



**CONSTRUCTION
SAFETY
PARTNERSHIP**

Construction Safety Partnership Plan

> **2008-2010**



roinn fiontar trádála agus fostaíochta
department of enterprise, trade and employment



An Bord Seirbhíse Bainistíochta Rialtais Áitiúil
Local Government Management Services Board



An Roinn Airgeadais
Department of Finance



Comhshool, Oidhrecht agus Rialtas Áitiúil
Environment, Heritage and Local Government





> Contents

Foreword from Chairman Kevin Kelly	2
Message from the Minister for Labour Affairs, Billy Kelleher, T.D.	3
Message from David Begg, Tom Parlon and Martin O'Halloran	4
Construction Safety Partnership Plan 2008-2010	5
Action Plan 2008-2010	7
Goal 1	7
Goal 2	8
Goal 3	9
Goal 4	10
Goal 5	11
Goal 6	13
Appendix 1	15



> Foreword from Chairman Kevin Kelly

Safety on our construction sites is the responsibility of everyone in the industry – developers, designers, builders and construction employees.

Substantial progress has been made in recent years but still 18 people lost their lives in our industry during 2007. Continuous vigilance and full cooperation of all who work on or who visit construction sites is vital.

The Construction Safety Partnership has set itself 6 goals to be achieved between 2008 and 2010. Full implementation of these goals will help to further reduce the rate of serious accidents on our building and civil engineering sites.



Kevin Kelly, Chairman of the Partnership

Towards 2016

“The parties to this agreement reaffirm their commitment to the Construction Safety Partnership which has been making a significant contribution to safety in the building industry. They also commit to supporting and co-operating with agreed joint initiatives arising from the Construction safety summit which took place in May 2006”.

Towards 2016, section 6.6.



The Construction Safety Partnership is an example of quality intervention on a partnership basis which has resulted in positive outcomes in one of our most hazardous industries.

It is an influential force in improving the health and safety of workers in this extremely important sector. The Partnership started life nine years ago when the safety picture for the industry was extremely bad indeed. Since then, the progress has been quite remarkable. Whilst there is still a way to go to get accidents as close as possible to zero, we must acknowledge the trends that exist. For example there has been a reduction in the fatality rate from 10% in 2001 to 5% in 2007, despite a big increase in the numbers employed in the industry.

Injuries too have come down. Awareness around safety in the sector has probably never been as high. Consider the fact that over 800,000 people have been through the Safe Pass programme – an initiative developed by FÁS and which became a mandatory requirement on the recommendation of the CSP.

There are still challenges and the Plan has set out very effectively those that may not have existed in the early days, including, for example, the large cohort of non-Irish nationals who work in the sector. The Plan makes demands on both employers and employees. There are far more trained safety representatives working on sites now. There is also more support from employers for the role of the safety representative. This means that partnership is working at site level.

I welcome this new phase of the Construction Safety Partnership and I know that, building on the work done over the past few years, there is a basis for tangible progress in the six goals which, of course, can only be achieved with a great deal of work.

I look forward to seeing results emerging from your combined efforts. This will demonstrate to all that partnership does indeed work.



Billy Kelleher T.D.
Minister for Labour Affairs



> Message from David Begg, Tom Parlon and Martin O'Halloran

Message from David Begg General Secretary, ICTU

Congress wholeheartedly endorses the partnership of the CSP as a key instrument in improving worker safety in the building industry. The new plan has initiatives that advance the progress already made. I wish all parties success in implementing the plan and look forward to seeing positive results in worker safety.

Message from Tom Parlon Director General, CIF

The Construction Industry Federation welcomes this third partnership agreement and looks forward to working with our partners to achieve our mutual goal of a safer industry. The members of the CIF are committed to continuously improving safety performance and previous Partnerships have contributed enormously to the great strides that industry has made. By our joint efforts we can achieve much.

Message from Martin O'Halloran Chief Executive, HSA

The Authority enthusiastically enters this latest phase of partnership for safety in the construction industry. New challenges have been met with new goals. I welcome the commitment by all partners. Let's hope that the improvement trend continues and that the ambitious projects add further value to safety performance.



Tom Parlon, Martin O'Halloran, Kevin Kelly and David Begg

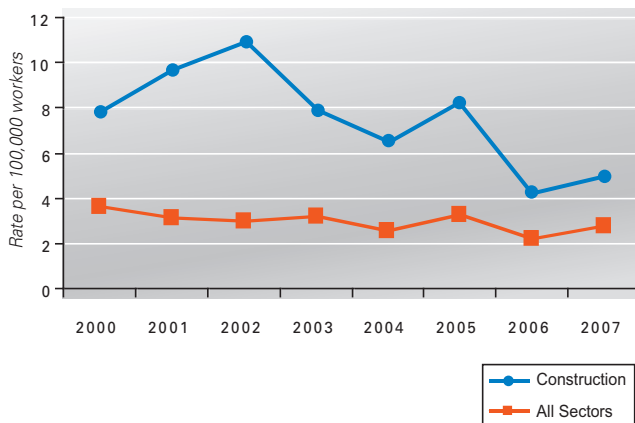
This Plan sets out the goals of the Construction Safety Partnership (CSP) for the three year period 2008 to 2010. It builds upon the past achievements of the partnership and reflects the current challenges for the industry.

The CSP was set up in 1999 against a background of an unacceptable level of accidents including fatal accidents in the industry. The aim was simply to improve worker safety on construction sites and to reduce accidents. Since that time there has been substantial progress.

The tables below indicate the positive change that has been achieved in the area of construction:

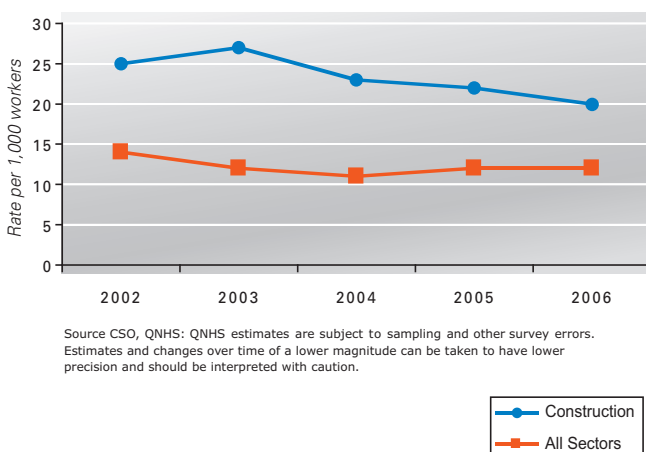
Construction Worker Fatality Rate

Worker fatality rate - all sectors compared to construction 2000-2007 (HSA)



Construction Non-Fatality Injury Rate

Non-fatal injury rate - all sectors compared to construction 2002-2006 (CSO)



In addition to the decreases in overall accidents over the past eight years, there are other successes such as FÁS Safe Pass, the one day Safety Awareness Training Programme. Since its launch in October 2000 over 888,000 FÁS Safe Pass cards have been issued. Skills training is also mandatory for workers engaged in safety critical activities and this is achieved through the Construction Skills Certification Scheme (CSCS). These industry wide improvements in safety awareness and skills competency of those working on our sites is hugely beneficial for all stakeholders.

Furthermore the mandatory obligation to have a workers' safety representative on all sites with over 20 employees continues to make a significant contribution to improving site safety and worker involvement. The Safety Representative Facilitation programme has successfully merged the message from both employers and employees, ensuring that the value of the on site representative is maximised.

From the start, the CSP has fostered a spirit of co-operation between the main stakeholders in the industry. This, perhaps above all else, has been its greatest achievement. The CSP approach has been practical and action oriented. Many actions are still in place and are a tangible demonstration of this partnership. A more recent phase of the CSP made considerable progress in leveraging the strong influence of clients, designers and procurers of projects in improving safety performance. Equally the CSP identified gaps and set ambitious targets to advance safety education and training both on and off site including third level education. Addressing these issues was a timely build up to the Construction Regulations 2006. In the past eight years also greater emphasis has been placed on the dual role of prevention initiatives of the HSA alongside enforcement actions.

In 2006, the CSP partners recognised that a new landscape prevailed for the industry. Employment had grown beyond expectations. Non-Irish national workers were a vital cohort of employees and the growth in house building was unprecedented and well ahead of the rest of the EU. The partnership of the Health and Safety Authority (HSA), the Construction Industry Federation (CIF) and the Irish Congress of Trade Unions (ICTU), hosted a "Construction Safety Summit". The purpose of the summit was to explore, agree and develop actions to address the new challenges facing all those in the construction sector, whilst acknowledging the progress that had been made in the past.

The outcome of this summit was a widespread endorsement of the CSP process and a recognition that a "new life" was now inevitable for the CSP with a new set of challenges. "Towards 2016" reaffirmed this endorsement. A number of follow-up meetings were held to re-establish terms of reference and goals for the CSP. It was agreed that the new CSP plan would run from 2008 to 2010.

The CSP terms of reference are as follows:

- The CSP will consist of key stakeholders from across all sectors of the construction industry.
- Members of CSP will commit to specific actions and contribute to a significant extent to the achievement of the agreed high level goals.
- Members will be asked to make specific commitments for each year and where multi-year projects are involved for the succeeding one or two years of the plan duration.
- The CSP will initially set a plan for 3 years.

From this point, the revised CSP was established under the agreed chairmanship of Mr. Kevin Kelly and meetings took place in 2007 to scope the extent of work to be agreed. A draft set of high level goals was recommended to the CSP. The

goals have now been agreed and a "lead" organisation has been assigned for each goal.

These meetings have culminated in this three year plan – 2008 to 2010.

The goals now presented for the three year plan are:

- 1) To provide an occupational health and safety performance benchmark tool for companies in the construction industry.
(Lead organisation: CIF)
- 2) To review, through the Joint Safety Council, current trends in the industry, identify emerging issues and residual hazards and develop joint information and promotional material which can help the industry achieve continuous improvement.
(Lead organisations: ICTU; CIF; HSA)
- 3) To implement procurement procedures that encourage health and safety performance, in particular for smaller projects.
(Lead organisation: LGMSB)
- 4) To achieve a reduction in the high rate of injury for non-Irish national workers.
(Lead organisation: ICTU)
- 5) To address health and safety for smaller contractors and projects.
(Lead organisation: HSA)
- 6) To maintain and continuously improve core achievements of the CSP to date including FÁS Safe Pass, FÁS Construction Skills Certification Scheme (CSCS), Safety Representative Facilitation Programme (SRFP) and Safety Management Systems.
(Lead organisations: ICTU; FÁS; CIF)

Goal 1:

To provide an occupational health and safety performance benchmark tool for companies in the construction industry.
(Lead organisation: CIF)

In order to understand how well a company is performing in relation to its occupational health and safety management, it is useful to have a reliable benchmark of industry wide performance. In this way, a company can measure itself against industry standards and achievements and this will assist it to set targets as part of a continuous improvement programme.

Goal 1 will develop a basis for such a benchmark of health and safety performance and provide a tool that can be expanded to include other informative services which can contribute to improved company performance and international comparison.

The table below sets out the plan to achieve this over the three year plan period.

Goal 1			
Action No.	Description	Responsibility	Year
1	Establish working Group under the lead of the CIF.	CIF	2008
2	Agree terms of reference for the Working Group including scoping of project: <ul style="list-style-type: none"> • Accident Frequency Rate. • Safety self check questionnaire, web based. • Discussion Board, web based. 	CSP/CIF	2008
3	Review existing benchmarking tools.	CSP/ Working Group	2008
4	Develop standard formula for Accident Frequency Rate & agree.	CSP/ Working Group	2008
5	Define frequency for employers to input data for calculation of Accident Frequency Rate.	CSP/ Working Group	2009
6	Produce Guidelines for Employers.	CSP/ Working Group	2009
7	Create and Design Web pages for: <ul style="list-style-type: none"> • Inputting and calculating accident frequency rate; • Safety self check and • Industry discussion board. 	CSP/ Working Group	2009
8	Industry pilot phase.	CSP/ Working Group	2009
9	Pilot evaluation.	CSP/ Working Group	2009
10	Independent Data Collection source.	CSP/ Working Group	2010
11	Roll out.	CSP	2010
12	Evaluation and review of System.	CSP/ Working Group	2010

Goal 2

To review, through the Joint Safety Council, current trends in the industry, identify emerging issues and residual hazards and develop joint information and promotional material which can help the industry achieve continuous improvement.

(Lead organisations: ICTU; CIF; with HSA support)

The rationale for this goal is that the CIF and ICTU, through the Joint Safety Council which was established by the CSP in 2000, have unique access to those who are best positioned to know what safety shortcomings may exist at site level. Equally, Safety Managers and Safety Representatives are best placed to change behaviour and practice in the industry. Focus groups of the relevant practitioners will be used to devise a

programme of health and safety promotions relevant to the immediate needs of the industry. It is envisaged that each promotional programme will focus on a given hazard or issue and will be of six months duration. Five such programs will be run to end 2010.

The SRFP project will provide key administrative and implementation support to this proposal.

Goal 2			
Action No.	Description	Responsibility	Year
1	Establish working group under ICTU / CIF/ HSA leadership.	ICTU	2008
2	Identify and agree current and future hazards and issues for promotion actions.	HSA / ICTU / CIF	2008
3	Draft full action plan for promotional initiatives and agree with all stakeholders.	ICTU	2008
4	Implement three actions.	ICTU / CIF	2009
5	Implement two actions.	ICTU / CIF	2010
6	Evaluate the initiative and mainstream findings into day to day site safety management.	ICTU / CIF / HSA	2010

Goal 3

To implement procurement procedures that encourage health and safety performance, in particular for smaller projects.
(Lead organisation: LGMSB)

Overall Aim of Working Group

To develop an agreed set of procurement procedures that will encourage health and safety performance in companies tendering for public works contracts, especially smaller projects.

Objectives

1. Establish a working group under the lead of the LGMSB to deliver upon the outputs/objectives agreed.
2. Agree terms of reference for the working group with group members.
3. Review existing documentation relating to procurement procedures and guidelines with a view to determining and assessing current practice for ensuring compliance and health and safety performance as part of tender submission process.
4. Agree common definitions of what constitutes 'small' and 'large' contracts.
5. Devise and agree a set of guidelines on how

compliance and health and safety performance can be incorporated into contracts of varying monetary values.

6. Devise wordings for how the compliance levels and track record of health and safety performance for specific contractors can be determined through pre-qualification questionnaires.
7. Provide guidance to awarding bodies on how best to credit performance in health and safety as part of the process for evaluating estimates and tender submissions.

Expected Outputs

- Set of health and safety performance questions for inclusion in pre-qualification questionnaires.
- Guidance notes on how past, present and future health and safety performance can be explored through pre-qualification questionnaires and how best to include this performance as part of the overall evaluation of estimates and tender submissions.

Goal 3			
Action No.	Description	Responsibility	Year
1	Establish a working group under the lead of the LGMSB.	LGMSB	2008
2	Agree terms of reference for the working group.	LGMSB/Working Group	2008
3	Review existing documentation relating to procurement procedures and guidelines.	Working Group	2008
4	Agree common definitions and terms to be applied.	Working Group	2008
5	Devise and agree the first draft of the set of guidelines on how compliance and health and safety performance can be incorporated into contracts of varying monetary values.	Working Group	2009
6	Produce first draft of question bank and marking schemes that could be used in pre-qualification and tender submission questionnaires.	Working Group	2009
7	Produce final draft of guidelines, questions and marking schemes and present to Construction Safety Partnership.	Working Group	2009

Goal 4

To achieve a reduction in the high rate of injury for non-Irish national workers.
(Lead organisation: ICTU)

This agreed goal results from the fact that non-Irish national workers are now a significant presence in the construction industry and suffer a disproportionate number of accidents. Migrant workers represent about 17% of the construction labour force yet in 2007 21% of the reported injuries in construction involved migrant workers. A recent project held a number of focus groups of migrant workers to assess their information needs. As a result of this, relevant information in

seven languages was produced and is currently being distributed widely to the target group.

The facilitators make strenuous efforts to involve workers from outside Ireland to participate in the SR training programs. There was a symbolic achievement in 2007 when a "Safety Representative of the Year" award was made to Mr Marius Straksys a native of Latvia.

Goal 4			
Action No.	Description	Responsibility	Year
1	Ensure wide distribution of promotion material for non-Irish national workers through SRFP and through FÁS.	ICTU FÁS	2008 2009 2010
2	Promote greater uptake in training by non-Irish national workers.	ICTU	2008 2009 2010
3	Identify key recommendations from the current HSA research on non-Irish nationals in construction for follow up and implementation by the CSP.	ICTU / HSA and Work group	2008 2009 2010

Goal 5

To address health and safety for smaller contractors and projects.

(Lead organisation: HSA)

Background:

- 46% of construction fatalities recorded between 1997 and 2002 occurred on sites with 1-5 employees (Health and Safety Authority Research Series, (2007), An examination of dutyholder responsibilities: Fatal construction accidents 1997-2002, p.37)
- Only 3% of all accidents reported to the Authority are submitted by organisations with 1-9 employees (Health and Safety Authority, (2003), Summary of Injury, Illness and Fatality Statistics 2005-2006, p. 39)

Objectives:

- To provide meaningful health and safety education to the small contractor.
- To increase awareness and raise the standard of health and safety among smaller contractors.
- To assist the small contractor in such a manner that their works can be planned, organised and carried out in a safe manner in compliance with all national health and safety legislative requirements.

Expected Outcomes:

- Reduced accident rate among small contractors.
- Increased level of health and safety compliance amongst small contractors.

Goal 5			
Action No.	Description	Responsibility	Year
1	Establish working Group under the lead of the HSA.	HSA	2008
2	Agree terms of reference for the Working Group e.g. scoping of project including clear definition of the "small contractor".	HSA/ Working Group	2008
3	Define key outcomes required and goals to achieve these objectives; <ul style="list-style-type: none"> • Needs analysis e.g. consult with small contractor groups. • Communication channels to reach and inform all small contractors e.g. 1 day practical work shops for all small contractors. • Other communication channels e.g. Web based information, Industry Groups, Inspectorate, Newspapers etc. • Materials and format e.g extensions of SSWP and CoP for 3 or less. • Develop new material as required e.g. resource pack. 	HSA/ Working Group	2008
4	Launch CoP for 3 OR Less.	HSA	2008
5	Update and Extend Training DVD for SSWP.	HSA/LGMSB/ CIF	2008
6	Launch SSWP for Working on Roads.	LGMSB/ HSA	2008
7	Research similar projects which may exist in other countries e.g. Work safe Australia Subby Pack, IOSH etc.	HSA	2008
8	Secure funding for Workshop, web and materials development.	HSA/ Working Group	2008/ 2009
9	Develop Work Shop Model. Delivery system for Work Shop. Promotion of Work Shop.	HSA/ Working Group / Resource	2009/ 2010
10	Implement system to control and ensure the consistency of the Work Shops.	HSA/Working Group/ Resource	2009/ 2010
11	Web based developments. SSWP materials, interactive lectures on the use and application of SSWP.	HSA/ Working Group	2009
12	Direct Training and Seminars including close cooperation with FÁS Safe Pass & CIF initiatives.	HSA/ Working Group	2009
13	Use of Inspector Resource.	HSA	2010
14	Develop Flyers/Guidance and circulate with mail shot.	HSA/Working Group	
15	Pilot stage.	HSA/Working Group	2010
16	Evaluate and review.	HSA/Working Group	2010
17	Roll out the Work Shop and related packs for the small contractor.	CSP	2010
18	Evaluate the success of initiatives under this Goal.	CSP	2010

Goal 6

To maintain and continuously improve core achievements of the CSP to date including FÁS Safe Pass, FÁS Construction Skills Certification Scheme (CSCS), Safety Representative Facilitation Programme (SRFP) and Safety Management Systems. (Lead organisations: ICTU; FÁS; CIF)

ICTU, CIF, FÁS and the HSA will work together on this goal to consolidate and develop the gains that previous Construction Safety Partnerships have made – especially the Safety Representative Facilitation Programme (SRFP), Construction Skills Certification Scheme, Safe Pass and SafeTCert but also all other CSP achievements.

The **Safe Pass** Programme was developed by FÁS in consultation with the Social Partners on the recommendation of the Construction Industry Training Committee (CITC) now reconstituted as the Construction Industry Group – an advisory body to the Board of FÁS. The partners within the CSP agreed that the programme would be mandatory for general construction workers, craft workers and on site security workers. This was achieved by its inclusion under the 2001 Construction Regulations.

The Programme is managed by FÁS Services to Business, through a network of Safe Pass tutors. In 2007, 151,210 workers in the industry received FÁS Safe Pass training and in total over 800,000 people have received training. The CSP will continue to support the development of the programme including the developments indicated in the recent Claritas Report – this will include sectoral Safe Pass programmes and online renewals.

The **Construction Skills Certification Scheme (CSCS)** which was formally launched in 1997 was developed by FÁS in consultation with the Construction Industry Training Committee.

The Scheme was endorsed by the Construction Safety Partnership and in an effort to upskill personnel in the industry, the CSCS was set as the standard of skills training required in the industry. Over 18,000 cards have been issued each year since the CSP supported the programmes and this has led to improved safety performance on construction sites in Ireland. The CSP will continue to support developments in these programmes with a view to improving competency amongst construction personnel.

The role of the **Safety Representative Facilitation Programme** is to promote co-operation between employers and workers and to spread the message that consultation with workers Safety Representatives (SRs) fosters better engagement by workers with safe working practices. The project has sought to achieve these aims by the deployment of a co-ordinator and facilitators to visit as many sites as possible throughout the country.

The project also organises the 'Construction Safety Representative of the Year Award' which is presented annually at the NISO conference.

One of the primary goals of the first partnership was to develop an industry specific, third party certificated Safety Management System for the Construction Industry. The result, **SafeTCert**, is an Island wide initiative that encourages construction companies to achieve this excellence mark and to adopt a philosophy of continuing improvement. The CSP will support its roll out and promotion in industry and amongst client bodies.

Goal 6			
Action No.	Description	Responsibility	Year
1	Confirm appointment of two facilitators on SRFP for duration of CSP.	ICTU	2008
2	Visit 500 sites (SRFP).	ICTU	2008 2009 2010
3	Train new safety representatives.	ICTU	100 in 2008 150 in 2009 and 2010
4	Provide suitable relevant information for each Safety rep including help line details.	ICTU	2009
5	Continue to run the Safety Rep of the Year Award.	ICTU	2008/09/10
6	Put in place a suitable web site for the CSP.	ICTU / CIF / HSA	2009
7	Ensure annual monitoring and review of FÁS Safe Pass including new developments.	FÁS	2008/09/10
8	Ensure annual monitoring and review of FÁS Construction Skills Certification Scheme including new developments.	FÁS	2008/09/10
9	Ensure annual monitoring and review of SafeTCert including new developments.	CIF	2008/09/10
10	Work to make progress in mainstreaming health and safety on the curriculum of key third level courses at undergraduate level.	HSA	2008/09/10
11	Conduct an evaluation review of projects' effectiveness and adjust programmes to reflect findings.	ICTU	2009 2010

CSP Structures

Chairman: Kevin Kelly
 Project Co-ordination: To be Confirmed

Membership of CSP

Kevin Kelly – Chairman
 Peter Mc Cabe (Independent member)
 Construction Industry Federation (CIF)
 (2 representatives)
 Department of Environment (1 representative)
 Department of Enterprise Trade and
 Employment (1 representative)
 Department of Finance (1 representative)
 Engineers Ireland (EI) (1 representative)
 FÁS (2 representatives)
 Health & Safety Authority (HSA)
 (2 representatives)
 Irish Congress of Trade Unions (ICTU)
 (2 representatives)
 Local Government Management Services Board
 (LGMSB) (1 representative)
 Royal Institute of Architects of Ireland (RIAI)
 (1 representative)
 Society of Chartered Surveyors (SCS)
 (1 representative)
 Secretary: Elaine Walsh HSA

Work Group Participation

Goal 1: Benchmarking

CIF (Lead Organisation)
 ICTU
 HSA
 EI
 RIAI
 SCS

Goal 2: Joint Safety Council / Promotion Initiatives

ICTU
 CIF
 HSA

Goal 3: Procurement Procedures

LGMSB (Lead Organisation)
 CIF
 Department of Finance
 HSA
 EI
 RIAI
 SCS

Goal 4: Non-Irish Nationals in the Industry

ICTU (Lead Organisation)
 CIF
 HSA
 FÁS

Goal 5: Safety of Small Contractors

HSA (Lead Organisation)
 CIF
 FÁS
 LGMSB

Goal 6: Maintenance and Improvement of Core Activities

ICTU
 CIF
 HSA
 FÁS
 LGMSB
 Department of Enterprise, Trade and
 Employment

