# Purpose

The Construction (Design and Management) Regulations 2015 (CDM 2015) came into force on 6 April 2015, replacing the Construction (Design and Management) Regulations 2007. CDM 2015 applies to all construction work, as defined by the Regulations, and set out management duties that need to be applied and physical safeguards that need to be provided.

Construction work is defined in the Regulations. The list below is not exhaustive but provides some examples of construction work as defined in the Regulations.

* The construction, alteration, conversion, fitting out, commissioning, renovation, repair, upkeep, redecoration or other maintenance (including cleaning which involves the use of water or an abrasive at high pressure or the use of corrosive or toxic substances) of a structure
* Preliminary works including site clearance, investigation and excavation
* The assembly / disassembly on site of prefabricated elements to form a structure
* Demolition or dismantling of a structure
* The installation, commissioning, maintenance, repair or removal of building services

For full details reference should be made to the Regulations, the Health and Safety Executive’s (HSE) Legal Series guidance L153 and the Construction Industry Advisory Committee’s (CONIAC) industry guidance CDM15.

Maintenance work, including maintenance on building services, is defined as construction work.

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| Regulation 2(1)‘construction work’ means the carrying out of any building, civil engineering or engineering construction work and includes -subparagraph (e) ‘the installation, commissioning, maintenance, repair or removal of mechanical, electrical, gas, compressed air, hydraulic, telecommunications, computer or similar services which are normally fixed within or to a structure’ |

However, the HSE has published the following:

The Construction Infonet May 2015. This advised: ‘The definition of maintenance work has not changed. If the task in hand looks like construction work, requires construction skills and uses construction materials, it is construction work. General maintenance of fixed plant which mainly involves mechanical adjustments, replacing parts or lubrication is unlikely to be construction work’.

# Procedure

HSE Briefing entitled ‘An Approach to Interpreting the Term Construction Work’. The briefing includes guidance on interpreting Regulation 2(1) subparagraph (e) as follows; ‘This relates to the installation, commissioning, maintenance, repair or removal of a system of services (i.e. heating system, plumbing system) normally fixed to or within a structure rather than an individual component of any such system.

HSE webpage: http://www.hse.gov.uk/construction/cdm/faq/maintenance.htm. The question ‘Does CDM 2015 apply to all maintenance work?’ is posed. The answer given is ‘No’. The definition of construction work has not changed under CDM 2015. The application to maintenance work remains the same as it was under CDM 2007.

The Approved Code of Practice ‘Managing health and safety in construction - Construction (Design and Management) Regulations 2007’ (L144) provided guidance on what was not to be considered construction. This included ‘general maintenance of fixed plant, except when this is done as part of other construction work, or it involves substantial dismantling or alteration of fixed plant which is large enough to be a structure in its own right, for example structural alteration of a large silo; complex chemical plant; power station generator or large boiler’.

Based on the above HSE guidance the Company has interpreted the following to fall outside of the definition of construction work:

* Planned or reactive maintenance of fixed plant and equipment, except when it involves substantial dismantling or alteration of the plant and equipment, for example replacement of a large boiler or air handling plant, significant alterations to pipework, ductwork or cabling and major outage works.

This is particularly relevant to the Company’s facilities management contracts or contracts associated with maintenance of power generation assets. Therefore for clarity, the Company does not deem the majority of maintenance work of fixed plant and equipment within its facilities management contracts or associated with general maintenance of power generation assets as ‘construction work’ and therefore the requirements of CDM 2015 do not apply to these works.

However, the Company does undertake works that clearly fall under the definition of construction and when doing so will adhere to the requirements set out in the Regulations. This will be achieved by integrating health and safety into the management of construction work / projects and through the provision of competent persons and / or organisations and adequate resource.

This procedure defines the responsibilities and actions to ensure compliance with the requirements of CDM 2015 as these apply to the Company.

This procedure applies throughout the Company.

Where there is uncertainty as to whether particular work falls under the definition of construction this should be referred to the Business Unit Safety, Health, and Environment (HSE) Director.

# Roles & Responsibilities

The following have specific legal duties under CDM 2015:

* Clients
* Domestic clients
* Principal designers
* Designers
* Principal contractors
* Contractors

With the exception of the domestic client the Company may act in one or more of these capacities.

Individual workers also have legal duties under the Regulations.

See Process Detail (Section 3.0) for details of the obligations placed on each respective dutyholder.

**The Executive Board**

Ensure the provision of adequate resources and training to fulfil the Corporate Procedure.

**HSE Director**

Ensure the Corporate Procedure remains compliant with current legislation and advise the Board of Directors in respect of resources and training required to fulfil the Corporate Procedure.

**Bid Manager / Team**

Note: This may be an individual providing a quotation for construction works. Establish, at pre-contract stage with support from a competent person(s), which dutyholder capacities the Company will be required to fulfil. Ensure adequate resource is allowed for within the bid to fulfil the dutyholder obligations.

**Controlling Manager**

Note: The individual responsible for budgetary control and delivery of the construction work.

Ensure all dutyholder obligations placed upon the Company are fully discharged in accordance with the Corporate Procedure.

**Competent Person**

Support pre-contract and operational teams as required.

All construction works undertaken or managed by the Company, where the Company is acting as “Principal Contractor” or a Construction “Contractor” should be supported by a competent person who holds the NEBOSH National Certificate in Construction Health and Safety, or equivalent, as a minimum and has relevant experience in the construction industry.

Note: An equivalent to NEBOSH National Certificate in Construction Health and Safety can be established by using an experience statement and through alternative qualifications. However, this must be approved by the Business Unit HSE Director.

Where we are acting as “Principal Contractor” our Site Manager must have undertaken and passed the CITB SSMTS Course – Site Management Safety Training Scheme – Safety Plus, Link: [SMSTS Course](https://www.hsstraining.com/course/citb-site-management-safety-training-scheme-smsts/?gad_source=1&gclid=EAIaIQobChMIw9r8lauTjAMV5JxQBh0UzTYbEAMYASAAEgK7pPD_BwE)

Where the Company are acting as the “Client” then the Project Manager for the works should have completed as a minimum the CDM in Practice training available via Astutis our approved training provider, **Link:** [CDM in practice course](https://nam11.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.astutis.com%2Fcourses%2Fcdm-courses%2Fcdm-in-practice&data=05%7C02%7CDavid.Crowe%40compass-group.co.uk%7C6381de2e9f50429cc5c308dd711850b5%7Ccd62b7dd4b4844bd90e7e143a22c8ead%7C0%7C0%7C638791071463834740%7CUnknown%7CTWFpbGZsb3d8eyJFbXB0eU1hcGkiOnRydWUsIlYiOiIwLjAuMDAwMCIsIlAiOiJXaW4zMiIsIkFOIjoiTWFpbCIsIldUIjoyfQ%3D%3D%7C0%7C%7C%7C&sdata=HrAcqv5dAug6i8D6ewx0Gubidt5pJGXXGdhadbX285E%3D&reserved=0)

See [CDM 2015 – List of Competent Persons](http://one.cofely.co.uk/CentralFunctions/HealthSafety/Construction%20Design%20%20Management%20CDM/CDM%202015%20-%20List%20of%20Competent%20Persons.docx?Web=1)

# Process Detail

**Notification**

CDM 2015 applies to all construction work. However, the HSE, or other relevant enforcing authority, must be notified of projects where the construction work is expected to:

* Last more than 30 working days and have more than 20 workers simultaneously at any point in the project; or
* Exceed 500 person days, for example 50 people working for over 10 days.

**Client**

For a definition of a client and domestic client reference should be made to the Regulations and L153.

If there is any doubt in respect of who the CDM client is on a project this must be clearly established at pre-contract stage and recorded in writing - **see CDM 2015 – Letter – Client Election / Acceptance.** For further guidance refer to Legal Series guidance (L153) from HSE and CONIAC industry guidance.

Where the Company is the CDM client it will ensure that:

* Suitable arrangements for managing a project are made and maintained - **see** **CDM 2015 – Client Project Health and Safety Management Arrangements Guidance**. This includes making sure:
* Other dutyholders are appointed; (principal designer and principal contractor where there is more than one contractor)
* Sufficient time and resources are allocated;
* Those that it appoints have the necessary skills, knowledge, experience and organisational capability;
* Relevant information is prepared and provided to other dutyholders; (Pre-construction Information)
* The relevant enforcing authority is notified, where necessary; **refer to CDM 2015 - Application of Construction (Design and Management) Regulations 2015 Guidance.**
* A Construction Phase Plan is prepared;
* Welfare facilities are provided.

Where the project has more than one contractor, or if it is reasonably foreseeable that more than one contractor will be working on a project at any time, in addition to the above, the Company will:

* Appoint a principal designer and principal contractor - see [**CDM 2015 – Letter – Appointment of Principal Designer**](http://one.cofely.co.uk/CentralFunctions/HealthSafety/Construction%20Design%20%20Management%20CDM/CDM%202015%20-%20Letter%20-%20Appointment%20of%20Principal%20Designer.docx?Web=1) **&** [**CDM 2015 – Letter – Appointment of Principal Contractor**](http://one.cofely.co.uk/CentralFunctions/HealthSafety/Construction%20Design%20%20Management%20CDM/CDM%202015%20-%20Letter%20-%20Appointment%20of%20Principal%20Contractor.docx?Web=1)
* Take reasonable steps to ensure that the principal designer and principal contractor carry out their duties;
* Ensure a Health and Safety File is prepared.

The principal designer should be appointed as early as possible in the design process, if practicable at the concept stage.

The principal contractor should be appointed early enough in the pre-construction phase to help the client meet their duty to ensure a construction phase plan is drawn up before the construction phase starts.

For further guidance see **CDM 2015 – Client Duties Guidance**

**Domestic Client**

Domestic clients are people who have construction work carried out on their own home, or the home of a family member, that is not done in furtherance of a business, whether for profit or not. Local authorities, housing associations, charities, landlords and other businesses may own domestic properties, but they are not a domestic client for the purposes of CDM 2015. If the work is in connection with a business attached to domestic premises, such as a shop, the client is not a domestic client.

Domestic clients are not required to carry out the duties placed on commercial clients. Their duties as a client are normally transferred to the contractor, on a single contractor project, or the principal contractor, on a project involving more than one contractor. However, the domestic client can choose to have a written agreement with the principal designer to carry out the client duties.

The Company may have certain contracts that involve working directly for domestic clients as a contractor, principal contractor, designer and / or principal designer. Where this is the case, the duties of a domestic client may be transferred to the Company. For further guidance **see CDM 2015 – Working for a Domestic Client Guidance.**

**Designer**

A designer is not limited to architects and other design consultants but may include;

* Anyone who prepares or alters a design e.g. a services contractor developing or altering a design for pipework configuration or valve type and location;
* Anyone who specifies materials or even purchases materials where the choice has been left open.

Note: Design includes both permanent works and temporary works design. Temporary works must be controlled and managed in accordance with the Company’s procedures.

For a full definition of a designer reference should be made to the Regulations and L153.

Where appointed as a designer or when carrying out design work the Company will:

* Make sure that it has the necessary skills, knowledge, experience and organisational capability and is adequately resourced to address the health and safety issues likely to be involved in the design;
* Check that the client is aware of his duties - **see CDM 2015 – Letter – Client Duties (Designer);**
* When carrying out design work, avoid foreseeable risks to those involved in the construction and future use of the structure. In doing so, it will eliminate hazards (so far as is reasonably practicable, taking account of other design considerations) and reduce risk associated with those hazards which remain - **see CDM 2015 – Design Risk Management Guidance;**
* Provide adequate information about any significant risks associated with the design;
* Co-ordinate its work with that of others in order to improve the way in which risks are managed and controlled.

In the case of projects with more than one contractor, in addition to the above, the company will:

* Ensure the client has appointed a principal designer;
* Co-operate with the principal designer, principal contractor and with any other designers or contractors as necessary to allow them to comply with their duties;
* Provide any information needed for the Health and Safety File.

For further guidance **see CDM 2015 – Designer Duties Guidance.**

**Principal Designer (Projects with more than one contractor only)**

Where appointed as a principal designer the Company will:

* Make sure that it has the necessary skills, knowledge, experience and organisational capability and is adequately resourced to address the health and safety issues likely to be involved in the pre-construction phase of the project;
* Check that the client is aware of his duties - **see CDM 2015 – Letter – Client Duties - Principal Designer**;
* Plan, manage, monitor and co-ordinate health and safety in the preconstruction phase of a project. This includes:
* Identifying, eliminating or controlling foreseeable risks;
* Ensuring designers carry out their duties.

**See** **CDM 2015 – Project CDM Log Guidance**

* Assist the client by preparing and providing relevant information to other dutyholders. (Pre-construction Information) - **see CDM 2015**

**- Pre-construction Information Document Guidance;**

* Provide relevant information to the principal contractor to help them plan, manage, monitor and co-ordinate health and safety in the construction phase;
* Prepare the, or update the existing, Health and Safety File for future use at the end of the construction phase - **see CDM 2015 – Health and Safety File Guidance.**

The principal designer may be asked by the client to review the principal contractor’s initial Construction Phase Plan required under Regulation 12(1). This is in order to assist the client to comply with his duties under Regulations 4(2)(a) and (b) and 4(5)(a). **See CDM - 2015 – Assessment of the Principal Contractor’s Construction Phase Plan Guidance**.

The Company may be appointed principal designer and principal contractor for a fixed term contract. This is likely to be the case in respect of maintenance and repair of building fabric (typically reactive works) under a fixed term facilities management contract. For further guidance in respect of fulfilling principal designer and principal contractor duties in such circumstances refer to **CDM - 2015 – Work / Project Categorisation and Requirements – A Practical Guide** **and CDM 2015 – Principal Designer and Principal Contractor Management Plan Guidance.**

For further guidance **see CDM 2015 – Principal Designer Duties Guidance**

**Principal Contractor (Projects with more than one contractor only)**

The principal contractor’s main duty is to properly plan, manage, monitor and coordinate work during the construction phase of a project in order to ensure that hazards are identified and risks are properly controlled.

Where appointed as a principal contractor the Company will:

* Satisfy themselves that the client is aware of his duties, a principal designer has been appointed and where required the HSE has been notified before they start work - **see CDM 2015 – Letter – Client Duties (Contractor / Principal Contractor);**
* Make sure that it has the necessary skills, knowledge ,experience and organisational capability and is adequately resourced to address the health and safety issues likely to be involved in the management of the construction phase;
* Ensure that the construction phase is properly planned, managed and monitored, with adequately resourced, competent site management appropriate to the risk and activity;
* Ensure that every contractor who will work on the project is informed of the minimum amount of time which they will be allowed for planning and preparation before they begin work on site;
* Ensure that all contractors are provided with the information about the project that they need to enable them to carry out their work safely and without risks to health;
* Ensure safe working and co-ordination and co-operation between contractors;
* Ensure that a Construction Phase Plan is prepared before construction work begins, is implemented and is kept up to date as the project progresses - see **CDM 2015 –Construction Phase Plan Guidance**
* Satisfy themselves that the designers and contractors that they engage have the necessary skills, knowledge, experience and organisational capability and are adequately resourced;
* Ensure suitable welfare facilities are provided from the start of the construction phase;
* Take reasonable steps to prevent unauthorised access to the site;
* Prepare and enforce any necessary site rules;
* Provide (copies of or access to) relevant parts of the Construction Phase Plan and other information to contractors in sufficient time for them to plan their work;
* Any design work carried out complies with Regulation 9 of the CDM 2015 which sets out the duty of designers - see[**CDM 2015 – Designer Duties Guidance**](http://one.cofely.co.uk/CentralFunctions/HealthSafety/Construction%20Design%20%20Management%20CDM/CDM%202015%20-%20Designer%20Duties%20Guidance.docx?Web=1)
* Liaise with the principal designer on design carried out during the construction phase, including design by specialist contractors, and any implications this may have on the Construction Phase Plan;
* Promptly provide the principal designer with any information relevant to the Health and Safety File;

* In the case where the principal designer’s appointment ceases before the end of the construction phase obtain a copy of the Health and Safety File and review and update it for future use at the end of the construction phase;
* Ensure that all the workers have been provided with suitable health and safety induction, information and training;
* Ensure that the workforce is consulted about health and safety matters;
* Display the project notification where necessary
* For further guidance see **CDM 2015 – Principal Contractor Duties Guidance**

**Contractor**

Where appointed as a contractor the Company will:

* Check the client is aware of its duties and where required the HSE has been notified before they start work – see **CDM 2015 – Letter - Client Duties (Contractor / Principal Contractor)**
* Satisfy itself that it and anyone it employs or engages has the necessary skills, knowledge ,experience and organisational capability and is adequately resourced;
* Plan, manage and monitor its own work to make sure that their workers are safe from the start of their work on site;
* Ensure that any contractor it appoints on the project is informed of the minimum amount of time it will be allowed to plan and prepare before starting work on site;
* Provide workers under their control with any necessary information (and Site Induction where not provided by a Principal Contractor) which they need to work safely, to report problems or to respond appropriately in an emergency;
* **Single contractor projects only** - ensure that a Construction Phase Plan is prepared before construction work begins, is implemented and is kept up to date as the project progresses - see **CDM 2015 –Construction Phase Plan Guidance**
* Ensure that any design work it does complies with Regulation 9 of the CDM 2015 which sets out the duty of designers - see [**CDM 2015 – Designer Duties Guidance**](http://one.cofely.co.uk/CentralFunctions/HealthSafety/Construction%20Design%20%20Management%20CDM/CDM%202015%20-%20Designer%20Duties%20Guidance.docx?Web=1)
* comply with requirements for welfare and inspections as listed in Schedule 2 and Part 4 CDM 2015 that apply to its work;
* Co-operate with others and co-ordinate its work with others working on the project;
* Consult the workforce under its control on matters affecting their health and safety;
* Obtain specialist advice (e.g. from a structural engineer or occupational hygienist) where necessary when planning high risk-work, e.g. alterations that could result in structural collapse or construction on contaminated land.

In the case of projects with more than one contractor, in addition to the above, the Company will:

* Check that a principal designer and principal contractor has been appointed ;
* Co-operate with the principal contractor, principal designer and others working on the project or adjacent sites;
* Advise the principal contractor about risks to others created by its work;
* provide the principal contractor with the details of any contractor whom they engage in connection with carrying out their work;
* Comply with any reasonable directions from the principal contractor, and with any relevant rules in the Construction Phase Plan;
* Inform the principal contractor of any problems with the Construction Phase Plan or risks identified during its work that have significant implications for the management of the project;
* Advise the principal contractor of any accidents and dangerous occurrences;
* Provide information for the Health and Safety File.
* For further guidance see **CDM 2015 – Contractor Duties Guidance**

**Workers**

Individual workers whether employees of the Company or not have a duty to:

* Take care of their own health and safety and that of others who may be affected by their actions;
* Report anything they see which is likely to endanger either their own or others’ health and safety;
* Co-operate with their employer, fellow workers, contractors and other dutyholders.

**Competence (Skills, Knowledge, Experience and Organisational Capability)**

When making any appointments these must been made in accordance with the Company’s procedures in relation to supply chain management.

Note: Even where an organisation has been approved as a supplier, appointment specific due diligence checks need to be completed to ensure they are competent to carry out its duties.

**Insurances**

Prior to accepting any appointment the Controlling Manager is to ensure that the correct insurances and level of cover are maintained.

# Supporting / Reference Documents

**Guidance**

CDM 2015 - Application of Construction (Design and Management)

CDM 2015 – Work / Project Categorisation and Requirements – A Practical Guide

CDM 2015 – Dutyholders, Duties and Deliverables – A Practical Guide

CDM 2015 – Working for a Domestic Client Guidance.

CDM 2015 – List of Competent Persons

[CDM 2015 – Guidance on the Safe Survey of Premises](http://one.cofely.co.uk/CentralFunctions/HealthSafety/Construction%20Design%20%20Management%20CDM/CDM%202015%20-%20Guidance%20on%20the%20Safe%20Survey%20of%20Premises.doc?Web=1)

<http://www.hse.gov.uk/construction/cdm.htm>

<http://www.hse.gov.uk/construction/>

[Legal Series guidance (L153)](http://www.hse.gov.uk/pubns/books/l153.htm)

[CONIAC industry guidance CDM15 (CDM2015/1 for Clients, CDM15/2 for Principal Designers, CDM2015/3 for Contractors, CDM2015/4 for Designers, CDM2015/5 for Principal Contractors, CDM2015/6 for Workers)](http://www.citb.co.uk/health-safety-and-other-topics/health-safety/construction-design-and-management-regulations/cdm-guidance-documents/)

**Client:**

CDM 2015 – Client Project Health and Safety Management

CDM 2015 – Client Duties Guidance

**Designer:**

[CDM 2015 – Design Risk Management Guidance](http://one.cofely.co.uk/CentralFunctions/HealthSafety/Construction%20Design%20%20Management%20CDM/CDM%202015%20-%20Design%20Risk%20Management%20Guidance.docx?Web=1)

[CDM 2015 – Designer Duties Guidance](http://one.cofely.co.uk/CentralFunctions/HealthSafety/Construction%20Design%20%20Management%20CDM/CDM%202015%20-%20Designer%20Duties%20Guidance.docx?Web=1)

CDM 2015 – Outline of the Requirements of the Workplace (Health, Safety and Welfare) Regulations

**Principal Designer:**

[CDM 2015 – Project CDM Log Guidance](http://one.cofely.co.uk/CentralFunctions/HealthSafety/Construction%20Design%20%20Management%20CDM/CDM%202015%20-%20Project%20CDM%20Log%20Guidance.xls?Web=1)

[CDM 2015 - Pre-construction Information Document Guidance](http://one.cofely.co.uk/CentralFunctions/HealthSafety/Construction%20Design%20%20Management%20CDM/CDM%202015%20-%20Pre-construction%20Information%20Document%20Guidance.docx?Web=1)

HCDM 2015 – Health and Safety File Guidance

[CDM 2015 – Assessment of the Principal Contractor’s Construction Phase Plan Guidance](http://one.cofely.co.uk/CentralFunctions/HealthSafety/Construction%20Design%20%20Management%20CDM/CDM%202015%20-%20Assessment%20of%20the%20Principal%20Contractor%27s%20Construction%20Phase%20Plan%20Guidance.docx?Web=1)

CDM 2015 – Principal Designer and Principal Contractor Management Plan Guidance

[CDM 2015 – Principal Designer Duties Guidance](http://one.cofely.co.uk/CentralFunctions/HealthSafety/Construction%20Design%20%20Management%20CDM/CDM%202015%20-%20Principal%20Designer%20Duties%20Guidance.docx?Web=1)

**Principal Contractor / Contractor:**

CDM 2015 – Principal Contractor Duties Guidance

CDM 2015 – Contractor Duties Guidance

CDM 2015 –Construction Phase Plan Guidance

**Forms / Templates**

**Client:**

CDM 2015 – Letter – Client Election / Acceptance

CDM 2015 – Letter – Appointment of Principal Designer

CDM 2015 – Letter – Appointment of Principal Contractor

CDM 2015 – Client Project Health and Safety Management Plan for Simple Projects

Client Project Health and Safety Management Plan for Major or High Risk, Complex Projects

**Designer:**

CDM 2015 – Letter – Client Duties (Designer)

CDM 2015 – Design Risk Register

**Principal Designer:**

[CDM 2015 – Letter – Client Duties - Principal Designer](http://one.cofely.co.uk/CentralFunctions/HealthSafety/Construction%20Design%20%20Management%20CDM/CDM%202015%20-%20Letter%20-%20Client%20Duties%20-%20Principal%20Designer.doc?Web=1)

CDM 2015 – Project CDM Log

CDM 2015 – Project Pre-construction Information / Survey Schedule

CDM 2015 – Pre-construction Information Document for Small Projects

CDM 2015 – Pre-construction Information Document for Medium to Large Projects

CDM 2015 – Guidance for the Principal Contractor on the Construction Phase Plan

CDM 2015 – Assessment of the Principal Contractor’s Construction Phase Plan

CDM 2015 – Health and Safety File

CDM 2015 – Principal Designer and Principal Contractor Management Plan

**Principal Contractor / Contractor:**

CDM 2015 – Letter - Client Duties (Contractor / Principal Contractor)

CDM 2015 – Very Small Works Construction Phase Plan

CDM 2015 – Small Works Construction Phase Plan

CDM 2015 – Medium to Large Works Construction Phase Plan

CDM 2015 – Fire Safety and Emergency Plan Medium for Medium to Large Works

**Training**

Those working as Project Managers should complete the CDM in Practice Course available via Astutis - [Course Information](https://www.astutis.com/courses/cdm-courses/cdm-in-practice)

Those working as a Site Manager should complete the CITB SMSTS Course - Site Management Safety Training Scheme - Safety Plus via HSS Training - [Course Information](https://www.hsstraining.com/course/citb-site-management-safety-training-scheme-smsts/?gad_source=1&gclid=EAIaIQobChMIw9r8lauTjAMV5JxQBh0UzTYbEAMYASAAEgK7pPD_BwE)

All other workers; Construction (Design and Management) Regulations 2015 Toolbox Talk