

Health and Safety Training Standard

Introduction

The Home Builders Federation (HBF) recognise industry competence card schemes carrying the Construction Skills Certification Scheme (CSCS) logo. Those individuals holding the CSCS logo trade specific card, may need to also undertake supplementary training to operate specific machinery, plant, or tools or to carry out certain activities.

It is a requirement under the Construction (Design and Management) Regulations 2015 (CDM 2015) for contractors to ensure any individual they employ or appoint to work on a construction site has the skills, knowledge, training, and experience to carry out the work they will be employed to do in a way that secures the health and safety of themselves and others. This should be assessed and managed responsibly to ensure that individuals are undertaking the appropriate occupation at the appropriate level.

Anyone who applies for a CSCS card, is required to have passed the applicable level of Construction Industry Training Board (CITB) health, safety and environmental test (known as the touchscreen test) within the last two years or have completed an approved alternative. The HBF acknowledges that passing the CSCS test, gives construction workers a basic knowledge of health, safety, and environmental risks on a construction site but this test is not categorised as training.

This document should be read in conjunction with the HBF guidance for contractor supervision.
<https://www.hbf.co.uk/news/hbf-guidance-contractor-supervision/>

Purpose

The HBF would like members to adopt a tiered approach for specific job roles regarding additional training. This would include directors, managers, supervisors, and those working on site (i.e., trade contractors).

It is appreciated that this tiered training approach may not currently be in place across all HBF member organisations, especially in relation to the sub-contract workforce and health and safety training. Therefore, this training is something that HBF members can opt to implement as a way to help improve knowledge, skills, awareness etc. and to demonstrate their ongoing commitment to improving health and safety within their organisations.

Scope

This HBF Training Standard relates to those working on site for any HBF member organisation. HBF member organisations are encouraged to influence and support this additional training being implemented.

To monitor progress, the HBF will undertake periodic audits to establish the proportion of the workforce on HBF sites that conform with the additional training recommendations.



Training Core Standards

Job roles	Directors, Executives, Senior Managers who are not site based, but have a leadership role in relation to health and safety.
Aim of the training and course providers	
<p>The aim is to provide knowledge and understanding...</p> <ul style="list-style-type: none"> • Of the moral, legal, business, and financial reasons for good health, safety and wellbeing leadership. • To promote a positive culture for health, safety and wellbeing. <p>The following courses meet these aims...</p> <ul style="list-style-type: none"> • Construction Industry Training Board - Directors Role for Health and Safety (1-day) • Institution of Occupational Safety and Health - Safety for Executives and Directors (1-day) and/or Leading Safely (1-day) • National Examination Board in Occupational Safety and Health - Certificate in Health and Safety Leadership Excellence (1-day) 	

Job role	Managers who are construction site based and have site management responsibilities.
Aim of the training and course providers	
<p>The aim is to provide knowledge and understanding of...</p> <ul style="list-style-type: none"> • How to implement all health, safety and environmental legislation, guidance and industry best practice affecting their daily work. • Their site management duties and responsibilities with regards to health, safety, welfare, and the environment. <p>The following courses meet these aims...</p> <ul style="list-style-type: none"> • Construction Industry Training Board - Site Management Safety Training Scheme (SMSTS) (5-days) • Institution of Occupational Safety and Health - Safety, Health, and Environment for Construction Site Managers (5-days) • Construction Industry Scaffolders Record Scheme - Scaffolding Manager/Supervisor (5-days) • National Demolition Training Group - Certificate of Competence of Demolition Supervisor Course (5-days) • National Plant Operators Registration Scheme - Construction Site Safety Manager (5-days) 	



Job role	Supervisors who are construction site based and have site supervisor responsibilities.
Aim of the training and course providers	
<p>The aim is to provide knowledge and understanding of...</p> <ul style="list-style-type: none"> • Their roles and responsibilities regarding health, safety, welfare, and environmental issues. • How to plan, manage, monitor work activities to help ensure the safety of their workers and others. <p>The following courses meet these aims...</p> <ul style="list-style-type: none"> • Construction Industry Training Board - Site Supervisors Safety Training Scheme (SSSTS) (2-days) • Federation of Piling Specialists - Supervisor Health, Safety and Environment Awareness Course (2-days) • Construction Skills Register - Site Safety for Supervisors (4-days) • National Demolition Training Group - Certificate of Competence of Demolition Chargehand Course (2-days) • Construction Industry Scaffolders Record Scheme - Scaffolding Manager/Supervisor (5-days) • National Plant Operators Registration Scheme - Construction Site Supervisor Course (2-days) • Institution of Occupational Safety and Health - Safe Supervision of Geotechnical Sites (3-days) 	

Job role	Workers who undertake construction activities (i.e., a card holder of a scheme carrying the CSCS logo).
Aim of the training and course providers	
<p>The aim is to provide knowledge and understanding of...</p> <ul style="list-style-type: none"> • Potential hazards when working on site and practical advice on keeping themselves and others safe. • Individual and employer’s responsibilities, including what to do if they think anyone’s health and safety is being put at risk. <p>The following courses* meet these aims...</p> <ul style="list-style-type: none"> • Construction Industry Training Board - Health and Safety Awareness (1-day) • Regulated Qualifications Framework - Level 1 Award in Health and Safety in a Construction Environment (1-day) • BALI’s ROLO (Register of Land Based Operatives) Health, Safety and Environmental Awareness (1-day) • Building Engineering Services Association - Health, Safety and Environment Course (3 hours) • Client/Contractor National Safety Group - Safety Passport Scheme (2-days) • Construction Industry Scaffolders Record Scheme - Construction Operatives Training Course (1-day) • Construction Industry Training Board - Drilling and Sawing Operatives Health and Safety Awareness (1-day) • National Demolition Training Group - Demolition Refurbishment Operative (1-Day) • Electrotechnical Certification Scheme - Health, Safety and Environmental Assessment (check website for study time www.eca.co.uk) • Safety Pass Alliance - Core Health and Safety Course (2-days) • Institution of Occupational Safety and Health - Safety, Health, and Environment for Construction Workers (1-day) • Lantra - Health, Safety and Environmental Awareness - Construction (1-day) • National Plant Operators Registration Scheme (NPORS) - Construction Safety Awareness Course (1-day) 	



- Royal Environmental Health Institute of Scotland - Elementary Health and Safety (1-day)

**Some of these courses are face to face learning but many can be done via e-learning (e.g., 3-4 hours and a formal assessment)*

Job role | **Apprentices** who are enrolled on an industry recognised training programme.

Aim of the training and course providers

The aim is to provide knowledge and understanding of...

- Potential hazards when working on site and practical advice on keeping themselves and others safe.
- Individual and employer's responsibilities, including what to do if they think anyone's health and safety is being put at risk.

The following courses meet these aims...

- Complete one of the most applicable courses listed above for **Workers** before they commence work on a construction site.
- Enrol and obtain their SVQ or NVQ Level 2 or 3 or the Trailblazer Standard.

Job role | **CSCS Card Holders**

The aim is for CSCS card holders to pass and obtain the correct CSCS card for their appropriate trade and skill level. Including any supporting NVQ/SVQ, touchscreen test(s), training courses and associated refreshers.

The following courses meet these aims...

- Level 7 NVQ in Construction Senior Management
- Scaffolding NVQ Level 2 Portfolio Build
- Slinger Signaller Level 2 NVQ
- Telehandler Level 2 NVQ
- Level 2 NVQ Diploma in Demolition.

Renewal Period

The awarding body would usually define the renewal period for health and safety training, but it is recommended this should not exceed five years.

Internal Training

HBF members may use their own internal training courses, provided it meets the aims of the specified training, and they are satisfied it gives the necessary knowledge and skills for the job role.

