



UKCG Health & Safety (H&S) Training Standard

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Introduction

This document focuses on the standard of health and safety training applicable to those who direct, manage, supervise or undertake construction related activities on UKCG sites.

The acts and omissions of those employed in non operational functions/departments can have an impact on site activity and so it is equally important that companies identify appropriate health and safety training for these individuals.

UKCG member companies require that everybody engaged on their construction sites is able to demonstrate they have the necessary health and safety knowledge and skills. This standard outlines the health and safety training UKCG members have agreed should be held by those directing, managing, supervising or undertaking operations on construction sites.

The standard details the **minimum** training expected for individuals to undertake their roles on UKCG construction sites. The requirement for individuals to be able to demonstrate formal health and safety training is in addition to a demonstration of skill competency via the UKCG accepted record scheme.

Companies should select appropriate health and safety training that reflects the needs of their organisation=scope of works and client requirements. This may include training which is comparable to the compliant courses referred to within this standard e.g. those endorsed by the relevant Sector Skills Council (eg [Construction Skills](#) or [Summit Skills](#)), Trade Association or internally developed training.

UKCG Director H&S Training Standard

Introduction

UKCG member companies require that **ALL** Directors, of UKCG members and their subcontractors can demonstrate that they have the necessary knowledge and skills to direct and lead health and safety strategy effectively.

The Institute of Directors and the Health and Safety Executives' joint publication "[Leading Health and Safety at Work](#)" provides guidance and sets out an agenda for the effective leadership of health and safety for use by **all** Directors and applies to organisations of **all** sizes.

Definition of Director

For the purpose of this standard the definition of a director will be determined based on the duties they undertake and not their job title.

The Institute of Directors define a Director as:

A member of the body that is responsible for the strategic business direction of an entity and the implementation of its corporate governance and which makes the decisions that determine its success and integrity and the expression may include: a divisional director where the division is equivalent to an entity of substance; or a leader of an Entity.

Examples of Directors to whom this standard applies include owners and members of Executive Boards.

Directors who carry out day to day management of work activities should also comply with the UKCG Managers Training Standard.

Training Standard

Directors must be able to demonstrate they have sufficient knowledge of health and safety.

Directors must be able to demonstrate that they have met the training standard.

Suitable Courses

1. UKCG recognises the following courses as being suitable and meeting the required standard:
 - **IOSH Directing Safely (1 Day)**
 - **IOSH Managing Safety for Senior Executives (1 Day)**
2. Alternatively a comparable course, recognised by the relevant Sector Skills Council or Trade Association. Details of these recognised courses can be viewed by following the link below:

- <http://www.ukcg.org.uk/activities/health-safety/training-standard/>
3. Comparable internally developed training is recognised only in circumstances where the employer has demonstrated to the Principal Contractor the training course has content and outcomes at least equivalent to the course types in (1) and (2) above.

Duration

The course duration should be no less than one day.

Assessment

Courses must incorporate a form of assessment.

Certification Directors should be in possession of a certificate that details the training provider, date awarded, course title and confirmation stating whether or not the delegate has passed the examination.

Refresher Training

Directors should attend refresher courses as defined by the training provider; this should not exceed five yearly intervals. If a refresher course is not available the original course, or similar, should be re-sat at five yearly intervals.

UKCG Manager H&S Training Standard

Introduction

UKCG member companies require that Managers of UKCG members and their subcontractors can demonstrate they have the necessary knowledge and skills to manage workplace health and safety standards.

Definition of Manager

For the purpose of this standard managers are defined as those persons managing construction related work activities on UKCG sites. They are typically site based or visiting personnel with direct responsibility for planning and managing construction work activities.

Training Standard

Managers must be able to demonstrate they have sufficient knowledge of health and safety.

Managers should be able to demonstrate they have met the training standard.

Suitable Courses

1. UKCG recognises the following courses as being suitable and meeting the required standard:
 - Construction Skills **Site Management Safety Training Scheme (SMSTS)** (5Days)
 - Institute of Occupational Safety and Health **Managing Safely in Construction** (4Days)
2. Alternatively a comparable course, recognised by the relevant Sector Skills Council or Trade Association. Details of these recognised courses can be viewed by following the link below:
 - <http://www.ukcg.org.uk/activities/health-safety/training-standard/>
2. Comparable internally developed training is recognised only in circumstances where the employer has demonstrated to the Principal Contractor the training course has content and outcomes at least equivalent to the course types in (1) and (2) above.

Duration

The course duration should be no less than four days.

Assessment

Courses must incorporate a form of assessment.

Certification

Managers should be in possession of a certificate that details the training provider, date awarded, course title and confirmation stating whether or not the delegate has passed the examination.

Refresher Training

Managers should attend refresher courses as defined by the training provider; this should not exceed five yearly intervals. If a refresher course is not available the original course, or similar, should be re-sat at five yearly intervals.

UKCG Supervisor H&S Training Standard

Introduction

UKCG member companies require that **ALL** supervisors working on their sites can demonstrate they have the necessary knowledge and skills to supervise their workers effectively. This is essential if they are to ensure that workers carry out their tasks safely and with due regard to health.

Definition of Supervisor

For the purpose of this standard supervisors are defined as those persons directly supervising construction related work activities on UKCG sites. They are the front line supervisors with direct responsibility for putting people to work and who will typically brief their workers on how to carry out their work and ensure they are carrying out their work safely.

Training Standard

Supervisors must be able to demonstrate they have sufficient knowledge of health and safety and skills to be an effective supervisor of their workers. Following the course they will have sufficient knowledge of health and safety gained at a construction specific course of at least two days duration.

The course will allow the delegate to demonstrate sufficient skills to be an effective supervisor of their workers. They will need to demonstrate having attended training which includes an understanding of behavioural issues, leadership and effective intervention skills. This training must include role-play, have a form of testing, and successful candidates must be issued with a certificate to demonstrate a suitable standard has been achieved.

Supervisors must be able to demonstrate they have met the training standard.

Suitable Courses

1. UKCG recognises the following course as being suitable and meeting the required standard:
 - Construction Skills **Site Supervisors Safety Training Scheme (SSSTS)** (2 Days)
2. Alternatively a comparable course, recognised by the relevant Sector Skills Council or Trade Association. Details of these recognised courses can be viewed by following the link below:
 - <http://www.ukcg.org.uk/activities/health-safety/training-standard/>
2. Comparable internally developed training is recognised only in circumstances where the employer has demonstrated to the Principal Contractor the training course has content and outcomes at least equivalent to the course types in (1) and (2) above.

Duration

The course duration should be no less than 2 days.

Assessment

Courses must incorporate a form of assessment.

Certification Supervisors should be in possession of a certificate that details the training provider, date awarded, course title and confirmation stating whether or not the delegate has passed the examination.

Refresher Training

Supervisors should attend refresher courses as defined by the training provider; this should not exceed five yearly intervals. If a refresher course is not available the original course, or similar, should be re-sat at five yearly intervals.

UKCG Construction Operative H&S Training Standard

Introduction

UKCG member companies require that **ALL** construction operatives working on their sites can demonstrate they have the necessary knowledge and skills to undertake their work safely, with due regard to health.

Definition of Operatives

For the purpose of this standard operatives are those persons attending site to undertake construction activities and do not have any management or supervisory responsibilities. This excludes those enrolled on supervised apprentice or training programmes.

Employers must be able to demonstrate that operatives meet the training standard.

Training Standard

Employers must be able to demonstrate their operatives have suitable health and safety knowledge to undertake their work safely, with due regard to health.

Suitable H&S Courses

1. Attendance on the Construction Skills 1 Day Health and Safety Awareness
2. Alternatively a comparable course, recognised by the relevant Sector Skills Council or Trade Association. Details of these recognised courses can be viewed by following the link below:
 - <http://www.ukcg.org.uk/activities/health-safety/training-standard/>
3. Comparable internally developed training is recognised only in circumstances where the employer has demonstrated to the Principal Contractor that the training course has content and outcomes at least equivalent to the course types in (1) or (2) above.

Refresher Training

Operatives should attend refresher courses as defined by the training provider; this should not exceed three yearly intervals. If a refresher course is not available the original course, or similar, should be re-sat at three yearly intervals.

Note: A general site specific induction does not constitute H&S training.