

cidb: H&S for SMME in Construction Sector

**H&S Construction Seminar
10 to 11 February 2011**

- **SMMEs**
- **cidb Best Practice Scheme**
 - **cidb Best Practice Contractor Recognition Scheme**
 - **cidb Best Practice Project Assessment Scheme**
- **cidb Centres of Excellence for R&D and Academic Excellence**
- **Guides and information**
- **Construction H&S; Status & Recommendations**

Fall onto different levels

CLOSE SHAVE



Source: The Times, January 19, 2011

SMMEs

cidb Contractor Grading

- **What is a small contractor?**
- **2 to 6?**

National Small Business Act 102/1996 SMME

Enterprise Size	Number of Employees	Annual Turnover (in South African rand)	Gross Assets, Excluding Fixed Property
Medium	200 construction industry	Less than R20 million	Less than R4 million

cidb criteria used to determine financial capability

Designation	Upper limit of tender value range (R)	Best Annual Turnover (R)	Largest Contract	Available Capital (R)
7	40,000,000	24,000,000	10,000,000	4,000,000
6	13,000,000	7,800,000	3,250,000	1,300,000
5	6,500,000	3,250,000	1,600,000	650,000
4	4,000,000	2,000,000	1,000,000	200,000
3	2,000,000	1,000,000	500,000	100,000
2	650,000	No Requirement	150,000	No Requirement

The cidb Best Practice Contractor Recognition Scheme

- The cidb Act (Act 38 of 2000) requires that the Board must, within a reasonable period after the establishment of the register of contractors, establish a *Best Practice Contractor Recognition Scheme* which:
 - enables organs of state to **manage risk** on complex contracting strategies
 - **promotes contractor development** in relation to best practice standards and guidelines developed by the Board

- **Ability to match the contractor to the requirements of the job**
- **Ability to recognise (and reward) better performing contractors**
- **To set minimum and best practice standards to which contractors should perform to**
-

cidb Best Practice Contractor Recognition Scheme

Grade	Enablers; Business, H&S, Quality, Env, etc	Results
9		
2		

cidb Best Practice Contractor Recognition Scheme

Grade	Enablers; Business, H&S, Quality, Env, etc	Results
9	cidb Competence Assessment	
2		

cidb Best Practice Contractor Recognition Scheme

Grade	Enablers; Business, H&S, Quality, Env, etc	Results
9	cidb Accredited Management Systems	
2		

cidb Best Practice Contractor Recognition Scheme

Grade	Enablers; Business, H&S, Quality, Env, etc	Results
9	SANS / ISO / OSHAS Systems	
2		

cidb Best Practice Contractor Recognition Scheme

Grade	Enablers; Business, H&S, Quality, Env, etc	Results
9	SANS / ISO / OSHAS Systems	Performance Reports
	cidb Accredited Management Systems	
2	cidb Competence Accreditation	

- **After the date and above a prescribed tender value determined by the Minister in the Gazette, cidb accreditation of a contractor's competencies, management systems and/or performance will then be required to be taken into account as a quality factor (functionality) in construction procurement on all public sector contracts**

Contractor Competence Accreditation

- accredits the competencies in terms of knowledge, skills and experience of contractors that are deemed to be minimum standards necessary for running a contracting enterprise and for supervising building and construction works in the various Categories and sub-Categories within the fields of:
 - business management
 - building and construction management (operational and supervision)
 - building and construction technology
 - legislative issues

Grade	Enablers; Business, H&S, Quality, Env, etc	Results
9		
2	cidb Competence Assessment	

cidb Contractor Competence Assessment

Category	Grade	NQF Level	Minimum Experience
•GB: General Building; Limited	4 to 6	5	5 years
•CE: Civil Engineering; Limited	2 & 3	4	3 years
TC: Trade Contractor	1 to 5	3 or 4	3 years

cidb Contractor Competence Assessment

Grade	Minimum NQF level	Recognised Qualifications
Business Management		
4 to 6	5	[to be written]
2 and 3	4	[to be written]
Building and Construction Works Management		
4 to 6	5	National Diploma: Management of Civil Engineering Construction Processes; 23683
2 and 3	4	National Certificate: Supervision of Construction Processes; 49053

Competence 2.4 Implement Health and safety on a construction project

**Unit
Standard**

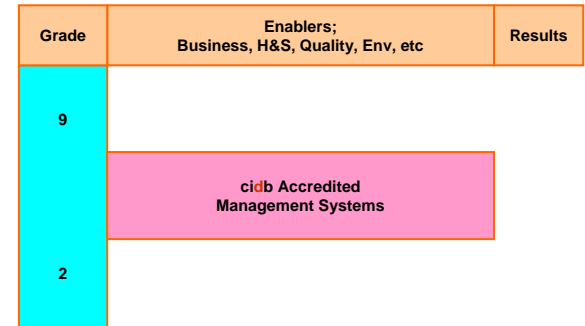
Indicator

15136

- a. Demonstrate an understanding of Health and Safety on a construction site**
- b. Assist with the development of Health and Safety policies and procedures**
- c. Develop and implement a Health and Safety Site plan**
- d. Monitor the implementation of the Health and Safety plan, systems and procedures**

Construction Management System Accreditation

- To promote and recognise performance improvement by contractors, Grades 5 to 7, **cidb** has:
 - introduced complementary accreditation of CMSs;
 - based on recognisable industry minimum standards covering:
 - health and safety management
 - quality management
 - environmental management (covering air, water, land and waste)



cidb CMS Accreditation



cidb Contractor Performance Reports

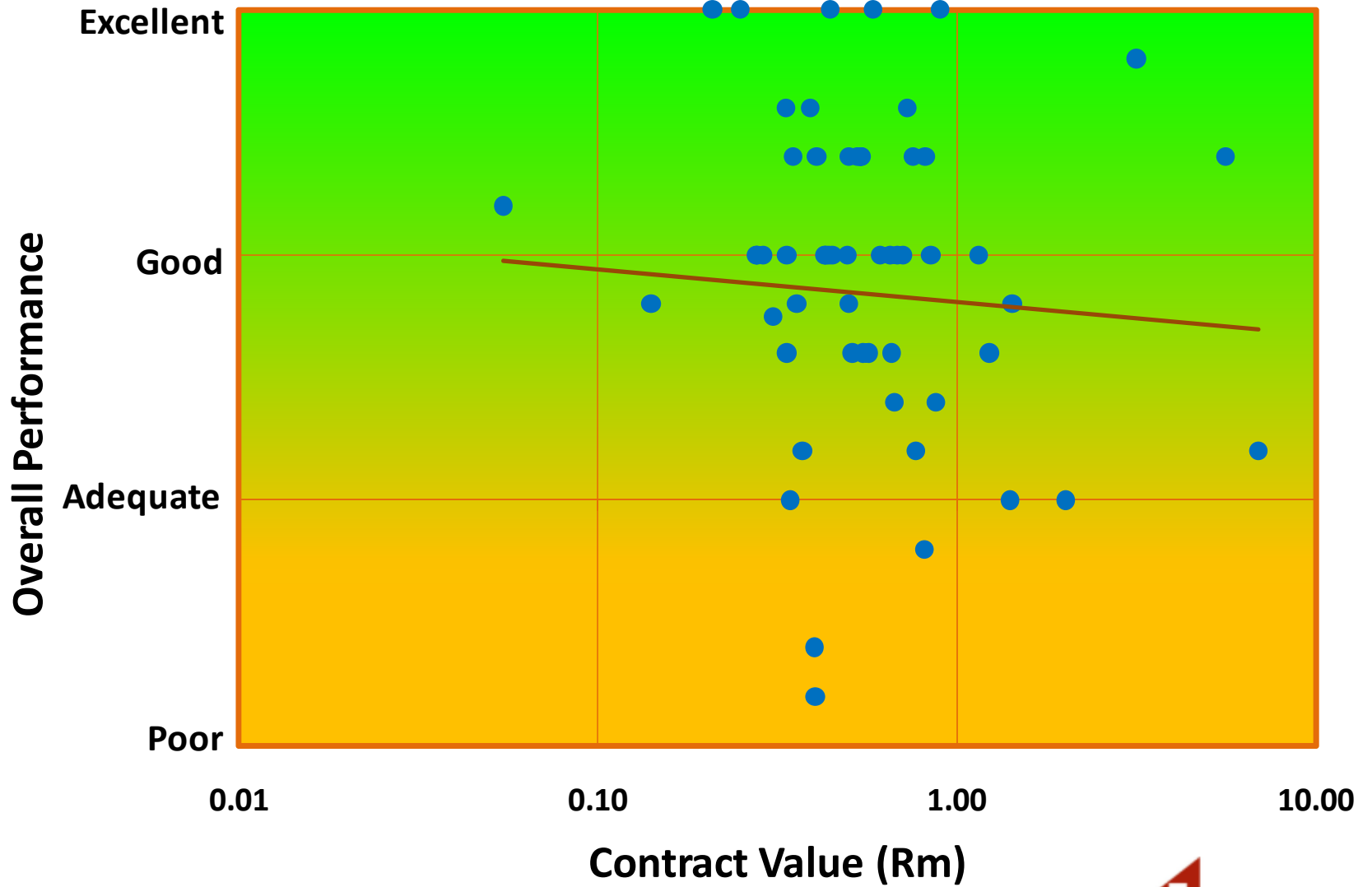
- **Framework document complete**
- **Task Teams 1st phase complete**
- **Pilot projects initiated;**
 - WC-PW – in hand
 - eThekwini, EC-PW, COEGA – to start
 - Time scale – end 2010/11
- **Task Teams 2nd phase**
- **Legislation**

Grade	Enablers; Business, H&S, Quality, Env, etc	Results
9		Performance Reports
2		

cidb Contractor Performance Reports

Indicator	Prompt for judgement			
	Poor (-1)	Adequate (0)	Good (1)	Excellent (2)
H&S Management				
Skill and commitment in managing health and safety	<ul style="list-style-type: none"> • H&S plans on current project • No evidence of consistent review of health/safety incidents 	<ul style="list-style-type: none"> • Plan expressed in generalities or not fully comprehensive • Review of all incidents • Thorough investigation of all incidents with potential for serious injury 	<ul style="list-style-type: none"> • Plan specific and comprehensive regarding site operations • Regular, company-wide review of procedures • Using internal reviews and external sources 	<ul style="list-style-type: none"> • Plan is fully implemented, in spirit and detail • Positive incentives built into plan • Active sharing and dissemination of lessons learned particularly down supply chain

cidb Contractor Performance Reports



- **Competence Assessment:**
 - 2011
- **Construction Management Systems:**
 - 1st Quarter 2012
- **Performance Reports:**
 - 2012

The cidb Best Practice Project Assessment Scheme

- The Board must establish a *Best Practice Project Assessment Scheme* based on the best practices identified by the Board:
 - All construction contracts above a prescribed tender value will **then be subject to an assessment of compliance** with **best practice** standards and guidelines published by the Board
 - Every client who engages in the best practice project assessment scheme **must pay** to the Board a prescribed percentage of the contract sum as determined at the time of the awarding of the contract

cidb Best Practice Project Assessment Scheme

Value	Best Practice		
	Process	Product	People
9			
2			

cidb Best Practice Project Assessment Scheme

Value	Best Practice		
	Process	Product	People
9	Enterprise Development		
2			

cidb Best Practice Project Assessment Scheme

Value	Best Practice		
	Process	Product	People
9 2	Enterprise Development	SHEQ Management Plans	

cidb Best Practice Project Assessment Scheme

Value	Best Practice		
	Process	Product	People
9 2	Enterprise Development SHEQ Management Plans	Performance Reports	

cidb Best Practice Project Assessment Scheme

Value	Best Practice			
	Process		Product	People
9 2	Enterprise Development	SHEQ Management Plans	Performance Reports	Building Skills Policy

- **Indirect targeting to promote enterprise development;**
 - **minimum of 5% of the total final project value must be sub-contracted by the main contractor(s) to qualifying construction enterprises**
 - **qualifying construction enterprises will receive mutually agreed upon enterprise development support**

Qualifying Development Support

- **Needs analysis must be developed for the developing enterprise(s)**
- **Project specific development program with milestones must be developed**
- **At least two areas of development must be identified per recipient applicable to the project period**

Qualifying Development Support

- **skills development leading to nationally accredited outcomes**
- **establishment of construction management systems and plans (H&S, quality and environmental)**
- **.....**

Status

- **Framework Document available**
- **Focus Group established;**
 - 2011/01/22
- **Possible signoff by mid-2011**

H&S management plans - client's duties

- **All public sector clients to have a requirement for project H&S management plans**
- **Best practice guidelines to assist clients to develop project H&S specification;**
 - **All project stakeholders to provide input for development of H&S specifications and other H&S requirements during project inception, design and tender stage**

Contractor's H&S management plan

- **Best practice guidelines to assist contractors to develop project H&S management plans;**
 - **Contractor develop H&S management plans and other H&S requirements responding to H&S specifications**

Review by client

- **Client will review contractor H&S management plans at project tender stage**
- **Audit requirements for clients to review contractor H&S management plans**
- **Client compliance**
 - **cidb audit**

Status

- **Work in progress**

Building Skills Policy

- **Clients are encouraged to support skills development in the construction industry**
 - achieve nationally recognised outcomes.

- **Building Skills Policy supports the need to address skills shortages in the construction industry, and aims to:**
 - **Increase number of workers with nationally accredited qualifications and registration with professional councils;**
 - **improve graduation rates at Universities of Technology and FET colleges;**
 - **Develop highly skilled and motivated labour force with good work ethics; and**
 - **improved professionalism in construction industry**

Requirements

- **Structured training and skills development**
- **5% of labour hours on prescribed public and private sector projects**
- **training of interns and up-skilling of company employees in programmes that result in nationally accredited outcomes**
 - **internships for professional candidacy**
 - **learnerships or accredited skills programmes**

Requirements

- **Total contract value of construction project**
- **Training hours to be cascaded down from main contract to sub-contracts.**
- **Responsibility for compliance with Policy remains with main contractor.**

Requirements

- **Maximum of one-third of labour hours allocated to employed learners obtaining experiential learning within employer's contract (i.e. internal placement).**

Status

- **Framework Document available**
- **Focus Group established**
- **Possible signoff by end-2011**

cidb Centres of Excellence for R&D and Academic Excellence

Research and development

- **cidb** appointed two universities
- **Conduct research in relevant areas of construction management**
- **e.g. H&S in construction**

Guides and information

- **Brochures**
 - Contractor Tips and Advice; Construction Health and Safety
- **Guidelines**
 - e.g. development of H&S specifications
 - H&S work method statements

Construction Health and Safety (CH&S) brochures are available in English, Afrikaans, isiXhosa, isiZulu, Sesotho, Setswana, and Tshivenda. The brochures are available in PDF format and can be downloaded from the website. The brochures are available in Afrikaans, isiXhosa, isiZulu, Sesotho, Setswana, and Tshivenda. The brochures are available in PDF format and can be downloaded from the website.

Organisation	Services provided	Website	Contact details
Department of Labour	Repatriation health and safety assessment	www.dol.gov.za	Tel: 012 222 2000 Fax: 012 222 2000
Motsepe Building, South Africa (MBSA)	Health and Construction Health and Safety Manual and also provides training	www.chsb.org.za	Tel: 011 295 9000 Fax: 011 315 1544
SAPIC	Job site assessment of CH&S work method statements	www.chsb.org.za	Tel: 011 461 0101 Fax: 011 461 0101
South African Bureau of Standards (SABS)	Health and Safety on Construction Health and Safety	www.chsb.org.za	Tel: 012 469 7911 Fax: 012 444 1568
South African Bureau of Standards (SABS)	Construction Health and Safety Assessment – training on Construction Health and Safety	www.chsb.org.za	Tel: 011 807 1500 Fax: 011 807 1500
stab	Repatriation assessment and health construction on Construction Health and Safety Assessment	www.chsb.org.za	Tel: 012 467 2700

More information:
For more information about the ncdp and Construction Health and Safety, contact: c/b Enterprise Development Unit (Contracts and Contracts Development Programme), Tel: 012 482 7241, or visit our website: www.cidb.org.za, or Provincial Construction Contact Centres:

<p>Gauteng CCC SABS Complex, Block N1 & 2, No 2 D1 Lager Road Gauteng Pretoria, 0001 Tel: 0861 828 222 Fax: 0866 806 500</p>	<p>Free State CCC Dept of Public Works Medunsa Building, S. Andrew St, Bloemfontein, 0000 Tel: 0861 377 222 Fax: 0866 571 813</p>	<p>MPumalanga CCC Fidelity Building Office No 015, Corner Semeo Machel St and Roper Nelspruit, 1200 Tel: 0861 128 222 Fax: 0866 856 773</p>
<p>Eastern Cape CCC Dept of Public Works Graham Building, Independence Avenue, Biko, 5485 Tel: 0861 222 227 Fax: 0866 742 908</p>	<p>North West CCC Dept of Public Works CJF Informa Building, Mabasa Highway 82 Cape Town, 7700 Tel: 018 387 3435</p>	<p>Western Cape CCC Dept of Public Works 140 Long Street Cape Town and City West, Cape Town, 8000 Tel: 0861 927 222 Fax: 0866 268 904</p>

Employer CCC
Dept of Public Works
Wahl Street Building
43 Church Street
Roburama, 0700
Tel: 012 201 9636/7
Tel: 011 201 9638/9

Construction Health and Safety

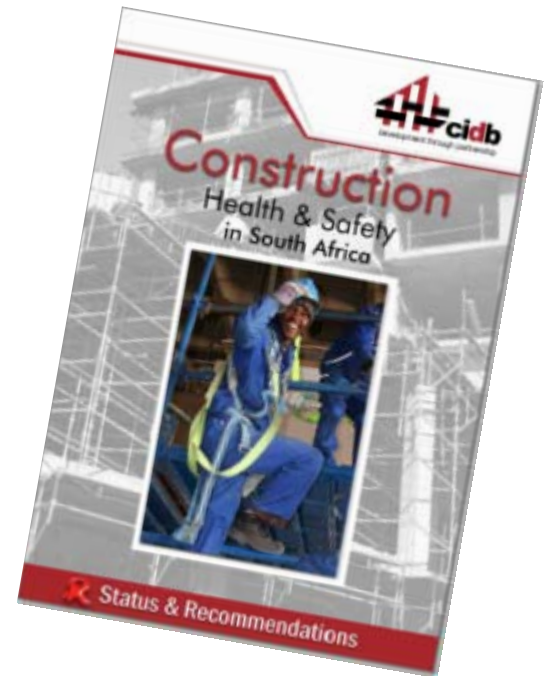


Contractor Tips & Advice:
CONSTRUCTION HEALTH & SAFETY

Construction H&S; Status & Recommendations

Construction H&S; Status & Recommendations

- **Organizational and site level:**
 - lack of management commitment, inadequate supervision, inadequate or a lack of H&S training
 - lack of worker's involvement and personal risk appreciation, and work pressures also contribute to poor performance



Construction H&S; Status & Recommendations

- **Specific attention needs to be given to small and emerging contractors:**
 - typically have limited resources to provide for H&S
 - H&S processes will typically be less structured, and based rather on prior contract experience
- **A developmental approach is needed to support the small and emerging contractors**



Construction H&S; Status & Recommendations

- enhancing impact of Construction Regulations
- **using public sector procurement to achieve improvements in construction H&S**
- H&S information and statistics
- minimum competence standards and accreditation for client appointed H&S agents
- **establishment of an 'H&S Agency' for the promotion, awareness, information and advice, and promotion of research on construction H&S**
- ensuring that tertiary education addresses construction H&S and related issues
- facilitating a developmental approach to support the small and emerging contractors

Thank You