



## CHAS Health & Safety Training Requirements August 2019

### Amendment Log

Date	Changes made	Initials

## Introduction

The purpose of this document is to provide some basic information and guidance with respect to the types of training and competence that an Assessor may look for in the course of undertaking a CHAS Assessment. Given the nature of the construction sector and the wide variety of business scopes of organisations going through CHAS Assessments it is not possible for this document to be prescriptive.

CHAS (The Contractors Health and Safety Assessment Scheme) was created by experienced Health and Safety professionals in 1997 to help improve health and safety standards across the UK.

CHAS will look for the evidence that we feel is appropriate based on the information supplied in an application.

Training requirements will depend on a number of factors including:

- 1) The type of work undertaken e.g. general building, asbestos removal, HVAC installation etc.
- 2) CDM duties undertaken i.e. Contractor, Principal Contractor, Designer and Principal Designer
- 3) The size of the company.

It may be that there are some elements that are not relevant to your company, for example if you are providing manned site security or working only on new build sites then Asbestos Awareness training may not be required.

The following pages give some basic sample information with regard to core duties and hazard areas, training levels and some examples of recognized training.

## 1. Training Content

CHAS will seek evidence that all contractors have provided a minimum induction level of training to all employees in a range of core subjects. Core subjects are defined as:

### Core health and safety duties

Core health and safety duties include:

- General duties of employers and employees at work for health and safety  
[Health & Safety at Work Etc. Act 1974](#)
- Reporting of accidents, health issues and dangerous incidents  
[The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations](#)

### Core hazard areas

Core hazards areas are those which all contractor employees are likely to be exposed to as part of their daily work practices and on which health & safety regulations place a specific training requirement.

- Asbestos  
[The Control of Asbestos Regulations](#)

- Working at Height  
[The Work at Height Regulations](#)
- First aid  
[The Health and Safety \(First-Aid\) Regulations](#)
- Fire precautions  
[The Regulatory Reform \(Fire Safety\) Order 2005 and the Dangerous Substances and Explosive Atmospheres Regulations](#)
- Noise and vibration  
[The Control of Noise at Work Regulations \(NAW Regs\) and the Control of Vibration at Work Regulations](#)
- Personal Protective Equipment  
[Personal Protective Equipment at Work Regulations \(PPE Regs\)](#)
- Substances hazardous to health  
[Control of Substances Hazardous to Health Regs \(COSHH\)](#)
- Electricity  
[Electricity at Work Regs](#)
- Manual handling  
[Manual Handling Operations Regulations \(MHO Regs\)](#)
- Work equipment  
[Provision and Use of Work Equipment \(PUWE\) Regs](#)

### Construction design and management duties

In addition to these Core Subjects contractors who are engaged in construction work that falls under the remit of the Construction Design and Management Regulations 2015 (CDM) must demonstrate that there is:

1. CDM Duty Holder training - a minimum of 1 internal member of staff who has received Duty Holder training in the role appropriate to the services of their organisation (i.e. Principal Contractor / Contractor for construction phase, and, Principal Designer / Designer for pre-construction phase).
2. CDM Induction level training - All employees have undertaken CDM induction level training to ensure they have awareness of how a CDM project operates

### The Construction (Design and Management) Regulations (2015)

#### 2. Training Levels

CHAS will utilise the [Build UK training framework](#) and seek evidence of appropriate training for Core Subjects for the following roles:

Build UK states CSCS cards, then additional training. CHAS does not insist on CSCS cards but will accept these as part of training records.

- Director
- Manager
- Supervisor
- Site Operative

### 3. Recognised forms of Training

CHAS will accept any training qualification provided it meets the content requirements set in Section 1 and it has been independently approved by an organisation of suitable expertise. Such organisations include:

- Relevant Trade Associations, e.g. BESA, ECA
- Safety organisations, e.g. RoSPA, IOSH, IIRSM
- Government agencies, e.g. CITB
- Regulated training authorities, e.g. City & Guilds

For the avoidance of doubt – contractors presenting internally developed training courses will be responsible for demonstrating that these courses meet the above standards, i.e. they will need to seek independent approval of such courses. Please note that low cost course approval services are available via Trade Associations and Safety Organisations e.g. RoSPA and IOSH.

The following are illustrative examples (i.e. non-exhaustive list) of common courses which will be deemed to meet the needs of Core Subjects at each of the training framework levels:

#### Director

- CITB Site Safety Plus Directors Role for Health and Safety
- IOSH Safety for Executives and Directors

#### Manager

One of the following (Or Higher):

- CITB Site Safety Plus Site Management Safety Training Scheme (SMSTS)
- IOSH Managing Safely in Construction
- NEBOSH National General Certificate
- NEBOSH National Construction Certificate

Plus one of the following:

- UKATA Asbestos Awareness
- IATP Asbestos Awareness
- British Safety Council Asbestos Awareness

#### Supervisor

- CITB Site Safety Plus Site Supervisors Safety Training Scheme (SSSTS)
- IOSH Supervising Safely

Plus one of the following:

- UKATA Asbestos Awareness
- IATP Asbestos Awareness
- British Safety Council Asbestos Awareness

#### Site Operative

- CITB Site Safety Plus Health & Safety Awareness
- IOSH Working Safely

Plus one of the following:

- UKATA Asbestos Awareness

- IATP Asbestos Awareness
- British Safety Council Asbestos Awareness

If appropriate an assessor will look for evidence of Category B or Category A Asbestos training.

Along with the above an Assessor will look to see appropriate evidence of training in relation to the core hazard areas listed previously.

There are many other independently approved courses which have been benchmarked as equivalent to the above – see [Course Compare](#) for examples. This list serves only as examples.

#### 4. Frequency of Training

CHAS will seek evidence that there is an on-going process of training and development of professional experience. As a minimum: training courses covering Core Subjects will be refreshed every 3 years and asbestos awareness is generally refreshed annually.

SMSTS / SSSTS and equivalents should be renewed every 5 years