

# Construction Safety Partnership Advisory Committee Plan

> 2017-2019



An Roinn Post, Fiontar agus Nuálaíochta  
Department of Jobs, Enterprise and Innovation



**ACEI**  
Association of Consulting  
Engineers of Ireland  
Cumann Innealtóirí Comhairle na h-Eireann

The Society of  
**Chartered  
Surveyors**



**SOLAS**  
An tSeirbhís Oideachais Leasúcháin agus Scéimeanna  
Further Education and Training Authority

 **ENGINEERS  
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## Chairman's Foreword

Safety on construction sites is the responsibility of everyone in the industry – clients, designers, project supervisors, contractors and construction workers.

While substantial improvements in safety and health have been achieved since the original Partnership was founded there is still much more than can be achieved. Nine construction workers lost their lives on Irish construction sites in 2016 and many more suffered serious life changing injuries as a result of workplace accidents. With the projected growth in the sector for the coming years it is even more important than ever to ensure that we actively address the risks arising from construction activities and in particular for new and returning workers to the sector.

The Construction Safety Partnership Advisory Committee (CSPAC) has identified 6 key areas to focus on between 2017 and 2019 and has set goals accordingly in order to help improve safety and health in the sector. Full implementation of these goals will help to reduce the rate of serious accidents on construction sites in Ireland.

The actions of all members of the CSPAC working with a common aim has the major potential to improve health and safety standards in the construction sector. All working in the construction sector are encouraged to work with the CSPAC to achieve its aim.

*John Graby / Pat Kenny, Chairmen of CSPAC*



**Message from the Minister for Employment and Small Business, Pat Breen T.D.**

The launch of this his 3 year Action plan coincides with the first full year of the newly merged Construction Safety Partnership Advisory Committee made up from the HSA Construction Advisory Committee and the Construction Safety Partnership, I would like to commend all involved on the seamless transition that has taken place. A special word of gratitude to the Joint Chairs Mr. John Garby and Mr. Pat Kenny, it is evidence of their commitment that the newly merged committee has continued the excellent work of its predecessors.

I know that despite the difficult times that the construction industry has encountered in recent years the commitment to safety in the industry shown by the all parties involved in the CSPAC has never waned. You have utilised the knowledge available from all sides in the construction sector and focused it towards making it a safer place to work for all. It is testament to this commitment that when in so many other sectors, employers and workers representative groups refrained from continued engagement, the construction industry continued to pursue the goals of better health and safety for workers in the sector.

I look forward to seeing this 3 Year Plan being implemented and I can assure all involved of my commitment to provide as much assistance as I can to support the achievement of the goals and objectives contained within. I hope that Partnership continues to prosper and I wish it every success going forward.

*Pat Breen T.D.  
Minister of State for Small Business and Employment*



### **Message from Patricia King, General Secretary ICTU**

Congress welcomes this three year plan and pledges to continue to play a leading role in its implementation. Now that the recovery has begun it is important that those returning to work and new entrants can work in a safe and healthy environment. I know that the unions and employers are attempting to agree decent terms and conditions of employment in place of the race to the bottom that occurred after the Supreme Court struck down the Registered Employment Agreement System in 2013. The construction industry cannot be safe as long as the widespread abuse of bogus self-employment is undermining decent employment in construction. It is also important that we achieve a system where those who are carrying out work at site level are registered as having the qualifications and skills required to carry out their function safely. are encouraged to work with the CSPAC to achieve its aim.

*Patricia King*  
*General Secretary ICTU*

### **Message from Tom Parlon, Director General CIF**

The Construction Industry Federation is committed to driving health and safety improvements in the sector. We welcome this continued collaborative approach with our industry partners to work together for the common good. The safety and wellbeing of those who work in the industry or are affected by its activities are of paramount importance and our continued co-operation to achieve our common goals is a key part of our strategy. A lot of work has been done under previous agreements and plans and with this new 3 year plan, we hope to build on these achievements. Key priority objectives have been identified as part of this plan and I confirm that CIF will work to ensure that the objectives set out here are achieved.

*Tom Parlon*  
*Director General CIF*

### **Message from Martin O'Halloran, CEO HSA**

The Authority welcomes this the most recent phase of partnership for the improvement of safety, health and welfare in the construction sector. With the increasing growth of the sector new challenges are arising and need to be met to ensure that growth isn't achieved to the detriment of workers safety and health. I welcome the commitment by all the partners involved in the Construction Safety Partnership Advisory Committee. The Authority will continue to support the initiatives of the CSPAC and to look forward to the benefit of the advisory function of the committee.

*Martin O' Halloran*  
*CEO HSA*

## CSPAC Work Plan

This is the first work plan since the amalgamation of the Construction Safety Partnership and the Construction Advisory Committee in 2016.

Employment in the construction sector has risen steadily year on year with an increase of employment from the first 6 months of 2016 of over 8%. There are approximately 1,000 new jobs being created per month in the construction sector. The longer term outlook too is positive with predictions of the sector to continue growing steadily over the coming years. A recent [CIF \(DKM consultants\) report](#) predicts a continued forecasted growth in the sector of 9% per year until 2020 with the potential of having 213,000 directly employed in the sector (in 2016 there were approximately 139,900 employed directly in the sector – 6.8% of total employment).

Of course with this growth come challenges too. With a rapidly growing industry costs can increase, skill shortages can develop for certain professions and trades, and safety and health on site can be effected by increased numbers of new entrant workers to the sector. The Health and Safety Authority figures show that new workers can be as much as four times more likely to be involved in an accident in the first six months of work than more experienced workers. All stakeholders in the sector will need to work together to help put in place the necessary supervision, instruction and training necessary to prevent new workers and those returning to the sector from being injured on site.

In 2016 nine workers lost their lives in the construction sector in Ireland. This represents 20% of all fatal accidents in 2016. Many more suffered serious and life changing injuries as a result of workplace accidents. Falls from height have proven to be the most common cause of construction deaths with 36 workers involved in fatal falls in the past 5 years on Irish construction sites. Safe working at height must be a priority for all stakeholders. The majority of these accidents occurred with self-employed or with small contractors and this is another area that the CSPAC will need to focus on in the coming years.



While the construction sector grows it is also vitally important that the health, as well as safety, of the construction workers is prioritised. Good management of workplace health risks is fundamentally important for any company aiming to survive and thrive in the industry today. As well as the legal and moral responsibility to take care of workers it also makes business sense and can help reduce the massive costs to a company associated with workplace ill health, absenteeism and potential future claims. In 2016 the HSA carried out a construction inspection campaign aimed at raising awareness and safety practices relating to silica dusts. They also produced a [Crystalline Silica Dust Information Sheet](#) to help employers.

This plan sets out the objectives and goals of the CSPAC for the three year period 2017 to 2019. It builds upon the past achievements of both the previous committees.

The terms of reference of the CSPAC are:

- To act as a consultative and advisory forum on the Authority's priorities and work programme within the construction sector;
- To develop a national action programme, to promote and co-ordinate the actions of the representative organisations and assign tasks linked to the action programme;
- To publish, implement and monitor the national action programme;
- To liaise with relevant construction organisations;
- To identify and prioritise the key issues related to improving safety and health in the construction industry;
- To undertake appropriate practical initiatives in support of the above as approved by the Executive;
- To report formally on its work at least annually or as otherwise requested by the Board.



YEAR	No. Employed in Construction	Fatal Accidents	Fatal Rate /100,000 Construction	Non-Fatal Accidents	Non-Fatal Rate/100,000
2001	183,200	22	12	----	-----
↓	↓	↓	↓	↓	↓
2008	179,900	15	5.6	1178	655
2009	158,325	10	6.6	688	435
2010	121,000	6	4.5	571	472
2011	107,800	6	5.6	454	421
2012	100,825	9	6.9	420	417
2013	102,000	11	9.8	409	401
2014	109,425	8	5.5	442	404
2015	125,425	11	8.0	603	481
2016	---	9	---	663	---



## Industry Performance – 2002 – 2015

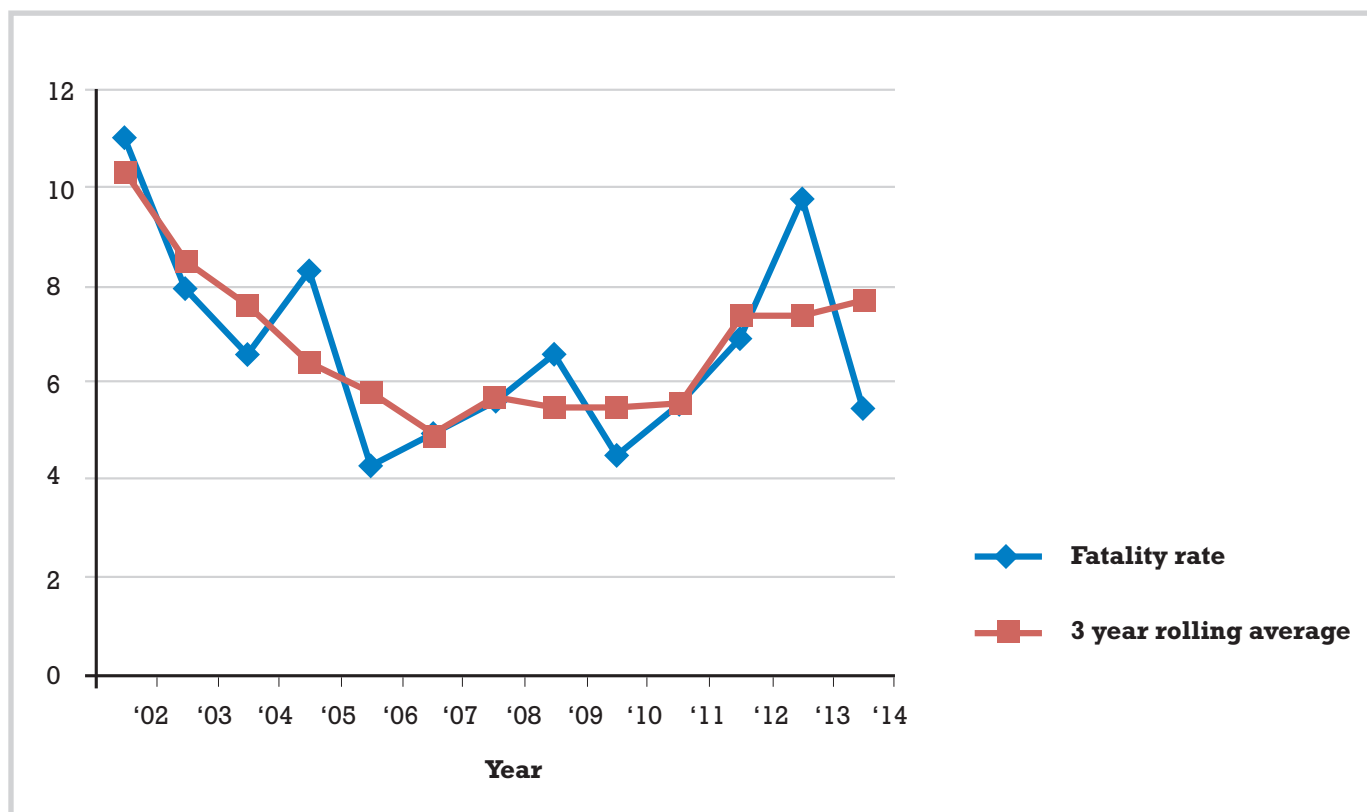


Fig: Construction fatal accident rates / 100,000 workers and 3 year rolling average



The proposed programme of work is outlined below.

**Objective 1.**

To improve safety and health for small contractors, the self-employed and all working on small projects:

The majority of fatal and serious accidents that occur in the Irish construction industry involve small contractors and the self-employed. Of the 9 fatal accidents recorded in 2016, 7 were either self-employed or working for companies with 10 or less employees.

**Goals:**

- To improve the health and safety management systems for small contractors and the self-employed through initiatives such as organising mentoring and support by larger contractors and by the promotion of BeSMART Construction.
- To support Continuous Professional Development amongst small contractors and the self-employed including the CPD requirements of the Construction Industry Register of Ireland (CIRI) register.
- To review Client guidance with a view to helping small contractors and the self-employed assess and demonstrate competence

**Objective Group Lead:** Pauric Corrigan, NISO

**Objective Group Members:** Brian Molloy, HSA and Dermot Carey, CIF



**Objective 2.**

To improve and promote safety and health innovation in the sector:

Innovations in safety and health have helped drive major improvement in the sector. The CSPAC will continue to encourage innovation through the annual Safety in Innovation Awards. The CSPAC aims to help raise awareness of new innovative technologies, systems of work, training etc. within the sector to help improve safety and health.

**Goals:**

- To continue to run and promote the CSPAC Innovation in Safety Award
- To update the CSPAC website and to have the website act as a portal for information on new innovative technologies.
- To promote innovation in education including encouraging and supporting eLearning module initiatives relevant to the construction sector.
- To review the current PSDP and PSCS training available and ensure they are mutually supportive and consistent.
- To commit to the efficient communications of safety alerts and other safety information to all members.

**Objective Group Lead:** Stephen Cunningham, IOSH

**Objective Group Members:** Aisling Davis, HSA and Paddy Mc Neill, RIAI and CIF representative





### **Objective 3.**

#### **Safety Consultation, worker engagement and safety representatives:**

Safety consultation, worker engagement and safety representatives are requirements of both the Safety, Health and Welfare at Work Act 2005 and the Safety, Health and Welfare at Work (Construction) Regulations 2013. The CSPAC will focus on examining the current systems and supports in place for safety consultation, worker engagement and safety reps and identify initiatives where the partnership can support this.

#### **Goals:**

- To promote workers participation through consultation and engagement with employers and to support the role of the safety representative.
- To investigate the feasibility of establishing a safety representative group.
- To continue to run and promote the CSPAC Safety Representative Award

**Objective Group Lead:** Andrew Smith, ICTU

**Objective Group Members:** Michael Mc Donagh, HSA and James Coughlan, SIPTU and CIF representative



**Objective 4.**

**Occupational Health in Construction**

Treat 'Health' the same as 'Safety'. There are far more deaths of construction workers (and former construction workers) each year from occupational health (OH) issues than from accidents on sites. Furthermore far more construction workers suffer ill-health than serious injury as a result of an accident. The CSPAC will continue to raise awareness of OH issues in the construction sector and promote improvements in work practices to help reduce the rate of death and ill-health from OH hazards.

**Goals:**

- Raise awareness of risks from construction dusts and promote safer work practices in the industry.
- Raise awareness of risks of other occupational related cancers such as the increased risk of skin cancer for outdoor workers.
- Promote initiatives to support construction workers with psychosocial issues.

**Objective Group Lead:** Dermot Carey, CIF

**Objective Group Members:** Andrew Smith, ICTU and Aisling Davis, HSA



### **Objective 5.**

#### **Training, Qualifications and Professionalism**

To ensure training programmes deliver the best outcome for the construction sector. The CSP was instrumental in instigating mandatory training programmes to improve safety awareness (Safe Pass) and construction skills (Construction Skills Certification Scheme).

The CSPAC intends to continue to work to support the provision of Safe Pass and CSCS training to the sector.

**Objective Group Lead:** Tony Pearson, SOLAS

**Objective Group Members:** John Coleman, IEL and Michael Mc Donagh, HSA and CIF representative and ICTU representative



**Objective 6.**

**Clients, Designers and Project Supervisors for the Design Process**

To improve awareness of the roles and duties of Clients, designers and PSDPs and to provide appropriate supports to help improve compliance.

**Goals:**

- To continue to review procurement procedures and advise relevant bodies on effectiveness of these with regard to improving safety and health in a practical way.
- To engage with the Department of Housing, Planning, Community and Local Government to develop initiatives to simplify clients duties under both the construction regulations and the BCaR regulations.

**Objective Group Lead:** Kevin Rudden, ACEI

**Objective Group Members:** Brendan McConville, RIAI and Alan Isdell, SCSi











