

ACBA 4003

UWTSD CONSTRUCTION LIMITED HEALTH AND SAFETY REPORT

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Contents

Introduction.....	2
Incidents.....	2
Review of UWTSD Construction Limited Management Health and Safety Practise.....	8
Conclusion and Recommendation	9
References.....	10

Introduction

This report focuses on incidents which lead to two improvement notices, one on May 2021 while working on contaminated ground and another July 2020 while working on a demolition site. It also addresses the prohibition notices for incidents and near misses of scaffolding collapse on January, 2020 and workers being hit by falling objects March, 2019. These areas require improvements to ensure safety of workers on site and guard against prosecution by enforcing authorities and substantial financial losses due to a serious incident.

Incidents

Working on Contaminated Ground

Root Causes	Legislations Violated	Consequences
UWTSD Construction limited did not inquire about any desk study, site investigation and risk assessment that had been carried out previously. This is negligence on managements behalf as a site investigation report would supply information on any contaminants that may be present on site.	The Management of UWTSD Construction Limited failed to fulfil their responsibilities to ensure a safe working environment as well as not making provisions for training and supervision necessary to ensure, so far as is reasonably practicable, the health and safety at work of his employees. – (The Health and Safety at Work etc Act 1974, c.37, Part I, General duties, Section 2)	Violation of these legislations have led to HSE issuing improvement notice which reflects poorly on the company H&S records and has been placed on HSE conviction and notice register for up to five years.
Failure to notify workers of the risks involved in working on contaminated land		The company would incur a loss covering the cost of both workers medical treatment and compensation, and to pay wages of replacement workers.
Failure to implement control measures: Workers were not wearing appropriate PPE, including RPE for working on site	The company failed to provide workers exposed to hazardous substances with suitable Personal Protective Equipment and Respiratory Protective Equipment – (The PPE at Work Regulations 1992, Regulation 4)	Low productivity due to time lost investigating the incident and finding replacement workers.
	The company carried out work on site that exposed workers to hazardous substances without conducting a risk assessment that identifies the hazardous properties of the substance, the effects, the level, type and duration of exposure, and suitable preventative and control	

	measures. (The COSHH, Regulation 6) The company also failed to adequately train such workers exposed to hazardous substances who were issued PPE and RPE in the proper usage and inform them of the risks that the equipment would avoid or limit. – (The COSHH, Regulation 9) The Control of Substances Hazardous to Health Regulation 2002 – Regulation 7- the management of UCL failed to ensure that processes that involve exposure to substances hazardous to health be eliminated and where it cannot be prevented implement control measures appropriate to the activity being conducted and the risk such as wearing suitable PPE and RPE. Regulation 9 – failure to ensure that the worker is also provided with information, instruction, and training with regards to the use of PPE.	
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Working on Demolition Site

Root Causes	Legislation Violations	Consequences
No Demolition method statement to outline the sequence of construction works to limit exposure to dust particles while concrete was still being broken	The management of UWTSD Construction Limited failed to conduct a suitable and sufficient risk assessment. It is their duty to try to eliminate the risk of noise exposure and where this is not possible reduce the exposure of noise through control measures. Management failed to provide adequate PPE to all personnel who were exposed to high noise levels, as well as training and guidance on correct usage. (The control of noise at work Regulations, Regulation 5)	Excessive dust exposure can lead to breathing problems
No dust survey and noise assessment done		Overexposure to elevated noise levels can cause tinnitus or even loss of hearing
Not all employees exposed to excessive noise was issued with appropriate ear protectors, and all employees working on site was without proper RPE such as dust masks.		Dust and noise pollution
Workers were not being supervised by H&S personnel		

Incidents of Scaffolding Collapse on Site

Root Causes	Legislation Violations	Consequences
The first scaffold collapse was due to the scaffold and areas surrounding the scaffold was not properly inspected to ensure it was properly inspected and structurally safe as the inspector would have noticed that no base plates were used to prevent the scaffold from punching the hole in the sidewalk. Negligence /Incompetence of the scaffold inspector	H&S Management failed to ensure the proper inspection of the scaffolding by a competent person in that position before it was used. (The Work at Height Regulation 2005, Regulation 12)	Injuries caused by negligence of the H&S Management would mean that workers medical treatment cost would have to be incurred by the company .
The second incident of scaffold collapse was due to the incompetence of worker (no proper training) and lack of supervision Poor / insufficient bracing incorporated in the scaffolding caused it to collapse	The company failed to ensure that there were base plates and that they were inspected before use of the scaffold to so far as reasonably practicable prevent injury when in use. – (The Work at Height Regulation 2005, Regulation 13) The worker who was responsible for properly erecting and installing the scaffold for use at work did it in a way that it was constructed in a way that it collapsed and caused harm to workers. – (Health and Safety at Work Act. 1974, Section 6(3)) The person responsible for recording and reporting non-fatal injuries as a result of work related incidents failed to follow the reporting procedure in accordance with – (RIDDOR 2013, Regulation 4 & 12) H&S Management failed to prevent the collapse and injury of workers so far as reasonably practicable by not ensuring the scaffold	Loss of money to purchase new materials and pay the wages of replacement workers Decline in productivity as work would have to put on hold due to prohibition and also the wait time to find properly trained replacement workers HSE issuing a prohibition notice puts the company on HSE conviction and notice register for up to five years. It puts a dent in the H&S records of the company as it smears the reputation of the company and as a result turn away clients.

	was erected to handle foreseeable loads and that it was structurally stable – (CDM 2015, Regulation 19)	
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Workers being hit by Falling Objects

Root Causes	Legislation Violations	Consequences
Worker incompetent and not supervised did not lock screw properly causing acro-pole to fall	Failure to ensure that work at height was properly planned, supervised, and carried out in the safest way possible. – (Work at Height Regulations 2005, Regulation 4)	Prohibition notice would appear on HSE enforcement register for up to 5 years smearing the company's H&S reputation. Halt in production to comply with prohibition notice.
Method statement did not outline the preventative measures to avoid collapse of structure		
Exclusion zones were not fenced off and clearly identified and barricaded	Failure to ensure that competent workers carried out task and where necessary be supervised by a competent person. - (Work at Height Regulations 2005, Regulation 5) Failure to take precautions in avoiding falling objects where reasonably practicable on site and where this was not possible, take precautions to avoid objects or materials falling and causing injury where reasonably practicable. - (Work at Height Regulations 2005, Regulation 10) Failure to clearly indicate danger zones and prevent unauthorized persons from entering such zones. (Work at Height Regulations 2005, Regulation 11) Management failed to ensure that the construction site was safe for all workers. – (CDM, 2015, Regulation 17)	Serious injury occurred which could have been far worse and even resulted in death

Review of UWTSD Construction Limited Management Health and Safety Practise

Working on Contaminated Ground

UWTSD construction limited carried out work that exposed employees to substances which caused skin irritations and inhalation disorders because no suitable risk assessment of potential risks to employees involved in that construction process was done to identify the potential hazardous substances, the possible health effects, the workers who might be at risk of being harmed and decide the necessary precautions that would need to be taken. (COSHH 2002, Regulation 6)

The company failed to provide employees that were exposed to hazardous substances while working on contaminated land with suitable PPE and RPE to prevent skin irritation and inhalation disorders.

(PPE at work regulations 1992, Regulation 4)

Working on Demolition Site

Health and safety officer did not supervise workers to ensure that they were using adequate PPE and RPE and ensure that they were using it correctly. No proper risk assessment or method statement was done to assess the risk of exposure to dust and noise and set appropriate limits to prevent long term health effects. (COSHH 2002)

Incidents of Scaffolding Collapse

Hiring person who were not properly trained and failure to train and supervise workers resulted in scaffold collapse in both instances. It is the responsibility of Management to ensure that any employee involved in work from height including organization, planning and supervision is properly trained and where necessary be supervised by someone competent so as to not jeopardize the safety of himself and others at the work site. This incompetence caused the scaffold to be erected where it was not safe and the base plates were not installed which in turn caused two injuries leading to prohibition notices- (CDM, 2015, Regulation 15.7) (Work at height, 2005, Regulation 5)

Workers should have reported to their supervisors any activity or defect observed relating to the scaffold that he or she knows is likely to affect the safety of himself or other workers. The absence of this reflects poorly on the company's flow of communication.

The person responsible for reporting Dangerous occurrences failed to notify the appropriate enforcement authority without delay and send the report containing the date and time of the scaffold collapse, the workers full name, occupation and injury this practise shows the company's dishonesty- (RIDDOR 2013)

Worker being hit by fallen object

Hiring incompetent workers, or not supervising workers where necessary led to metal prob not being secured properly. (Work at Height Regulations 2005, Regulation 5)

A method statement would have taken into account risks identified in risk assessment with regards to preventing accidental collapse of structure and communicated a safe system of work by describing in sequence a safe system of work. (HSE)

These poor health and safety practices did not provide a safe working environment for employees which lead to improvement and prohibition notices being issued.

Conclusion and Recommendation

The issues raised in this report are pressing and need urgent action. The competence of workers is poor but can be remedied through training so that they may be up to date with current practises and equipment.

Suitable risk assessment should be done, be updated as necessary and be communicated. Control methods should not only be implemented but monitored to ensure that it is still relevant to the risks outlined in the risk assessment.

Appropriate Personal Protective Equipment and Respiratory Protective Equipment such as masks and gloves should be issued to relevant employees and a fit test done to ensure that they fit comfortably and correctly. Instruction and information on the proper use of PPE and RPE should be communicated to employees in a way that they understand.

Increasing the length and frequency of breaks for persons exposed to load noises and vibrating machinery.

When Dangerous occurrences happen on site record and report to the appropriate authorities.

Put up security fencing and signs to show work areas where unauthorized personnel should not enter.

To improve safety conditions on work sites, it would help if management took a lead, this would show morale and encourage workers to play their part in ensuring a safe and healthy work environment.

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