

MINUTES OF THE ANNUAL GENERAL MEETING OF THE FPS ASSOCIATE MEMBERS

Date: Monday 8th July 2019

Time: 14.00PM

Location: RIBA, 66 Portland Place, Marylebone, London, W1B 1AD

PRESENT:

Warren Arnold	Bauer Equipment UK
Mike Finch	Casagrande
Steve Hadley	Central Piling
Mark West	Liebherr GB Ltd
Derek Egan	Remedy Geotechnics
Mark Nelson	Soilmec
Owen Pritchard	Soilmec

In the Chair: Philip Hines Bachy Soletanche

In Attendance: Ciaran Jennings FPS Secretariat
Grace Hawkins FPS Secretariat

No	TOPIC	ACTION
1.	CHAIR'S WELCOME	
	Phil Hines updated the Associate Members where the FPS currently is in terms of priorities which are harm reduction, occupational health, technical standards and learning and development. He also reported that the FPS is looking to welcome reinforcement supply prefabricated members to the associate membership.	
2.	FPS STRATEGIC PRIORITIES FOR 2018/19	
	<p>• Harm Reduction</p> <p>Manual Handling</p> <p>It was reported that it has been recognised that there is a significant number of loss time accidents, 45 last year and 12 serious RIDDOR. When looking at the causes detailed in the safety statistics it seems the biggest cause is related to handling and lifting. Phil Hines presented the immediate causes from the first quarter of 2019, he noted there was an increasing trend of LTA, however additional new members in the FPS may have had an effect on the results, but it is based on man hours.</p> <p>It was reported that the FPS is looking to address harm reduction by breaking down the accident statistics into manageable areas to address. There has been a working group put together with the aim of publishing a document on reducing manual handling which has been a key focus.</p> <p>Reinforcement Supply</p> <p>It was reported that the FPS has been looking at the issue of splicing of reinforcement cages to find a safer method or recommendations to minimise and remove the risk to operatives. The FPS intends to publish a good practice guide later this Summer that shall form the basis of an audit of suppliers. It was noted there are plans to introduce an associate membership category for reinforcement companies who will be required to be audited by a nominated FPS member. It is hoped this will improve standards in the industry. Phil agreed to circulate the presentation on this.</p> <p>Exclusion Zones</p> <p>It was noted that a good practice guide will be promoted to the FPS membership with technical input from Casagrande and Soilmec.</p> <p>Working group on exclusion zones.</p> <p>Common standards document</p> <p>A commonality for operatives who go from one company to another.</p> <p>MW- camera rigs</p> <p>PH looked at it but it was felt there were too many screens for rig drivers, it is better to</p>	Phil Hines

	<p>have reliance on a person than on cameras. WA agreed there is too much reliance on cameras. PH rotatory awareness but less so on CFA.</p> <p>MF suggested working with the technology and the Banksmen. PH replied worry to rely on camera over Banksmen if he is not in place where he should be could give false assurance.</p>	
	<p>• Learning and Development Forum</p> <p>Phil Hines noted there is a lack of people with the skills necessary to operate machinery and there is an aging population in the industry, the FPS recognizes the need to capture their skills and experiences to promote to people who are early in their careers.</p> <p>Mark Nelson reported that Soilmec recently approached schools for apprentices and there was no interest from students. Mike Finch agreed they have experienced the same responses. Phil suggested the industry needs to look at how the roles are being promoted because the way it was sold to the previous generation is no longer relevant. Younger people are interested in digital technology. The FPS needs to look at how to make the industry more attractive. It was noted as the industry gets more technological, it will become more attractive; promoting that it is interesting technological work which can be well paid may be a starting point. Derek Egan suggested the FPS Early Career Group should look at identifying which demographic of students should be promoted to.</p>	
	<p>• Commercial Good Practice</p> <p>Phil Hines the FPS is challenging the issue of cash retention; the industry needs to focus on positive cash flow. He noted Build UK have published a table of which companies are good payers and which companies are bad at paying on time.</p> <p>Ciaran Jennings advised that Build UK are looking to challenge issues and lack of quality in industry and show how quality has value. They aim to remove the practice of retention.</p>	
	<p>• Occupational Health</p> <p>Steve Hadley reported that there are plans to release Health and Wellbeing Charter for FPS Members to commit to, to help towards delivering a safe and healthy workplace for everyone. It was noted the number of suicide of people working in construction is high. It was also noted that young men are also more likely to be involved in a culture of drugs. The FPS will try to engage social events that harmonise with the charter. It has been suggested in the FPS to run social events such as a 5-a-side football match. Mike Finch suggested go-karting would also be a social event of interest.</p> <p>Steve advised the charter will address occupational health issues such as working hours, looking at early starts, number of hours driving and possible solutions.</p> <p>One associate member advised they pay their staff from the time they leave their houses, he asked will the FPS monitor working hours which include travelling time. Phil Hines reported the FPS is looking to fund research into fatigue with a company called Fatigue Science. The aim is to understand the impact of different working patterns, the time for someone's best performance, when they are most at risk and when they are most alert. They will also review any positive results from the research outcome. It was noted at a Quarterly Committee meeting that a member has commissioned their own research and found that some of their staff made lifestyle changes following the results. Mark Nelson stated it will be important to include hours driving when monitoring working hours. He added they have previously asked staff what changes can the employer make to help. It was noted that 90% of those asked would prefer to start earlier when there is less traffic and finish earlier. Phil agreed this can really make a difference to balanced work and home life. Steve added flexible working around childcare arrangements also makes a difference.</p> <p>Mike Finch stated the suicide statistics are horrifying with men in their 30s and their 50s most at risk. Phil replied the charter will aim to ask members to commit to having mental health first aiders available. Ciaran Jennings, he has been speaking with his local MP to address mental health in the industry.</p>	
	<p>• Technical Standards & Digital Construction</p> <p>Phil Hines reported the FPS members have input comments to the Eurocode drafts. It was also noted that the FPS Technical Committee has been looking at site</p>	

	investigation standards and digital standards. It was also reported that the EFFC recently published the EFFC support fluids guide.	
3.	FPS QUARTERLY ORDER STATISTICS & MARKET OUTLOOK	
	<p>Phil Hines advised that submit their order information on a quarterly basis which the FPS uses to produce a summary of orders received. Phil presented the quarterly order statistics.</p> <p>Steve Hadley noted that there was an interesting view last year that most of the rigs being purchased was from non-FPS member companies. The majority of associate members at the meeting agreed this has not changed since last year. However, Mark Nelson noted he has seen about 30% of purchases from non-members and MF agreed. Steve commented it was interesting to hear it is a mixed view.</p> <p>Phil observed that the statistics are showing similar results to the previous year and noted with political factors causing uncertainty and until HS2 commences he does not expect to see a change. He added the associate members have been good supporters of the FPS events.</p>	
4.	WORK OF THE FEDERATION	
	<p>a. Technical Committee</p> <p>It was reported that the FPS Technical GI Sub-Group has been looking at redoing the SI survey to get a clear opinion on quality of site investigation and see what change has occurred in the past 10 years.</p>	
	<p>b. Safety & Training</p> <p>Phil Hines reported that the safety, plant and operations will be combined into one group. The FPS has agreed to introduce operations to the new combined committee. It is thought by combining all three will help to make decisions within the FPS which can implement change. Warren Arnold agreed involving the operations people will introduce more subjects and serve industry change. Phil is hopeful for a more positive outcome from the group.</p> <p>Phil Hines stated that there has been discussion for arranging an FPS show that would showcase safety approaches and innovations. The event could help to gain publicity for the FPS and to educate clients, contractors and stakeholders about safety approaches and innovations within the industry. Derek Egan agreed noting that designers do not visit sites enough. Phil agreed it will be good to showcase things in operation. Derek added there is a similar showcase at <i>Geotechnica</i>. Associate members agreed they are keen to see an event like this held and suggested it is advertised appropriately.</p>	
	<p>c. Plant Group</p> <p>This item was discussed under the above item.</p>	
	<p>d. Commercial Committee</p> <p>This item was covered under other discussions.</p>	
5.	ASSOCIATE MEMBER ISSUES AND ROUND TABLE DISCUSSION	
	<p>Phil Hines asked the associate members what the FPS can do for them. Mike Finch advised that he has experienced some customers from the FPS membership trying to impose their own purchase conditions. It was noted there can be wider discussion in the FPS.</p> <p>Steve Hadley asked if they see value in being an associate member of the FPS. Mark Nelson felt they do see the value from a safety perspective, he suggested more regular safety updates which are helpful. Ciaran Jennings advised he will continue to encourage members to send safety alerts in, however some members feel restricted to do so by their legal teams. Phil Hines added the FPS needs to focus on high potential near misses. He stated the FPS has advised they can submit safety alerts anonymously, but they struggle to get full disclosure.</p> <p>It was noted with Brexit there may be delays for manufacturers bringing equipment over to the UK but there should be no increased costs, the associate members did not feel there should be a massive impact.</p>	

	<p>Warren Arnold noted that 40% of members are not FORS accredited, whereas associate members must be accredited. He noted it is time consuming and costly. Phil Hines agreed to raise the issue to members and decide how to address the issue.</p>	
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