



**Construction and Maintenance  
Health, Safety and Wellbeing Briefing**

**August 2019**



## Highways England Corporate News

Earlier this year we launched [Home Safe and Well](#) and had a great response, especially around this corporate activity.



### **Supply Chain Engagement and Raising Industry Standards**

*Set up a senior supply chain steering group, aimed at raising industry standards, through working, focused on highest risk.*

*Enable sharing of good practice, areas for improvement and innovations to raise industry standards.*

This activity is to look at how we can improve, and the way we engage with stakeholders and raise standards.

During March 2019 the Supply Chain Safety Leadership Group (SCSLG) was established, to give focus to improving safety performance across the Highways England road network through collaborative working across the supply chain where common risks exist. The vision of the group is to create a clear shift in safety performance to stop lives being lost / permanently damaged.

A review of current safety work across the supply chain has been carried out and feedback suggests;

- There is a large number of forums
- Some groups lack strategic direction
- Members don't know what the priorities are
- Safety and operational meetings could work smarter together
- Frustration that things aren't moving at pace
- Progress has been made in many groups

- Several forums that HE drives forward look at the risks owned by Principal Contractors

So, considering the feedback and the new Home Safe and Well Approach, we are looking to combine efforts of several Highways England Supply Chain Safety Forums/Meetings on the way in which safety is addressed in the supply chain using a more focused structure to improve the way we can work better together in the form of Task & Finish Groups.

We need to hear from you if you are currently a part of, or manage a forum/group that is having conversations or working on safety issues. We need the chairs of these to complete this [proforma](#) and send to [suppliesafetyforums@highwaysengland.co.uk](mailto:suppliesafetyforums@highwaysengland.co.uk) in order that we can start to work smarter together.

As we are unable to do everything at once, Task and Finish Groups will initially focus on high risk areas (listed below) with specific deliverables and within a short timescale.

If you have any ideas, thoughts or want to step forward and feel you can add value to one of the groups, please discuss and agree with your line manager and send an expression of interest to the group email (listed below)

- [Improvinginvestigationsworkinggroup@highwaysengland.co.uk](mailto:Improvinginvestigationsworkinggroup@highwaysengland.co.uk)
- [servicestrikeavoidanceworkinggroup@highwaysengland.co.uk](mailto:servicestrikeavoidanceworkinggroup@highwaysengland.co.uk)
- [60mphthroughroadworksworkinggroup@highwaysengland.co.uk](mailto:60mphthroughroadworksworkinggroup@highwaysengland.co.uk)
- [Highwaysenglandpassportworkinggroup@highwaysengland.co.uk](mailto:Highwaysenglandpassportworkinggroup@highwaysengland.co.uk)
- [IPVstrikesandincursionworkinggroup@highwaysengland.co.uk](mailto:IPVstrikesandincursionworkinggroup@highwaysengland.co.uk)
- [Mentalhealthworkinggroup@highwaysengland.co.uk](mailto:Mentalhealthworkinggroup@highwaysengland.co.uk)
- [Plantpeopleinterfaceworkinggroup@highwaysengland.co.uk](mailto:Plantpeopleinterfaceworkinggroup@highwaysengland.co.uk)
- [Excavationsandtemporaryworksworkinggroup@highwaysengland.co.uk](mailto:Excavationsandtemporaryworksworkinggroup@highwaysengland.co.uk)

Email us any other questions or feedback at [suppliesafetyforums@highwaysengland.co.uk](mailto:suppliesafetyforums@highwaysengland.co.uk)  
Or review our [Frequently asked Questions](#)

## HE Passport Steering Board Update: July 2019

Highways England is committed to delivering the corporate level plan to support the Home Safe and Well aim by 2040;

“No one should be harmed when travelling or working on the strategic road network” this includes a specific action to:

- Develop a common structure for inductions and a means for providing evidence of training of our supply chain via the Highways England Passport Scheme.

This builds on the Health and Safety 5-year plan action (38) to “Develop a Highways England competency or Passport Scheme which all those working on the network must complete on a regular basis to ensure maintenance of skills”.

The scheme has 2 main parts:

1. HE Passport Scheme, a single database across the Highways England supply chain (Operations and Major projects), accessible by all applicable license holders with the ability to; record training, inductions, briefings, notify supervisors of training and competence expiry dates, data sharing and data migration on individuals moving between Construction Service Providers that can be read by a variety of mobile or fixed access card readers (e.g. QR code, NFC);
2. The Highways Common Induction (HCI), providing the necessary skills to work safely, by providing a baseline understanding of the common hazards on the Highways England network. Therefore, reducing the induction process repeated on every project by removing the content that is common to all sites.



**“16,426 HE Passport Scheme Cards Issued to Date”**

**“479 Suppliers Currently Engaged with the Scheme”**

We thank those of you who have engaged with us to provide constructive feedback on the HE Passport Scheme and HCI to date

The HE Passport Steering Board, supported by the Steering Group/Working Groups is in the process of reviewing the feedback from the proof of concept stage to finalise the requirements of the HE Passport Scheme and HCI from the 1<sup>st</sup> November 2019 to its full implementation.

The HE Passport Scheme is not currently mandated by Highways England, but it is our intention that the Scheme is recognised as best practice for any one working on Highways England’s network delivering a common structure for inductions and a means for providing evidence of training of the supply chain.

More information available at: <http://www.highwayssafetyhub.com/passport-scheme.html>

## Workplace Wellbeing Charter

The Highways England Home Safe & Well plan includes a commitment to focus on occupational risk and employee wellbeing to enable Highways England to achieve the Workplace Wellbeing Charter for England.

### **What is the Workplace Wellbeing Charter?**

The Workplace Wellbeing Charter is an accreditation standard that is built on best practice, the latest research and business sense. Completing the Workplace Wellbeing Charter is more than just ticking a box. Participants will be making a real commitment to improving the health and wellbeing of their workforce, while also making the organisation an employer for choice for perspective employees.

How does it work?

1. Complete the online interactive self assessment. See how your workplace stacks up against the topic areas – where you're doing well and where you need to improve.
2. Learn from a suite of best practice resource packs and work with an assigned consultant to develop action plans, as well as identify needs for staff training.
3. Your consultant will visit your workplace to assess your evidence portfolio, carry out interviews, conduct a site tour and assess your evidence against the standards.
4. Receive your award from the Workplace Wellbeing Charter, as well as a post assessment pack to help you celebrate your success.

### **What areas are assessed?**

The assessment topic areas are:

1. Leadership
2. Absence Management
3. Health and Safety
4. Mental Health & Wellbeing
5. Smoking & Tobacco related ill health
6. Physical Activity
7. Healthy Eating
8. Alcohol & Substance Abuse



### **How can I get involved?**

Whilst the Home Safe and Well objective is focussed on Highways England, the supply chain can also register on the website <https://www.wellbeingcharter.org.uk/> and demonstrate commitment to managing occupational health risk and employee wellbeing.

## Safer Highways SHLIVE 2019

As part of the industry drive to promote collaboration to achieve better health, safety, and wellbeing within our sector, Safer Highways is proud to announce a brand new event for 2019; SH L!ve, taking place at the iconic Silverstone Circuit on **11th September 2019**.

The showcase will present a unique opportunity for delegates to not only hear about but also see and experience what our peers are doing to innovate with the common goal of keeping those who work and travel upon our roads safe and well.

### What makes SH L!VE unique?

Expos, traditionally, have the primary aim of exhibitors selling to delegates. How can industry sell to an industry? – Simply, we can't and don't want to.

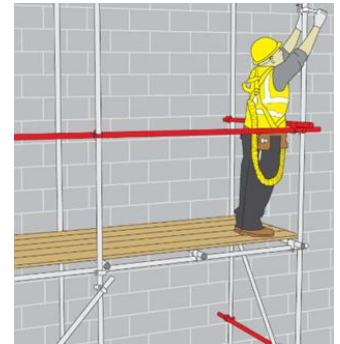
What SHLIVE strives to do is showcase what our peers are doing in the fields of health, safety, and wellbeing through our renowned industry-leading speakers, as part of a ground-breaking conference, innovation trails showcasing best practice, and live demonstrations from thought leaders of products and services which can affect a better, safer working environment.

A link to the Safer Highways site is shown below and there are some excellent Blogs and access to the latest magazine which showcases great initiatives and includes an article entitled Roadworks Safety Crisis and poses the question How do we tackle motorist's nonchalant attitude towards safety when it comes to roadworks?

<http://www.saferhighways.co.uk/>

## Individual Fined by HSE

During a recent unannounced joint visit by the HSE and London Fire Brigade a full site tour was undertaken including a review of relevant documentation.



Positive comments were received about the works being undertaken by and the SHE arrangements in place.

During the visit the HSE Inspector observed a scaffolder working on the first lift of a section of the system scaffold. The scaffolder was wearing a body harness but was not clipped on.

The Inspector had a discussion with the scaffolder and informed him that he was **fining him personally** in the sum of £176 for not adhering to Safe Working Practice as per SG4:15.

### **No action was taken against the Principal Contractor**

In recent statistics released by the HSE, falls from height account for almost half of the fatal accidents in the construction sector. Falling from height is a significant risk faced by Scaffolders when erecting, altering or dismantling scaffolding during most scaffolding operations.

### **Please remember:**

- Breaching health and safety regulations is a criminal offence and could lead to substantial fines and/or imprisonment
- The HSE are most likely to prosecute individuals where they have shown a reckless disregard for health and safety, and such disregard has or could result in serious risk / injury

## World Suicide Prevention Day

### What is World Suicide Prevention Day?

Every year organisations and communities around the world come together to raise awareness of how we can create a world where fewer people die by suicide.

Each year has a different theme and focus, to bring to light a specific aspect of suicide prevention.

### When is it – 10<sup>th</sup> September

### Why is it important?

In 2017, in the UK and Ireland alone, over 6,000 people died of suicide. Every life lost to suicide is a tragedy. And we know that suicide is preventable, it's not inevitable

Being not okay is still widely stigmatised and governments can still make better, more ambitious plans to prevent suicide.

There are many resources the internet to provide you with useful information and tools.

### **How are you going to raise awareness of this subject?**

[Matesinmind.org](http://Matesinmind.org)  
[Samaritans.org](http://Samaritans.org)  
[lasp.info/wspd2019](http://lasp.info/wspd2019)



## Considerate Constructors Ultra Site of Year Award 2019

The A14 Integrated Delivery Team in its third year of constructing Highways England's £1.5 billion road improvement scheme were recently award the Considerate Constructors Ultra Site of the Year Award.

Through award-winning collaboration across the workforce, supply chain, stakeholders and local community, this experienced team has instilled their 'One A14 Team' belief at every level, creating a fair and inclusive environment in which everyone feels their role is integral to the success of the project.

The workforce is continually supported by an on-site Health, Safety and Wellbeing Team which includes Occupational Health specialists and 63 Mental Health First Aiders. After work team activities are regularly organised and on-site accommodation and leisure facilities reduce fatigue and stress for those working away from home.

Environmental considerations are consistently reiterated in site communications and locations of high environmental risk around the site are easily identified through colour coded signs. The site team also went to great lengths to minimise their carbon footprint by introducing e-cabins across the area of development.

This team's approach to promoting careers in construction was truly inspirational. As well as hosting multiple work experience and apprenticeship opportunities, they have identified the need to create an engaging and targeted approach to educate teachers and careers advisers on the opportunities that are available for young people in our industry. This revolutionised thinking means that those who have the greatest levels of interaction with students have the understanding to actively promote a career in construction.

This spectacular and hugely influential site has exceeded every expectation and left no stone unturned in their mission to perform at the highest levels. Congratulations to all involved with making this project a huge success



## Update from the Supply Chain HUB meeting

Chris Tidy from Centurion Safety joined the community in August to present on a topical subject, Heat Stress. It was well received by the team who gained lots of information to take back to their respective sites. You will find an article provided by Centurion which you may find useful at the end of this briefing.

The Incursion Working Group is made up of industry members who have produced a series of 13 best practice videos focussed on the design, planning and implementation of control measures to reduce the likelihood or severity of an unauthorised vehicle entering your work site. Accompanying this is a mini series of public facing videos that will be freely available for organisations to share of their social media platforms raising awareness of the impact of incursions on themselves and the workforce. Watch this space for the release!

Raising the Bar updates: - RtB 9 Service Avoidance is currently being reviewed.  
A RtB document for Mental Health and Wellbeing has been drafted and is currently being consulted with the group.

Other items discussed on the day included updates from the Principal Designer Working Group, ongoing changes to the HUB website, Workplace Wellbeing Charter, updates from the Plant Community and updates on the ORR current focus areas.

Please see the following links for latest updates from the community;

<http://www.highwayssafetyhub.com/>

<https://twitter.com/highwayssafety2>

### Highways England Safety Alerts issued since the last briefing:-

- Hei 111 Inspection of recessed offset gullies
- Hei 110 Fall from height – failed side impact bar on cone well
- Hei 109 Insecure load – low loader
- Hei 108 Service strike – above ground
- Hei 107 Second stage updates to our incident reporting scheme
- Hei 106 Flat-bed trailer – near miss
- Hei 105 Notification of product recall – 3M US
- Hei 104 Summer working stay safe and healthy
- Hei 103 Installation and maintenance of traffic signs
- Hei 102 Razor blades attached to road equipment
- Hei 101 Alleged non-compliance of Chapter 8

These and previous alerts are available through the following link:  
<http://www.highwayssafetyhub.com/alerts.htm>

## Heat Stress – What is it?

The UK's 10 hottest years on record have all occurred since 2002. Analysis of temperature records stretching back to 1884 have found that none of the ten coldest years have occurred since 1963. The top 10 hottest years are (in order): 2014; 2006; 2011; 2007; 2017; 2003; 2018; 2004; 2002; and 2005. The UK will continue to get warmer and wetter as global warming accelerates.

Work rate, clothing and the environment all contribute to heat stress but there is a lack of education and understanding around heat stress symptoms. During heatwaves in the UK - 75 extra deaths are recorded per week while a heatwave in 2003 was responsible for 20,000 heat related deaths across Europe. In 2003 (the 6<sup>th</sup> hottest year) there were 2,193 excess deaths across the UK between 4<sup>th</sup> – 13<sup>th</sup> August due to heat stress. The UK Parliament has released a paper on the developing threat of heatwaves

In a year of extremes, the UK also saw a heatwave last summer, which the experts said was made 30 times more likely by climate change. Wearers of PPE who perform heavy work in hot and humid conditions face risks of reduced concentration, productivity and safety. Major factors contributing to heat stress are the weather, work rate, clothing and the individual. There are also hidden factors that contribute, these include isolation, culture, control and education. Heat stress may also result in sickness or injury, while heat stroke – the most severe heat related illness – can cause death if the symptoms are not treated early. Despite this, every year there are more instances of heat related illness among PPE wearers globally. This is likely to increase further due to climate change, especially for workers in outdoor occupations with high workloads.

Hot, humid summer days can feel unbearable sometimes. Humidity, or the amount of moisture in the air, can make the temperature feel warmer, as our sweat is slower to evaporate. High humidity can have an adverse effect on the human body because the air feels warmer than the official, recorded temperature, it can contribute to feelings of low energy and lethargy. In addition, hyperthermia, or over-heating as a result of your body's inability to effectively let out heat, can negatively impact your health in conditions of high humidity.

So, what can we do to reduce the risk?

- Train workers in heat stress awareness and first aid
- Provide drinking water
- Provide rest breaks and air-conditioned rest areas
- Encourage workers to stay fit, to drink water
- Use machines to reduce physical demands of work
- Scheduled most strenuous work to cooler times of the day
- Measure daily Humidity ratings and have a Humidity Heat Stress Response Plan
- Have a Heat Stress Prevention program specific to your workplace
- Use technology available such as Dry-Cooling technology

If you would like any further information on this, or any other topic within this newsletter, please contact

[highwayssafetyhub@highwaysengland.co.uk](mailto:highwayssafetyhub@highwaysengland.co.uk)





