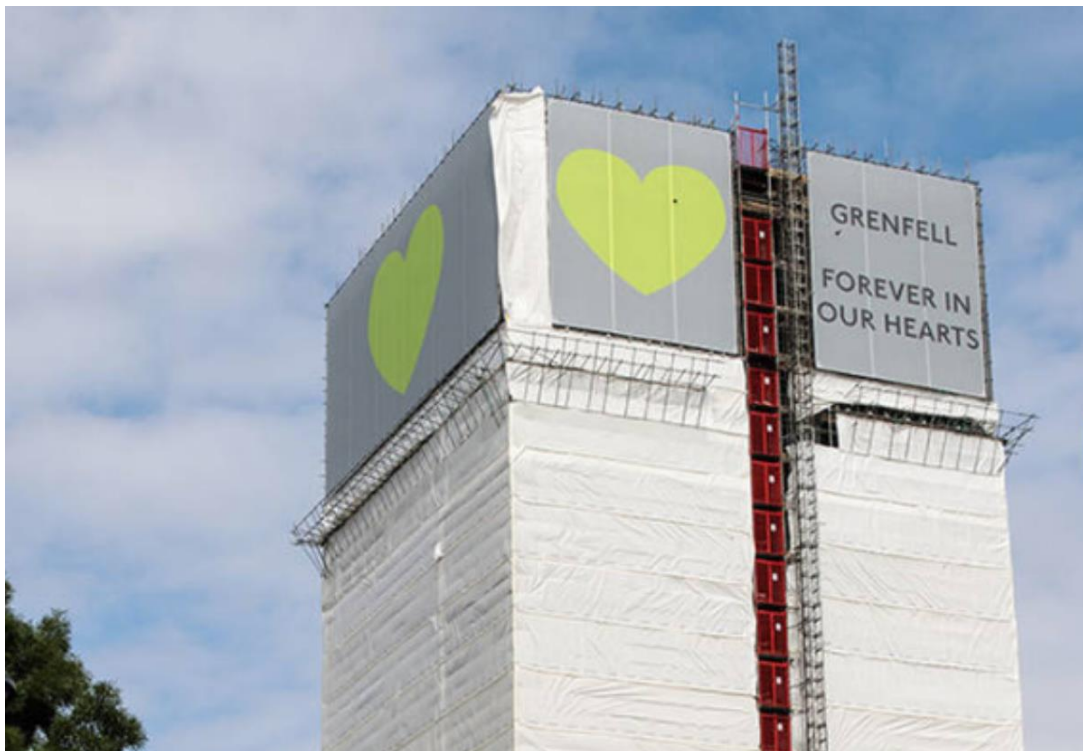
Gove said: “I have always been clear that those responsible for the building safety crisis must pay. But despite the fact that their products continue to put lives at risk, some cladding firms have no intention of doing what’s right and addressing their moral and financial obligations to innocent residents.

“Today we ask responsible investors to use their influence to encourage these companies to come forward immediately with a comprehensive financial package for remediation work. It cannot be right that cladding companies continue to profit whilst so many innocent, hardworking people face financial hardship and misery. To those cladding companies who fail to do the right thing: you will face severe consequences and I will use all commercial and legal tools available to me to ensure you take responsibility.”

Efforts to make cladding companies pay are proceeding in tandem with measures used by the Department to ensure developers and freeholders contribute to remediation costs of unsafe buildings.

As of today, there are 46 signatories on the landmark Developer Remediation Contract, which for the first time in law commits developers to fixing all life-critical fire-safety defects in English buildings over 11m they had a role in developing or refurbishing.

Further to this, the Department’s Recovery Strategy Unit has ramped up litigation against freeholders who will not remediate buildings they are responsible for, including recently against GreyGR, owned by billion-pound railway pension fund RailPen.



FACE FIT TESTING LEGAL REQUIREMENT



[AGA have 6 fully qualified Face Fit Testers ready to come to your site](#)

Where respiratory protective equipment (RPE) is used as a control measure under Health and Safety Legislation, it is vital that the selected RPE is adequate and suitable. RPE must reduce exposure to as low as reasonably practicable, and in any case to an acceptable level (e.g., below any applicable Workplace Exposure Limits or Control Limits).

To ensure that the selected RPE has the potential to provide adequate protection for individual wearers, the ACoPs supporting COSHH, CAR and CLAW stipulate that tight-fitting RPE must be fit tested as part of the selection process. This will help to ensure that inadequately fitting facepieces are not selected for use. Ill-fitting facepieces can create inward leakages of airborne contaminants.

AGA can advise you on:

- The different types of RPE available
- The different grades of RPE and how to understand what the right RPE for the task is
- The different exposure hazards and ill health from working with wood, silica and construction dust
- The law and requirements for RPE use
- How to correctly fit RPE

We can then test the face fit of RPE on your operatives using our testing kit and provide certification for each operative.



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