

CASE STUDY IAIN WILLIAMS CMIOSH

Construction Health and Safety Management System

Sector	Construction and property development
Engagement	Policy, responsibilities and management arrangements
Focus	Employees, trainees, apprentices and subcontractors

Action Safety developed a practical construction health and safety framework that clarified responsibilities, strengthened workforce controls and established consistent arrangements for managing subcontractors.

Client context

The client is a construction and property-development contractor using directors, supervisors, directly employed operatives, trainees, apprentices and specialist subcontractors. This workforce model requires clear coordination between company management, site supervision, workers and the relevant duty holders under the Construction (Design and Management) Regulations 2015.

The challenge

The business needed a formal policy that reflected how its construction work was organised and defined responsibility for planning, supervision, competence, site controls and contractor management. It also required additional safeguards for trainees, apprentices and inexperienced workers, together with consistent subcontractor assessment and monitoring.

Action taken

Action Safety reviewed the company's activities, workforce structure and management responsibilities before developing a bespoke policy. Structured around Plan, Do, Check and Act, it set out the company's policy statement, responsibilities and practical implementation arrangements.

Responsibilities were defined for directors, supervisors, operatives, subcontractors and relevant construction duty holders. An organisation structure and responsibility framework clarified accountability for planning, communication, monitoring and corrective action.

The arrangements covered risk assessment, RAMS approval, site induction, toolbox talks, supervision and training records. Trainees, apprentices and inexperienced operatives were addressed through suitable instruction, closer supervision, competence checks and restrictions on unsupervised higher-risk work.

Contractor controls included pre-appointment assessment, competence and safety-system checks, RAMS review, induction, monitoring and inspection. Expectations were also established for work at height, scaffolding, MEWPs, work equipment, PPE, asbestos, permits and emergencies.

Key outputs

Bespoke construction health and safety policy and arrangements
Defined responsibilities for management, supervisors and workers
Controls for trainees, apprentices and inexperienced operatives
RAMS, induction, toolbox-talk and training-record requirements
Approved-contractor assessment and subcontractor controls
Framework for site inspection, monitoring and corrective action

Outcome and value

The client received a structured framework that translated legal duties into clear operational responsibilities. It provides a consistent basis for planning work, briefing employees, supporting inexperienced workers and controlling subcontractors. The policy now forms the foundation for project-specific RAMS, inductions, inspections and ongoing review.