



# Welfare in Demolition, child's play, isn't it?

An introduction to the  
new operational  
guidance (OG)

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# Why is welfare important?

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- Good welfare is a basic requirement for anyone at work
- Good welfare is a barometer for the rest of the site and how the project is managed
- Demolition workers are not second class workers, they deserve decent facilities
- Good welfare is a vital control measure against many ill health issues

# Why do we need a new OG?

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- The previous OG was published in 2013 and was due for review in 2015
- This new OG addresses the briefness and vagaries of the previous OG
- Industry have driven and contributed to this update and are welcoming of clearer standards
- The new OG gives HSE far clearer parameters for regulating this topic

# Major changes?

In reality, there are very few notable changes to the standards required, in general the standards are now just far better defined

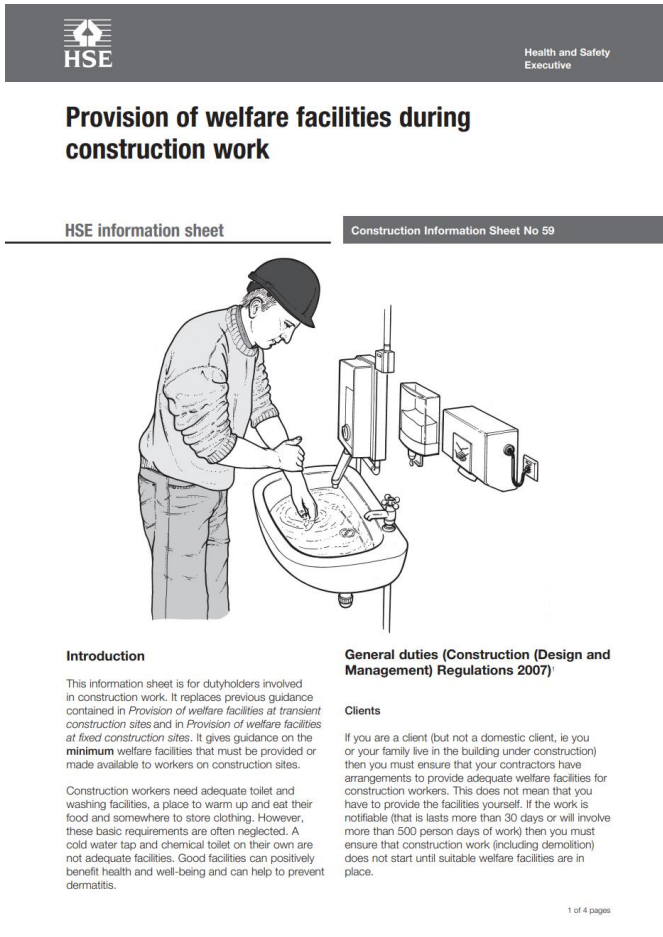
For example, distances are now given for toilet proximity which should prevent people having to drive for miles to use the bathroom

The ratios for toilets per person have changed due to the British Standard being updated, it used to be 1 toilet for 7 people, now it is 1 for 5

Clear consideration is given to the provision of sanitary waste disposal facilities (more on this later)

The detail given for each requirement listed in CDM Schedule 2 will give contractors a clear framework to achieve as well as allowing the regulator to measure site conditions to a written standard

# What about CIS59?



**CIS59 – Welfare in Construction is now a little dated (nearly 13 years old) so should be used with this in mind**

**CIS59 allowed cafes etc to act as welfare, this is to be a very last option, not a cheap solution**

**The key principals within CIS59 are still relevant today, welfare should be planned and managed and meet the standards laid down in Schedule 2 of CDM**

**Investigations will be made into whether CIS59 can be updated to reflect the new OG and welfare available to the industry**

# Showers?

**The OG states - *Suitable and sufficient* washing facilities, including showers if required by the nature of the work or for health reasons, must, so far as is reasonably practicable, be provided or made available at **readily accessible places**.**

Demolition can be dirty work and showers will be needed to remove contaminants such as lead, bacteriological matter, dust etc

Duty holders will be expected to provide suitable consumables for use in these showers including soap (shower gel/shampoo etc) and a means of drying effectively (suitably sized towels)

Normal hierarchy of controls must still prevent or reduce exposure to such contaminants so far as is reasonably practicable.

If showering is part of your control measures, then time must be allocated in the working day to allow showers to be taken before leaving site, for example, asbestos workers don't just not shower as they want to get home more quickly, time is allowed within the shift for thorough decontamination

# Urinary incontinence, the BIG taboo



Why bother providing sanitary waste bins for men to use, surely this is just a female issue? It's a waste of money, men don't need them!

**20%** of men aged 18 to 25 suffer from symptoms of urinary incontinence (UI)

**51%** of all men surveyed had suffered from symptoms of UI

**25%** of men globally will suffer from UI over the age of 40, in the UK 1 in 25 men will suffer over 40 which rises to 1 in 3 for those over 65 years old

Of the UK men identified as suffering from UI:

- **78%** said they were anxious about leaving home for work due to the lack of places to dispose of sanitary pads etc
- **38%** said they left the house less regularly
- **44%** said they feel anxious about using public toilets

# Urinary incontinence, the BIG taboo



How can UI affect my business?

- Accidents at work are often contributed to by an act of inattention or distraction
- A worker who's preoccupied with where they may be able to dispose of a full sanitary pad without being caught, teased, embarrassed etc will not have their mind fully on the job
- Workers may call in sick if they have a flare up and are too worried to come to work, this results in a loss of productivity, failure to adhere to deadlines etc
- In a highly skilled industry such as demolition, the loss of a key worker can have huge knock on effects to the business which almost always brings with it increased costs or lost profitability.
- The simple truth is, good welfare is good business!



# England rugby player calls for incontinence pad bins in men's loos

**Lewis Moody says men like him who have difficulty controlling their bladder or bowel face indignity in public bathrooms**



📷 Lewis Moody playing for England in 2006. Photograph: Tom Jenkins/the Guardian

The World Cup-winning England rugby player [Lewis Moody](#) has issued a taboo-breaking demand for sanitary disposal bins to become compulsory in male public bathrooms to cater for men with incontinence.

- [Source - England rugby player calls for incontinence pad bins in men's loos | Men's health | The Guardian](#)

# What you should expect Inspectors and Visiting Officers to do



- Consider welfare provision at all construction/demolition inspection visits
- Assess the welfare provision early on in the visit to establish the general attitude to compliance on site
- Refer to the HSE website (<https://www.hse.gov.uk/construction/faq-welfare.htm>) for details of types and standards of welfare facilities expected and take appropriate enforcement action to secure compliance where on-site standards are poor
- Apply the standard in the new OG on all sites
- Enforce where required applying the EMM and the standards in the OG

# Enforcement

Unless local factors point to a different outcome, then where toilets, hand basins, drying room, etc. have not been provided or are inadequate, the Enforcement Management Model (EMM) enforcement expectations are to:

- Issue an Improvement Notice (IN) to secure compliance (a Prohibition Notice (PN) is generally not appropriate unless imminent health risks are present);
- Consider prosecution for repeated offences (prosecution as a first offence for welfare breaches may be appropriate depending on the level of breach).

It is anticipated that enforcement in welfare matters should increase now there is clearer information on the standards expected

# Enforcement continued..

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For larger clients tracking back is appropriate where problems are found, for example:

- no welfare;
- only portable toilets on site (e.g. ‘thunderboxes’);
- clients not making space or funds for welfare available.

Welfare is effectively a shared responsibility with clients having a legal duty to ensure it is provided and the users ensuring it is present and in good order

This may result in further enforcement action being taken.

# Thanks for your attention

## Summary

Welfare is a vital part of site health and safety

The new guidance merely supports existing legislation and makes interpretation easier for enforcing body and contractors alike

Good welfare is a shared duty from client to end user

Remember, your welfare reflects your business both to site staff and visitors, no matter how infrequent

Good and compliant welfare should be child's play but we still have a reasonable way to go in embedding it as a core part of any demolition project, large or small



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