

## MINUTES OF THE FPS QUARTERLY MEETING

**Date:** Thursday 12<sup>th</sup> February

**Time:** 9.30pm

**Location:** Hamilton House, Mabledon Place, London, WC1H 9BD

**PRESENT:**

Jody Parkin	Aarsleff
Martin Blower	Bauer
Malcolm O'Sullivan	BBGE
Mark Pennington	BBGE
Jonathan Morris	Cementation Skanska
Yvonne Ainsworth	JRL Civil Engineering
Bob Thompson	Keller
Stuart Norman	Keltbray
Andrew Waghorn	Murphy Ground Engineering
Peter Handley	Van Elle

**In the Chair:** Philip Hines                      Bachy Soletanche

**In Attendance:** Ciaran Jennings                      FPS Secretariat  
Grace Hawkins                      FPS Secretariat

No	TOPIC	ACTION
1	<b>APOLOGIES FOR ABSENCE</b>	
	Apologies were received from Mark Sheridan (BAM Ritchies), Niall McGill (FK Lowry), Craig Macklin (Franki Foundations), Alistair McDonald (Franki Foundations), Darren Brockett (Rock & Alluvium) and Paul Gwynne (Martello).	
2	<b>MINUTES OF THE LAST MEETING</b>	
	The minutes of the last meeting held on 19 <sup>th</sup> October 2018 were approved.	
3	<b>MATTERS ARISING</b>	
i.	<p><b>Build UK Presentation: Suzannah Nichol</b></p> <p>Suzannah Nichol presented to the FPS Quarterly Committee, she observed the UK construction industry has seen a lot of negatives in 2018, but the economy mirrors the construction industry. It was noted that the Grenfell fire, the liquidation of Carillion and negotiations around Brexit have impacted the year, fundamentally affecting delivery. Suzannah advised that the industry needs about 40,000 new people joining each year. It was reported Build UK's philosophy is that the only behaviour a person can change is their own and that this needs to be the focus of Members in order to create change in the industry.</p> <p>She explained that around five years previously, there was an opportunity to bring the supply chain together by merging NSCC and UKCG. This led to the formation of Build UK, which combined Contractors, Trade Associations, Alliance Institutions, Clients and Professional Services. They have three core priorities; improving business performance, increasing productivity and recruiting, training and retaining talent. Suzannah elaborated on these priorities;</p> <ul style="list-style-type: none"> <li>• <b>Improving business performance-</b> To identify contractual terms that inappropriately transfer risk, benchmarking members on their payment performance and implementing a roadmap to deliver zero retentions.</li> </ul> <p>It was noted that FPS Members who have a duty to report their payment performance,</p>	

have a 100% rate of complying with their duty, Suzannah reminded the group that there is a table on the Build UK website where good and bad payers within the whole industry can be seen.

Martin Blower commented the Government is not doing anything about the use of Early Payment Schemes and that he would like to see them put pressure on Tier 1s. Suzannah agreed and reported that the Government are going to start using payment terms as a selection criteria. She noted that no Tier 1s are under 30 days currently, x7 are within 35 days, but that clients are the start of the problem. She believed Central Government were good payers once an invoice had been approved, but getting that approval is generally difficult. Phil Hines commented that the stat not reported on is how often you are paid on time. There is a fundamental change needed of being paid in line with the contract. He suggested advanced payments are needed to get cash neutral positions on projects.

- **Increasing productivity by adopting more effective ways of working**– To reduce cost and bureaucracy by improving pre-qualification, using the industry SmartCard to demonstrate the potential of technology and supporting the Construction Sector Deal.

It was noted that in March 2019 Build UK will soft launch its new Prequalification regime that will a Common Assessment Standard of 60 questions that all accreditation bodies, clients and contractors shall use. This should eliminate the need to subscribe to multiple accreditation bodies.

- **Recruiting, training & retaining talent to secure the right skills for the industry** – To Inspire the next generation to choose a career in Construction, influencing the policy landscape and reforming CITB and delivering a safe, healthy and flexible work place for everyone.

On this point Suzannah reported that the Government had created the Construction Sector Deal which was a £170m fund for match funding research. She highlighted that there is also a Construction Ambassadors programme that all could send volunteers on to encourage young people to consider construction. She also commented that Build UK are committed to fixing CITB and she has confidence in Sarah Beale their new Chief Executive. She also noted that there is an Open Doors initiative where factories and sites are opened for people to see what work is undertaken.

Martin Blower added that post-Brexit, only those with skills will be able to enter the UK. Suzannah advised that Build UK intend to publish guidance on Brexit, which will state the questions Companies should be asking such as, *where does your workforce come from?* She added Build UK can only advise questions to ask, as no one knows fully what will happen post-Brexit. Workers need to confirm their settled status.

Mark Pennington asked Suzannah her opinion on digital construction as he perceived that construction seemed to lag behind other industries. She replied that she felt this was reflective of the conservative nature of the industry and that the bespoke nature of projects throttles innovation. He asked how the I3P organisation and MTC link together. Suzannah indicated that Sam Stacey at Innovate UK would be the person to contact to explore taking advantage of the innovation organisations and funding available.

Bob Thompson advised that CITB want the industry to create overarching training standards that looks to be another layer of bureaucracy, Suzannah replied that after the Grenfell tragedy, the industry is tasked with instilling confidence; in this sector the

	<p>Trade Associations should be able to say what qualifications and training is needed, to decide what the occupational standard is and the routes to achieving it. This is what Build UK are trying to achieve through CITB currently. Yvonne Ainsworth commented that currently there is a big problem in that no one sets the requirements for competence. Phil Hines said this applied at both professional and operational level where he felt there is a need to stop financial competition and shift the emphasis on competing for greater levels of competence.</p> <p>Phil thanked Suzannah for presenting and stressed to all that the FPS has representation through Build UK and that we need to get involved to make the changes we seek in training, industry standards, CPCS/CSCS and so on.</p>	
<p>ii.</p>	<p><b>Piling Apprenticeship and NOS Review</b></p> <p>Previously, Ciaran Jennings has reported that the Government have a registered list of apprenticeship providers (RoATP). It was noted an organisation needs to be on the list before they can deliver the apprenticeship or the end point assessment. Ciaran explained the easiest route is for one of the FPS member companies, which has training facilities, to look at becoming a training provider. It was reported that Van Elle and CITA are in the process of getting established on the RoATP and joining up with Sheffield and Stephenson Colleges to deliver the new Trailblazer apprenticeship in piling. He added the hope is to run an intake in May, there will be around 25 places available with Van Elle and CITA combined.</p> <p>Peter Handley reported Van Elle are progressing with their registration as a training provider, he noted Sheffield college will provide the Maths and English training.</p> <p>Ciaran advised CITB looked to be the training provider, but there was not enough funding available in this model to meet the industry needs, following this there was a delay caused by getting RoATP to open again. Ciaran added that a company called QFI has registered to be an End Point Assessment provider (EPA). The FPS strategy here has been to work with NOCN who are an EPA, to ensure that FPS accredited assessors are used for the piling apprenticeship. QFI's addition means that we are seeking to have the same arrangement with them in order to ensure the FPS retains control over the quality of people entering the industry through this route. It was noted the assessors will be sourced from the FPS Members; Phil Hines added each Member should be putting across an assessor who is most suitable.</p>	<p>All</p>
<p>iii.</p>	<p><b>Working Platforms - Quality of Member supplied data</b></p> <p>Phil Hines reported that two months ago the FPS was contacted by the temporary works department of Kier complaining about the quality of Working Platform data and information being supplied by both FPS Members and non Members. Steve Hadley had investigated this with them and found that they had valid concerns.</p> <p>It was noted there are different ways of operating the same machine, but there are some fundamentals. There have been some examples where Members are not checking the data being supplied where it is clearly wrong. Phil asked what quality control measures Members have in place; Stuart Norman stated it should be Chartered Engineer who checks.</p> <p>Mark Pennington advised that a revision of the Rig Bearing Pressure spreadsheet</p>	

	<p>would not help because it has been previously done. Ciaran Jennings added that on the website it stresses the person using it, should be competent to use it.</p> <p>Phil advised adding a check by a suitably qualified person could help improve confidence in the data and ensure that poor information is not being sent out. Martin Blower added the FPS need to be clear on who is carrying responsibility. Jody Parkin suggested the designer should be taking responsibility.</p> <p>Andrew Waghorn suggested the FPS need to state a range which would eliminate an obvious error. Mark suggested each company needs to have someone who has been assessed as competent and have ownership of rig bearing spreadsheets being issued, such as a temporary works co-ordinator. It was agreed that each company should have a nominated person with this responsibility.</p> <p>Phil concluded that the FPS should review the wording that is on working platform certificate; Bob Thompson suggested they use the term nominated person over temporary work name. Mark agreed to discuss this at the next FPS Technical Committee meeting.</p>	<b>Mark Pennington</b>
<b>4.</b>	<b>FPS STRATEGIC PRIORITIES 2017/18</b>	
<b>i.</b>	<p><b>Harm Reduction: Manual Handling</b></p> <ul style="list-style-type: none"> <li>• <b>Exclusion Zones</b></li> </ul> <p>It was reported that Lee Cain is leading a working group set up to look at Exclusion Zones; they have recently had a meeting and will be reporting to the Safety and Training Group.</p> <ul style="list-style-type: none"> <li>• <b>Manual Handling</b></li> </ul> <p>It was reported a small working group has been set up to work together and devise an approach to manual handling. It was noted that Andy Egglesden will be leading this group; the aim is to automate the process and remove the manual handling element.</p> <ul style="list-style-type: none"> <li>• <b>Reinforcement</b></li> </ul> <p>Yvonne Ainsworth reported there will be a Reinforcement meeting taking place following the FPS Quarterly Meeting.</p> <p>It was noted the group has decided to distribute objectives by techniques; this will include design lifting points, the joining of cages, the different options available, transport of cages, the joining of sonic tubes and how to make them safer and more efficient. They will also look at accident data to present the requirement for risk assessment. The first draft will present the pros and cons of different approaches.</p> <p>Yvonne reported that Nick Thomas from Bauer has offered to do the audit check list; he will be co-ordinating with the FPS to receive this information. Phil Hines asked that the audit check list is shared with members for approval as they will be the ones auditing suppliers. It is intended to re-audit Associate members every three years.</p> <p>Stuart Norman suggested the FPS do this also for moving plant incidents.</p>	
<b>ii.</b>	<p><b>Occupational Health</b></p> <ul style="list-style-type: none"> <li>• <b>Charter</b></li> </ul>	

	<p>Phil Hines advised this will be discussed at the next meeting, the draft has been forwarded to the FPS Executive Committee for review.</p> <ul style="list-style-type: none"> <li>• <b>Research into Fatigue</b></li> </ul> <p>Phil noted there has been some interest to research the effects of fatigue, the FPS should have a fund of money for such projects, he asked the opinion of the FPS Quarterly Committee on whether this would be a good use of the funds.</p> <p>At the last meeting Steve Hadley stated that the FPS should set some benchmarks for the industry. He proposed the FPS should aim to:</p> <ul style="list-style-type: none"> <li>• Eliminate occupational factors and conditions hazardous to health and safety at work</li> <li>• Develop and promote healthy and safe work, work environments and organisations</li> <li>• Enable workers to conduct socially and economically productive lives</li> </ul> <p>The survey previously sent out included results indicating 7 out of 13 respondents felt FPS member employees should be provided with a health assessment annually and over 90% of respondents believe members should be audited for fatigue management of their workers.</p> <p>Yvonne Ainsworth highlighted the issue is not only fatigue in the industry, it is the work life balance and retaining employees, there is a bigger driver about attracting and keeping people in the industry which requires a fundamental change. Stuart Norman agreed, adding that Clients have been raising the issue too.</p> <p>Martin Blower suggested experimenting with people working shorter days, the expectation is that they will be more productive. Stuart Norman asked once this data is received how should the FPS look to implement the changes. Phil added that part of the learning and development aims was to attract people into the industry.</p> <p>Jon Morris and Phil Hines both stated that they already had some data from projects that could be used as part of the project. It was agreed the project should be considered further.</p>	<p><b>FPS Executive Committee</b></p>
<p>iii.</p>	<p><b>Learning &amp; Development</b></p> <ul style="list-style-type: none"> <li>• <b>NVQ in Geotechnical Installation</b></li> </ul> <p>Ciaran Jennings reported the FPS has been trying to get the CITB to support the FPS in creating a new NVQ in Geotechnical Installation. The intention is for this to bridge the gap between Piling Operations and Land Drilling qualifications in order to get formal recognition and training in place for the geotechnical activities Members are often doing outside of piling. The new qualification should be achievable by completing the units in the Sub Structure Occupations standards for grouting, soil nails and anchors. Currently it is possible to get an NVQ in any of these individually. Ciaran advised the FPS are working again with NOCN, to create a new trained route so that anyone achieving these three NVQs can be awarded an NVQ in Geotechnical Installation. This will also attract double CITB funding once for each occupation (soil nails, anchors, grouting) and again overall for the award of the overarching NVQ. Ciaran agreed to follow up with NOCN to get agreement and formal recognition from CITB. He will report the timetable to do this in April.</p> <p>Yvonne Ainsworth advised after completing the Learning and Development survey, she suggested was to put forward titles in an email to help people match their title to the</p>	<p><b>Ciaran Jennings</b></p>

	title on offer.	
iv.	<p><b>Commercial Good Practice</b></p> <p>It was reported the FPS has been pushing the message on Early Payment Schemes that they are unethical.</p> <p>It was noted that under Build UK's Prequalification reforms there is an option for the FPS to become an accreditation body, so that the PQQ data registration is covered in the cost of Membership. However, how the FPS audit relates to the PQQ process needs to be addressed. The FPS would not want to integrate the audit process completely as Achilles etc could use this to accredit non-Members and take away FPS membership's differentiation in the marketplace.</p> <p>Ciaran advised he thinks it should be a site-based exercise, however he needs to ask Build UK if they will recognise the audit every three years within their scheme as it currently requires an annual audit.</p> <p>Phil Hines asked if the FPS audits other Companies, can they can state they are as good as an FPS Member, it was noted the alternative is to have someone else be the accreditation body. Ciaran agreed to investigate this issue further with Build UK.</p>	Ciaran Jennings
v.	<p><b>Technical Standards</b></p> <p>It was noted the EC7 is being released shortly for formal comment; Mark Pennington advised there is a working group within the Technical Committee who are well placed to comment.</p>	
<b>5.</b>	<b>QUARTERLY LOAD BEARING STATISTICS</b>	
	There was no discussion under this item.	
<b>6.</b>	<b>FINANCE</b>	
	<p><b>i. Budget 2019</b></p> <p>Ciaran Jennings reported that the budget for 2019 is in line with the budget from 2018, he suggested to keep the overall subscriptions the same as they were last year as there will be an increased income due to increased profit from Member Companies and Abbey Pynford are due to be approved as Members.</p> <p>The recommendation from the FPS Executive is to reduce the subscription by an amount and increase the social levy so the surplus is placed towards FPS events tickets, however the 2019 subscription total will be overall the same as 2018.</p> <p>Phil Hines noted the accounts are in a good condition and the £340,000 in the apprenticeship fund is still available. Martin Blower suggested the fund should be accredited to research projects. Yvonne Ainsworth advised the BGA have agreed to support setting up of a master's apprenticeship trailblazer with one University, it was noted that development of degree apprenticeship MScs in Geotechnical Engineering and Engineering Geology are being supported by Members currently.</p>	
<b>7.</b>	<b>COMMITTEE REPORTS</b>	
i.	<p><b>Executive Committee</b></p> <p>No discussion due to elements being covered in other items.</p>	

ii.	<p><b>Technical Committee</b></p> <p>Mark Pennington explained that the Technical Committee is looking at the guidance on minimum SI requirements, which Jonathan Ball is picking up. The plan is to issue a survey on Site Investigation. Phil Hines advised he was concerned the FPS has publicly stated they are not happy with current SI, he asked that improved SI requirements is placed on the website whilst the survey is being performed.</p> <p>Mark reported this objective followed the discussion around the LDSA document; Mark noted that Derek Egan began leading this but has not had time to lead the group which stalled this initiative.</p> <p>Mark also reported that the BIM group has been reinvigorated with their first meeting taking place on the 13<sup>th</sup> February 2019. He hopes this will yield some traction.</p> <p>Ciaran Jennings advised that the AGS have also invited the FPS to join an AGS procurement of GI steering group. The FPS is in full support and will nominate a representative.</p> <p>Mark added there is a BGA Piling Conference taking place in September 2020 in Durham which the FPS should be supporting. There was a recent call for abstracts, he suggested Members should endeavour to submit an abstract. There are plans to advertise through the FPS and EFFC. Jonathan Morris added there are also sponsorship opportunities available. Yvonne Ainsworth stated there is Silver and Bronze sponsorship available to Contractors and Suppliers. It was noted the Gold sponsorship is aimed at larger clients such as HS2 or the Environment Agency. Yvonne added they are aiming for 300 to 350 delegates, as they are a not for profit organisation the tickets will be fairly priced.</p>	All
iii.	<p><b>Commercial Committee</b></p> <p>This item was not discussed as Mark Sheridan sent his apologies for the meeting.</p>	
iv.	<p><b>Safety and Training Forum</b></p> <p>It was reported there had been eighteen Loss Time Accidents in the third quarter of 2018.</p>	
v.	<p><b>Plant Safety Group</b></p> <p>It was reported there will be two Plant Safety Meetings a year instead of four.</p>	
<b>10. MEMBERSHIP MATTERS</b>		
i.	<p><b>Membership Audit</b></p> <p>It was noted that Members are currently going through the audit process.</p>	
ii.	<p><b>Membership Applications</b></p> <p>It was noted that the FPS are not actively chasing new Members; the quality of Members is objective. Phil Hines advised he is keen to discuss the current involvement of Members at the next FPS Executive meeting.</p>	Phil Hines
<b>11. PR AND DIGITAL MARKETING</b>		
i.	<p><b>PR Activity Review</b></p> <p>It was noted there are some articles currently being produced which Debbie Darling has been actively chasing.</p>	



ii.	<p><b>FPS Website</b></p> <p>This item was not discussed.</p>	
<b>12. REPORTS AS NECESSARY</b>		
i.	<p><b>Build UK</b></p> <p>This item was not discussed.</p>	
ii.	<p><b>EFFC</b></p> <p>It was reported Bob Thompson went to Munich for the EFFC meetings on the 7<sup>th</sup> &amp; 8<sup>th</sup> February; Martin Blower, noted it was a very useful meeting, he added it raised some key issues from the Federation. The Belgium representatives advised that they are interested in the discussions around reinforcement cages and exclusion zones, there were some robust views.</p> <p>Bob noted that some European members do not have an overriding HSE; he also reported that Jim de Waele is looking at a best practice guide for working platform initiatives across Europe.</p> <p>It was noted there has been no response to the EFFC Technical Committee request for topics.</p> <p>Bob advised there was a long discussion on proposals for the Support Fluid guidance; the guide will be relevant to those in drilling and support fluids. He added that Chris Harnan has convinced the EFFC that there is something that Europe can learn from the US on Bentonite fluids.</p> <p>It was reported the Sustainability Working Group has been set up, however it is not currently clear what its objectives shall be. They will be looking at a Sustainability Charter.</p> <p>It was noted the EFFC is an Associate member of FIEC, the EFFC will try to have more attendance and more influence over the European construction industry via FIEC.</p> <p>Ciaran Jennings advised the EFFC are looking to produce a training standard for the rig operating licence scheme to be applied throughout Europe and a way of accrediting trainers. They will have defined questions for a theory and practical test.</p>	
iii.	<p><b>CITB</b></p> <p>This item was not discussed.</p>	
iv.	<p><b>Ground Forum</b></p> <p>It was reported the Ground Forum discussed AGS data format; it has been noted there is still an interest in developing AGS data for piling and other foundation solutions.</p> <p>Ciaran Jennings reported that Ian Duncan will be responding to the MAC consultation. Martin Blower advised that Build UK circulated a response to the MAC key roles for industry.</p>	
v.	<p><b>AGS</b></p> <p>This item was not discussed.</p>	



<b>13.</b>	<b>SOCIAL EVENTS</b>	
i.	<b>Summer Ball – 8<sup>th</sup> June 2019, Hilton, Syon Park</b>	
ii.	<b>FPS Golf Day – 11<sup>th</sup> September 2019, The Nottinghamshire &amp; Country Club</b>	
iii.	<b>Annual Awards Dinner – 25th October, Intercontinental Park Lane</b> Phil Hines advised they are currently choosing a speaker they are hoping to have someone who is a house hold name and will be motivational and educational. Bob Thompson noted the speaker last year received a very good response.	
<b>14.</b>	<b>ANY OTHER BUSINESS</b>	
	No other business was discussed.	
<b>15.</b>	<b>DATES OF NEXT MEETINGS</b>	
	Next meeting dates are as follows and will be held at Hamilton House: <ul style="list-style-type: none"> <li>• 11 April 2019</li> <li>• 18 June 2019</li> <li>• 25 October (Awards Dinner) 2019</li> </ul>	