

Induction

The induction of employees and visitors is the one opportunity a contractor has to inform employees and visitors of the known hazards on the site. Too often, inductions are done to either satisfy the requirement for an induction register or when contractor employees are needed on the site urgently, so a "quick induction" is given to prevent delays.

There are a number of references to the induction of employees in the regulations - as per **section 7** of the Construction Regulations: ***Duties of the principal contractor and contractors:***

(5) No contractor may allow or permit any employee or person to enter any site, unless that employee or person has undergone health and safety induction training pertaining to the hazards prevalent on the site at the time of entry.

(6) A contractor must ensure that all visitors to a construction site undergo health and safety induction pertaining to the hazards prevalent on the site and must ensure that such visitors have the necessary personal protective equipment.

Section 9 of the Construction Regulation, ***Risk assessment for construction work***, further amplifies the need for proper informative training for all employees and visitors to site:

(3) A contractor must ensure that all employees under his or her control are informed, instructed and trained by a competent person regarding any hazard and the related work procedures and or control measures before any work commences, and thereafter at the times determined in the risk assessment monitoring and review plan of the relevant site.

(4) A principal contractor must ensure that all contractors are informed regarding any hazard that is stipulated in the risk assessment before any work commences, and thereafter at the times that may be determined in the risk assessment monitoring and review plan of the relevant site.

The process that should be followed to ensure employees are properly inducted must include a thorough induction by the contractor/sub-contractor prior to coming onto the site. Induction by the PC regarding the entire site's hazards should only be done once proof has been made available of the contractor's own induction.

The regulation speaks to a "contractor" which includes the PC and any other contractor, i.e. sub-contractors. It is therefore not only the PC who is responsible for the health and safety induction of employees regarding the hazards on the site. The PC should, however, obtain proof of the induction of contractor/sub-contractor employees who come onto the site.

If this process is followed, the chance of someone going onto a site without proper knowledge of the hazards should be greatly reduced.

Part of the induction and training should include training in hazards and related safe work procedures. This will ensure that all employees are properly trained and understand what needs to be done in order to work safely.

An induction should never be a once off event as hazards on a construction site change as the project develops. It is therefore imperative to keep employees properly informed at all times.

A further consideration is the creation of unforeseen hazards due to work being performed by a sub-contractor in an area occupied by other sub-contractors. It is then incumbent on the relevant contractor to advise the PC so that all of the affected contractors are made aware of the new hazard in order to put proper measures in place to prevent injury to their employees.

"Let us all work together in 2019 to save lives and prevent injuries."

No one should be dying for a job.