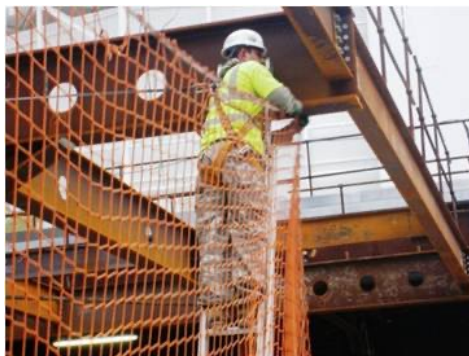


# FASET

Fall Arrest Safety Equipment Training

2022 Annual General Meeting





# Welcome & Housekeeping



# Welcome - Guests

**Martyn Ostcliffe – Health & Safety Executive**

**Sara Cartin & Nathan Preston – HBF**

**Jason Carlton – PASMA, Ladder Association and AIF**

**Mark Atkinson – MMC Ltd**

**Mark Davison - PTSG**



# FASET in 2021/22

# Agenda

1. Welcome & Apologies
2. Review of the Minutes of the Previous Meeting 25<sup>th</sup> November 2021
3. Election of the Board
4. Marketing Report presented by Business Daily Group
5. FASET Financial Reports
6. Any Other Business
7. Close



# Apologies

# Minutes of the Previous AGM

1. Review of the Actions from the Minutes of the previous AGM held 25<sup>th</sup> November 2021
2. Matters Arising from the 2021 Minutes

## ACTIONS FROM THE MEETING

1.4	Provide contributions to the EN 1263 review to TS	ALL	<b>ASAP</b>
2.1	Supply information to TS of Clients who mandate the use of FASET Members	ALL	<b>ASAP</b>
4.1	TS ran through the slides and confirmed they would be sent out with the minutes.	BC	<b>With Minutes</b>
5.6	Policy to be written covering the reasoning behind retaining reserves in the bank account	TS	<b>ASAP</b>





# Election Of Board

# Current Board

**Mike Atkinson – PMC Safety Netting (Contractor)**

**Rob Harris – 3 Education (Trainer)**

**John Howard – Boris Nets (Manufacturer and Trainer)**

**Colin Jackson – Nationwide Safety (Contractor)**

**Chris Massey – Beresford's Flooring Ltd (Contractor & Trainer)**

**Mark Pickles – G&M Safety Netting / G&M Safe Deck (Manufacturer, Contractor & Trainer)**

**Nick Smith – Trad Hire and Sales Ltd (Contractor)**

**Dan Williams – SMD (Contractor)**

# Election Of Board

## **Retirement by Rotation:**

**Rob Harris**

**Mark Pickles**

**Nick Smith**



# CITB Grants

# Trevor Oakley

CITB Engagement Adviser  
The Marches

[trevor.oakley@citb.co.uk](mailto:trevor.oakley@citb.co.uk) / 07827358406

## CITB

**Our Purpose:** *To support the construction industry to have a skilled, competent and inclusive workforce, now and in the future*

**Our Mission:** *To attract and support the development of people to construct a better Britain*

**Our Vision:** *For British construction to have a recognised, world-class, innovative approach to developing its workforce to deliver quality in the built environment.*

**FASET**

**AGM 2022**

## Grants 2022 / 2023...

### Apprenticeships Grants

Level 2 , Level 3, Higher, Degree & Graduate Apprenticeships

**Attendance Grant - £2,500 per year + Achievement Grant - £3,500**

(In addition to this an extra £2,000 is payable for dry lining apprentices for new starts)

### Apprenticeship Travel to Train

80% of accommodation costs and excess travel above £30 per week.

### Short duration course achievements grants

(Over 1400 courses lasting from 3 hrs to 29 days)

**Tier 1: £30. Tier 2: £70. Tier 3: £120.**

### Short-Period Qualification Grants

(lasting 30 days to 1 year)

NVQ Level 2 and above, Const NEBOSH,  
**Achievement - £600** (up to a maximum of 4  
achievements at each level per individual)

### Long-period qualifications grants

(lasting 1 year upwards)

Grants for attending and achieving approved, higher level qualifications that are focused on the core construction skills needed across the industry.  
Higher level qualifications: HNC's / HND's / Degrees / Post-Graduate  
**Attendance Grant - £1,125 per year + Achievement Grant - £1,875**

### Plant Grants (currently)

Specific plant-related VQs : **£600.**  
Additional plant-related VQ's: **£300.**

**CPCS Theory: £60.**

**CPCS Practical: £190 / £240 / £410**

**NPORS training: £120**

**Plant grants are changing in January  
2023**

# Plant Grants – from January 2023...

## Simplify employer access to plant grants whilst maintaining high standards of training and testing in this safety critical area.

The new standards will ensure safe, consistent and high-quality plant operations throughout England, Scotland & Wales and the **first phase** of the changes will see new standards introduced for:

- ❖ Excavator 360, above 10 tonnes (tracked)
- ❖ Forward tipping dumper (wheeled)
- ❖ Rear tipping dumper/ dump truck: articulated chassis (all sizes)
- ❖ Ride on Roller
- ❖ Telescopic handler: all sizes excluding 360 slew
- ❖ Industrial forklift
- ❖ Plant and Vehicle Marshaller
- ❖ Slinger, Signaller: all types, all duties

(Other categories of plant training will remain unchanged until further notice)

<https://www.citb.co.uk/levy-grants-and-funding/grants-and-funding/plant-standards-and-grants/>

### What **will** be grant eligible...

Only training that fulfils **all** the below criteria will be eligible for grant...

- ✓ Meets the new training standard
- ✓ Is quality assured by the provider, the card scheme and CITB
- ✓ Is delivered by an ATO approved scheme provider
- ✓ Leads to a card carrying the CSCS logo

### What **will not** be grant eligible...

- ✗ Testing with no formal training beforehand
- ✗ Training that leads to an unsuccessful test
- ✗ Training which leads to a card that does not carry the CSCS logo or no card at all
- ✗ Training on a category if someone has already received CPCS test grant for it
- ✗ Training on a category where grant has already been paid out (even if at a different experience level)
- ✗ Refreshers and renewals

#### **Tier 1** (e.g. Ride on Roller)

- New Novice Rate: **£440**
- New Experienced Rate: **£370**

#### **Tier 2** (e.g. Telescopic handler)

- New Novice Rate: **£500**
- New Experienced Rate: **£420**

#### **Tier 3** (e.g. Excavator 360 above 10 tonne)

- New Novice Rate: **£700**
- New Experienced Rate: **£590**

## Skills and Training Fund...

The Skills and Training Fund enables you to apply for funding annually towards the cost of construction training for your PAYE and Sub Contractor staff...

- Employers with 1 to 49 directly employed staff can receive up to **£5,000**
- Employers with 50 to 74 directly employed staff can receive up to **£7,500**
- Employers with 75 to 99 directly employed staff can receive up to **£10,000**
  
- Employers with 100 to 149 directly employed staff can receive up to **£15,000**
- Employers with 150 to 199 directly employed staff can receive up to **£20,000**
- Employers with 200 to 250 directly employed staff can receive up to **£25,000**

### Can you answer these questions...?

1. What is the business challenge that your organisation would like to overcome?
2. How will the proposed training address this challenge?

Deadline for submission is the 5pm on the last day of every month

<https://www.citb.co.uk/levy-grants-and-funding/grants-and-funding/skills-and-training-fund/>

Please speak with your local CITB Engagement Adviser or Trevor for support.





## Free mentoring to help improve the digital capability of construction businesses...

**Digital Construction Skills (DCS)** is funded by CITB to help construction companies develop the skills they need to drive digital transformation in their business. With a strong focus on SME business owners, directors, and senior managers, DCS aims to demystify digital tools and help businesses choose the best ones to align with their goals through the mentoring service.

All the mentors on the programme have recent, real-world experience on the front line of the construction industry and are specialists in the technical and commercial aspects of digital construction. This includes digitalising information flow and physical elements, such as 3D models and reality capture.

No forms to fill in with this service, you can simply [book a 15, 30 or 60-minute meeting](#) with a digital construction specialist.



[Choose Appointment](#)

**15 minute call - Helpline/ Mentoring.** Book a short free session with a digital construction specialist. Use this call to get help on a specific issue or find out how we can help you in more depth or learn what other support services we can connect you with.

**30 minute call - Helpline/ Mentoring.** Book a short free session with a digital construction specialist. Use this call to get help on a specific issue or find out how we can help you in more depth or learn what other support services we can connect you with.

**1 hour call - Helpline/ Mentoring.** Book a free session with a digital construction specialist. Use this call to get help on a specific issue or to find out how we can help you in more depth or learn what other support services we can connect you with. Feel free to invite other people from your company to this session.

## Grant Claims for June, July & August 2022...

During June, July & August 2022, there were **91,907** grant claims submitted with a value of over **£20.8m...**

- ✓ **Apprenticeship grant** had 18,108 claims valuing **£14,533,136** with the most funded area being Carpentry and Joinery.
- ✓ **Qualification grant** had 5,877 claims amounting to **£2,829,924** with the most funded area being SVQ Plant Operations.
- ✓ **Short course grants** had 68,922 claims valuing **£3,661,035** with the most funded area being Health & Safety in Construction.



# Questions?

Please accept my apologies for not being able to be with you today.

If you have any questions or would like support with Grant claiming and applying for a Skills and Training Fund, please email me or contact your local CITB Engagement Adviser...

<https://www.citb.co.uk/about-citb/what-we-do/citb-in-your-local-area/>

**Trevor Oakley**

**CITB Engagement Adviser**

**The Marches**

[trevor.oakley@citb.co.uk](mailto:trevor.oakley@citb.co.uk) / 07827358406





# Financial Reports

## FASET Financial Report

<u>Year End</u>	<u>31/12/21</u>	<u>31/12/20</u>	<u>31/12/19</u>
Income	£188,496	£143,806	£183,167
Expenditure	£196,918	£141,509	£182,721
Surplus (Loss)	(£7,343)	£2,432	£481

No Corporation Tax

Accounts Approved by Board - Copies Available!!

# FASET Financial Report

## Provisional Report for Year End 31/12/22

- Income: Circa £220,000
- Expenditure: Circa £200,000
- Reserves Circa £195,000


# FASET Subscriptions

- Subscriptions last changed 2018 AGM
- No Increase 2023 (£2,420 per annum, with rebate for attendance maintained at £800 - 5 x £100 + 6<sup>th</sup> x £300 on 2019 attendance)
- Manufacturer, Overseas, Associate - £1,500 – No rebate
- Minimum Attendance of 1 Meeting – can include AGM, but AGM doesn't result in a rebate.
- Split payments – 1/3 + £100 Admin by 1/1/22, 1/3 by 1/3/22 and the final 1/3 by 1/5/22



# FASET Member Support





FASET Annual Income  
and Expenditure Budget  
Year End 31/12/23

Budget



# FASET Marketing Report

Simon Taylor

Business Daily Group



# AOB

# Dates of 2023 Meetings

- Board 1/2, 10/5, 2/8, 1/11
- Training Committee TBC
- H,S & T Committee 26/1, 3/5, 12/7, 11/10
- Platform Decking 29/3, 21/6, 20/9, 7/12
- Soft Landing Systems TBC
- AGM 23/11



Sustainability

Dr James Cadman

Action Sustainability



# Comfort Break and Networking



# Safety and Human Nature

Quentin Emery

RM Ocaid

# Health and safety responsibilities

Role of senior management

24 November 2022

Bill Dunkerley



# Today's agenda



- **01**
  - Overview of key responsibilities

Regulator powers of investigation

Interview under caution

Enforcement action

Sentencing

Measures to take

# Employer's general duties: HSWA



**s.2(1):** *“It shall be the duty of every employer to ensure, so far as is reasonably practicable, the health, safety and welfare at work of all his employees.”*

**s.3(1):** *“It shall be the duty of every employer to conduct his undertaking in such a way as to ensure, so far as is reasonably practicable, that persons not in his employment, who may be affected thereby are not thereby exposed to risks to their health or safety.”*

- What is ‘reasonable practicability’?

# Employee's duty



- s.7:** *“It shall be the duty of every employee whilst at work:*
- (a) To take reasonable care for the health and safety of himself and of other persons who may be affected by his acts or omissions at work; and*
  - (b) As regards any duty or requirement imposed on his employer or any other person by or under any of the relevant statutory provisions, to co-operate with him so far as is necessary to enable that duty or requirement to be performed or complied with.”*

# Directors and Senior Managers



**s.37(1):** *“Where an offence under any of the relevant statutory provisions committed by a body corporate is proved to have been committed with the **consent** or **connivance** of, or to have been attributable to any **neglect** on the part of, any director, manager, secretary or other similar officer of the body corporate or a person who was purporting to act in any such capacity, he as well as the body corporate shall be guilty of that offence and shall be liable to be proceeded against and punished accordingly.”*

# Regulators' powers of investigation



- Nothing is “*off the record*” – Criminal Procedure & Investigations Act 1996
- Pursue enforcement action, including prosecution
- Gather evidence
  - Take witness statements
  - Take copies of books, documents & records
  - Test equipment
  - Take photographs & videos
  - Instruct experts
- Identify and interview suspects – Police & Criminal Evidence Act 1984

# Interview under caution



*You do not have to say anything but it may harm your defence if you do not mention when questioned something you later rely on in Court. Anything you do say may be given in evidence.*

- *Suspects only*

- Anyone who hears this encouraged to take legal advice
- Caution can be issued on site, in an interview or in correspondence
- Key stage of the evidence gathering process

# Prosecution



- Summons
- Criminal burden of proof, quickly shifts to defence
- Magistrates' Court and Crown Court
- Trial or sentence
- Timescale and cost
- Management time and pressure
- Publicity

# Sentencing – culpability

- Very High
- High
- Medium
- Low



# Sentencing – harm

Seriousness of harm risked			
	Level A	Level B	Level C
	<ul style="list-style-type: none"> <li>• Death</li> <li>• Physical or mental impairment resulting in lifelong dependency on third party care for basic needs</li> <li>• Significantly reduced life expectancy</li> </ul>	<ul style="list-style-type: none"> <li>• Physical or mental impairment, not amounting to Level A, which has a substantial and long-term effect on the sufferer's ability to carry out normal day-to-day activities or on their ability to return to work</li> <li>• A progressive, permanent or irreversible condition</li> </ul>	<ul style="list-style-type: none"> <li>• All other cases not falling within Level A or Level B</li> </ul>
High likelihood of harm	Harm category 1	Harm category 2	Harm category 3
Medium likelihood of harm	Harm category 2	Harm category 3	Harm category 4
Low likelihood of harm	Harm category 3	Harm category 4	Harm category 4 (start towards bottom of range)

# Sentencing - corporate

Small	Starting Point	Range
<b>Very high culpability</b>		
Harm category 1	£450,000	£300,000 – £1,600,000
Harm category 2	£200,000	£100,000 – £800,000
Harm category 3	£100,000	£50,000 – £400,000
Harm category 4	£50,000	£20,000 – £190,000
<b>High culpability</b>		
Harm category 1	£250,000	£170,000 – £1,000,000
Harm category 2	£100,000	£50,000 – £450,000
Harm category 3	£54,000	£25,000 – £210,000
Harm category 4	£24,000	£12,000 – £100,000
<b>Medium culpability</b>		
Harm category 1	£160,000	£100,000 – £600,000
Harm category 2	£54,000	£25,000 – £230,000
Harm category 3	£24,000	£12,000 – £100,000
Harm category 4	£12,000	£4,000 – £50,000
<b>Low culpability</b>		
Harm category 1	£45,000	£25,000 – £130,000
Harm category 2	£9,000	£3,000 – £40,000
Harm category 3	£3,000	£700 – £14,000
Harm category 4	£700	£100 – £5,000

# Sentencing - individual

	Starting point	Category range
<b>Very high culpability</b>		
Harm category 1	18 months' custody	1 – 2 years' custody
Harm category 2	1 year's custody	26 weeks' – 18 months' custody
Harm category 3	26 weeks' custody	Band F fine or high level community order – 1 years' custody
Harm category 4	Band F fine	Band E fine – 26 weeks' custody
<b>High culpability</b>		
Harm category 1	1 year's custody	26 weeks' – 18 months' custody
Harm category 2	26 weeks' custody	Band F fine or high level community order – 1 years' custody
Harm category 3	Band F fine	Band E fine or medium level community order – 26 weeks' custody
Harm category 4	Band E fine	Band D fine – Band E fine
<b>Medium culpability</b>		
Harm category 1	26 weeks' custody	Band F fine or high level community order – 1 years' custody
Harm category 2	Band F fine	Band E fine or medium level community order – 26 weeks' custody
Harm category 3	Band E fine	Band D fine or low level community order – Band E fine
Harm category 4	Band D fine	Band C fine – Band D fine
<b>Low culpability</b>		
Harm category 1	Band F fine	Band E fine or medium level community order – 26 weeks' custody
Harm category 2	Band D fine	Band C fine – Band D fine
Harm category 3	Band C fine	Band B fine – Band C fine
Harm category 4	Band A fine	Conditional discharge – Band A fine

# Issues to consider

- Know your regulator

- Define roles

- Act on concerns

- Documentation

- Review crisis response procedure



# Questions?

- Thank you for joining us.

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# Networking & Lunch



# Break Out Groups

# FASET

Fall Arrest Safety Equipment Training

2022 Annual General Meeting

