

UKATA MATTERS

THE MAGAZINE FROM THE UK ASBESTOS TRAINING ASSOCIATION

ISSUE 16 | Winter 2018



Seasons Greetings

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Health & Safety Event

Mesothelioma deaths in 2016, with a similar number of lung cancer deaths linked to past exposures to asbestos

Source: Counts from death certificates and estimates from epidemiological information

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UKATA

Annual General Meeting 2019

Save
the
date



4th July 2019

Jurys Inn, East Midlands Airport

Welcome

A very warm welcome to your winter edition of UKATA Matters

Editor in Chief: Jacqui Royall



As the year draws to a close it is the perfect time to reflect on what has been a monumental year for all of us here at UKATA, our Members, Board of Directors and Staff alike, celebrating 10 years of the association with great style, while looking forward to so much more in the coming years. As we leave 2018 behind there is no doubt in my mind that we will start the New Year in the best position we have ever been in as a Trade Association working alongside our key partners. We have an excellent Team lead by Craig Evans, Chief Operating Officer who together with our committed and loyal Board of Directors work hard on the strategic plans that are imperative for the coming years.

This issue of UKATA Matters is once again packed full of news, views and information from our industry including our ground-breaking partnership with the Department for Work and Pensions and Jobcentre Plus, who we have been working with to support the unemployed via our award winning Train Safe campaign. I would like to extend my personal thanks to all those Members who have pledged support for this vital and worthwhile initiative.

You will no doubt notice that there has been a lot of 'Asbestos in the News' of late as the focus around asbestos issues gathers pace both in the media and it seems in the courts so it's all the more important that we get our message out there with the aim to highlight 'prevention at source'!

Preparations are already underway for our exhibition and partnership with The Health & Safety Event in Birmingham in April, and Manchester event in October - full details on page 13.

Working in collaboration with IOSH our Chair, Graham O'Mahony has delivered two webinars which have been very well received with plans for a further instalment next year already in place. This in turn will give the UKATA brand huge exposure to a new and fresh audience who are very keen to listen. UKATA is also very proud of our success in working with the CITB to offer our Members the opportunity to be automatically accepted as Approved Training Organisations via UKATA membership. This has been a long process and we are all delighted that it has proved successful.

Asbestos has recently been hot topic in the USA as they are stepping up the import of the deadly fibre into their country. This news has left UKATA and the asbestos industry in the UK horrified with a stark realisation that there is still so much work to do to highlight the factual dangers of asbestos.

The next phase for UKATA is to promote the dangers of asbestos to the global market without further delay. The COO has been in talks with the Board of Directors to understand how we can successfully offer UKATA Training Globally and a plan of action has been agreed.

I am delighted to announce that UKATA Global will take its place in the industry next year and judging by the international interest we have already received, UKATA will soon be inundated with enquiries.

More news on this new initiative will follow in the New Year.

Closer to home, I trust that all our readers have had a busy and successful year and that 2019 proves even more prosperous.

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Welcome

from The Chief Operating Officer



Craig Evans -
The Chief Operating Officer

I would like to begin by thanking you all for your congratulations and good wishes on my recent promotion to Chief Operating Officer in July this year.

Since joining UKATA I have committed time effort and knowledge to the Association and I am delighted that the Board have formally acknowledged my business acumen to take UKATA to the next level and beyond with the support of a great Team.

My first engagement as Chief Operating Officer was to speak at the Contamination Expo at the NEC Birmingham in September, 2018. Full details of the event can be found on page 8.

The Board of Directors are keen for me to be out and about representing UKATA and I took the opportunity to shadow UKATA Chairman Graham O'Mahony at two recent Webinars. Graham delivered two extremely successful Webinars on behalf of UKATA in conjunction with IOSH, which was an invaluable training experience for me too. There are plans afoot for a third Webinar in which I will take a more active part, look out for more detail in the New Year.

I have also been working with the Board of Directors to finalise a new 'additional course' to add to our ever expanding portfolio, the title of the course is work in progress but will the current working draft is entitled 'Asbestos Project Managers'. Just as soon as the course receives CPD accreditation we can release to Members as yet another opportunity to deliver bespoke training under the UKATA registration banner.

I am also extremely proud to announce that all three of our budding young Apprentices have achieved their first NVQ – Level 2 in Business Administration. Well done to you all and we look forward to supporting your next NVQ, Saffron and Leonie will go on to study Level 3 Business Administration whilst Max is extending his skillset in IT by signing up for Advanced Apprenticeship in IT User Skills.

UKATA has always worked closely with the HSE and I am delighted to report that we now officially sit on the TWG to be involved with important technical developments within the industry from the aspect of the Training Provider. We will now be in a position to cascade vital information to our Members and the most recent

important announcement which could affect some of our Members' training is changes to the Asbestos Licensing Procedures.

You can catch up with this information and other news by visiting our website at www.ukata.org.uk.

I am also pleased to announce that the long-awaited phase two of the website is reaching completion, which will integrate the Tutor Registration system with the current website and provide a platform for a Members log in area.

The third phase will then be the gargantuan project to include a completely new certificate generator as this is nearing capacity in its current form.

Anyone who knows about website development will understand completely that we have not been dragging our heels with this project, more a case of endless hours of testing and retesting to make it the best we possibly can.



Finally I would like to mention how very proud I was to be nominated for the Derbyshire Times Business Awards, Business Person of the Year award recently. However such a nomination cannot be gained alone and it is a great opportunity to mention the phenomenal hard working Team who are behind me all the way. Thank you Team!!

DATES FOR YOUR DIARY

| | |
|-----------------------------|-----------------------------------|
| Health & Safety Event | 9-11 April, NEC Birmingham |
| UKATA AGM | 4th July, Jurys Inn East Midlands |
| Health & Safety North | 8-9 October, EventCity Manchester |
| Contamination Expo | 11-12 September, NEC Birmingham |

UKATA Annual General Meeting & Asbestos Conference 2019

UKATA Members were notified this month that the UKATA AGM & Asbestos Conference has been arranged for 4th July 2019, at The Jurys Inn - East Midlands Airport.

Registrations have already been submitted from eager Members, which is great to see. The AGM is free for Members to attend and includes a number of benefits for Members.

Social Evening - Thursday 3rd July

Join UKATA at Jurys Inn (East Midlands Airport) for a social evening on Wednesday 3rd July 2019 between 7:00pm – 9:00pm. The social evening is free for Members to attend and includes a welcome drink and a two course hot buffet. This is a great networking opportunity and a chance for Members to meet the staff team, Directors and fellow UKATA Members.



Annual General Meeting - Friday 4th July

The formal AGM will take place on Thursday 4th July 2019. Registration opens at 9:00am. The formal business of the AGM will take place between 9:30am - 10:30am. Attending the AGM will ensure you are up to date with the latest progress of the Association.



UKATA Asbestos Conference

The UKATA Asbestos Conference is a great opportunity to hear from renowned industry speakers on the subject of asbestos. The Asbestos Conference will commence with two speakers from 10:45am. A hot buffet lunch will be served from 12:00pm followed by afternoon speakers from 12:45pm and the Conference is due to close at 2:00pm.



(any change in timings or speakers will be confirmed in advance of the event)

**BOOK YOUR PLACE ONLINE, OR CONTACT
VICTORIA.CASTELLUCCIO@UKATA.ORG.UK FOR MORE INFORMATION**

Asbestos in the News



Thursday 2nd August 2018

A property management company has today been sentenced after failing to carry out an asbestos survey prior to undertaking extensive refurbishment works.

The Magistrates' Court heard how, between April and May 2017, A company undertook construction work at two properties, one of which was part of a medical centre. In this time, the company failed to carry out an asbestos survey for either property, both of which were likely to contain asbestos.

An investigation by the Health and Safety Executive (HSE) found the company undertook and carried out construction which was likely to disturb asbestos containing materials during the strip out and part demolition of the two properties. Despite this, the company failed in its duty to carry out an asbestos survey for either property.

The company pleaded guilty to breaching Regulation 5 of Control of Asbestos Regulations 2012 and has been fined £15,000 and ordered to pay costs of £1,805.60.

Speaking after the hearing, HSE inspector said: "The risk of exposure to asbestos could so easily have been avoided if the company had carried out a suitable and sufficient asbestos assessment to identify the presence of asbestos within properties prior to commencing refurbishment work.

"Companies should be aware HSE will not hesitate to take appropriate enforcement action against those that fall below the required standards."

Wednesday 22nd August 2018

A wood processing company has been fined after unsafe asbestos work was carried out at its premises.

The Magistrates' Court heard how, on 20 October 2016, in the aftermath of a large explosion at a site, The wood

processing company was directed by the Health and Safety Executive (HSE) to fit new explosion relief panels to an asbestos cement-clad warehouse.

During an inspection by two HSE inspectors to assess progress, it was noticed that asbestos cement panels of the warehouse had been removed, cut to shape with power tools and replaced, breaching the Control of Asbestos Regulations 2012.

The HSE investigation into the incident found that while an external company had been contracted to fit the explosion relief panels, they did not work with asbestos containing materials, instead employees of the wood processing company removed the cladding. Following installation of the panels, some remedial work was necessary to repair holes left in the wall. The old asbestos sheets were cut to size and refitted.

Although the company was fully aware of the presence of asbestos and had an Asbestos Survey and Action Plan, this information was not shared with employees and measures were not put in place to contain the risks involved.

The wood processing company pleaded guilty to a breach of Section 2 (1) of the Health and Safety at Work etc. Act 1974 and was fined £2,000 and ordered to pay costs of £3,000 and a victim surcharge of £170.

Speaking after the hearing HSE inspector said: "Asbestos is responsible for thousands of deaths in the UK every year but it only becomes dangerous when it is broken up and fibres are released into the air.

"Asbestos should only be removed by specialist contractors this company put workers at risk by not following the correct safety procedures."

Friday 31st August 2018

A County Council has been fined £200,000 after asbestos was disturbed at a Primary School.

A Crown Court heard how, on 6 November 2014, an environmental health officer was carrying out a routine food inspection when they noticed what looked like asbestos rope hanging from the ceiling.

A prohibition notice was served on the now independent educational trust. An investigation found that the asbestos flue and rope were disturbed when it was under the control of the County Council 18 months beforehand.

The Health and Safety Executive (HSE) found that the flue and gasket rope were attached to a steriliser unit that was removed by the caretaker. The investigation also found that neither the caretaker nor the head teacher had any asbestos

management or awareness training. The council failed to effectively to prevent exposure and failed to provide suitable training to those liable to be exposed to asbestos.

The County Council pleaded guilty to breaching Regulation 10 (1) of the Control of Asbestos Regulations 2012 and was fined £200,000 and ordered to pay costs of £21,500.

Speaking after the hearing, HSE inspector said "The Council had implemented a system, but they had failed to take the simple step of checking to ensure it was being rigorously adhered to, resulting in employees not receiving the appropriate training. Organisations should be aware that HSE will not hesitate to take appropriate enforcement action against those that fall below the required standards."



Friday 21st September 2018

A machining manufacturer has been fined after workers were exposed to asbestos fibres whilst demolishing an internal wall.

The Magistrates' Court heard how the workers were asked to remove the internal wall by their manager. There was no asbestos survey or an up to date asbestos management plan for the premises.

An investigation by the Health and Safety Executive (HSE) found that asbestos insulation sheets were removed unsafely without proper precautions and by unlicensed individuals from the company without any safeguards in place to prevent the spread of the asbestos fibres.

The machining manufacturer pleaded guilty to breaching Section 2 (1) of the Health and Safety at Work Act 1974. The company has been fined £20,000 and ordered to pay costs of £2,454.40.

Speaking after the hearing, HSE inspector said: "Asbestos in buildings needs to be managed or removed by competent contractors. Those in control of work have a responsibility to devise safe methods of working and to provide the necessary information, instruction and training to their workers in the safe system of working. The company needed to follow the proper procedures by carrying out an asbestos survey and formulating an asbestos management plan as well as training those responsible for managing asbestos".

Monday 24th September 2018

A construction company has been sentenced for carrying out unlicensed asbestos work.

The Magistrates' Court heard how, during July 2017, a project was undertaken to refurbish a pub, into eight flats.

A survey of the site on 13 July found waste materials, including asbestos insulation board, were left lying outside the building. Asbestos containing materials, which would require a licence to remove, were also found to be present amongst the debris and in the building structure.

An investigation by the Health and Safety Executive (HSE) found the removal work was initiated under the control of the construction company and was done prior to the refurbishment survey. The business man had been advised that a refurbishment survey was to be undertaken before

works commenced. He failed to request information from the client with regards to the potential presence of asbestos containing materials, despite some material being marked as containing asbestos, and failed to use a licensed contractor to undertake the removal works.

The company pleaded guilty to breaching Section 5, 8(1) and 16 of the Control of Asbestos Regulations 2012. The company has been fined £7,000 and ordered to pay costs of £1,264.60.

Speaking after the hearing, HSE inspector said: "The dangers associated with asbestos are well-known and a wealth of advice and guidance is freely available from the HSE website. "Companies should be aware that HSE will not hesitate to take appropriate enforcement action against those that fall below the required standards."

Tuesday 9th October 2018

A businessman has been prosecuted after failing to check whether asbestos was present in a building he owned before starting major refurbishment works.

A Magistrates' Court heard how the businessman did not survey his property for asbestos before carrying out renovations to the building between 1 April 2012 and 12 October 2017. Following a routine inspection from a Health and Safety Executive (HSE) inspector, a survey was subsequently carried out. Large amounts of asbestos, some of which was in very poor condition, was discovered on the premises, indicating that asbestos could have previously been removed without any controls in place from areas of the building already renovated.

The HSE investigation found the businessman failed to identify the risks involved, and put appropriate measures in

place to prevent exposure to asbestos. The businessman has had previous enforcement action from HSE over a similar issue so was well aware of his duties under the law.

The businessman pleaded guilty to breaching Regulations 5(a), 11(1)(a) and 16 of the Control of Asbestos Regulations 2012. He was given a six months prison sentence, suspended for two years, sentenced to 250 community service hours and ordered to pay costs of £5,742.14.

HSE inspector said after the case: "This case highlights the importance of surveying a property for asbestos to prevent risk to anyone occupying or working in that building and to reduce the risk of exposure to asbestos and contracting incurable diseases as a result of that exposure."

Contamination Expo 2018

Contamination Expo Series, Europe's leading event for environmental professionals, ran alongside RWM, The Marine and Coastal Civil Engineering Expo this year at the NEC in Birmingham. The event took place 12th and 13th September with over 15,000 professionals and 600 exhibitors packing out the venue.

The first day saw an unprecedented rush of eager delegates, as representatives from leading environmental organisations from across the world flocked to NEC Birmingham to get the first glimpse of everything the 2018 event had to offer.

Headline speaker Graham O'Mahony, UKATA Chair opened Seminar Theatre 24 with his presentation Asbestos in Soils Training: As clear as mud. With an audience filling the theatre and overflowing into the networking area, talks are already underway about plans for 2019 to ensure delegates can get the most of their experience and not miss their chance to hear the presentations they have travelled to attend.

UKATA stand 5S80, located next to the keynote theatre acted as a hub of information for delegates enquiring about asbestos training and guidance. Opportunities were available throughout the day for attendees to meet with Mesothelioma activist Mavis Nye and Expert witness Professor Roger Willey who addressed the keynote theatre in the afternoon with his seminar titled Asbestos: Real Risk, Perceived Risk and The Cost of Land Remediation.



If you would like a copy of the presentation delivered by UKATA Chair, Graham O'Mahony, you can access this via the UKATA website.



Day two started with UKATA Director Chris Bishop opening Theatre 24 with his seminar titled 'Asbestos: What's the fuss?' Chris has an extensive knowledge of asbestos and has been working within the industry for over 20 years. Delegates were invited to discuss their questions with Chris following his seminar on UKATA's stand.

As the morning seemed to pass in the blink of an eye, the afternoon saw Mavis Nye discuss her journey with asbestos and her current health following recent treatment in UKATA Theatre 24. UKATA Chief Operating Officer Craig Evans presented Mavis Nye with an award to recognise her contribution to raising asbestos awareness and said, "It was my pleasure to present this remarkable woman with the UKATA Outstanding Contribution Award, very well deserved".

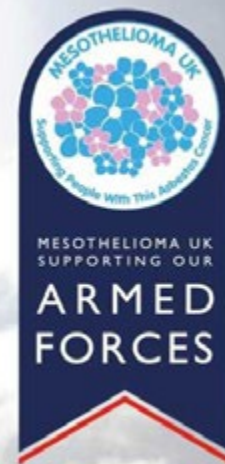
Exhibitors included several UKATA Members to include ACE, Essential Site Skills, Franks Portlocks, Keltbray and SMH who were all promoting their portfolio of UKATA approved asbestos training.



**Registration for 2019 is now live,
See you on the 11th & 12th September
at the NEC, Birmingham.**

Mesothelioma UK - Supporting Our Armed Forces

Mesothelioma UK specialist service for military personnel and veterans and their families who have been affected by mesothelioma.



Mesothelioma UK has launched a specialist, UK-wide service for Armed Forces personnel and veterans. This new service is called 'Mesothelioma UK - Supporting our Armed Forces'.

In 2016, Mesothelioma UK applied for funding through a grant to support a specialist service for armed forces personnel and veterans who have been affected by mesothelioma, the asbestos related cancer. The funding is supporting a three-year project, aimed at raising awareness of the disease and establishing a shared approach to providing information and support for Armed Forces personnel and veterans.

In the last century, asbestos was widely used throughout the UK including within areas of the Defence Estate and Crown Estate. Many UK citizens, including members of the Armed Forces, have come into direct contact with asbestos, either through handling products with which they were working or in the buildings/other assets in which they were working or living including ships, tanks and aircraft. This also applies to defence contractors and civilians working under contract for the MOD and/or Crown Estate.

Key facts and figures:

- The UK has the highest incidence of mesothelioma in the world with around 2,700 cases per year
- 84% of those diagnosed are male
- The average age for someone diagnosed with pleural mesothelioma is 75 years
- Currently eight veterans per month are claiming war pension due to a diagnosis of mesothelioma*

*Statistics from TheyWorkForYou open data from UK Parliament

If you're a serving member of the Armed Forces, a veteran, mesothelioma patient, family member or carer or from an Armed Forces partner organisation and want to find out more, please contact Meso UK by freephone or visit the website:

Tel: 0800 169 2409

Email: info@mesothelioma.uk.com

Web: www.mesothelioma.uk.com

The Mesothelioma UK - Supporting Our Armed Forces service:

- provides a specialist mesothelioma nurse, based in Southampton
- provides a finance and benefits advisor who can deal specifically with Armed Forces personnel and veterans
- works with multiple organisations and healthcare professionals, responsible for meeting the healthcare needs of Armed Forces personnel and veterans
- has developed a range of information resources to raise awareness of the disease within the Armed Forces and military personnel community
- includes the launch of a Facebook group specifically for the Armed Forces and their family and friends - www.facebook.com/groups/mesoukarmedforces
- is undertaking a comprehensive research programme

Mesothelioma UK

Charities rely on donations, fundraising and sponsorship and Mesothelioma UK is proud to have UKATA as a corporate donor to help the charity to provide its essential services across the UK.

Committed to providing specialist information, support and education, Mesothelioma UK is improving care and treatment for all UK mesothelioma patients and their carers. Integrating with NHS front line services, means the charity helps to ensure that specialist mesothelioma nursing is available at the point of need.

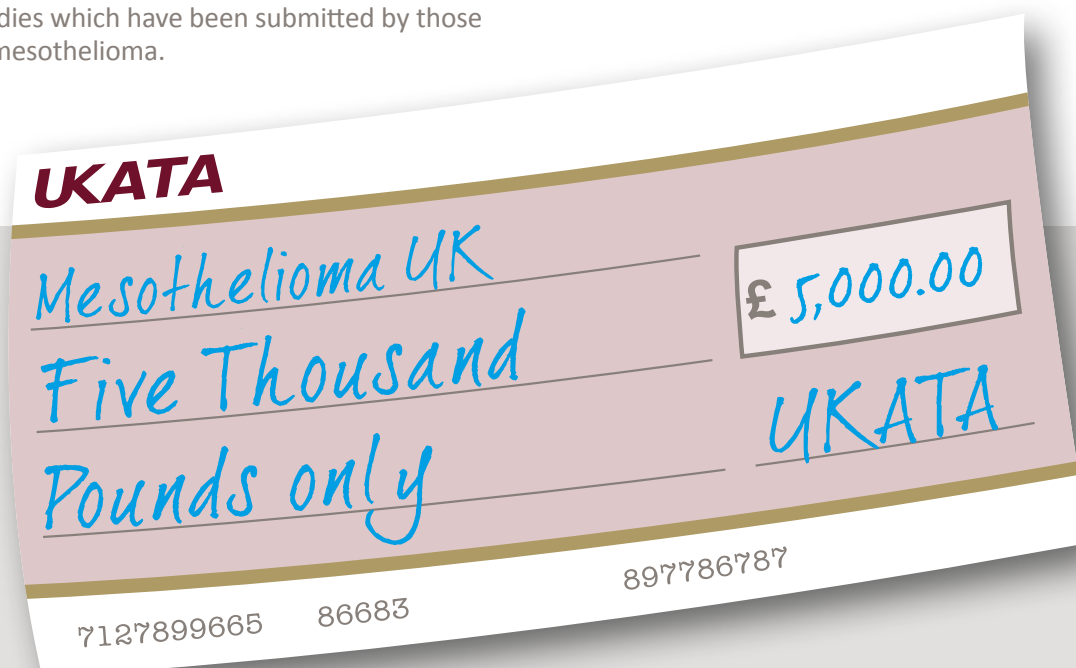
In September 2018, the 12 month corporate donor agreement drew to a close, and UKATA will soon be presenting Mesothelioma UK with a cheque for £5,000 towards supporting those effected by mesothelioma.

UKATA continue to support the charity, by promoting their services both on their website, marketing materials and at health and safety events such as IOSH Conference which took place in September and saw UKATA Events and Marketing Officer Victoria Castelluccio and Meso UK Fundraiser Ian Poynton join forces in raising asbestos awareness amongst delegates at the ICC in Birmingham.

UKATA is committed to raising awareness of asbestos support groups and charities, which includes a dedicated section on www.ukata.org for victim support groups and case studies which have been submitted by those effected by mesothelioma.



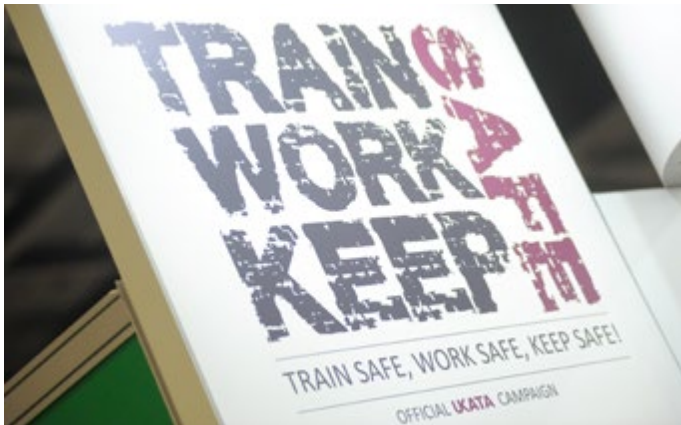
2018 – 2019 will see UKATA continue to raise money for charities working with victims of asbestos related diseases.



In September 2018, the 12 month corporate donor agreement drew to a close, and UKATA will soon be presenting Mesothelioma UK with a cheque for £5,000 towards supporting those effected by mesothelioma.

Train Safe, Work Safe, Keep Safe 2018

UK Asbestos Training Association is working in partnership with Jobcentre Plus as part of the Department for Work & Pensions to run the Train Safe, Keep Safe, Work Safe Campaign. The aim of the campaign is to raise awareness of asbestos and offer FREE training to those actively seeking employment or career changes in their journey to securing A job, a Better job and a future Career. The free UKATA asbestos awareness training is now available nationwide, across all regions and also available via E-Learning.



UKATA would like to thank all members that have pledged free training hours in support of the Train Safe Campaign, over 3,000 training hours have already been pledged. Members who have participated are featured within this article and a full list is available on the dedicated Train Safe Campaign webpage.

The award winning Train Safe, Work Safe, Keep Safe Campaign was commended in 2018 at The Health & Safety Excellence Awards in recognition for the significant improvement in health and safety. UKATA Director Jacqui Royall was accompanied by Events & Marketing Officer Victoria Castelluccio to collect a certificate of excellence in recognition of the success of the campaign at a star studded event in Birmingham.

Statement from DWP

The Department for Work & Pensions have commented on how the campaign has worked particularly well in some of the more rural areas, where e-learning has been most beneficial in supporting those with travel limitations, looking for work in the construction industry.

UKATA members still have time to pledge free Asbestos Awareness training, classroom or e-learning. The campaign runs from October 2018 until March 2019.

Mark Leigh, Employer Advisor Jobcentre Plus provided the following feedback, in respect of an asbestos training course recently delivered by UKATA Member West Environmental Services Ltd, in conjunction with The Train Safe Campaign.

"The course was really informative & the customers really enjoyed their morning on the session here in Newport JCP. The facilitator Gareth was really good & kept all the candidates engaged with plenty of Q&A. All the customers completed the course & left with all the information they needed in order to start applying for positions which will require the certificate they had all achieved"

In partnership with



Department for
Work and Pensions



**Over 3,000
free hours of
training have
already been
pledged by our
members**

Thanks to the following UKATA Members for supporting the campaign:





The Health & Safety Event

NEC BIRMINGHAM • 9-11 APRIL 2019

9-11

APRIL
2019

The UK Asbestos Training Association has been confirmed as show supporters for The Health & Safety Events. Taking place from 9 - 11 April at The NEC in Birmingham and Health & Safety North 8 - 9 October 2019 at EventCity Manchester.

The Health and Safety Event has been developed to suit anyone responsible for health and safety at work. Uniquely co-located with The Fire Safety Event and The Facilities Event, The Health & Safety Event is the perfect education and networking opportunity for anyone responsible for running a safe and efficient workplace, anywhere in the UK.

Quality and accessibility are essential which is why the event is FREE to attend and the vendors you will meet are among the most respected currently operating in the UK.

The organisers understand the need shared by safety professionals and employers for straightforward and reliable advice.

The Organisers educational partnership with The British Safety Council has helped to create an unrivalled educational experience for their visitors. Alongside the Free Conference content and access to over 300 respected vendors and suppliers across three shows, they offer 4 further outstanding features: The Safety Dialogue Theatre, The Safer Logistics Theatre, NEBOSH Education Pavillion and The Safety & Health Excellence Awards.

***Discounted stands are available for UKATA Members (new bookings only/ member must specify relationship with UKATA at the time of booking).**

Registration
is now
open see
www.ukata.org
to get your
FREE TICKETS



The Health & Safety Event

NEC BIRMINGHAM • 9-11 APRIL 2019



Health & Safety North

EVENTCITY MANCHESTER • 8-9 OCTOBER 2019



The Health & Safety Event

NEC BIRMINGHAM • 9-11 APRIL 2019

Show Partner



Educational partner



Save the date...

9-11 April 2019



Supported by



Find out more information at www.healthandsafetyevents.co.uk

Institute of Occupational Safety and Health



UKATA Collaborate with IOSH

UKATA continue to meet their objective of forging effective links with trade partners and industry stakeholders, by working with the Institute of Occupational Safety and Health “IOSH” on several projects in 2018. Craig Evans, Chief Operating Officer says “Working with likeminded organisations, such as IOSH is key in raising awareness and spreading the message further when it comes to asbestos awareness”.

IOSH Conference 2018, Shape a New World of Work took place 17th– 18th September, at the ICC in Birmingham. IOSH 2018’s annual conference, offered an exciting, relevant, up to the minute insight on the world of work from both national and global perspectives.

UKATA staff were able to showcase the Association to a fitting audience, raising brand awareness at the IOSH Conference 2018.

“Exhibiting at the IOSH Conference was a great opportunity for UKATA and provides a strong platform for us to continue raising awareness of asbestos and further promote training. It was a pleasure to join IOSH at a very successful conference” says Craig Evans, Chief Operating Officer of UKATA.

UKATA Chair Graham O’Mahony was also invited to deliver a series of webinars for IOSH. Complementing UKATA’s attendance at the 2018 Conference.

Part one of a two-part programme supporting the IOSH Construction Group was held on 20th August. The first webinar was aimed at construction safety professionals, managers, and those involved in the management of asbestos.

Part two was delivered on the 2nd November and covered managing asbestos on site, aimed at construction safety professionals, managers, and those involved in the management of asbestos.



You can catch up with both webinars on www.ukata.org.uk

Asbestos remains biggest workplace killer

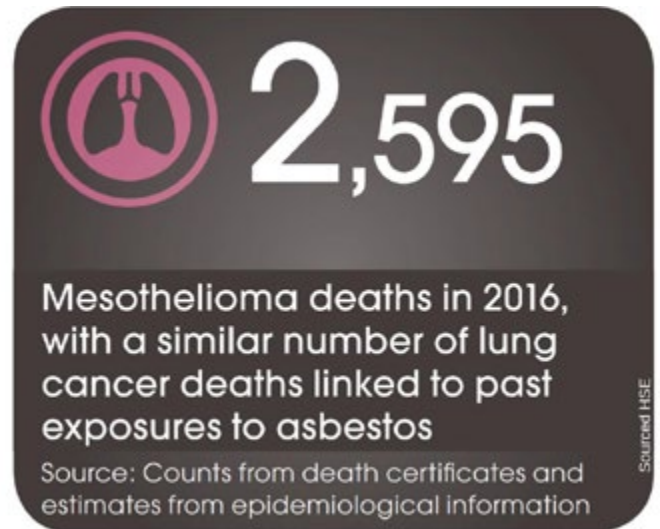
The Health & Safety Executive released the latest Health & Safety Statistics on Wednesday 31st October 2018. The statistics revealed that asbestos related deaths continue to rise in the UK, with 2,595 mesothelioma deaths in 2016. These latest figures also show an increased number of Asbestosis deaths, rising from 467 (in 2015) to 500 (in 2016) due to past exposures to asbestos.

All asbestos-related diseases typically take many years to develop so current statistics reflect the legacy of past working conditions. Widespread use of asbestos containing products, particularly in the post-WWII building industry, led to a large increase in asbestos-related disease in Great Britain over the last few decades.

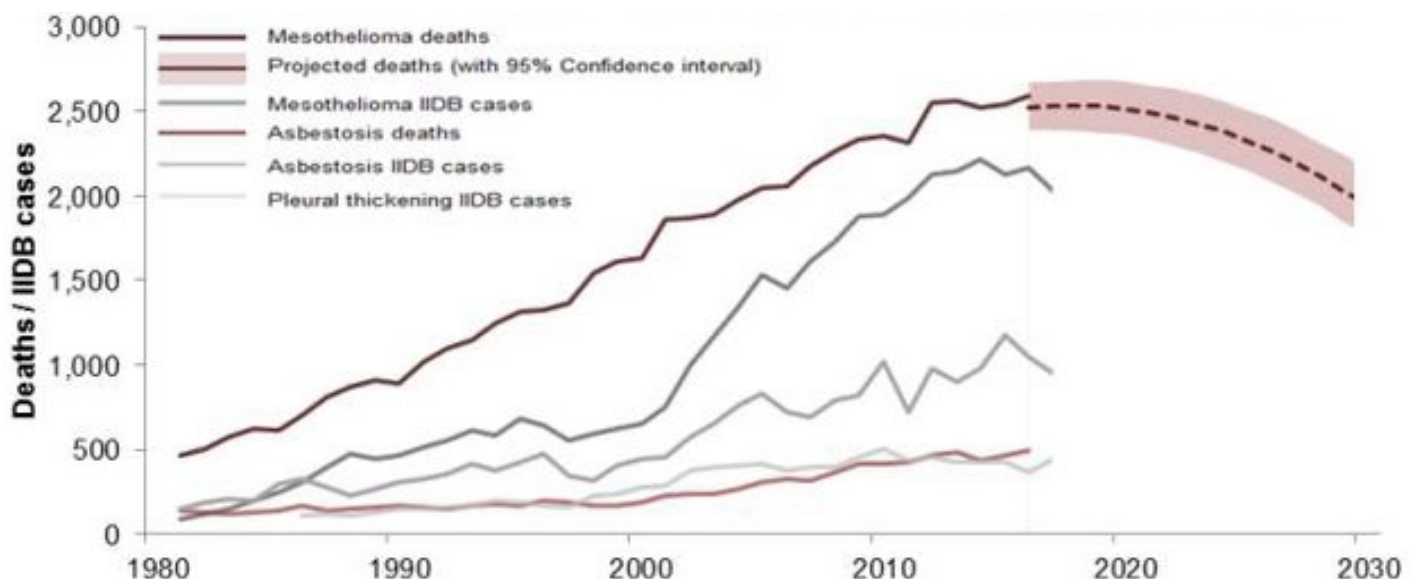
Overall this equates to over 5,000 asbestos related deaths each year. These figures highlight the importance for continual information, instruction and training.

Despite asbestos being banned in the UK in the year 2000, asbestos remains present in building built or refurbished prior to 2000.

Every employer must make sure that anyone who is liable to disturb asbestos during their normal work, or who supervises those employees, gets the correct level of information, instruction and training so that they can work safely and competently without risk to themselves or others.



Mesothelioma, asbestosis, and pleural thickening: time trends in annual deaths and Industrial Injuries Benefit Disablement (IIDB) cases*



*Latest statistics are for 2016 for deaths and 2017 for IIDB cases

UK Construction Week 2018

The UK's largest built environment event – UK Construction Week took place 9 – 11 October 2018 at The NEC, Birmingham.

UKATA Director Professor Roger Willey was invited to address delegates on the subject of Asbestos: Real Risk, Perceived Risk and Contract Price. Following the introduction of Regulation 4 (The Duty to manage) in the Asbestos Regulations in 2002 Professor Willey worked very closely with the HSE in the development of training packages to introduce the new concepts in this particular field. As a founder Member of UKATA Roger has continued to support the raising of asbestos training standards, through his continuing Membership and as a Director. In July 2018 UKATA presented Roger with a 'Lifetime Achievement' award in recognition of his unwavering commitment to raising standards throughout the asbestos industry.

On the final day of the event in Birmingham, Professor Willey took to the stage of CPD Hub 2, where over 100 delegates attended his seminar. Roger shared HSE figures relating to asbestos usage across the UK within schools, hospitals and government buildings, along with his research and theories. Roger was one of 350 speakers and industry pioneers invited to present at the largest built environment event in the UK.

“Being invited to provide a speaker for UK Construction Week, represents the respect UKATA holds within the health and safety industry. Over 5,000 die from asbestos related diseases within the UK each year, there is much to learn from experts such as Professor Willey” says Craig Evans, Chief Operating Officer of UKATA.

UKATA Member The Health and Safety People were amongst over 650 exhibitors to stand at the 2018 show attended by over 35,000 delegates.

UKATA was established in 2008 and has gone from strength to strength over the last 10 years, now numbering more than 180 member organisations delivering asbestos training from all corners of the UK.

Speaker requests can be submitted to Victoria Castelluccio, Events & Marketing Officer.



Derbyshire Times Business Awards

UKATA are proud to announce that Chief Operating Officer, Craig Evans was a finalist of the 2018 Derbyshire Times Business Awards.

Craig is no stranger to business awards, in 2016 as then General Manager for UKATA, Craig was shortlisted for The Derbyshire Times Business Awards and went on to win Business Person of the Year. Winning the award, gave Craig further encouragement and even more determination to push himself and the association forward to where it stands today.

Craig commented 'The Derbyshire Times Business Awards 2018 was a big highlight in both UKATA and Chesterfield's calendar – being named as a finalist in Business Person of the Year category certainly had a significant impact in my personal development.'

The Derbyshire Times Business Awards aim to recognise and celebrate the very best in local business and commerce.



2018 is a year of great celebration for UKATA, having opened its doors for business ten years ago in January 2008!

The Association was set up to raise standards in asbestos training throughout the industry and the wider public. This belief has never wavered and standards in training have remained steadfast throughout a period of great expansion and remarkable success.

Members will have experienced first-hand the robust structure that has been developed throughout the years to prove beyond any shadow of doubt that Members all meet the exacting standards that UKATA has become respected for throughout industry. All Members have successfully undertaken the rigorous auditing process to achieve Membership of UKATA including proving competency of every Tutor who delivers training within the Member Company. As a culmination of all the above UKATA now has a



structured framework in place of which we are all extremely proud. UKATA is delighted to announce that CITB have officially accepted UKATA as an approved 3rd Party Awarding Organisation for Licensable, Non-Licensable and Asbestos Awareness training. UKATA Members are pre-approved to apply as an Approved Training Organisation (ATO) with the CITB as the UKATA standard is accepted as an approved direct entry framework.





What is a CITB ATO and what are the benefits?

CITB is changing the way it supports training for the construction industry. Part of this strategic change is the creation of CITB Approved Training Organisation (ATO) status that is awarded to training providers.

What is a CITB ATO?

A CITB ATO is an organisation which provides construction training courses and qualifications to a defined and industry-agreed training standard.

An ATO could be, for example a commercial training provider, a construction employer's in-house training department, or an educational establishment.

To become an ATO, the organisation will have successfully completed CITB's approval process.

What are the benefits of being a CITB ATO?

When you are a CITB ATO:

- you will be recognised by CITB as well as the British construction industry as a training provider who can deliver good quality training that meets the industry approved standards
- you will have access to the Construction Training Directory, a powerful marketing tool which is open to all who are interested in construction training
- you can tap into this market who are looking for CITB grant funded training courses on the Directory
- you can stand out from your competitors as you will be part of CITB's automated grant payments system, making it easier for employers to book courses with you for their workers and be reimbursed for it.

Why CITB is changing how it supports construction training

CITB is changing the way it supports training for the construction industry. Part of this change involves the launch of new products and services.

CITB is leading the creation of a list of training standards which come into effect from April 2018. This will mean an individual's skills will be transferable across the construction industry in Great Britain. To enable this to happen, CITB is launching new services for both training organisations and employers.

These services will provide a single place for employers to:

- find industry approved training
- search for their employee's training achievements, and
- receive automated grant payments to employers.

The data generated by the system will allow CITB to target funding on the areas of most need to the construction industry.

*Registering as an ATO is completely free of charge to UKATA members, which will save £750 a year



If you would like to discuss this any further, please contact the UKATA Membership Department and a member of the team will be able to assist with your enquiries.
Tel: 01246 824 437 Email: info@ukata.org.uk

Member News

West Environmental Services Ltd – Awards Success

It was announced that UKATA member West Environmental Services Ltd has been shortlisted for the 2018 NatWest Great British Entrepreneur Awards in the Family Business Entrepreneur of the Year award.

West Environmental Services Ltd beat off some tough competition in order to make the regional shortlist, with a record number of businesses entering the awards nationally across the wide range of categories.

Now in its sixth year, the NatWest Great British Entrepreneur Awards has celebrated some amazing entrepreneurs over the years, many of whom are now household names. Past winners include David Buttress of Just Eat, Julie Deane OBE of The Cambridge Satchel Company, James Watt of BrewDog and most recently, Hannah and Sophie Pycroft of Spectrum Collections.



Casa Environmental Services Ltd – Expansion

In order to provide an enhanced level of service to their existing client base, Casa Environmental Services Ltd have recently opened an additional branch office covering the Devon and Cornwall Counties.

The strategically placed office in Saltash will allow Casa to access both counties and provide a more competitive pricing structure throughout the area for both existing and future clients. This will allow Casa to increase both their presence and client base. Consideration is also being given to expanding their analytical services to include another Laboratory in the region.

The company, in line with Casa company policy, will be looking to recruit and train locally based personnel as the branch expands.

Assisting Casa in achieving this will be new branch manager Dave Chudleigh. Dave has been working in the asbestos industry for many years and is an experienced Surveyor. His long association with the Directors of Casa will assist in his integration into the Casa Team.

To accompany the development of the business, and the opening of new locations, Casa became UKATA approved asbestos awareness training providers in July 2018.



The Directors of Casa took the decision to become professional members of the United Kingdom Asbestos Training Association because of the Organisation's unrivalled reputation and standards of excellence.

Lee Hardy was chosen by the Directors to become Training Manager. Lee has worked with Casa for a number of years and has over 20 years' experience in the asbestos industry as a surveyor and analyst. His experience and knowledge made him an obvious choice for the training role.



FRANKS PORTLOCK – Shortlisted for Prestigious Award

Leading asbestos and environmental management consultancy, Franks Portlock has been shortlisted for a prestigious accolade for its commitment to the West Cumbria area.

Franks Portlock has been shortlisted for the Socio-Economic Commitment to West Cumbria Award in Britain's Energy Coast Business Cluster (BECBC) Awards 2018.

BECBC is a private sector led organisation, with members from SMEs to global companies with business interests in West Cumbria. In line with the organisation's aims, the awards recognise and celebrate 'Cumbrian Collaboration'. Founded in 2007, by Phil Franks and Stephen Portlock, Franks Portlock is a leading asbestos consultancy offering a complete range of asbestos consultancy, inspection, testing and management services.

The company, which has an office in Sellafield, Cumbria, undertakes a range of activities and projects, as part of its socio-economic commitment to West Cumbria, covering areas such as: employment training, educational and STEM development, volunteering and fundraising.

This includes: working with the Little Lifers First Aid Initiative and the Energy Coast University Technical College; ongoing fundraising and volunteering activities for Hospice at Home West Cumbria and the North Lakes Food Bank; and providing equipment and training – including UKATA certified Asbestos Awareness Training and ten Health and Safety training modules - for West Cumbria Works' 12-week community improvement project, which aimed to boost local employment.

James New, Sellafield site contract manager and North West regional manager at Franks Portlock, commented: "At Franks Portlock, we are dedicated to supporting the local communities in which we work and to the positive impact we can make to the West Cumbria area, through both immediate short-term support and long-term sustained development.

"As a local employer, we aim to maximise impact through engaging directly with local bodies, partners and agencies and, where appropriate, through collaborative working with fellow members of the Sellafield Supply Chain.

"I am delighted that we have been shortlisted for this award – it is a testament to the hard work and dedication of our team who go above and beyond their duties to support the West Cumbria region and engage with local initiatives, projects and charities."

The awards cover seven categories: SME Innovation and Creativity, Collaboration, Socio Economic Commitment to West Cumbria, Inspiring People, Growing Business, Micro Business of the Year and Company of the Year. Winners will be announced at the Gala Dinner at Energus on Thursday 22 November 2018.



Member News

Keltbray Group – Awards

Keltbray Group has won this year's Construction News Specialist Contractor of the Year Award. The company was presented with the award in a ceremony at Grosvenor House in London in July 2018. The judges declared Keltbray the winner of this category because of its exceptional commitment to improving every aspect of its business.

The panel was impressed with how the firm underpinned that mantra with a clear vision and determination to raise standards across the industry: Keltbray demonstrated these attributes in several ways, including its expansion in the past year with the launch of Keltbray Structures: a business providing concrete structure solutions. The new unit allowed the group to go beyond preparing new sites for infrastructure and developments and contribute to a project for a longer period.

Having delivered a number of smaller complex projects with the new division, the company stepped things up by securing a two-year £110m contract to construct more than 500 homes at Battersea Power Station.

The panel also praised the way in which Keltbray combined its ambitions for growth with a continued push for efficiency within the business. Its emphasis on innovation drew similar admiration, with several outstanding examples singled out. These included the introduction of a road rail wiring unit that halved overhead line electrification installation times, as well as software for piling applications that enables staff to share information in real time as work progresses.

Many of these innovations have been developed by Keltbray's staff, and the business has structured itself in a way that enables employee ideas to become reality. This was apparent not only through the firm's structure, but also in the investments it made: in 2017 it spent £2.4m on training and £15m on technology and equipment. Such investment has allowed staff to devise new and innovative solutions, as well as providing the workforce with high-quality tools and up-to-date skills and expertise.

The judges were pleased to see that Keltbray went that extra step when it came to best practice, sharing its innovations and methods with the rest of the industry in an effort to raise standards for all. They were left with the clear impression that the business cares deeply about its staff and supply chain, and that it wants to improve them as much as possible.

Keltbray sees these factors as critical to its financial performance, and has been rewarded with significant growth in recent years.



The company's attitude made a lasting impression on the judges, its dedication from top to bottom convincing the panel to name Keltbray Specialist Contractor of the Year. "Keltbray's attitude made a lasting impression; this is a business that cares deeply about its employees and its supply chain," one of the judges commented.

Keltbray Environmental was also Highly Commended in the Environmental Contractor of the Year category for its use of barges to move excavated material was a simple yet effective measure to reduce plant emissions in an economical fashion, the judges noted. Also catching the judge's attention was Keltbray's investment in its restoration facility at Thames Wharf, which treats the excavated material so it can be reused or, if necessary, disposed of safely.

The judges said Keltbray's entry showed "impressive technical knowledge" regarding its restoration process, as well as a commitment to lead the industry in this area of sustainability





Airborne Environmental Consultants Ltd Launches Immersive Asbestos and Legionella Training

Airborne Environmental Consultants Ltd train over 2000 delegates each year, AEC are proud to launch an immersive training experience, enabling delegates to 'virtually' step into the award winning, Hazard House.

In 2017, AEC launched a unique, practical training facility called Hazard House, based at the Manchester training centre. The realistically sized house allows delegates to interact with over 180 mock asbestos installations and Legionella hazards.

Practical, hands-on training is at the heart of AEC's training courses and in 2018, Hazard House was recognised with a business award for Innovation by UKATA. AEC are continuing to innovate and provide a world class training experience to businesses across the UK and Worldwide. Using the latest virtual technology, students are able to 'step into hazard house' at the Rainham training centre and on bespoke courses delivered at client premises.

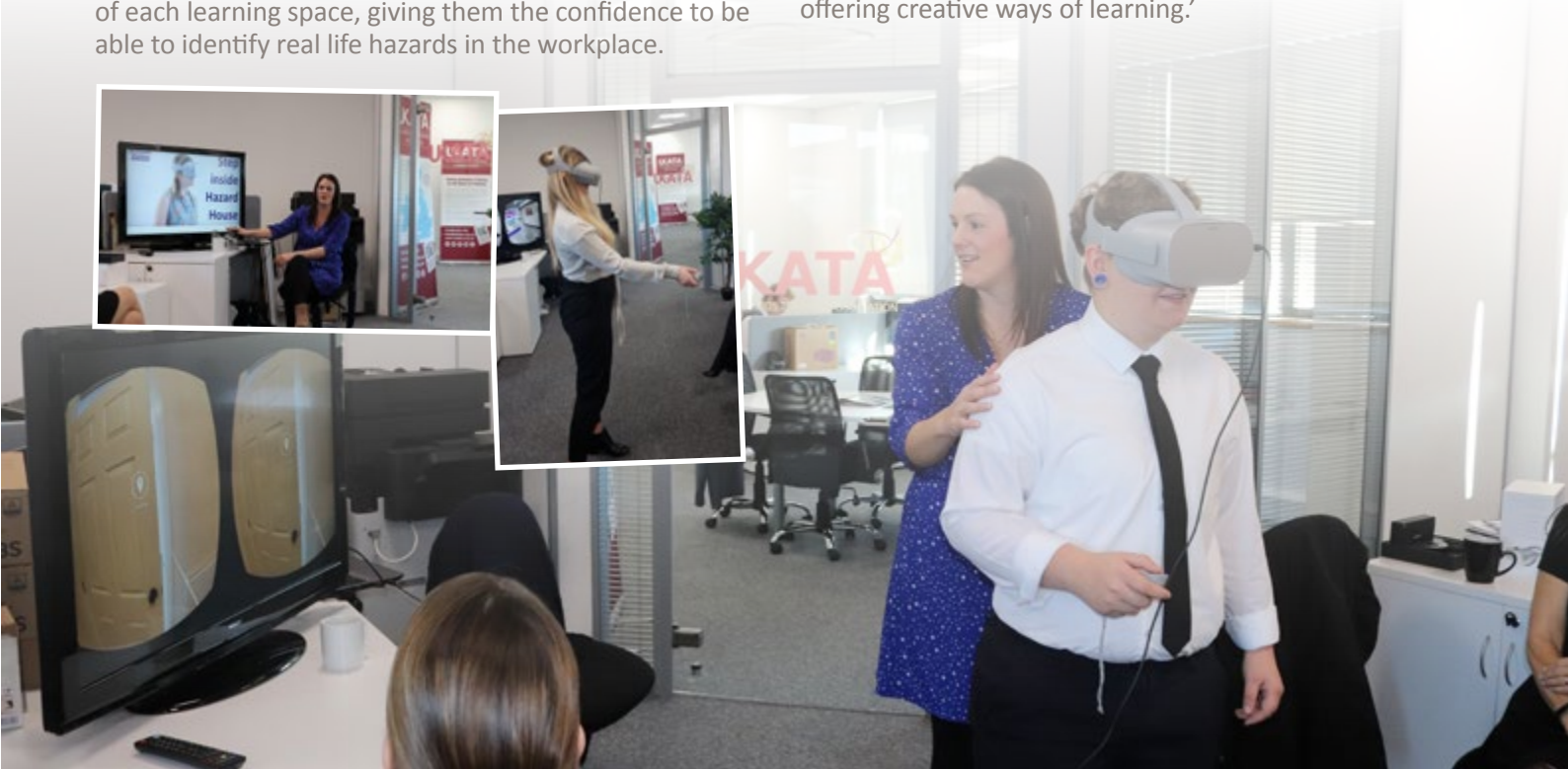
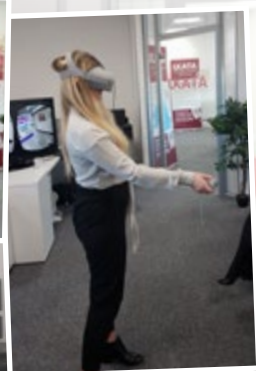
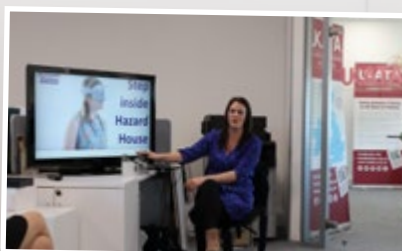
Whilst in a classroom environment, delegates will be able to use the Oculus go headsets individually, or as a group, to explore different types of asbestos and Legionella hazards, in different locations around the house. Rather than just looking at photos of asbestos in buildings (which is traditional learning), delegates have 360 degrees view of each learning space, giving them the confidence to be able to identify real life hazards in the workplace.



Airborne Environmental Consultants Ltd

Katy Dixon, AEC's Marketing Executive visited UKATA in November 2018 to demonstrate the immersive VR experience to the Head Office Team. Craig Evans, Chief Operating Officer of UKATA said "Virtually visiting the Hazard House allowed UKATA Staff to identify and explore different types of asbestos and legionella hazards in a safe environment, without having to leave the office".

Bob Harris, Technical Director and head of AEC's training services said 'We pride ourselves on giving our training delegates a comprehensive, interactive learning experience. Virtual reality software provides us with the ability to address different learning styles. Students have different approaches to how they process information, and we want to increase their academic confidence by offering creative ways of learning.'



CPD Explained



So, what is CPD? CPD stands for Continuing Professional Development (CPD) and is the term used to describe the learning activities professionals engage in to develop and enhance their abilities. It enables learning to become conscious and proactive, rather than passive and reactive.

CPD combines different methodologies to learning, such as training workshops, conferences and events, e-learning programs, best practice techniques and ideas sharing, all focused for an individual to improve and have effective professional development. There are over 1000 institutes & professional bodies across the UK, a number that is forecast to increase.

Accompanied by such growth is the acceptance that academic qualifications must offer more vocational and skills-based or 'practical' learning. A structured, practical and methodical approach to learning helps employers across industries to keep key staff and develop the skills & knowledge in their organisations to maintain a sustainable and competitive advantage.

Engaging in Continuing Professional Development ensures that both academic and practical qualifications do not become out-dated or obsolete; allowing individuals to continually 'up skill' or 're-skill' themselves, regardless of occupation, age or educational level.

UKATA Mandatory Requirement

CPD is a mandatory requirement of the UKATA Tutor Registration System. Each Tutor's CPD cycle will commence upon successfully passing the Tutor Knowledge Test.

All Tutors are required to input their CPD online via their individual account on the Tutor Registration System and must achieve a minimum of ten CPD points each year or a minimum of thirty CPD points within three years. Learning should come from a wide range of activities, both formal and informal and Tutors should aim to have a balance between all areas of CPD activities. Some examples are listed below:

- a) Attendance and/or active participation at training and development events;
- b) Attendance and/or active participation at UKATA events e.g. regional meetings
- c) Feedback from QA, Internal/External Verification, Internal/External Audit;
- d) Completing distance or open learning packages;
- e) Work shadowing, job rotation;
- f) Mentoring of other trainers/assessors;

*A detailed list is available within the Tutor Registration Guidance



Structured CPD / Active Learning

Structured CPD / active learning involves interactive and participation-based study. It is typically proactive and can include attending a training course, conference, workshop, seminar, lecture, e-learning course or CPD certified event. CPD active learning also applies to when professionals take career orientated exams and assessments (the study and revision would be considered self-directed learning, see Self-Directed CPD).

Reflective CPD / Passive Learning

Reflective learning involves no participant-based interaction, so this form of CPD is much more passive and one directional. Examples of this include reading relevant news articles, podcasts & case studies and industry updates. Some informal meetings can be applicable to CPD reflective learning, but the learning objectives of these meetings must be made clear in an individual's overall CPD plan.

Self-Directed CPD / Unstructured Learning

Self-directed learning involves all unaccompanied CPD activities. It covers the reading of documents, articles and publications; either in print or online. Reading relevant publications, books by leading experts, industry journals and trade magazines are all types of self-directed CPD. You could also include industry-specific news feeds or research into relevant fields.

On average readers take an hour to digest UKATA Matters from cover to cover, don't forget to log your hour for this activity.

#DustBuster Campaign



Throughout October 2018, UK Asbestos Training Association offered their support to The Health & Safety Executive's #DustBuster Campaign.

The Health and Safety Executive (HSE) launched a campaign that involved inspectors visiting construction sites across the country to check businesses have the measures in place to protect workers' lungs from asbestos, silica and wood dusts.

UKATA Members, who provide asbestos training throughout the United Kingdom, participated and showed their support via social media platforms using the #DustBuster and #WorkRight hashtags.

Asbestos is responsible for more than 5,000 deaths in the UK each year. The UKATA website (www.ukata.org.uk) is a great hub of information on asbestos and provides information on local support groups for those who are effected by asbestos related diseases such as mesothelioma.

The images below show members and UKATA staff supporting the campaign:



The full gallery of member support photos can be found on www.ukata.org.uk

I #WorkRight so I don't die young and miss out on my kids growing up



#DustBuster



US Raw Asbestos Imports Surge 2000% in 2018

Article written by Linda Reinstein – ADAO

Hats off to all of the UK Asbestos Training Association (UKATA) training providers. Linda Reinstein of ADAO says “For us, prevention is the only cure. As you know, the USA hasn’t banned asbestos, and worse yet, imports and use continue”.

Recently, I was updating my 2018 asbestos imports research and to put it bluntly, the findings were nothing short of unsettling.

Compared with the 13 metric tons of asbestos imported in July of this year, the Environmental Protection Agency (EPA) allowed the entry of 2000% more asbestos in August 2018, ushering in a grand total of 272 metric tons of the lethal mineral. This figure nearly equals the total amount of asbestos imported in 2017. It roughly doubles the running total for 2018’s imports. With previous trends showing drastic decreases in asbestos imports, this sharp spike in 2018 is a cause for immediate concern.

The striking increase is a major indicator that the industry is not concerned about President Trump nor the EPA taking any steps to ban or even reduce the use and import of asbestos.

In June, the EPA released the expected “Problem Formulation Document” that excludes evaluating the risk of legacy asbestos contamination which can be found in homes, schools, and workplaces.

That same week, the now-disgraced ex-EPA Administrator Scott Pruitt rejected a prompt from Congress to monitor the health risks of “legacy asbestos” still present in American homes and businesses. In September, the Agency even began directing funds away from efforts to remove asbestos from public schools, a terrible fact that became quite apparent in my hometown.

It follows that public health will suffer when a president enacts an agenda so blatantly pro-business, anti-regulation, and anti-science. Until recently, analysis of federal data from the Centers for Disease Control and Prevention had suggested that asbestos-caused diseases were killing an estimated 15,000 Americans a year. However these figures appear to have dramatically risen, as demonstrated by a recent study from the International Commission on Occupational Health. Led by Dr. Jukka Takala, this research estimates that nearly 40,000 Americans and more than 255,000 people die from asbestos-caused illnesses every year.

As imports and death tolls are rising, the fight for an asbestos ban in the States has taken on an entirely new character. ADAO has begun setting its sights on a more foundational form of change - on cultivating a “culture of prevention.” Taking cues from our international partners in this movement - particularly those at the recent African Conference on Occupational Health & Safety - we are attempting to redefine the American understanding of asbestos.

Our internal estimates of public consciousness around this issue - which indicate that roughly 9 in 10 Americans incorrectly believe asbestos to already be banned in our

country - demonstrate that we have a lot of work to do. In response, we have doubled our commitment to spreading awareness. We published a four-part series on asbestos during October’s Health Literacy Month. We also took preliminary steps in September toward a formal legal challenge of the EPA, demanding that it give American citizens better information about the companies using asbestos in our country. Lastly, we have continuously sought out avenues by which individual Americans can have their voices heard, our most successful of which being an online petition with almost 130,000 signatures.

As an organization founded by asbestos victims, we do not stray from a challenge merely because it has gotten more difficult. We are committed to enacting a no-exemptions, no-loopholes ban of this carcinogen, and - despite our setbacks - we are quite possibly the closest we’ve ever been to achieving it. The Alan Reinstein Ban Asbestos Now Act of 2018 - named for my late husband - is currently pending in both houses of Congress, with a high-powered group of cosponsors pushing it forward.

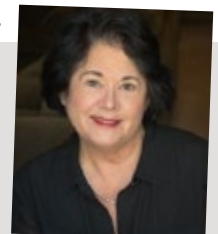
As we’re met with short-term political opposition, ADAO will continue to fight harder. We are even more committed than ever to banning asbestos once and for all.



About the author

Linda Reinstein turned her anger to action after her husband, Alan, was diagnosed with mesothelioma in 2003. After discovering that asbestos was still legal in the USA, and a lack of resources online, she and Doug Larkin co-founded the Asbestos Disease Awareness Organization (ADAO) in 2004 to prevent asbestos exposure and eliminate all asbestos-caused diseases.

Now serving as President and CEO, Reinstein remains focused on protecting public health, environmental justice, and civil rights. Reinstein has presented to audiences throughout the U.S. and in more than 20 countries about the global asbestos crisis. As a strong political voice for prevention and policy in every major asbestos-related issue, Reinstein has been a frequent U.S. Congressional witness. Recognized as an expert with nearly 40 years of nonprofit experience in building and sustaining grassroots organizations, Reinstein specializes in developing, implementing, and leveraging integrated educational social media campaigns to a worldwide digital audience to affect change.



Development, Marketing & Brand



Brand Protection is flying high, thanks to the ongoing efforts of Brand Protection Officer, Jackie Peat who has been supported by Brand & Marketing Assistant, Leonie Hibberd.

Leonie has been involved in managing brand compliance issues via our social media streams. Such cases include non UKATA Members advertising “UKATA Training”, misuse of the UKATA Logo and further breaches of Brand Guidelines. These cases are easily flagged up via social media account management programmes which Leonie is able to log and refer to the Brand Development Officer accordingly. Asbestos Awareness in particular is a basic requirement for many roles within the construction industry, therefore achieving certification is important. Unfortunately, as we see within HSE prosecutions, there are individuals and companies alike who prefer to take “shortcuts” in their working practices, this can include failing to have the correct training in place for employees, or drafting fraudulent certificates to suggest the relevant training has been carried out. As always, we appreciate your support in reporting any issues you see in respect of any brand protection issues.

Annual Review of The Rules of Membership

The Rules of Membership are currently under review in preparation of the 11th Annual General meeting, taking place 4th July 2019. This action is being lead by the Board of Directors, with the support of the Senior Management Team.

Addendums and Additional Courses

Further additional courses and addendums are currently under review, this includes the Asbestos Project Manager course, which is in its final stages of development and will be issued to members in the new year.



Working Groups

UKATA recently launched a series Working Groups to allow members to assist with the development of the Question Banks, E-Learning specification and Non-Licensed Work and Licensed Work discussion group. The Working Groups are open to all Members interested in the continuous improvement of E-Learning standards, the review of the Question Banks and to discuss matters appropriate to raise with the ALG.



If you are not already part of a Working Group, and would like to get involved – please contact Company Secretary, Gill Lewis on 01246 824 437 or gill.lewis@ukata.org.uk

Competition & Fundraising

UK Asbestos Training Association has partnered with Jobcentre Plus, part of the Department for Work and Pensions, to offer free asbestos awareness training to people who are currently out of work. The campaign will run between October 2018 until March 2019.

Answer the following question correctly, to be in with the chance of winning this prize:

What is the name of the UKATA campaign running from October 2018 until March 2019?

- A) Train Safe, Work Safe, Keep Safe Campaign**
- B) Free Asbestos Awareness Campaign**
- C) Build Your Future**

Please submit your answer to info@ukata.org.uk by 1st January 2019 and mark your email as UKATA Matters Competition Issue 16.

Usual UKATA Terms and Conditions apply. Member companies only. No limit to the number of Directors and employees that can enter from a Member company, but only one entry per individual. No cash alternative prize. Judge's decision final. The winner agrees to publicity in the next edition of UKATA Matters, UKATA website and social media streams etc.



Christmas Jumper Day

UKATA held a Christmas Jumper Day on 5th December in support of Mesothelioma UK. Get involved throughout December and share your #ChristmasJumperDay photos with us on Twitter by tagging @UKATA_Official.



Employment Status

It is fair to say that 2018 has been the year of employment status; numerous employment tribunal claims have been brought from individuals seeking to clarify which employment rights they are entitled to. You should become familiar with the differences between the three main categories of status, as this will help determine your obligations towards them.

Employee – This is an individual who has a contract of employment and works under the control of the employer, without the unlimited right to send a replacement in their place. There is also an obligation on both parties in the relationship; the employer has to offer work to the individual, and the individual has to undertake this when offered.

Worker – These also work under a contract for services, however, the main difference is usually that a worker is entitled to turn work down when this is offered. The employer may have a limited right to control where and when the work is done.

Self-employed – Whilst there is currently no specific legal definition of self-employment, case law has highlighted that these individuals may carry on a business on their own account, they are free to send other people to carry out work in their place for whatever reason, they have the

freedom to determine how work is carried out including pay rates, and will usually work for a number of customers at a time.

Crucially, even where there is a legal contract or document in place which outlines the status of the individual, an employment tribunal can look behind this documentation to determine how the working relationship operates in reality. This has created difficulties for many employers at tribunal because they have been unable to show that the use of self-employed contractor agreements reflected the practical day-to-day running of the business. For example, the Supreme Court recently confirmed a self-employed plumber working for Pimlico Plumbers was a worker because he had to provide personal service and there was a high degree of control over his work, including using branded vans and uniforms, centrally

set pay rates and a set number of working hours.

Many businesses who have lost in the employment tribunal, including Uber, Addison Lee and CitySprint, are now facing significant back pay liability. As those with different status receive different employment rights, misclassifying the workforce means the employer is unlawfully avoiding their obligations to staff. For example, those who are self-employed are only protected from being discriminated against whilst workers are entitled to rights including National Minimum and Living Wage, paid holiday and minimum rest periods and breaks. Employees receive the greatest number of rights, including the right to a written statement of their terms, protection against unfair dismissal and a statutory redundancy payment.

If you would like to learn more about employment status and how Peninsula can help advise best practice, please contact Karl Wellman-Smith

✉ karl.wellman-smith@peninsula-uk.com

☎ 07976 083 572

TRAIN WORK KEEP

TRAIN SAFE, WORK SAFE, KEEP SAFE!

OFFICIAL **UKATA** CAMPAIGN

In partnership with

jobcentreplus

Department for
Work and Pensions



#BuildYourFuture

Free Asbestos Awareness Training is available nationwide

Are you unemployed?

Do you want to work in construction?

Are you looking for A job, a Better job and a future Career

FREE ASBESTOS TRAINING IS AVAILABLE IN YOUR AREA

ASBESTOS KILLS AROUND 20 TRADESPEOPLE EACH WEEK

Members of the **UK Asbestos Training Association** are working in partnership with Jobcentre plus to offer **FREE** Asbestos Awareness training to support those that are unemployed, NEETS (Not in Education, Employment or Training) and career changers in their journey to securing **A** job, a **Better** job and a future **Career**.

The purpose of the **Train Safe Campaign** is to raise awareness of the risks associated to working with asbestos and to ensure the correct information, instruction and training is delivered to the industry.

This will be at no cost to DWP, JCP or the learner.

If you are interested in learning more speak to a work coach at your local jobcentre

UKATA

UK ASBESTOS TRAINING ASSOCIATION

01246 824 437
www.ukata.org.uk