

Construction health and safety fines up 83%



£13million

The value of construction sector health and safety related fines almost £13 million.

New sentencing guidance has toughened penalties for health and safety breaches – resulting in this 83% rise in 2017

The new sentencing guidance introduced on the 1 February 2016 increased penalties for health and safety and corporate manslaughter offences. A report compiled by global law firm Clyde and Co. reported fines against the construction sector represented 21% of the overall total. The highest fine imposed on the construction sector was £2.6 million with £54,000 costs, after a fatality when a trench collapsed on a 32 year old sub-contractor working for a multinational main contractor.

The HSE has a 94% conviction rate when they prosecute

When the HSE presents criminal cases before the courts, 94% result in prosecutions in the UK which lead to successful convictions.

“The cases that have passed through the courts have reinforced the dramatic effect the new sentencing regime is having on defendant organisations. The HSE has a 94% conviction rate when they prosecute so the consequences of receiving a summons are considerable.”

Rhian Greaves, Head of Compliance & Strategic Support in Clyde and Co

Health and safety career path

Using your knowledge and skill-set to reduce work-related accidents, injuries and illness can be hugely satisfying, but what qualifications will ensure the most financially rewarding?

An enormous range of career opportunities

Your health and safety career path can lead to working in a range of organisations, from multinationals to small consultancies. Health and safety advisers plan, implement, monitor and review protective and preventative safety measures. They are responsible for ensuring that employers and workers comply with safety legislation and that safety policies and practices are adopted and adhered to.

Tips on getting a professional health and safety role

Try to gain practical health and safety experience in the area that you would like to work in. If you don't already have professional qualifications, your training is likely to include study for either a NEBOSH or IOSH qualification. But be warned, completing a health and safety course can be challenging, especially if you are trying to juggle work and other commitments.



NEBOSH or IOSH which is better?



How can you determine the qualification that suits your needs most?

Which is better for your career development?

This largely depends upon what you want to do. If you want to become a health and safety professional and get a better understanding of how the law is applied to Health and Safety and the environment, then NEBOSH is probably better. If you are totally new to Health and Safety then maybe start with a short IOSH course like IOSH Managing Safety.

National Examination Board in Occupational Safety and Health (or NEBOSH)

NEBOSH is purely an awarding organisation and has globally recognised qualifications in Health and Safety, and the Environment. NEBOSH offer a number of vocationally-related qualifications that meet the health, safety, environments and risk management requirements related to all workplaces positioned in both the private and public sector. The courses are intended to provide Managers, Supervisors and Employees who require a broader knowledge of risk management and understanding of principles and practices of health and safety. It gives core knowledge of the Health and Safety Management System as well as practical knowledge of Workplace Hazards Control methods in daily occupational work.

NEBOSH is an independent board of examination based in the UK that provides syllabus and assessment criteria for both nationally and internationally recognised occupational health and safety certifications.

NEBOSH courses are delivered by NEBOSH accredited course providers like RISK.

Institution of Occupation Safety and Health (or IOSH) Courses

IOSH is for non-health and safety expert personnel who have to manage risk and resources. Managers, supervisors and any individual with responsibilities in health and safety in any sector and any organisation – It is designed to get managers up to speed on the practical actions they need to take to handle health and safety in their teams.

IOSH is the world's biggest professional health and safety membership and is also the only Chartered body for health and safety professionals. A world leader in health and safety training, with approximately 160,000 people taking these courses every year.

Both are equally good, but most people prefer NEBOSH over IOSH

NEBOSH is crucial for all health and safety practitioners, it offers a more in-depth insight and qualification that helps to enhance the knowledge required to deal with health and safety issues in the workplace. IOSH has a different membership category and has set criteria to become a member. Having a NEBOSH qualification helps you to gain that membership. Becoming an IOSH member will help boost your career within the Health and Safety Profession.

What's a HSE Fee for intervention (FFI)



If your workplace has a Health & Safety Executive (HSE) visit and they find that you are in material breach of health and safety law, you will have to pay.

HSE does not impose fines – the courts do!

Let's be clear, the HSE does not impose fines, it takes criminal cases before the courts, for them to deal with and issue fines. However, if you are found to be in material breach of health and safety law, you will have to pay for the time it takes the HSE to identify the breach and help you put things right. This is called Fee For Intervention (FFI) and includes investigating and taking enforcement action.

HSE does charge for its time

Fees for Intervention are currently based on an hourly rate of £129 and the clock doesn't stop until the issue has been fully resolved and re-inspected. If you imagine the possible time needed to complete a full health and safety investigation, this could potentially result in a huge sum of money becoming due in addition to any court fine.

Who does FFI apply to?

It applies to duty holders (the person responsible for things either being done right or being put right) where HSE is the enforcing authority. This will include:

- Employers
- Self-employed who put others at risk
- Public and limited companies
- General, limited and limited liability partnerships
- Crown and public bodies

What is the Site Management Safety Training Scheme (SMSTS)?



SMSTS Training is the Site Management Safety Training Scheme accredited by CITB and is for anyone involved in the management or planning, organising, monitoring, controlling and administering of construction safety.

What is SMSTS Training designed to deliver?

SMSTS Training provides managers with all the relevant legislation affecting safe working in the building, construction and civil engineering industries. It highlights the need for risk assessment in the workplace, the implementation of the necessary control measures and adequate communication to

sustain a health and safety culture within the workforce. It is endorsed by Build UK as the standard training for all supervisors working on Build UK sites. Build UK is the leading representative organisation for the UK construction industry. This makes it an ideal course for anyone looking to take a management role in the construction industry.

Can getting NEBOSH increase my salary?



A NEBOSH qualification can lead to 16% salary boost.

83% of job advertisements insisted on some form of NEBOSH qualification

The NEBOSH Jobs Barometer study analysed nationally advertised safety, health and environmental (SHE) employment opportunities. The average top-end wage for all health and safety jobs advertised was £46,000. However, qualifications and professional status made a considerable difference to the salaries available. For example, where applicants were required to hold a NEBOSH Diploma qualification, the average top end salary was £49,000.

Construction and civil engineering accounted for 39% of available jobs

Overall, construction and civil engineering continue to be the dominant sectors for SHE positions, accounting for 39% of available jobs.

45% of health & safety jobs specified NEBOSH Certificate level qualifications

Almost half (45%) of these job vacancies called for a range of NEBOSH Certificate level qualifications, up from 38% last year and 33% in 2014. Overall, 93% of positions asked for either some form of NEBOSH qualification and/or Membership of IOSH.

Where are the best career opportunities?

London and the South East currently offer the best opportunities for jobs in the health and safety profession in the UK, according to research.

Which is best the SMSTS or SSSTS Course?



Understanding which one of these courses is best suited for you and which course should you take – SMSTS or SSSTS?

SMSTS or SSSTS depends upon your job role

It's important to choose the right course for your job position, industry and responsibilities. SMSTS or SSSTS are the two major health and safety courses for the construction industry. Which one of these courses is best suited for you will depend upon whether you're a manager or supervisor.

Should I take the SMSTS or SSSTS Course?

Choosing the right course for you means first understanding the key difference between the two qualifications. The SMSTS 5 day course and SSSTS 2 day course cover much of the same information but the SMSTS course goes into much deeper detail. This is because it's designed for managers to be able to implement safety systems within the workplace – whereas the SSSTS is designed to give supervisors the skills needed to ensure compliance with these systems.

SSSTS is the construction industry standard for first line managers and supervisors

The SSSTS course is aimed at first line managers and supervisors or individuals progressing towards a first line management or supervisory position. The content on the SSSTS course is about increasing understanding and awareness for new managers. The key aim is to understand the need for good practice and what good practice is. The site supervising course is designed for foremen, first line managers, supervisors and team leaders.

If you are a supervisor working on a site that belongs to the Major Contractors Group or a UKCG site, the SSSTS certificate will be required.

SMSTS is an identifiable qualification for construction managers

If you are involved in the management or planning, organising, monitoring, controlling and administering construction safety – you can only work on a site if you are SMSTS certificated. SMSTS is very focused on law, regulatory requirements and specific good practice as outlined by the Health and Safety Executive. So the site management course is designed for project managers, supervisors and site managers – as well as owners of small to medium sized businesses. The training is required in the Approved Code of Practice by the regulations of Construction Design and Management.

Why choose RISK for your SMSTS or SSSTS Course?

Whichever course you choose, it is very important to make sure that you are taking your qualification from a legitimate and certified training provider. RISK have been one of the leading construction industry training providers since 1997. Prior to this in 1995 the directors of RISK were instrumental in setting up CITB courses within the MOD. RISK also provide a Guaranteed Pass Scheme. RISK guarantee to support, train, coach and mentor you until you pass your chosen CITB Course.

What is the Site Supervisor Safety Training Scheme (SSSTS)?

SSSTS Training is the Site Supervisor Safety Training Scheme accredited by CITB and is for first line managers – those who have to, or are about to, acquire supervisory responsibilities.

What is SSSTS Training designed to deliver?

SSSTS Training provides supervisors with an understanding of health, safety, welfare and environmental issues, as well as their legal responsibilities relevant to their work activities. It highlights legal responsibilities and the need to promote health and safety to supervise

effectively. It is endorsed by Build UK as the standard training for all supervisors working on Build UK sites. Build UK is the leading representative organisation for the UK construction industry. This makes it an ideal course for anyone looking to take a supervisory role in the construction industry.





For the latest Health & Safety Training Courses visit www.riskhealthandsafety.com

IOSH membership benefits



Why becoming a Chartered Member of IOSH may help your health and safety career path.

Becoming an Associate Member

To be recommended for Associate Member status, you should hold one of the accredited level 3 qualifications. No health and safety experience is necessary for Associate Member status. Level 3 qualifications are suitable for people looking to move into their first operational role, while degree level qualifications and relevant experience are usually required for more senior roles. While Associate membership recognises health and safety knowledge, it does not reflect any experience.

With experience you can upgrade to a Technical Membership status

This can be achieved once you have a suitable amount of experience in health and safety, which can be gained while you're studying through a job role specifically in health and safety or with an operational health and safety element.

Chartered status will increase your future employability

Becoming a Chartered Member of IOSH is THE most popular way of demonstrating that you are capable and knowledgeable. Membership of IOSH is helpful for career progression and provides a structured route of CPD, as well as opportunities for networking and making contacts. To become a Chartered Member of IOSH, you must have an accredited qualification.

Health & Safety interventions, fees and fines



Employers have a duty to ensure the health and safety of their employees and members of the general public when they are on business premises. The enforcement of this is divided between the Health and Safety Executive and Local Authorities.

Who's responsible for enforcing health and safety in your sector?

HSE has enforcement oversight of sectors considered a higher risk, including construction

and manufacturing. While local authorities are responsible for the enforcement of "lower risk sectors", such as retail, leisure, hospitality, care, catering, warehousing and office space. Together they ensure that duty holders manage the health and safety of their workforce and those affected by their work.

The key is to make sure you operate safely

If you are in any doubt, you can call upon RISK to provide health and safety advice for your company as well as the very highest standards of industry relevant training.

NEBOSH Courses

- NEBOSH Construction Certificate
- NEBOSH Environmental Certificate
- NEBOSH Fire Certificate
- NEBOSH General Certificate



IOSH Courses

- IOSH Managing Safety
- IOSH Managing Safety in Construction
- IOSH Safety for Senior Executives
- IOSH Working Safely



CITB Courses

- CITB Achieving Behavioural Change (ABC)
- CITB Site Safety Awareness
- CITB SMSTS Courses
- CITB SMSTS Refresher Courses
- CITB SSSTS Courses
- CITB SSSTS Refresher Courses



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