Construction Industry Programme for Great Britain

IALI Conference
“Safe, Healthy and Decent Work: the role of labour inspection”

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The GB Construction Industry

- Output - 10% GDP
- 1.6M site workers and 400k professionals and consultants
- 160,000 companies
- Over 200+ ‘interest groups’
  - Trade Associations
  - Institutions
  - Trade Unions
- No entry threshold
- Employs 6% working population, but 25% fatals and 16% major accidents
Construction Strategy?

- traditional ‘command and control’
  - proactive inspections
  - accidents investigation
  - complaint investigation
  - formal enforcement
  - public expectations
HSE Construction Strategy

Social, Political and Market Context

Corporate Policy Influences

Organisation & Management Systems

Human and Technical Systems
Influence Network

SAFETY IN CONSTRUCTION

Human  Hardware  External

Direct Level Influences


Organisational Level Influences

Contracting Strategy  Ownership and Control  Company Culture  Organisational Structure  Safety Management  Labour Relations  Company Profitability

Policy Level Influences

Political Influence  Regulatory Influence  Market Influence  Social Influence

Environmental Level Influences
Network Influences

- **Direct level influences:**
  - Competence, risk perception, equipment, inspection and maintenance,

- **Organisational level influences**
  - Recruitment, training, procedures, design, communications

- **Policy level influences**
  - Company culture, contracting strategy, safety management, labour relations

- **Environmental level influences**
  - Political, Regulatory, Market, Societal
Cultural Change

“Some people change because they see the light......

Others because they feel the heat”
A Regulatory Model

ENFORCE

SELF REGULATE

ENGAGE COMMIT

EDUCATE

Unaware

Not Committed

Committed

Aware
Construction Intervention Strategy

- Cultural change in the industry leading to more effective self regulation - ownership
- Motivate industry leadership and complement a competitive, knowledge driven economy (Business Case)
- More partnership working - through Intermediaries and Supply Chains
- “Designing in” health and safety by earlier, more strategic, interventions
- Education and awareness
- Inspection and investigation
- Enforcement
Progress Against Targets

% Incidence Rate Changes Against Targets

-50.0
-40.0
-30.0
-20.0
-10.0
0.0
10.0
20.0
30.0

99/00 00/01 01/02 02/03 03/04 04/05

% MI (employees) rate change
% fatal rate change (Workers)
% Employee over 3-day rate change
% RHS target
% Industry Target
Thank you for your attention!