Toolbox talk

CDM 2015: what it means on site

Who does what, and what you can expect

10 minutes | For: Everyone working on a construction site

Why it matters

The Construction (Design and Management) Regulations 2015, known as CDM, set out who is responsible for health and safety on a construction project. They apply to every project, big or small, including work on people's homes. Knowing your part helps keep everyone safe.

Key points

1. CDM 2015 covers construction in Great Britain, including domestic work.
2. Clients, designers, contractors and workers have duties. Principal designers and principal contractors are required where more than one contractor is involved.
3. As a worker, only take on work you're competent for, or are trained and supervised to do safely.
4. Follow site rules and procedures, and cooperate with whoever controls your work and the principal contractor.
5. Tell whoever controls the work about any risks you find, to you or to anyone else.
6. You should get a site-specific induction, plus the information, instruction and supervision you need.
7. Suitable welfare facilities must be in place from the start and kept up throughout the job.
8. Your employer must consult you, or your representatives, on health and safety that affects you.

Sources: HSE: CDM 2015, construction workers; HSE: CDM 2015, principal contractors; HSE: CDM 2015, domestic clients; Construction (Design and Management) Regulations 2015 (legislation.gov.uk).

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Do

- Pay attention at your site induction and ask about anything you don't understand.
- Follow the site rules and the method for your job.
- Report risks to whoever controls your work straight away.
- Speak up if you're asked to do work you're not trained for.
- Tell your supervisor if welfare facilities are missing, dirty or broken.

Don't

- Don't start work on a new site without an induction.
- Don't take on a task you're not competent or trained to do.
- Don't ignore a risk because it's another trade's problem.
- Don't change the agreed way of working without checking first.

Ask the group

- Who is the principal contractor on this job, and who controls our work?
- What did our site induction cover, and was anything missed?
- Who would you tell if you spotted a risk on this site?
- Are the welfare facilities here good enough?

If it goes wrong: If you see something dangerous, stop and tell whoever controls the work straight away. If someone is hurt, call 999 and get a first aider. If your concern isn't dealt with, raise it with the principal contractor, your safety representative or HSE.

On this site

Nearest first aider _____

Emergency assembly point _____

Site-specific hazards and controls _____

_____

Sources: HSE: CDM 2015, construction workers; HSE: CDM 2015, principal contractors; HSE: CDM 2015, domestic clients; Construction (Design and Management) Regulations 2015 (legislation.gov.uk).

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Attendance register

CDM 2015: what it means on site

Site / project _____ Date and time _____

Presented by _____ Company _____

	Name (print)	Company	Signature
1			
2			
3			
4			
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14			

By signing, attendees confirm they took part in this toolbox talk and understood the key points. Keep this record with your site safety file.

Presenter signature _____ Follow-up actions _____

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Go further: Site inductions: the 10 items that prevent repeat incidents

Sources: HSE: CDM 2015, construction workers; HSE: CDM 2015, principal contractors; HSE: CDM 2015, domestic clients; Construction (Design and Management) Regulations 2015 (legislation.gov.uk).
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Quick check

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Tick one answer for each question. Your presenter has the answers.

Name _____ Date _____

1. Which projects does CDM 2015 apply to?

- [ ] Only big commercial sites
- [ ] All construction projects, including domestic work
- [ ] Only projects over 30 days

2. You spot a risk that could hurt another trade. What should you do?

- [ ] Leave it, it's not your work
- [ ] Tell whoever controls the work on site
- [ ] Wait until the end of the day

3. What should every worker get on a new site?

- [ ] A site-specific induction
- [ ] A free hard hat only
- [ ] Nothing, if they're experienced

4. You're asked to do work you've never been trained for. What do you do?

- [ ] Have a go
- [ ] Say so, and only do it with training and supervision
- [ ] Ask a mate to watch

5. When must welfare facilities be in place?

- [ ] From the start of the construction phase
- [ ] After the first month
- [ ] Only on big sites

Sources: HSE: CDM 2015, construction workers; HSE: CDM 2015, principal contractors; HSE: CDM 2015, domestic clients; Construction (Design and Management) Regulations 2015 (legislation.gov.uk).

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For the presenter

Answers and sources

Quick check answers

1. All construction projects, including domestic work

CDM applies to all construction projects. On domestic jobs, the client duties usually pass to the contractor or principal contractor.

2. Tell whoever controls the work on site

HSE says workers must report risks they find, whether they affect themselves or anyone else.

3. A site-specific induction

Under CDM, principal contractors must make sure all workers have a site-specific induction.

4. Say so, and only do it with training and supervision

Workers should only take on work they're competent for, or are trained and supervised to do safely.

5. From the start of the construction phase

Principal contractors must make sure suitable welfare is provided from the start and maintained throughout.

Sources

- HSE: CDM 2015, construction workers
  https://www.hse.gov.uk/construction/cdm/2015/workers.htm
- HSE: CDM 2015, principal contractors
  https://www.hse.gov.uk/construction/cdm/2015/principal-contractors.htm
- HSE: CDM 2015, domestic clients
  https://www.hse.gov.uk/construction/cdm/2015/domestic-clients.htm
- Construction (Design and Management) Regulations 2015 (legislation.gov.uk)
  https://www.legislation.gov.uk/uksi/2015/51/contents

> **Presenting tips:** keep it to about 10 minutes, use real examples from your site, ask the group questions rather than reading everything out, and record attendance on the register.

Sources: HSE: CDM 2015, construction workers; HSE: CDM 2015, principal contractors; HSE: CDM 2015, domestic clients; Construction (Design and Management) Regulations 2015 (legislation.gov.uk).

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Know the rules. Report the risks.

1. Get a site induction first
2. Only do work you're trained for
3. Tell someone about every risk

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Know the rules. Report the risks.

1. **Get a site induction first**
2. **Only do work you're trained for**
3. **Tell someone about every risk**

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Sources and qualifications

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Scope: Great Britain safety legislation unless a nation is identified. Northern Ireland has separate legislation. Site rules can be stricter than minimum legal duties; use the site assessment, instructions and competent supervision.

A4 applicability: no installation-design requirement is asserted in this talk. Its claims are referenced to the subject-specific sources below.

S1. HSE: CDM workers

Competence, cooperation, risk reporting, instruction and induction; key points 3-6, Do/Don't and quiz.

https://www.hse.gov.uk/construction/cdm/2015/workers.htm

S2. HSE: Principal contractors

More-than-one-contractor trigger, coordination, welfare and consultation duties; key points 1-2 and 7-8.

https://www.hse.gov.uk/construction/cdm/2015/principal-contractors.htm

S3. HSE: Domestic clients

Application to domestic projects and transfer of domestic client duties.

https://www.hse.gov.uk/construction/cdm/2015/domestic-clients.htm