

## **FPS Strategic Priorities for 2017/18**

### **Occupational Health and Wellbeing**

The FPS will take a lead in the industry by agreeing a minimum standard that can be promoted to the wider industry via Build UK. This will be integrated into the Membership audit. The Federation will collaborate to work towards a common understanding and ultimately best practice around challenging issues such as working hour practices and mental health.

#### Areas for action:

- A minimum standard will be produced that covers the common practices Members already carry out, e.g. drugs and alcohol testing.
- Developing a consensus around working hours and mental health policies to be explored with Members. Widening participation and the potential workforce are key concerns
- The FPS will align with relevant external campaigns such as Heads Together.

### **Commercial Good Practice**

The FPS will continue to promote responsible commercial practices that encompass both the interests of the specialist contractor and the client. We will work to lead on better practices and respond to poor industry practices that our Members encounter.

#### Areas for action:

- Achieving neutral cashflow via fair certification, payment practices and management
- Promotion of caps on liability via Build UK and our own PR activity.
- Post Brexit business environment and access to overseas labour

### **Harm Reduction**

The FPS will continue to raise the bar in reducing accidents through identification and analysis of FPS accident data. We will collaborate to address the common problem areas through seeking common solutions and promotion of awareness of good safe practices. We will continue to promote our safety practices to the EFFF.

#### Areas for action:

- Hands and arms require a specific focus to reduce the amount of manual handling on site. This will involve developing and sharing knowledge on common tools, approaches and methods
- Run a campaign to promote awareness of the issue on site and nationally.
- Support route cause analysis training and preparing organisational response to incidents (e.g. via EFFF training course)

### **Technical standards and digital construction**

The FPS will provide proactive input into the technical standards relating to ground engineering. We will also work to engage with designers and contractors to inform specifications and designs. We will continue to advance digital construction (BIM) internally and externally uphold Members' interests.

#### Areas for action:

- Promote the FPS e-Pile Schedule as the industry format for providing design information
- Work via AMs and contacts with clients (HS2, Crossrail etc) to raise design issues

### **Learning and development – attracting new people**

The FPS will promote a career in the industry to school leavers, graduates and older people transferring into industry. We will look to widen participation via encouraging flexible working practices and conditions. We will look at training pathways and create courses where necessary to ensure appropriate training is available and ensure that there are clear, supported routes for people to develop through their career. We will address labour agencies and how to improve their work forces, ethical working practices and training provision.

#### Areas for action:

- Develop an industry strategy for training, qualifications and standards
- Continue to support the development of the Trailblazer piling apprenticeship
- Develop an NVQ in Geotechnical installation
- Investigate
- Define and promote the career paths available within the industry via the FPS website, Build UK and CITB.