

CIOB's Commission of Past Presidents

The Chartered Institute of Building (CIOB) has announced the formation of a Commission of Past Presidents to investigate the issue of build quality in the construction industry, and what needs to be done to address it.

The creation of the council comes on the back of the report into the defects that led to the closure of 17 schools in Edinburgh earlier this year and the recent tragic events at Grenfell Tower in London.

The Commission will consider what steps the CIOB needs to take to tackle the already identified issues around management and supervision, the importance for an education framework, and whether there are further steps the industry can take to contribute to improving build quality.

Chair of the Commission, Immediate CIOB Past President Paul Nash, said: "The recent tragic events at Grenfell Tower have further underlined the need for an urgent review of the way in which quality is managed

in our industry. Whilst aspects of the public inquiry must necessarily focus on the issues of regulation and inspection, I think we have to look beyond this at the behaviours that have led to a lack of focus on quality at all stages of the build process, from design and procurement through to construction and re-fit.

"The CIOB has a duty to respond to this issue,

acting in the public interest. As professionals we have a duty to the industry and wider society to act responsibly and ethically. This defines what it means to be a professional. And we all have a responsibility for the reputation of our industry and, most importantly, the wellbeing of those who use the buildings that we create." (Source: CIOB)



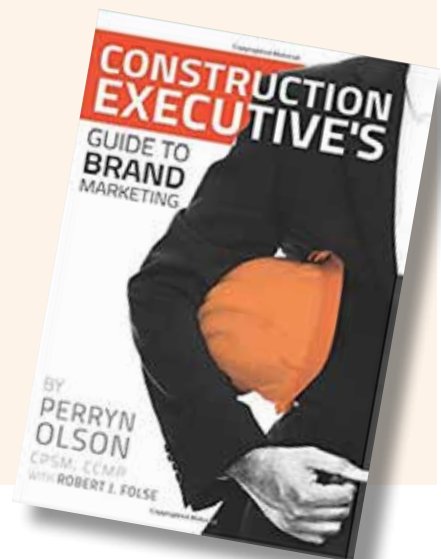
BOOK REVIEW

Construction Executives Guide to Brand Marketing: Tools of the Trade – July 10, 2014

by Perryn Olson CCMP

New position on construction marketing tools. Great explanation of how integrated brand marketing can grow profits, increase client retention and decrease employee turnover. Learn about marketing strategies, how to promote brand, communicate busi-

ness strengths and win contracts. All these information will definitely helps you plan marketing strategy for your construction business. In current competitive market this is a valuable knowledge. Easy to read construction marketing knowhow. Worth your attention.



Skills shortages

According to the survey of 357 contractors undertaken in March 2017 by the specialist insurer ECIC together with Construction Enquirer, there is skills gap and the increasing reliance on sub-contractors. It is revealed that 78% of contractors are impacted by skills shortages and 56% plan to increase use of subcontractors to help fill the gap. The survey shows that the apprenticeship initiatives are working and a third of the contractors surveyed intend to take on more apprentices in the next year.

In its survey, ECIC found that:

- 30% of contractors said their business had been quite seriously impacted by skills shortages. 44% have been marginally affected in some way and 4% severely impacted
- 25% of respondents are going to use more labour only sub-contractors in the next year,

and 31% will use more bona fide sub-contractors

- 32% of the contractors surveyed plan to take on more apprentices in the next year

Richard Forrest Smith, CEO of ECIC said: "It's no secret that the contracting sector, including the UK's engineering services sector which is our key focus at ECIC, is facing a serious skills shortage which is increasing dependence on subcontractors. This is underlined in the findings of a recent survey[2] by ECIC's parent, the ECA, which showed that labour costs had increased for 5 in 10 engineering services contractors. Greater use of subcontractors can make the task of managing health and safety on site much more complex so it is important main contractors understand their responsibilities, not just to subcontractors but to the apprentices they employ too.

Bona fide contractors will be responsible for managing their own health and safety and have their own systems of work. In contrast, Labour Only subcontractors should be treated, from a duty of care perspective, like a directly employed member of staff. However, as main contractors tend to remain contractually liable to the CDM co-ordinator / site owner for works undertaken by the sub-contractors they employ, ECIC advises that they should always satisfy themselves of the adequacy

of their bona fide sub-contractors' health and safety documentation.

Where apprentices are concerned, they should be treated by the contractor as an employee and the contractor would have a responsibility to ensure procedures are in place including adequate supervision taking into consideration the experience, knowledge and ability of the apprentice.

Richard Forrest Smith concludes: "It's vital main contractors create an embedded approach to health and safety amongst the entire workforce, from apprentices through to highly skilled subcontractors. The alternative is greater risk of accidents on site, leading potentially to liability claims, prosecutions, heavy fines and even possibly a jail sentence.

"On a more positive note, the plans to take on more apprentices is welcome news. Our parent, the ECA, has campaigned for quality engineering and technical apprenticeships and is working with partners within TESP – The Electrotechnical Skills Partnership – on a career progression project intended to upskill existing workers within the industry. Our findings suggest these efforts are starting to reap rewards.

[1] Survey undertaken with Construction Enquirer, March 2017, completed by 357 Contractors

[2] <http://www.eca.co.uk/news-and-events/news/2017/may/survey-engineering-services-sector-powers-ahead>

(Source: www.ecic.co.uk)



BIM for site managers

A new online training course, BIM for Site Managers, has been launched by BRE Academy and the Construction Industry Training Board (CITB).

It is designed for site managers and will give them a solid foundation in Building Information Modelling. BIM is rapidly changing the way that people work and collaborate on construction projects. It can deliver faster, more efficient construction, fewer mistakes and lower costs over the lifetime of a building. It is about far more than simply adopting software, and site managers will increasingly be required to adopt and apply BIM procedures. The online course discusses the key principles of BIM and will help site managers understand their responsibilities and the actions they need to take.

Ben Lever, Future Skills Manager at CITB, said: "BIM is becoming ever more important in construc-

tion, which is why we are pleased to have worked with BRE to develop this course. Led by the forward-thinking team at BRE Academy, it provides the targeted and rigorous training that's really needed."

He added: "It's right that this course is aimed at site managers because they have a key role to play in implementing BIM and ensuring successful adoption. We hope this course has a big impact and helps our industry raise its performance."

The course have been developed by BRE experts and it is delivered online, what enables site managers to undertake it at their own convenience, start and stop the course, redo parts if wished or to refer to it as a point of reference.

The course covers:

- Defining the process known as BIM Level 2, definitions and terminology
- An understanding of how to improve workflows

- How to limit liabilities
- How to reduce risk on deliverables
- How BIM can reduce waste, improve accuracy and increase profit margins.

Pauline Traetto, Director of BRE Academy, said: "Our mission is to ensure that the whole supply chain is competent in BIM Level 2, and that both individuals and employers within the architecture, engineering and construction industries fit into the BIM Level 2 process. CITB has highlighted how key site managers are in delivering BIM projects, and we are delighted to have been their partner of choice for creating this course."

(Source: BRE Academy, CITB)



CITB levy rate for 2018-2020

The Construction Industry Training Board (CITB) has confirmed its proposed Levy rate for 2018 – 2020. Following, CITB's consultation with the industry, the proposal is to cut the levy rate from its present 0.5% to 0.35% PAYE, with the subcontractor NET CIS rate unchanged at 1.25%.

It is important to mention that there will be no change to the existing thresholds, so employers:

- are exempt if their wage bill is less than £80k
- pay 50% of the rate if their wage bill is between £80k and £399k
- pay the full rate if their wage bill is £400k or above

The proposal has received approval from the CITB Board and the Levy working party, which is made up of firms of all sizes from across England, Scotland and Wales. The next phase is the consensus process which will take place from early July to the end of September. Consensus federations will

seek the views of their members about this proposal and have all demonstrated to CITB that they have a transparent and strong approach. In addition, an independent survey will seek the views on the proposal from 6,000 employers, who are not members of Consensus Federations. This is a significant increase on the previous survey.

Following the formal consensus period, the result will be given final consent by the government.

Sarah Beale, CITB Chief Executive, said: "We are pleased that this levy rate has been approved by the CITB Board and the industry-led Levy Working Party. We firmly believe this offers value to employers and will deliver great impact for our industry in

generating the construction skills it requires.

"It was critical that we extensively consulted employers across England, Scotland and Wales on this and our future plans.

"We now move onto the next stage of the process – formally seeking the views of employers through the Consensus Federations and through a large independent survey of employers who are not in their membership. I look forward to sharing the results later in the year. Ahead of this, we will be sharing more details of how CITB will use funds raised by the levy to support construction to meet its skill needs."

(Source: CITB)

MOOC

Free Online Course for Construction Professionals by CIOB Construction Ethics and Compliance Starts 5th June

The CIOB Academy launched in January 2017 an industry massive open online course (MOOC) on ethics and compliance designated for construction professionals. It is free and open to anyone working in the built environment. This is an interactive five-week course and the closest date to join is 5th June. You can find out how to stay ethical, compliant and professional in the construction industry. Ethics and compliance are very desirable in the business also in the building sector. Companies can be fined enormous amounts for breaches in the field of ethics and compliance, for instance for bribery, collusion, modern slavery or negligence of health and safety.



The course programme was developed by CIOB in collaboration with experts including Jay Blithe of the Barrett Values Centre, sustainable construction consultancy Responsible Solutions, and Ethical Leadership author Andrew Leigh, but also construction clients and contractors.

This free course helps to understand the concept of ethics in the building sector. Being compliant, ethical and legal helps achieve excellence by improving relationships with clients or workers, interactions in the workplace, identifying conflicts of interest or taking steps to minimise risk. Ethics is a set of principles that lead a person's behaviour or how he conduct the activity. Moreover, the values of an organisation are having an impact on its success. MOOC will allow you to recognise your and your company ethical standards and help you stay professional and compliant.

It lasts two weeks with lectures two hours per week. This course is suitable for everyone working in the construction sector from construction management, site management, HR, design, procurement, surveying and more. The topics are presented in the form of social learning, questionnaires, videos, articles and quizzes. Participants

can interact with each other, and the course leader on the forum with tutors and contributors available online to answer questions and join discussions.

Topics covered:

- Understanding ethics and its definition
- How values and behaviour drive ethical decision making
- Values in a global context
- Being professional and ethical
- Law and compliance
- Ethics in organisation
- Ethics in the context of construction project
- Methods for ethical decisions and dilemmas
- Ethical leadership
- Conflicts of interest and managing risk

Course leader and owner of Construction Coach, Maria Coulter said: "Construction is a fast paced industry, and people are working under tremendous pressure to deliver for clients and employers within complex frameworks."

Maria added: "Unfortunately, conflicting requirements can sometimes force people to compromise their personal values. This can lead to

disillusionment which not only erodes trust, but also damages morale and wellbeing, negatively impacting the performance of individuals and teams."

"By providing a safe place to explore and discuss ethical issues, and by opening this course up to anyone in the industry, we hope to facilitate positive change on a large scale."

Holly Walton, Head of CIOB Academy said: "Since launching the CIOB Academy in December, we have received an enthusiastic response for our targeted construction courses that have been designed by industry, for the industry. We welcome businesses and industry bodies to share and promote this course widely, and to help make a difference to the ethical standards of constructors."

"CIOB Academy's ethics and compliance MOOC is the first in a series of free training that will be launched over the coming months. It's part of our commitment to raising professional standards globally, enhancing the quality of life for everyone working in construction."

For more information on the course visit <https://www.futurelearn.com/courses/construction-ethics-compliance>

(Source: CIOB)



Brickie visa

The British construction industry relies heavily on the workforce from the EU, especially from Eastern European countries like Poland and Romania. There is a fear that any future limitations on the labour movement will severely impact the industry.

According to recent CITB survey, skills shortages in the construction sector are the main reasons why one in three construction companies employ EU citizens, saying they have comparable skills to British workers but better work ethic. According to Labour Force Survey (LFS) data, in 2015 the five most common non-UK countries of birth of construction workers were Poland (55.5k), Romania (27k), India (19.4k), Lithuania (17.9k) and Ireland (15k). Moreover, the perception that non-UK workers are cheaper than British labour is outdated as 92% of employers of non-UK workers states that this is not a motivating factor. The insufficient supply of skilled UK workers leads companies to employ migrants.

The Prime Minister, Theresa May, has recently proposed the 'settled status' for EU nationals working in the UK for five years before the cut-off date (to be announced- no earlier than 29 March 2017 (the date Article 50 was triggered) or later than

the date the UK leaves the EU). Deadline for the UK to leave the EU is on March 30, 2019. The arrangements for people who will come after cut-off date or before but with no five years work history are still in preparation. Stay up to date by signing up to the government mailing list at <https://gov.smartwebportal.co.uk/homeoffice/public/web-form.asp?id=67&id2=627DF7&active=True>

Construction companies claim that there will be a need for EU workers after Brexit, especially in trades like bricklaying and plumbing. The long term aim is to train British workforce, but continuous access to skills migrant labour will be still required. Migration Watch UK has therefore recommended the introduction of an "EU Skills Shortage Visa" for EU workers. Migration Watch UK had last month issued a paper "EU Immigration, Post-Brexit – A Comprehensive Policy" on the prospect for temporary visas for EU migrants to work in jobs at lower skill levels than presently required

for admission of non-EU nationals, such as bricklaying, plumbing and construction among others, for a maximum of three years after Brexit. It would be valid for not more than three years with a levy, payable by employers, which would increase each year. There would be no route to settlement and no in-work benefits, tax credits or housing benefit.

Mr Alp Mehmet, Vice-Chairman of Migration Watch UK, said: "We have recommended that EU workers be included in the current arrangements for entry to highly-skilled jobs but without a cap. We have also suggested "Barista Visas" for young Europeans. We now propose these "Brickie Visas" which would meet a genuine need for a few years but with strong financial incentives for employers to train British workers. Training outside the workplace has fallen off a cliff since 2000. Employers must now step up to the mark."

Sarah McMonagle, director of external affairs at the Federation of Master Builders, pointed that visa scheme could be too costly and bureaucratic for smaller companies to employ migrant labour. There won't be enough time to train sufficient numbers of British workers to meet the demand and the government need to take this into consideration while negotiating with the EU.

