

SPEC FINISH

FIS

The magazine of FIS
representing the finishes
and interiors sector

www.thefis.org



Neil Ash

looks to an exciting future -
and tells us what we can
learn from the past

Legislation:

Self-employment
and reverse VAT
changes update

Fit-Out futures:

The winners
for 2020 and what
made them stand out

Technical:

Through the
wall - is it
achievable?

TRIM AND PROPER

QIC Trims Ltd delivers growth and innovation to customers in uncertain times.

History

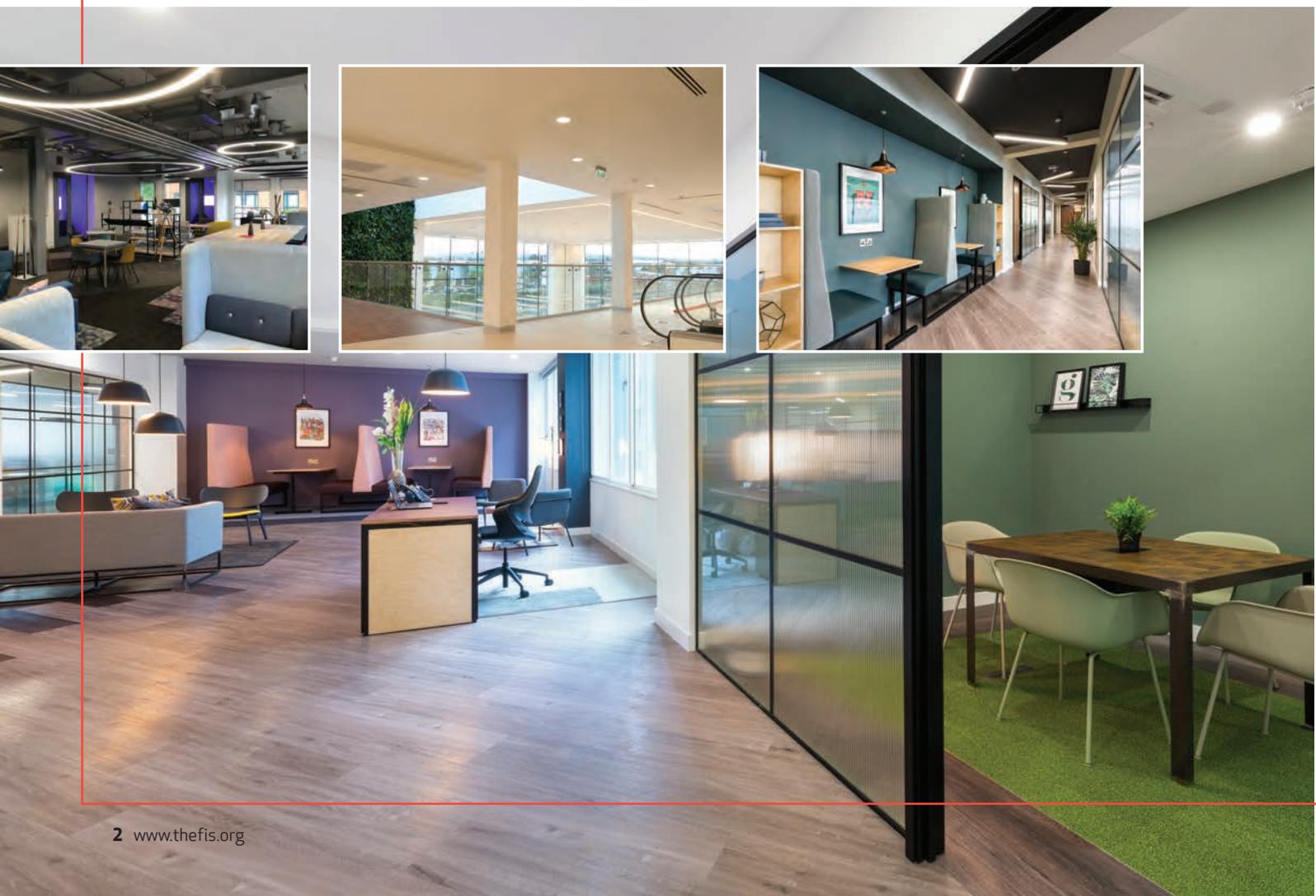
It's been no secret that the construction industry is going through challenging times. With political uncertainty stifling investment and the growing pressure to be ever more sustainable, QIC Trims continue to prove that with the right business acumen and the right people, growth and innovation in the UK are still possible despite such adversity in the marketplace.

The QIC legacy dates back a quarter of a century when Keith Davis founded the very first manufacturer of extruded aluminium trims in the UK, albeit in a shed building on an airfield, after working in the metal ceiling industry for over 10 years on high profile transport and infrastructure projects. Keith saw an opportunity for a manufacturer to focus on high quality, economical extruded aluminium trims for the interior fit out sector for dry lining and suspended ceilings - and QIC Trims was born. Initially Keith ran sales, production and logistics himself - not only organising the sales but often delivering the trims by hand in his own car. Three years of substantial growth allowed Keith to expand the QIC Trims portfolio with sheet metal fabrication and business continued to grow at pace until Keith finally sold the business in 2010.

In 2013 Lee Whittaker and Jonathan Irwin realised that they had a fantastic opportunity to own and invest in QIC Trims and

were extremely keen to expand this market leading business. Jonathan tells us about some of the challenges that they faced at the start of QIC's journey: "The trading legacy from the previous owners was the first indicator of the challenges which lie ahead however by the first week of March 2013 we were trading well. It came at a time when there was massive change within the business sector making growth and sustainability difficult. It was time to rethink the trajectory of the QIC brand and build a team with the right experience, energy and mindset to get us back on track - so that's exactly what we did, adding production staff, internal sales staff and a management team bringing the experience and enthusiasm QIC required to thrive at a time of growing demand"

In 2015 Matt Woollam joined the QIC board of directors, bringing a wealth of experience from the ceiling industry having held a senior position in Armstrong Ceilings for over 10 years. Matt speaks fondly about the opportunity in those early days, "I knew of QIC Trims for many years and the opportunity to get involved in this well-established and well-known brand was very exciting. We had to consolidate the business to build on our strengths and also be looking for opportunities to innovate and deliver new concepts and solutions for our ever changing and exciting industry". Matt personally led the addition of sheet metal fabrication to the QIC range of services.



Re-Establish QIC

At the heart of any successful business are its people and QIC now has a great mix of experience and youth working together to push their brand forward. Neil Miller, Sales and Marketing Director is passionate about the business which always prides itself on two objectives: on-time delivery and first-class customer communications so that they can plan deliveries around their busy construction project schedules. "QIC takes customer satisfaction very seriously indeed. QIC Trim's market leading in-house production demands an equally market leading service proposition. We combine the highest levels of commercial service and delivery with a great product offering - this is how we differentiate QIC from competitors and is one of the (not so) secrets of our continued success."

QIC not only focuses on customer service - they are equally committed to improving the work-life of their teams and creating a healthy, safe environment for everyone.

Looking ahead

For the future, Matt Woollam QIC Managing director says QIC will continue to offer the best customer level service available while investing in product development and new innovative concepts for the interior fit out sector. "QIC clients have said they have not found anyone else in the market that can provide such a high level of service with the right products and best quality. This is great to hear and reinforces our belief that we deliver the best"

With a successful and expanding company that is always open to new business opportunities, Matt's message to customers is that QIC will continue to develop products in the ever-growing glass partition sector with the QIC Evolution brand offering solutions for frameless glazing and stud and track systems with QIC Ironmongery



complimenting the glass partition range. The trims side of the business continues to develop new products with Suspended Ceiling Raft solutions, new and innovative trim solutions for dry lining and suspended ceilings, plastic trims and sheet metal - not forgetting the hugely successful QIC Blind Box solution.

QIC Trims recognise that there are great challenges in the world of manufacturing including sustainability, recyclability and safety and they are well set to meet those challenges.

"Thank you to all of our customers who have helped QIC to succeed through the recession, growing both in the UK, mainland Europe and around the world. The construction industry is innovating and developing and we look forward to working with you the next 10 years and beyond."

A successful business that acknowledges the competitiveness of construction, QIC knows about striving for excellence and they are delighted to be involved with the FIS supporting award functions and conferences held throughout the years. Neil tells us that he and QIC are active members of the FIS, Neil chairs a Suspended Ceiling Group Committee. "It is a high-profile proactive organisation showcasing the best that interior fit out sector has to offer the construction industry. I have great memories of attending the FIS Awards in previous years with QIC sponsoring various functions. Sponsoring these awards and conferences confirms our dedication to the highest standards in construction". QIC is a company that knows about high standards actively striving to exceed targets and setting Health & Safety excellence as a priority for this successful UK company.



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Welcome

SPEC FINISH

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SpecFinish is distributed to members of FIS and other selected finishes and interiors businesses. If you wish to receive a copy of SpecFinish or would like to amend or cancel your subscription, please contact either info@thefis.org or telephone 0121 707 0077.

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SpecFinish magazine published on behalf of FIS by Warners Group Publications plc and the views expressed in this journal are not necessarily those held by FIS or the publishers. The publishers shall not be under any liability in respect of the contents of the contributed articles. The Editor reserves the right to edit, abridge or alter articles for publication.

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Wellbeing in buildings - turn to our special feature on page 16.



WELCOME

Changes are afoot - and we're not just talking about our departure from the EU.

Imminent tax legislation changes are going to have a big impact on our sector, and it's important to be prepared. We've spoken to a number of experts in this issue so we can give you a clear picture of what to expect and how to act for the forthcoming self-employment law rule changes in April, as well as the reverse VAT charge which may have been delayed until October, but will creep up on us before we know it, so needs careful preparation. Be sure to read what the experts say, so you don't get caught out!

Construction Minister Nadhim Zahawi has recommitted to the policy direction outlined in the Construction Sector Deal looking at productivity across the UK and highlighting a focus on skills, innovation, a pipeline of work and the business environment. Also in our legislation section, Iain McIlwee's article draws out five priorities that would particularly help FIS members that could be drawn out in this work.

One person who has a firm belief in investment for the future of the sector is Neil Ash, who is now taking care of building performance for Etex on a worldwide basis. In our face-to-face interview with Neil, we learn all about what makes the man tick, his rise from being on-the-tools to making global decisions, and what Etex' new facility in the South-West will bring to the industry.

While fashion has brought a comeback of the beard, the issue of facial hair is not always a good one when it comes to wearing protective equipment, and our health and safety issue takes a look at some of the things that can be slipping through the net (no pun intended!) and what the correct procedures are.

And of course that's not all. Who could forget the winners of our Fit-Out Futures Awards? The efforts and achievements of the successful nominees are outlined in our double-page review, and show us that there's plenty of young talent coming into the sector. Add to that our feature on why wellbeing now plays a crucial part in building, along with our 'Through the wall' technical focus, and we feel you'll be full to the brim with valuable insights and advice by the time you've read this issue. Enjoy!

Stephanie Cornwall
Editor



“The efforts and achievements of the successful Fit-Out Futures nominees show us that there's plenty of young talent coming into the sector.”

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Joe is the Technical Director at FIS. He provides support to members of the association and works with relevant bodies on legislative and technical standards.



Liz Bridge, The Joint Taxation Committee
Liz is the secretary of the The Joint Taxation Committee (JTC) and has been in post since 1990. Having previously worked for HMRC and the Building Employers Confederation (BEC), she is well-known within construction for her teaching on topical tax issues.



Amanda Scott, FIS
Amanda is Sector Skills Engagement Manager at FIS. She helps to organise and run skills clinics and identify areas where members would benefit from assistance or can share good practice.



Alan Murray, BSIF
Chief Executive Officer at British Safety Industry Federation (BSIF), Alan's years of experience have brought him into close contact with manufacturers, users, BSIF members and other industry stakeholders.

Other contributors:

Legislation:
Ellie Collins (Business Development Manager, In-Sync Group); James Smith (Group Sales Director, Indigo Group); Kara Henderson-Price (Construction Associate, Womble Bond Dickinson).

Wellbeing in buildings:
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Oliver Heath (global expert in biophilic design).



HOW TO SURVIVE IN THE WOODS

IAIN MCILWEE
Chief executive
Finishes and
Interiors Sector



I've done a couple of survival courses, the sort of thing where you are dropped off in a remote area and left to fend for yourself. It's worth doing as it teaches you to appreciate the bare necessities and live in the moment.

The basics are simple: Fuel up whenever you can because you don't know when the next meal is coming, make a good shelter that will keep the wet out and won't fall apart in the wind, keep the fire burning and don't drink anything you haven't boiled. In survival mode, you must live in the moment, forage what you can and, especially in the winter, keep your spirits up until the sun rises – everything looks less bleak when the day breaks.

I believe construction is in survival mode. The credit crunch has hit along with the shadow of Grenfell. I believe the sun will rise but construction businesses are going bust at the moment at the rate of one every 36 hours. Sadly not all of us

are going to make it until the morning. A recent casualty close to home was Astins, now just another established construction business that is no more.

Looking forwards, we can fix construction, heralding the new dawn. There is a growing realisation that procurement needs to be about value, buildings must be considered as a whole system (not just a box of bits), that competence is critical and that the culture needs to change. With a bit of help from government (see our key policy asks set down later in this edition), we can get there. My bigger concern is how we escape the past.

The straw that broke the camel's back at Astins was a legal writ from a job in 2012. There is little shelter when a main contractor decides to parcel up and pass on its risk, morality goes out the window and those onerous contractual terms start to bite. We all know that the choice between working and not working – surviving – was swallowing these unboiled contracts. It was effectively eating what you can when you can. But the clauses (many unread) will be the death of us if the proverbial hits the fan.

This is the reason we are calling for a Building Safety Fund, intervention from government that will help us draw a line

under the past. This fund could build on the principle of the private sector remediation fund and address the wider critical safety legacy concerns that are becoming evident through the Grenfell Inquiry.

It is now clear that there has been ultimate collective failure throughout the procurement, design, commissioning, construction, inspection, insurance and management of buildings and intervention is essential. Adding 1% to Insurance Premium Tax would help to raise around £600m per annum that could be set aside in a pot, similar to the Pension Protection Fund (established to protect the vulnerable in society from a similar collective system failure). This fund could help to accelerate corrective work, ensure people sleep safer and at the same time overcome protracted legal wrangling that will ultimately force many firms, without the means to defend themselves, out of business.

This is where I draw on the final lesson of survival. It is much harder to survive alone. FIS is a community and we don't work in isolation. The Building Safety Fund is our SOS and we'll continue to rally support. I hope you'll add your voice to ours, because together, with a bit of help to build this shelter, we may all make it to the dawn.

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CELEBRATING OVER

4

YEARS

COMPLETELY
CUSTOMER
FOCUSED

Inspirational entries sought for awards

Entries are now open for the 2020 Inspiring Change Awards. Part-funded by CITB, the awards are free to enter, and there is no charge for attending the associated conference and awards ceremony.

The awards were introduced in 2016 to recognise companies working in the construction, infrastructure and the built environment sectors who create open and inclusive workplace cultures in which everyone feels valued, and respects colleagues.

The 2020 award categories include: Inspiring Change In The Workplace, Inspiring Change In The Community, Inspiring Change In Education, Inspiring Change: Project Award, Inspiring Change: SME Award, and Inspiring Change: FIR Inspiration.

The project award is in recognition that many of the entries come from projects

rather than businesses and the FIR Inspiration Award is to recognise individuals who have initiated positive change.

Entries need to show how initiatives are aligned to company goals, made a sustainable and positive impact on the workforce or community in which it operates and have delivered positive results. Closing date for entry is 27 March 2020.

The awards ceremony will be incorporated into a one-day Inspiring Change Conference on 13 May 2020, at No 11 Cavendish Square, London W1G 0AN. The conference will bring together a range of speakers including politicians, industry stakeholders and representatives from a range of sectors.

For more information and details on how to enter, please visit www.inspiringchangeawards.com or email InspiringChangeEntries@ceca.co.uk



Networking bar shows off the qualities of innovation partner's framing

Cold-rolled steel manufacturer Hadley Group, is innovation partner at this year's Futurebuild show, which takes place from 3 to 5 March, and will be providing a bar for networking that is constructed from its own light-gauge steel framing.

New for 2020, Futurebuild's Innovation Trail will run across the length of the venue and is set to feature an array of products and developments from across the construction sector, all contributing to transforming the future face of the industry, including Hadley Group.

Visitors to its stand will be able to learn more about its range of light-gauge galvanised steel structural framing systems for use in a variety of applications, including offsite and modular construction methods. Offering a lighter, faster and easier-to-erect alternative to concrete primary frames, the company's pre-panelised standalone steel frame structures are ideal for medium rise buildings across the health, education, residential, leisure, commercial and retail sectors.

Visitors to the stand will also be able to learn more about the manufacturer's capabilities in the purlins and mezzanine flooring market, as well as its range of non-structural products, including fencing systems, industrial doors, PVC-u window reinforcement profiles, external cladding and cable management.

www.hadleygroup.com/
www.hadleysteelframing.com



2020: The Year of Net Zero

Engineering consultancy, Cundall, is working alongside the Royal Institution of Chartered Surveyors (RICS), Royal Institute of British Architects (RIBA), the Chartered Institution of Building Services Engineers (CIBSE), the UK Green Building Council, the Greater London Authority (GLA), and the London Energy Transformation Initiative (LETI) to help unify the industry and define targets for achieving net zero carbon in both new and existing buildings during 2020.

They will then lobby to set these targets in legislation ready to showcase to the world at COP26 which is taking place in Glasgow in November.

Sustainability Partner at Cundall, Simon Wyatt, said: "We saw more industry action around sustainability in the second half of 2019 than in the whole preceding decade and I expect this to continue to shape the industry in 2020. With COP26 due to take place in Glasgow, it's an excellent opportunity for the UK building industry to set an example for the rest of the world and lead the conversation on how to achieve net zero carbon in the built environment.

"Ultimately, achieving net zero is an engineering problem that needs a technical solution, and we are dedicated to helping the industry achieve it."

Cundall has been working with the GLA to launch new standards for whole life carbon for all referable schemes and is collaborating with the Royal Institution of Chartered Surveyors (RICS) and the London Energy Transformation Initiative (LETI) to help unify the industry on setting operational energy intensity targets for all building types. Once agreed, the aim will be to get these included in legislation for both new and existing buildings.

Cundall has also reaffirmed its commitment to achieving net zero carbon throughout its own business operations, incorporating the UN's Sustainable Development Goals into every element and leading the way for others to do the same.

Managing Partner Tomás Neeson said: "We are committed to not only achieving net zero carbon throughout our own offices, but to sharing our learnings and leading the conversation around net zero carbon projects that started in 2019 and will likely only become more vociferous as COP26 draws closer."

£20m hotel development taking shape at Keele University

Mansell Finishes has been installing 5,000m² of Metsec Metframe at the new 150-bedroom Marriott Courtyard hotel which is taking shape at Keele University's Science and Innovation Park in Staffordshire.

Appointed by main contractor Bowmer & Kirkland, Mansell Finishes commenced work on the project in November.

Due to open in Autumn 2020, in addition to the 150 bedrooms the new hotel will also feature a restaurant and bar, meeting rooms, a fitness suite and 180 parking spaces.

The contract also includes RCM external boarding, SMD Steel Decking, staircases and concrete floors reinforced by Hy-ten rebar and mesh.

Pre-panelisation and pre-cladding are ongoing at Mansell's production facility in Middleton, Manchester, with panels then transported to site at the exact time they are required.

www.mansellfinishes.co.uk



Reforms for private sector contractors

The UK's estimated 1.8 million contractors face an uncertain year in 2020 as HMRC presses on with its plans to roll out its IR35 reforms to contractors working in the private sector. With controversy still raging around its CEST tool, despite a revamp, HMRC will be passing responsibility for checking employment status onto private sector employers in medium and large organisations.

We feature some experts' advice on this in our legislation feature on page 24.

Dates for your diary

03/03/20

Operable Wall working group
London

03/03/20

Partition Industry working group
London

11/03/20

Ceiling Industry working group
London

19/03/20

Drylining working group
London

19/03/20

Steel Framed Systems working group
London

24/03/20

Heritage and Fibrous Plastering working group
London

04/06/2020

FIS Awards Lunch
12:00 – 16:00
Royal Lancaster Hotel, Lancaster Terrace,
Bayswater, London W2 2TY

Visit www.thefis.org/events for more information on all our events.

Converging nature and architecture

New ways in which architecture and the environment converge were examined at the ARCHITECT@WORK event in London in January.

The show's themes were sensory design and 'acting natural' which explored using sensory materials related to the human senses of vision, hearing, taste and smell. The event offered immersive experiences and talks which also looked at technology and how architecture is re-connecting to nature.

Fewer global M&A deals

Total construction and real estate industry M&A deals in December 2019 worth \$6.98bn were announced globally, according to GlobalData's deals database. The value marked a decrease of 44.5% when compared with the last 12-month average, which stood at \$12.59bn.

Wearables transform the industry

Wearables have the potential to transform the construction industry through the ability to improve safety and efficiency for workers. Safety is being spearheaded by innovations such as gyroscopes, emergency alerts, and tracking devices, while GPS-enabled wearables and Artificial Intelligence (AI) technology are leading improvement in efficiency on construction sites, according to GlobalData, a leading data and analytics company.

RIBA aims for net-zero buildings by 2030

RIBA has been encouraged by how rapidly architects are signing up to its 2030 Climate Challenge, which sets tough but achievable targets to help meet net-zero – or better – whole life carbon for new and retrofitted buildings by 2030.

Executive Director of professional services, Adrian Dobson, said: "Changing the way the construction industry operates is not going to happen overnight but architects have the knowledge, skills and experience to lead in making these changes. Architects will need all their powers of persuasion to make the case to clients for exceeding regulatory minimums and ensure they're on board with tackling the climate emergency."

Clear new look for concert hall and museum

Indeglås has collaborated on a project that has seen new life breathed into part of the University of Edinburgh's concert hall and music museum.

Bespoke graphic working of the glazed partitions formed part of the interior conservation philosophy by architects Page Park, who were awarded the project on St Cecilia's Hall and Indeglas contributed to the specification and interface detailing of the internal glazed screens.

The flexibility of DEKO FG enabled the same perimeter detailing throughout the

range of fire-rated and bespoke glass screens, which were templated to fit perfectly within existing stone archways.

The project has been recognised by several awards and nominations including:

RICS Award 2018 - Conservation Category; EAA Awards 2018 Regeneration & Conservation Award; RIAS Award 2018; 2018 RIAS Andrew Doolan Award - Shortlisted; GIA Award - Leisure/Arts Category; FX International Interior Design Awards - Shortlisted; Civic Trust Awards 2019 - Finalist.

www.indeglas.co.uk



Carillion outcome delayed

The outcome of an investigation into KPMG's auditing of Carillion's accounts will not be published until the summer. The first stage of the probe, being carried out by the Financial Reporting Council (FRC), was initially expected to be completed in January, but the FRC has said investigations are still ongoing.

The FRC is investigating KPMG's audit of Carillion's financial statements for the financial years ending 2014, 2015 and 2016 as well as additional audit work undertaken by the firm during 2017. It launched the inquiry two years ago. Carillion's liquidation began in January 2018.

Have your say on CITB levy

FIS members are being urged to complete their CITB levy return on time and make sure they state that they are FIS members in section 1A of the return, if they wish to have a say in how much levy the organisation collects from the industry.

A proposed offer to industry stating what priorities the Construction Industry Training Board (CITB) has identified to train and qualify the industry and how CITB levy will be collected for the next three years, will be distributed in April.

Further guidance will be available from mid-March, when the CITB proposed offer (the priorities for construction and levy collection) is circulated. CITB will confirm to FIS the number of levy-paying employers and the value of their CITB levy contribution.

The final amount to be collected will be confirmed in CITB's final offer during June or early July, once the proposed plans are approved.

To help members make an informed decision, FIS will produce a position statement in June 2020 and is liaising with levy-paying employer members.

It will distribute the CITB consensus survey when it is available and members' responses will be presented to the FIS Board in September.

British Gypsum reveals National Trophy award winners

British Gypsum celebrated the best in British craftsmanship and skills in traditional plastering and modern plasterboard systems when it hosted its first National Trophy Awards evening at the Saint-Gobain Multi-Comfort Centre in London.

The event was attended by many leading UK contractors and was designed to recognise the contribution contractors make to the construction industry.

Winners were: Bath Spa University (top left), Topfix Interiors and Willmott Dixon (Plasterboard); L'Oscar Hotel (top right), Delmond Construction (Plaster); New Balfour Hospital (bottom left), PFP Ltd (innovation and sustainability); One Blackfriar (bottom right), Conneely Drylining (residential); Flannels, Sloan and Curtis (non-residential); Sandywood, George Wood and Son (ceilings).

British Gypsum's Managing Director, Matt Pullen said: "We're looking forward to this year's winners now going on to represent the UK by showcasing their work at one of the largest international competitions of its kind, the Saint-Gobain International Trophy in Athens next year."



THE FUTURE OF FIT-OUT

The winners and runners-up of the Fit-Out Futures awards were announced at the recent FIS Awards Lunch, held at Plaisterers Hall in London.

President Helen Tapper welcomed everyone to the event and outlined the FIS vision for the year, acknowledging that contracting can be a lonely business and reiterating her pledge to help contractors of all sizes to run their businesses successfully and with confidence.

"We all work in an important, dynamic, innovative and fast-growing sector - 11% of UK construction spend is on fit-out and each and every building undergoes up to 30

fit-outs during its lifecycle. There are certainly opportunities to build successful companies within the sector," she said.

Helen added that there will be a strong focus on training during 2020, with the ultimate aim of building a competent workforce and raising standards within the sector. Forging ahead with the Fit-Out Futures project will facilitate the training and recruitment of new entrants whom she said are desperately needed in the sector.

She added: "The Interior Systems Trailblazer Apprenticeship is now at delivery stage and many of our Approved Training Providers are ready to start the program. With an eye to all trades within our sector, we are also committed to uniting the supply chain by ironing out the current issues with the delivery of the new Plastering Apprenticeship and working with the Plaisterers Livery Company to address concerns in training provision."



LIFETIME ACHIEVEMENT WINNER – Julie Anderson, Design Director, Rap Interiors

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What the judges said: She is a well-known figure in the Kent Construction Community through her involvement in The Kent Construction Focus Group and The Kent Invicta Chamber of Commerce. She works tirelessly for many local charities but in particular, encourages young people to join our sector through local careers fairs and provides mock job interviews to boost confidence and encourage participation. She has encouraged many to consider a career in construction and is an outstanding role model not just for these young people but for her own team.

What the nominator said: Through her involvement in the local community, her work with Rap Interiors, and commitment to the Invicta Chamber and networking events, Julie has become a well-known and successful figure in the Kent construction industry and is a role model to women in the construction industry.

APPRENTICE OF THE YEAR

WINNER: Kennya Horton,
Apprentice Carpenter, Stortford Interiors (UK)



What the judges said: Kennya is an inspiration to other women looking to enter the sector. It was felt she was applying an above-average effort to learning, while displaying a skill and enthusiasm that exceeded the expectations of her peers.

What the nominator said: Kennya is pro-active and addresses tasks with determination, frequently taking work home to practise her skills. She is a real team player and very valued by her colleagues.



APPRENTICE OF THE YEAR

RUNNER UP – Lewis Round,
Plastering Apprentice, Roseville Contracts

What the judges said: It was felt Lewis had a 'can do' attitude with a notable efficiency and willingness to learn.

What the nominator said: Lewis' nominator said he was by far the best apprentice that he had ever come across and he had never encountered an 18-year-old with such a strong working ethos and drive.



Fit-Out Futures Award Lunch Sponsors



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FUTURE LEADER
WINNER: Robbie Ritchie, Heritage Assistant, Locker and Riley (Fibrous Plastering)
What the judges said: Robbie is very adaptable and showed great initiative in his own professional development. He communicates well and had gained respect within the team he already leads.
What the nominator said: Robbie has always gone the extra mile both for the company and client and earned respect along the way as a consequence of his actions and due diligence.

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OUTSTANDING EMPLOYEE
WINNER: Tony Waistell, Site Supervisor, Thomas Interiors
What the judges said: Tony has shown loyalty, dedication and tenacity in a totally selfless capacity while showing outstanding support to colleagues.
What the nominator said: Tony is a 'rare breed' whose standard of work is continually high therefore is almost taken for granted by his employers. He is meticulous and a natural leader.

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FUTURE LEADER
RUNNER UP - Lee Moore, Site Manager, Stortford Interiors (UK)
What the judges said: It was felt Lee led by example and commanded respect from his fellow workers.
What the nominator said: Lee had an eye for problem solving and showed good leadership skills. He is a keen networker and has a heightened awareness of the need for building good business relations.



OUTSTANDING EMPLOYEE
RUNNER UP: Lee Jones, Assistant Surveyor, Manorcraft Interiors
What the judges said: Lee was reliable, adaptable, showed attention to detail and achieved quality outcomes in his management of major profile projects.
What the nominator said: Lee was a strong influence in the administration of a contract operating at its peak, with 150 operatives on site and always went above and beyond what was expected of him.



For full details of winners' visit xxxxxxxxxxxx.



THE CYCLE OF LIFE: REIMAGINING, REVITALISING AND REINVENTING OUR SPACES

Space is a universal constraint, and with the UN projecting that 68% of the world's population will live in urban areas by 2050, time is also constrained in how we make the most of the space available to us.

There's little 'new' space to work with though. New buildings are judged on their environmental footprints, developments are bound by planning, and urban sprawl is prevented through green belt initiatives. Listed, heritage and historic buildings are protected from demolition or redevelopment.

One of the ways we can cope is simply by repurposing and recycling such spaces, through intelligent and sensitive modernisation, as well as by 'upcycling' them in ways that respect their past.

Here, Isabel Blanco, marketing communications manager for Armstrong Ceiling Solutions, addresses some key considerations.

Evolving the aesthetic

The trend towards open-plan, minimalist spaces is at odds with the smaller, more confined yet more ornate spaces of



yesterday. So, when working with older buildings, the most striking consideration is retaining the visual style of the past while updating materials, technologies and functionality.

Whatever a heritage space is upcycled for, there is a distinct need to maximise light, indoor air quality and acoustics. Given the smaller window designs common in older buildings, integrating new ceiling technologies with high light reflectance and minimal VOC emissions can help retain aesthetics.

Armstrong's Perla range can help bathe interior spaces in natural light while maintaining comfortable temperatures and air quality without detracting from period features. Ultima and Finesse feature the latest edge detail, creating minimalist monolithic ceilings with no visible grid.

Safeguarding period aesthetics during a refurbishment can add complexity to installing the services to upgrade the building. Here it pays to think modular, for example, Armstrong's Axiom canopy. It also addresses one common complaint about renovating older buildings: their small plenum spaces by maximising space beneath the ceiling.

Modernising the soundscape

The acoustic performance of period buildings is often inadequate and with noise pollution a clear threat to wellbeing, the construction industry has a responsibility to ensure that upcycling old spaces upgrades their soundscapes, inside and out.

From mixed-use developments to offices, each requires its own balance of acoustics. Getting that balance right should play a major role in the choice of ceiling systems.

This question of balance also extends to aesthetics, with the ideal situation perfectly blending form and function. Circular Axiom canopies deliver a contemporary look in interior spaces while concealing services and outdated features.

Making yesterday's spaces fit for every day

Even the most ambitious upcycling project needs to be practicable, especially given the likely need to upgrade the building's technical features. Ceilings should be easy to cut, manipulate and customise.

Mineral tiles are ideal - easy to replace, minimising downtime



and lifecycle costs. This is especially pertinent where cleanliness is paramount, such as in healthcare. In such cases, Armstrong's BioGuard range offers antimicrobial performance together with cleanability and resistance to disinfectants.

Downward demountable systems such as Ultima+, Optima and Dune eVo have vector edge details ideal for monolithic ceilings. Given small plenum spaces, specifying this kind of system can reduce the risk of damage to essential features. It can also free up lettable space.

The cycle continues

Most older buildings were here long before LEED or BREEAM. Today however, every aspect of every space needs to consider sustainability. Whether that's securing wellbeing through light, acoustic and thermal comfort, or factoring in recyclability, upcycling spaces means making them a more environmentally-conscious part of our ecosystem. Systems that are Cradle to Cradle Certified™ can add critical points to refurbishment and upcycling projects.

One day, every building will be re-purposed and re-used. There's an opportunity lying in every space. It's up to us to make the most of it.



FIND OUT MORE

To learn how Armstrong Ceiling Solutions can help you reimagine your spaces, visit www.armstrongceilingsolutions.co.uk.



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CEILING SOLUTIONS

OUR ROLE IN WELLBEING

Stephanie Cornwall talks to a number of experts to find out why wellbeing and biophilic design have become such important considerations within fit-out.



WELLBEING is an essential consideration when planning the interior of a building, to ensure the building's future occupants can operate at their best and enable them to leave the building as stress-free as possible.

When considering the costs of buildings, energy consumption is freely talked about, but in fact the biggest cost is the people within them. Staff costs, including salaries and benefits, typically account for around 90% of a business's operating costs, while poor mental health specifically costs UK employers £30 billion a year according to a report by the World Green Building Council.

With up to 90% of our time spent indoors and in an office environment, there is now a national focus on the need to create more efficient, better-quality buildings which also make the occupants feel better, and in turn, happier and more productive.

So, in layman's terms, what exactly is wellbeing in buildings?

Andrew Parkin, Global Head of Acoustics at Cundall, said it is an all-encompassing term that describes how people respond to the situation or environment around them.

"In recent times, the term has become increasingly associated with discussions about the workplace, and since we spend as much as 90% of our lives indoors, a great deal of that at work, it is evident that health and wellbeing will have a major impact on the future of workplace design," he said.

"We know that people perform at their best when they are not distracted, when they are not too hot or too cold, and when they can see without glare. These are obvious links between wellbeing and productivity but while

most people know what makes them happy and productive, they may not be aware of the link between workplace wellbeing and design."

Wellbeing Expert at Design for Wellbeing, Elina Grigoriou, provides details and evidence of how work space impacts on people in a book commissioned and published by RIBA last year entitled *'Wellbeing in Interiors – Philosophy, Design and Value in Practice'*.

"The opportunities to improve how spaces we live, work and enjoy leisure time in are ready to be snapped up. This is because we now know how all the interior features and user impact happens and how we can intentionally support wellbeing and performance," she said.

"We have come a long way since we have been able to cover our basic needs of having a roof over our heads, the ability to have central heating and running water in buildings. We now know much more about how the physical environment affects people and it is time we started becoming intelligent about it and step up to our efforts to grab the opportunities all around us – literally!"

Proof is in the research

Until recently, much of the evidence in favour of designing for workplace wellbeing was anecdotal, however academic studies now back this up, including work published by Harvard and Oxford Brooks universities that indicates that a range of environmental factors, such as CO2 concentrations, thermal, visual and acoustic comfort, can have an impact of up to 20% on people's productivity.

Andrew Parkin said: "At Cundall, we've used the findings of this research to support our own experience of the obvious links between

workplace design, wellbeing and productivity and developed a science-based methodology for optimising workplace design to enhance the wellbeing of occupants. This means that whether we are assessing a floor plate for future occupancy or advising on fit-out, we can ensure we are creating a bespoke solution for our clients."

Elina added that building for wellbeing affected the whole supply chain - including clients, designers, consultants, engineers, facility managers, suppliers, subcontractors and contractors - and all had a responsibility to ensure it was properly delivered.

"The overall building's architecture as a whole will drive certain issues such as spatial volumes, geometry and proportions, daylight, ventilation and room flows. The interior though is where most of the impacts actually occur and where occupants' senses are constantly impacted," she said. "When you are sitting in a room, any room, you are looking at the interior walls, ceilings and floors, you are using the furniture and breathing in the interior mix of air. So, if we are looking to create an immediate effect on people and how well they can live their life, we need to start here, on the inside of buildings."

Elina said she had been asked over the years by designers and other professionals in the industry where they could learn how to design for wellbeing and this had prompted her to launch a training course, *Designing Wellbeing in Interiors*, that covers all the issues and can help the industry learn how to deliver for wellbeing in practice.

"The ambition is that the industry is enabled to realign its purpose on why we all do what we do, and that we can use all this

amazing talent and effort for the betterment of humanity, as a whole and for each of us individually," she said.

Oliver Heath, who runs a research-led sustainable architecture and interior design practice focused on improving health and wellbeing in the built environment, said we are now reaching a deeper understanding when it comes to improving our surroundings and how this can benefit our health and wellbeing.

"Self-care was a hot topic for 2019 and in 2020 we predict that this trend will continue to grow, with a strong focus on using biophilic design to improve and structure our environment to shape our lives," he said.

Biophilic design

A report by the Institute of Corporate Responsibility and Sustainability (ICRS) points out that environmentally-friendly buildings are not only characterised by energy, water and resource efficiency, but should incorporate interiors which provide plenty of daylight, good air quality and thermal comfort – all of which are closely related to improved occupant health. These parameters are particularly important in education and healthcare environments but can also contribute to increased productivity in offices and other working environments.

"Absenteeism is reduced, people are happier and more productive, producing work of higher quality," the report states, adding that even small improvements in productivity can deliver considerable financial benefits.

As a result, biophilic designs are slowly becoming aesthetic hallmarks of modern interior commercial spaces. So what exactly are biophilic designs and how do they impact?

Sales Director at Planet Partitioning, Genghis Akay, explained.

"Biophilic designs connect the natural and man-made worlds to create beautiful interiors for optimum occupant comfort," he said. "Comprising living walls, moss walls and green roofs, biophilic designs are on the rise undoubtedly as a result of their visual impact and wellbeing credentials."

But which office environments do they work best in?

"Incorporating biophilic designs into a commercial office space will have a positive effect on employees' health and wellbeing. Studies have suggested the presence of plants

in office spaces increases cognition by 26% and reduces sick-related absences by 30% (owing to plants' ability to fight toxins in the atmosphere). Clearly, creating a mini oasis in the most high-pressured office environment not only preserves physical health, it has a huge impact on productivity levels; motivating employees in, let's say, the most natural way possible," said Genghis.

"It goes without saying that biophilic design makes people at work happier. Even the smallest cactus on an employee's desk is the defining aspect of whether today is a good or bad day. But for companies wanting to make more of a design statement – whilst also cultivating an 'open' space which improves wellbeing – a solution such as moss walls might just be the answer.

"Not only do they make people happier, moss walls are easy to maintain post-installation. Moss is self-sufficient so no hydroponic or watering system is required and they don't need much space to make an impact. If a company is looking to substitute the feature fabric wall lining in the phone room which has seen better days, a moss wall is a great alternative which won't spoil from lack of attention. Easily adhered to timber wall panels, once the moss is embedded into the wall it will act as a cushion to harsh acoustics, preventing sound ricochet."

He said biophilic designs are already making a positive change within workplaces in the UK and he believes it won't be long before this design trend becomes a crucial staple of the way modern offices are created.

Andrew Parkin said biophilic design was a key factor in the design of Cundall's London and Birmingham offices.

"Humans have an innate emotional affiliation with nature. In terms of design, this means bringing elements of nature into the workplace to make occupants feel more at home, increase feelings of wellbeing and ultimately improve productivity," he said.

This had included plants strategically featured throughout the open-plan office and meeting rooms, while the company is trialling the impact of biophilic sound on workplace productivity, with birdsong being piped strategically throughout the office via speakers in the ceiling.

"Birdsong, a water wall and a natural palette of materials combine with planting to give a multi-sensory experience that is relaxing and enhances wellbeing," Andrew said.



Andrew Parkin



Elina Grigoriou



Oliver Heath



Genghis Akay



FIND OUT MORE

Those interested in signing up for Elina's Design for Wellbeing course can do so at www.designforwellbeing.co.uk while the book can be obtained via the RIBA website.

Design for Wellbeing – Philosophy, Design & Value in Practice
www.architecture.com/riba-books

Further information on our responsibilities regarding wellbeing are also available from ACAS - www.acas.org.uk



Patterns



Biophilic walls

FRAMING STAYS AHEAD OF FIRE SAFETY

The construction industry has probably never been under greater scrutiny than it is today, with designers, contractors, materials suppliers and systems manufacturers under increasing pressure to deliver buildings that are safe, comfortable and affordable.

Nowhere are these pressures more keenly felt than in residential buildings, where, following a number of high-profile incidents, fire safety has been brought to the fore.

Pre-panelised systems have long been recognised for the efficiency that they bring to the design and construction process. Fortunately, achieving the cost, time and payback benefits of this efficiency does not mean sacrificing quality, safety and performance.

Where fire safety is concerned, Metsec steel framing systems are combined with relevant fixings, sheathing boards, plaster boards & insulation products from leading manufacturers for testing by independent UKAS-accredited laboratories, including The Building Test Centre and BRE. This ensures that designers and clients are given the widest possible choice and most cost-effective solutions for their projects.

Fire safety in residential buildings is covered by Approved Document B (AD B) of the Building Regulations (England and Wales), Section 2 of the Technical Handbooks in Scotland and Technical Booklet E in Northern Ireland.

Where pre-panelised systems are concerned, the relevant parts of the regulations cover fire containment within a residential building above ground level and, most commonly, above five metres in height. They stipulate requirements to inhibit the spread of fire in blocks of flats, apartments, hotels, student accommodation, care homes and similar applications.

The height of the building is taken from ground level to the top floor position with minimum periods of fire resistance being stipulated for different height ranges and uses as well as whether the building has sprinklers installed, which buildings of more than 30m in height must have, except for car parks.

For residential buildings, the main requirements in AD B stipulate fire resistance periods of 30 minutes for buildings up to 5m in height, 60 minutes for buildings not exceeding 18m, 90 minutes for buildings

up to 30m and 120 minutes for buildings exceeding 30m. The same is true for Technical Booklet E in Northern Ireland. However, it is worth noting that requirements in Scotland do not have a 90-minute category, requiring 120 minutes of protection for buildings exceeding 18m.

Metsec systems are available with fire resistance of up to two hours, tested in accordance with the main performance standards, BS EN 1364-1:2015 for non-loadbearing elements (walls), BS EN 1365-1:2012 for loadbearing elements (walls) and BS EN 1365-2:2014 for loadbearing elements (floors and walls).

As new non-combustible materials are introduced by manufacturers, new tests are conducted, ensuring that Metsec's Metframe and SFS framing systems are continuously updated.

It is also worth noting that since December 2018 external facing and insulation materials used on buildings of more than eighteen metres in height should be rated as Class A1, non-combustible or A2, limited combustibility.

The safety and comfort of every building relies on efficient and effective teamwork from everyone involved in its design and construction. Materials and systems suppliers make an enormous contribution towards achieving these goals by constantly testing and developing products which deliver the levels of performance and quality demanded by today's construction industry.

The fact that pre-panelised systems are manufactured and assembled in quality-controlled factory conditions and delivered to site ready for straightforward installation reduces the scope for variations in product quality and workmanship, assuring a consistently high-performance product and certainty in the performance of the building.

It is through this continued close collaboration with the producers of insulation products, sheathing boards and cladding systems that Metsec can give the assurances and provide test substantiation for our various lightweight steel framing systems.





THROUGH THE WALL: THE FULL STORY

‘Through the wall’ is a relatively new term used to describe a system approach to external wall systems using light gauge steel framing, but what does it mean and is it achievable? **Joe Cilia** explains.

SFS light gauge steel framing systems provide the structural framework for the inner skin of external walls. Associate Director at the Steel Construction Institute (SCI), Andrew Way, said steel has become the market leading material for this application owing to its quality, speed of installation and design versatility.

So what does ‘through the wall’ actually mean?

‘Through the wall’ could be defined as the composite build-up of the external wall of a building using plasterboard, light gauge steel frame, insulation and sheathing board which, when constructed together, provide the primary fire resistance and weather tightness of the wall.

Structural, fire, thermal, acoustic requirements will define the required performance for the elements and products specified in the wall construction. The final choice of cladding must be considered during the design stage to ensure the load can be carried and the correct cavity barrier is specified.

Managing Director of the purlins and framing division at voestalpine Metsec plc, Stephen Ginger, said ‘through the wall’ is typically interpreted in different ways by different product manufacturers but significant focus should be given to whole wall construction as the specification and pointed out that choice of products will affect the building performance.

“The ‘through the wall’ performance from internal to external finishes is not just about the performance of individual components,” he stressed.

What are the benefits of SFS?

SFS offers a fast, efficient and cost-saving alternative to blockwork and a non-combustible alternative to timber framing, that can improve weather tightness, help meet target dates on a building, making for a safer, more comfortable and drier environment for the fitout phase of construction.

Where is it used?

SFS is used in several built environments, including Housing, Apartments, Student Accommodation, Healthcare, Hotels, Education and industrial warehousing.

What guidance is available?

The Steel Construction Industry (SCI) and FIS have a freely available guide to design and installation of light gauge steel external wall systems available on their websites, known as ‘Technical report ED017’. Andrew said: “This guidance encompasses all aspects of light steel external wall systems, from design to installation and from specification to sign-off!”

What are the likely performance requirements of SFS?

Structural (ADA), fire resistance and reaction to fire (Approved Document B which will be referred as AD B here forward), Acoustic (AD E), thermal insulation (AD L), air and water tightness will all be a consideration. »

Mostafa Jafarian



Stephen Ginger



Senior Certification Engineer - Warrington Fire, Dr Mostafa Jafarian, said: "Through the wall fire performance will depend on the interpretation and direction for performance which could be from either side, so the requirement could potentially change."

What tests are used for evaluating the performance of SFS?

Structural performance is substantiated using structural calculation methods to the relevant Eurocode or British Standard. Calculations should ideally be signed off by a chartered structural engineer to ensure the sections are used appropriately and are structurally adequate.

Mostafa advised that fire resistance is dependent on the requirements of AD B, which may require tests to confirm the fire resistance from the inside of the building and fire from outside the building. This can be demonstrated using fire resistance performance: to BS 476 Part 21 or BS 476 Part 22 or European Standard equivalent BS EN 1364-1 or BS EN 1365-1 (for partition systems), BS EN 1364-2 (ceilings) or BS EN 1365-2 (Floors and roofs). Reaction to fire performance can be demonstrated using the test methods given in EN 13501-1 which should be conducted at an accredited third party body such as Warringtonfire. It is also possible to meet the requirements of AD B using an assessment based on fire tests from a UKAS recognised body such as Warringtonfire and the BRE, which would need to be approved by the building control officer for the project.

For projects where the cladding / insulation is not A1 or A2, it may be necessary for the external cladding to be tested as a complete assembly to meet the requirements of external spread of flame/reaction to fire when tested to BS 8414, although above 18m in residential construction this option has been removed.

Mostafa said: "Based on our experience, the system made of non-combustible or material of limited combustibility could also fail a BS8414 test if they are not suitability designed. So, even for those systems, it would be recommended that they be tested to be about their safety."

There may be an additional requirement to test the fire barriers using the BS 8414 test which then should be approved by building control on project bases.

Acoustic performance can be demonstrated via testing or computer modelling and thermal performance can be demonstrated by calculations to BS EN ISO 6946 or thermal modelling.

Stephen Ginger said: "The important thing to take into account is that SFS is a structural system and should be designed by SFS manufacturers who employ qualified structural engineers. Clients and contractors should demand that the chosen SFS supplier supports the project with a warranty which has full professional indemnity and evidence of this should be provided from the SFS supplier before a project order/design is awarded."

What issues should be considered when specifying /installing infill SFS?

Issues to be considered if related to "through wall" construction within the structural and fire design are as follows:

Structural Design:

- SFS Sections are CE marked.
- Calculations provided and signed off by chartered structural engineer.
- Interfaces and fixings to primary structure considered and shown on drawings.
- CDM requirements are met.
- The chosen SFS supplier can offer professional indemnity to the value the client/contractor requires.

Fire Design:

- The chosen SFS supplier who can offer "through wall" construction has appropriate fire resistance test or assessment as substantiation from a UKAS registered facility.
- Requirements for fixing the components to match the fire test/assessment is understood and followed on site.
- Products are not substituted for "similar" products without approval of the test / assessment sponsor and building control.
- Interfaces of the SFS and primary structure are considered and detailed.
- If the primary structure is steelwork, then consideration and connections to intumescent painted steels or boxing out need to be detailed.

Stephen emphasised that since the tragic events of the Grenfell tower, the industry is rightly reacting, reviewing and taking decisive actions over which products should be used in the wall construction on all buildings going forward. Andrew added that SFS has been used for a long time and is therefore a well-established construction system. However like any system it must be designed, specified, installed and signed-off by suitably qualified and competent people.

It's clear that specifying and installing SFS is a specialist task and should not be undertaken without consultation with other disciplines such as structural engineers and designers who will work with the 'Through the wall' suppliers to ensure a compliant design and specification is developed in conjunction with the building control bodies and that the installation process is regularly inspected and signed off at each stage of erection and before closing out the framework.



FIND OUT MORE

To attend one of the SFS Working Group meetings or find out how you can get involved with the project work, please contact Joe Cilia joecilia@thefis.org or follow this link or visit www.thefis.org/project/sfs-working-group-19-march-2020.

"Clients and contractors should demand that the chosen SFS supplier supports the project with a warranty which has full professional indemnity and evidence of this should be provided from the SFS supplier before a project order/design is awarded."

The FIS SFS Working Group was formed to provide guidance and address issues in this growing part of our sector. Last year FIS launched a joint guidance note with the Steel Construction Institute (SCI) which we will build on 2020 to:

- Create a new specifiers guide.
- Provide guidance for service penetrations.
- Review BS8000:8 Workmanship On Building Sites' code of practice for plasterboard partitions and dry linings.
- Develop a standardised structure for 'Through the Wall' fire performance data.
- Develop a quality check list.
- Develop a guide for the safe ingress of materials to site.
- Develop a competency framework.

Full meetings are held twice a year with small task and complete working group meetings between times.

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FIS MANIFESTO: WHAT CAN WE HOPE FOR IN THE BUDGET AND BEYOND?

It was a relief to hear our new Construction Minister Nadhim Zahawi recommit to the policy direction outlined in the Construction Sector Deal. The document opens with: "Construction underpins our economy and society. Few sectors have such an impact on communities across the UK or have the same potential to provide large numbers of high-skilled, well-paid jobs."

The deal looks at productivity across the UK and highlights skills, innovation, a pipeline of work and the business environment. When published, there was good industry buy-in and now we need to get on with it. Here are five priorities to help FIS members drawn out in this work.

1. Lead by example on fair payment

There have been too many league tables, unenforceable and unpoliced or



toothless policies (eg the fair payment charter). Almost a third of all construction expenditure is awarded through local or national government. We now need government to lead by example. There should be no retentions (at any level in the supply chain) on public sector projects (or even projects where government is a key stakeholder). Contractors who endemically pay late and starve the supply chain of vital cash must not win work. At the same time we need to review the contractual environment, strike out unfair and overly punitive clauses (often excuses to pay late or at reduced levels) and ensure risk is managed, not just passed on!

Building a better fit-out and finishes sector... together



7 REASONS TO JOIN!

- Winning work
- Expert advice
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- Championing fit-out
- Managing your risks
- Delivering skills

FIND OUT MORE

**thefis.org
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Product

GX GLASS LAUNCHES PRINTED GLASS VISUALISER

Premium glass processor and manufacturer Gx Glass has introduced its new printed glass visualiser. Designed as a cost-effective reference tool for interior designers and installers, it shows a range of glass uses – wall cladding, partitions, balustrades, doors, splashbacks and shower doors. With over 70 ceramic printed designs available in styles such as stone textures, illustration and gradients, users can view or show clients a range of design options without the need for costly mock-ups. The visualiser shows the versatility of Gx Glass' CeramX-Digital printing process that has the longevity and quality which goes hand in hand with ceramic inks. The printing technology reproduces photo realistic detail that can replicate textures such as wood grains, metal meshes, marble and stone.

<https://www.tecglassdigital.com/gxglass/>



2. Lowest cost over best value procurement must stop

Grenfell shouldn't have happened. Repeated warnings were ignored, standards and regulations overlooked and processes not



adhered to. But it was nearly three years ago now and apart from a few tweaks and advice notes, the regulatory landscape hasn't moved on. FIS continues to support the working groups and feed into reviews and consultations. Industry can lead, it will but until regulation underpins this, there will always be clients and contractors willing to cut corners at the expense of quality and safety. Change must be accelerated.

3. Review the responsibility that is building ownership



Tightening the building regulations will help to fix construction going forwards, but it does not address a legacy of neglect. This goes beyond construction and points at structural concerns in the way our building stock is managed in the UK. Inadequate upfront investment and a lack of foresight to accrue funds necessary to invest and maintain a building as an asset could not be better exemplified than when we look at the home of our own parliament.

Policies must be developed that ensure these vital assets are effectively managed,

that the building functions as intended, while addressing sustainability issues (natural capital is locked up in materials that form part of a building and may or may not be recyclable or re-usable. We need to start recognising and recording this). This approach could be wrapped in a much-needed business rate review that rewards effective asset management and investment and ensures the building itself is effectively valued, not just the land and location.

Serious consideration should also be given to a building safety fund to address many concerns becoming evident through the Grenfell Inquiry. This could be levied through Insurance Premium Tax and kick start a much-needed investment programme that will improve safety, spare the public purse and overcome protracted legal wrangling that will ultimately force many firms without the means to defend themselves out of business.

4. Give us credit



A credit crunch in construction is constraining much-needed investment. Innovation such as offsite and digital solutions that will improve productivity (and sustainability) require capital investment. The average pre-tax margin of the top 10 UK contractors in 2018/19 was 0.1%. This, coupled with the shockwave that the failure of Carillion sent out, has increased the perceived risk on the supply chain and limited access to credit. Where grants and support are available, they tend to favour huge projects, large enterprises, exports and blue-sky solutions. R&D tax credits are helpful but retrospective and don't help raise working capital prior to investment. We must look at innovative models such as Carbon Trust loans and the Export Credit Guarantee Scheme to leverage more support for smaller contractors and suppliers through the Sector Deal. We need to be wary too of things that could undermine liquidity in construction further, such as the impact of reverse charge VAT.

5. Don't starve us of talent



We often hear talk about parity of esteem for vocational education, but the system remains biased towards the academic over the practical. There is still no UCAS equivalent system for apprenticeships (of all levels). We need real support for FE colleges to run courses that lead to jobs and to reward employment rather than training outcomes. This needs to align to improved careers advice in schools and recognition for the importance of subjects like design technology (it makes no sense that this is not considered a STEM subject). Government and the IfA need to do more to ensure apprentice vouchers accrued through the levy are ringfenced, easily traded and, where businesses paying cannot utilise directly, monies can be directed to investment in the training centres and resources needed to support the delivery of standards. In this way businesses are incentivised to drive profound change, work with providers and develop those vital links between industry and provision.

Finally we must be mindful of the need for a fair, balanced immigration system. Post-Brexit we still need to recruit from outside the UK for roles in shortage so the system must be based on the needs of industry not an arbitrary skill or salary threshold.

Why listen to the FIS?

Our Sector: The average building has more than 30-fit-outs and as a result around 10% of the UK construction sector (around £10 billion). Ultimately we finish buildings of all types, making them beautiful, functional, safe, healthy and sustainable.

Workforce: c 250,000 people

PREPARE FOR A DOUBLE-WHAMMY

Two pieces of legislation are looming that will have far-reaching consequences for all those in fit-out: New IR35 changes will be implemented in April for private sector contractors and Reverse Charge VAT comes into effect in October. So, in a nutshell, how prepared are you and what should you be doing between now and then? **Liz Bridge** of The Joint Taxation Committee offers advice.

IR35 changes

Do you even know what 'Off Payroll' working means and why you need to know?

About 10 years ago there was an enormous recession, together with a flurry of fear that HMRC would look closely at whether subcontract labour was really self-employed in the true meaning of trading independently and on their own account.

The result was that many of the people who were made redundant and or took early retirement decided to form their own companies and try to trade 'self-employed'. In the falsely self-employed group, many more were moved off to agencies and intermediaries who helped them form their own limited companies to give a touch of legal class and possibly some legal protection.

Then everyone with their own legal company - a Personal Services Company (PSC) set forth to get work, 'off payroll'.

Many of the redundant and early retired simply went back to their old employers one, two or three days a week but those employers paid their PSC rather than putting them on payroll as part time workers. It was so much cheaper, there was not the burden of employers and employees NIC and the worker via his company could claim some expenses. Many of the intermediaries simply offered whole workforces back to their original employers for a fee which indicated that no NIC was being included.

HMRC fought back by introducing some rules known as IR35 which should have imposed PAYE on the PSCs, but everyone now seems to agree they never worked.

So in 2017 HMRC introduced rules for Government Departments and local authorities that meant that if they used people in jobs that would properly, normally have been taxed under PAYE, they could not engage them via PSCs and agencies without being responsible for the PAYE debt. PAYE had to be applied to the movement of money arising from the local authority when it was passed through the fee payer to the PSC. If no PAYE reached HMRC the Government department was still responsible.

On 1 April 2020 that legislation applies to all large and medium companies in the UK

-companies with more than 50 employees or a turnover of more than £10.2 million or assets on the balance sheet of more than £5.1 million. Even if you are smaller than this, you should watch and wait. This legislation has had such success for HMRC that it will come to a cinema near you very shortly, the year after next is my own guess.

So, let us imagine that you realise that your firm is a large or medium business, and therefore well in the cross hairs of the HMRC rangefinder.

Make a list of everyone who works for your firm because your firm wants their services (but exclude anyone who is paid through the payroll). Include especially the people who are known personally, invited to Christmas parties, have company business cards, drive company vehicles, your firms front door key, car park pass -all the paraphernalia that mean that they work side by side your employees and look very similar.

Widen the list to include IT consultants, project managers, engineers who are with your firm for long periods of time or regular days. And then add the names of your workforce who might consider themselves to be your workforce, or who other people might think are your workforce, but are not actually paid through your payroll.

You are then going to test the terms on which these people work with you using the HMRC CEST test.

It isn't perfect but it will tell you whether HMRC consider the person is an employee. If so, the whole payment chain must be told that the fee payer must operate PAYE and if the fee payer (the firm paying the PSC) is your firm, PAYE must be set in place. It will not be a popular decision and there may be a lot of conversations about rates of pay to be had.

If they are self-employed on a CEST test, there is a measure of safety.

The CEST test also throws up some 'maybes' and that is where you must think about your appetite for risk and your capacity to change - and stick to - new contractual arrangements. If you decide that PAYE does not need to be applied but HMRC investigates and decides it is due, it is your firm on the hook for ever for the ever-increasing PAYE liability not an intermediary.



Liz Bridge

Liz is the secretary of The Joint Taxation Committee (JTC) and has been in post since 1990. Having previously worked for HMRC and the Building Employers Confederation (BEC), she is well-known within construction for her teaching on topical tax issues.



FIND OUT MORE

If you have any questions regarding the upcoming IR35 or Reverse VAT, email them to info@thefis.org

Reverse Charge VAT

I think most members of FIS trade predominantly as subcontractor to a main contractor paying a lot of PAYE and CIS tax to HMRC from deductions from their workforce and also paying over a lot of VAT because their supplies are standard rated to most of their customers and the input tax they recover is small in comparison.

The new rules will leave most subcontractors who work for VAT registered/CIS registered businesses receiving little or no VAT from their customers, the main contractors because they will be reverse charging their trader to trader invoices.

There are two major implications to the October Reverse Charge change. In a nutshell, there will not be the cash running through construction businesses that there is now. For every £6 taken, imagine £5 in the new regime. What will that do to your cash flow? There will not be the same quarterly debt to HMRC but effectively for many firms the change will provide less oil in the business pump.

Interiors work is heavy on the use of labour and workers must be paid promptly, there is no margin for delay there. So, have you been using incoming VAT to manage cashflow to pay the workforce? You will not have this luxury after October 2020.

Moving on swiftly to another sore area, are you a good payer of VAT, always able to make payments on time? If you are cash rich, the new regime will not hurt. But if you ever use the VAT collected on current paid work to tide you over, or if you ever have to get a customer to pay you before you can pay your VAT bill, the changeover between the two regimes will be very painful. You ought to calculate how you will manage in the quarter in the autumn of 2020 when you have to pay a VAT bill in the order of magnitude of your current VAT bills, but may have no VAT at all coming to you on the invoices you raise.

Good control of cashflow will be key to your surviving this change. After 1 October, your firm

will still pay VAT on materials, fuel, and vehicles - it will probably pay more VAT than it ever receives from CIS registered customers. If these are your circumstances it is essential to register as a 'repayment trader'.

But here are issues related to be a repayment trader. Many people will be owed VAT refunds from HMRC each month rather than, as now, paying VAT quarterly. In order to get your refunds promptly you will need to get VAT returns in very promptly. HMRC does not repay without a return - it is not psychic! Repayment trading often triggers a VAT inspection, so it would be wise to audit your own VAT processes now in order to show any inspection team a squeaky-clean year. An inspection visit always looks at the ordinary detail of day to day trading like the treatment of VAT on fuel used in vehicles - commercial and private. It looks at the recovery of VAT - or non recovery of VAT - on anything that could be thought of as entertaining. So, sharpen up your act. A major change is afoot.

You will need to do the following:

1. Think about and plan cashflow.
2. Warn all your subcontractors supplying labour or labour and materials who are VAT-registered that they must not charge you VAT and you will not pay VAT after 1 October. You don't want them arguing with your accounts department using up its time and patience in October 2020. There will be enough to do.
3. Remember there will always be VAT to pay on materials only invoices to manufacturers/suppliers.
4. Train your staff in the new changes -they will need to know what to do if an invoice shows incorrect VAT, how to do reverse charge coding and how to raise a reverse charge invoice.
5. Make sure that your accounting software can do reverse charge and that your staff know how to code it.
6. Design and know how to use the new reverse charge invoices that you will have to raise.

1. Make a list of everyone who has a business card of yours, or a desk, or a job title or regularly attends your sites but who is not on your PAYE roll.
2. CEST test them.
3. Notify the payers of everyone who has shown up as an employee on a CEST test that PAYE must be imposed, ask for details of whether they are the persons own PSC or an intermediary and ask them to notify you. Tell them you will deduct PAYE on the fees paid and wait. It will emerge whether you are writing to the PSC or an intermediary and whether PAYE is already being applied in the chain. Most people with a PSC will know this is about to happen and will come back with a view.
4. Keep records of the CEST tests you did which showed that individuals were not on employed terms.
5. Get some accountancy and HR advice on how to handle the maybe problem. Do you want to change their terms and monitor that the change is honoured or is it safer to move them into PAYE?
6. Do not panic. Most medium and large employers in the UK have the same problem and are doing the same exercise. Start now and keep going, late or early, the issue must be faced because the legislation is moving.

IR35 Reform in the Private Sector

"It will be up to the client and fee-payer to determine and then communicate whether or not the PSC falls within IR35 legislation. It is important to note that this determination can be challenged by the PSC."

Ellie Selkirk, Business Development Manager, IN-SYNC Group



"The final legislation will offer some clarity. .. it's imperative you are prepared. We do not recommend waiting until this time before you take action, and if you're not already making this a business priority then you should act now."

James Smith, Group Sales Director, The Indigo Group.



VAT Domestic Reverse Charge

"It is called the "reverse charge" because the flow of VAT is going to change from the downwards process to an upwards one... The first thing to consider is whether the reverse charge VAT rules actually apply to your project, works or services. There are exemptions, for example, for new buildings or zero-rated supplies of goods or services."

Kara Price, Construction Associate, Wombles Bond Dickinson (UK) LLP



LEARNING

KNOWLEDGE

EXPERIENCE

COMPETENCE

SKILLS

ABILITY

TRAINING

GROWTH

ATTACKING THE SKILLS GAP WITH INFORMATION

Since 2016 FIS has surveyed its membership on the skills and workforce changes in its FIS Training Needs Analysis (TNA). FIS Sector Skills Engagement Manager, **Amanda Scott**, reports on why this work is needed and key findings to date.

ATACKING the skills gap is one of the core pillars of FIS activity (built around the FIS Competency Framework). Within this we look at both who and how we attract and induct individuals into our workforce and how we address any competency issues within the existing workforce.

Responses form a baseline and provide FIS with the evidence necessary to support and develop funding streams, isolate gaps and priorities, allocate key resources and better support members.

Key findings from 2019

Through the TNA we get some good insight into the age profile of our workforce. In 2019, 7% of workers were aged between 16-24 years with apprentices accounting for around 3% of the total.

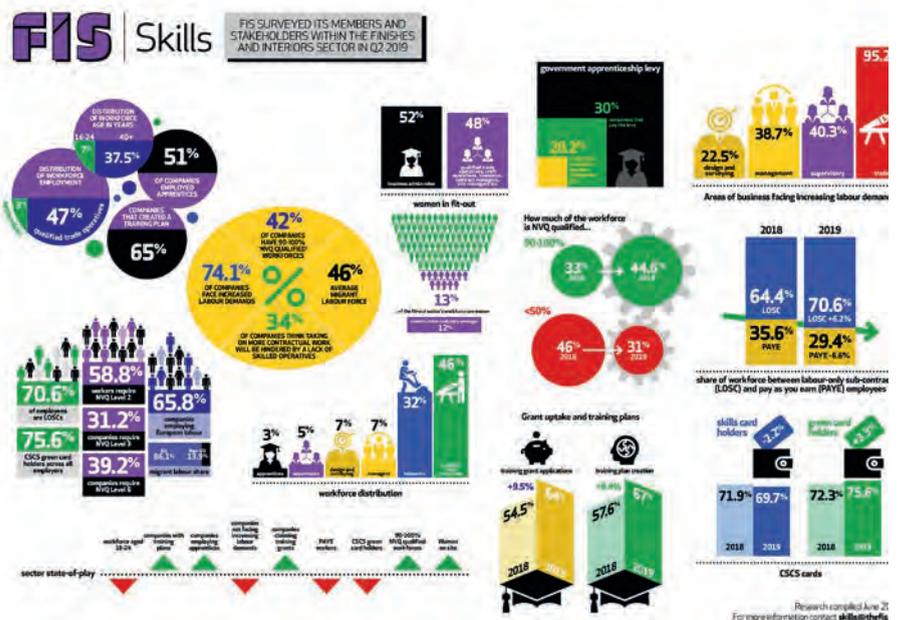
Apprenticeships are not the only way that we can attract young people into the sector but are often the go-to headline when we look at engaging young people. Apprenticeship levy payers only account for 30% of the survey group. However encouragingly 51% of the respondents currently employed at least one apprentice. Work is ongoing to increase this level and FIS supported the development of the new Trailblazer Apprenticeship for Interior Systems Installer, which has now been approved and provides fresh opportunity to revisit this option for employers. The need for more commercial design and surveying

entrants is also recognised and FIS is engaged in T Level developments that can also support this need.

At the other end of the spectrum, 37.5% of our work force are aged 40 and above. There is a distinct difference between retirement ages for those working in qualified trade operations tending to retire earlier than those in commercial, design and surveying

operations and management.

The sector remains heavily reliant on the labour-only subcontractor model and this was increasing in 2019. The LOSC workforce share increased by 6.2% to 70.6%. This increase has set the balance back to our 2017 findings. In 2018 we reported an increase in the PAYE workforce, but economic uncertainty, potential PAYE ringfencing, an unstable exchange rate and



IR35 implications have all contributed to the sector, resorting to a model of where for every 10 people employed in our sector, seven are employed on an LOSC basis.

The migrant workforce distribution has remained fairly steady at 46.2% of the total workforce. This percentage is broken down to those from the EU at 86.1% with workers from Poland and Romania making up the large proportion of this share. Non-EU countries at 13.9% have fallen in recent years. This can be attributed in part to the environment created by Brexit, currency fluctuations and the potential attractiveness of other EU nations such as Germany.

Inclusivity

In the TNA18 and 19 we looked more into the inclusivity of the membership and focused in the first instance on the distribution of men and women in our workforce. Women in the finishes and interiors sector remain at 13% - 1% above the current construction industry average. The current findings indicate that 48% of women are operating in design and surveying, qualified trade operations, technical works, assessment, site and construction management and apprenticeships. Those in non-business development roles have

increased by 1.5% showing marginal gains in those found on site over the past year.

While there has been a rise in the number of companies reporting that 90-100% of their workforce are fully VQ qualified, more than 56% of members are outside of this target. Certainly there is improvement here but the rate of change underpins wider concern related to proportion of CSCS blue card and growth in the uptake of CSCS green labourer cards.

Encouragingly, 67% of members are engaged in training plan creation and CITB training grant application awards are at 64%, showing a 9% growth in both areas from TNA18 to 19.

The questionnaire for TNA20 was released and distributed on 2 January 2020, the deadline for completion is Friday 28 February. The findings are due for release in March 2020.

“Apprenticeships are not the only way that we can attract young people into the sector but are often the go-to headliner when we look at engaging young people.”



FIND OUT MORE

The link to the Training Needs Analysis can be found on the homepage of the FIS website (www.thefis.org) and can be accessed across all mobile devices. For any completion assistance or for anyone wishing to take part in TNA discussions contact amandascott@thefis.org or any member of the FIS.

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'MY HEART IS IN GYPSUM!'

Having joined the industry more than 24 years ago and held key UK and European roles with Lafarge and then Etex, **Neil Ash** has just been appointed to run the company's building performance division on a worldwide basis. **Stephanie Cornwall** spoke to him about what the future holds – and what we can learn from the past.

BEFORE packing his bag and heading to Belgium to take up his new global role, Neil Ash has been monitoring a solid investment on UK turf, in the place where it all began for him, and will be watching with interest as it begins to take shape over the next couple of years.

Neil was born in the Bristol area, where Etex is developing a new £140m manufacturing plant (its third in the UK), scheduled to be operational in 2022 (subject to planning) so he takes personal pride in the company's latest investment.

Growing up in the area, Neil's family ran a service station/car dealership and the expectation was that he would eventually join the family business. But Neil decided at an early age this wasn't for him.

He said construction called to him because it gave him the chance to see something built and created from scratch.

Having begun his working life as a plasterer and drying contractor, working as a sub-contractor on installations, before joining Lafarge/Etex and working his way through the ranks over the next couple of decades, Neil declares "My heart is in gypsum!". He said. "Putting 30 bags of plaster on a wall may seem very different to where I am today, but I got a tremendous amount of satisfaction from that."

Investing for the long-term

Investment is key to driving change and meeting long-term UK needs and Neil believes the new manufacturing facility is the perfect example of how things can move forward while making best use of existing know-how and facilities.

"We can talk as much as we like about productivity, but if we don't put new capacity in place, to solve the supply and availability issues that the market has seen in the last year, there is a risk that productivity will be

lost owing to shortage of product. That is why, even in an uncertain market, we believe it is right to invest significant amounts of money because the long-term need for construction is there," he said.

Currently Etex uses two UK locations for manufacturing - one plant in the north of England at Ferrybridge, and one in Bristol. The decision to build a third in the south-west was down to market needs and supply, so while it will keep on growing in the north, it can service more of the south in line with demand once the new facility is operational in two years' time.

"It is a good news story for the area. It is a brownfield site. It is currently used to import coal. We will clean the site up and build the plant there. We will use some of the existing infrastructure. It was in place for coal, but it is perfectly located to import gypsum into the UK. We have got a tremendous team of people in Bristol, with great know-how and experience.

"When it is at full capacity, it will create another 50 permanent jobs, mostly in manufacturing, alongside the labour used during the actual building project, so it's a good news story in terms of local employment."

Keep on learning

Having started on the tools, Neil is a firm believer in a combination of practical and classroom training to gain the best skills set, and believes it's never too late to learn.

"I was always told I was academically gifted but I was very lazy and not interested in education as a teenager. However, I always had a sharp mind for business. I probably found education later on in my career, when I really enjoyed developing myself," he said.

As Neil's career progressed and he moved through the ranks, his roles saw him working and travelling throughout the UK

and Europe. The advent of Brexit brought back a nostalgic moment for Neil, who was working in Poland following Lafarge's acquisition of a state-owned company there, when it first joined the EU. It was there he met his second wife.

"It was interesting for Lafarge to take over that kind of business and rebuild its culture while instilling the values that kind of business wanted to have there," he said. "It was a tremendously interesting part of my life. Poland was a very different country then to what it is now. It was a great challenge to do something in a market that was evolving quite differently to what I had seen in Europe when I'd worked in the UK. It was not even part of the European Union then – that actually happened while I was out there."

Investment in people

Investment in people is just as important as financial investment, Neil stressed, recalling the day Etex bought the Lafarge plasterboard business in 2011 and he became Managing Director of the business in 2014. That move enabled him to invest more in people and create a more engaged workforce – something he stresses is key to any good business.

"Having great people who are motivated and engaged, is what is going to enable us to give great service and solutions for our customers," he said.

So what message would Neil give to those new to the industry? Persevere, take advantage of all the training opportunities that are far more readily available nowadays and keep on learning through experience, he said.

"I borrowed the fee from my mum to pay to put myself through college. I just didn't have the money to do it when I was younger. I went to Brunel Technical College where I got an NVQ in plastering. There are

a lot of people who start off without taking that route. They learn to be a plasterer or a dryliner without doing the qualification. I felt it was important to give myself that grounding. I am a firm believer in colleges and skilling people up to do the right thing in a professional and safe way on construction sites. It teaches you more about the basics of construction, while the academic part teaches you more about the different forms of construction. It does it in a light way but it gives you a fuller picture. I found that interesting but I also liked the application side of things and learning to do that."

Hard work and determination, coupled with an appreciation for the work of others, are key to becoming a fit-out specialist, whatever the chosen profession, said Neil.

"I started at a really junior level in the organisation, but through hard work and determination on my side, and great investment in me to develop me by both Lafarge and Etex, I see myself now taking care of building performance on a worldwide

basis. We are now looking at how we are now going to grow and develop the business in Latin America," he said.

"This is nothing like the way I saw my life panning out back in the early days! It has been a fantastic journey, working with great people and with great customers in a great industry!"

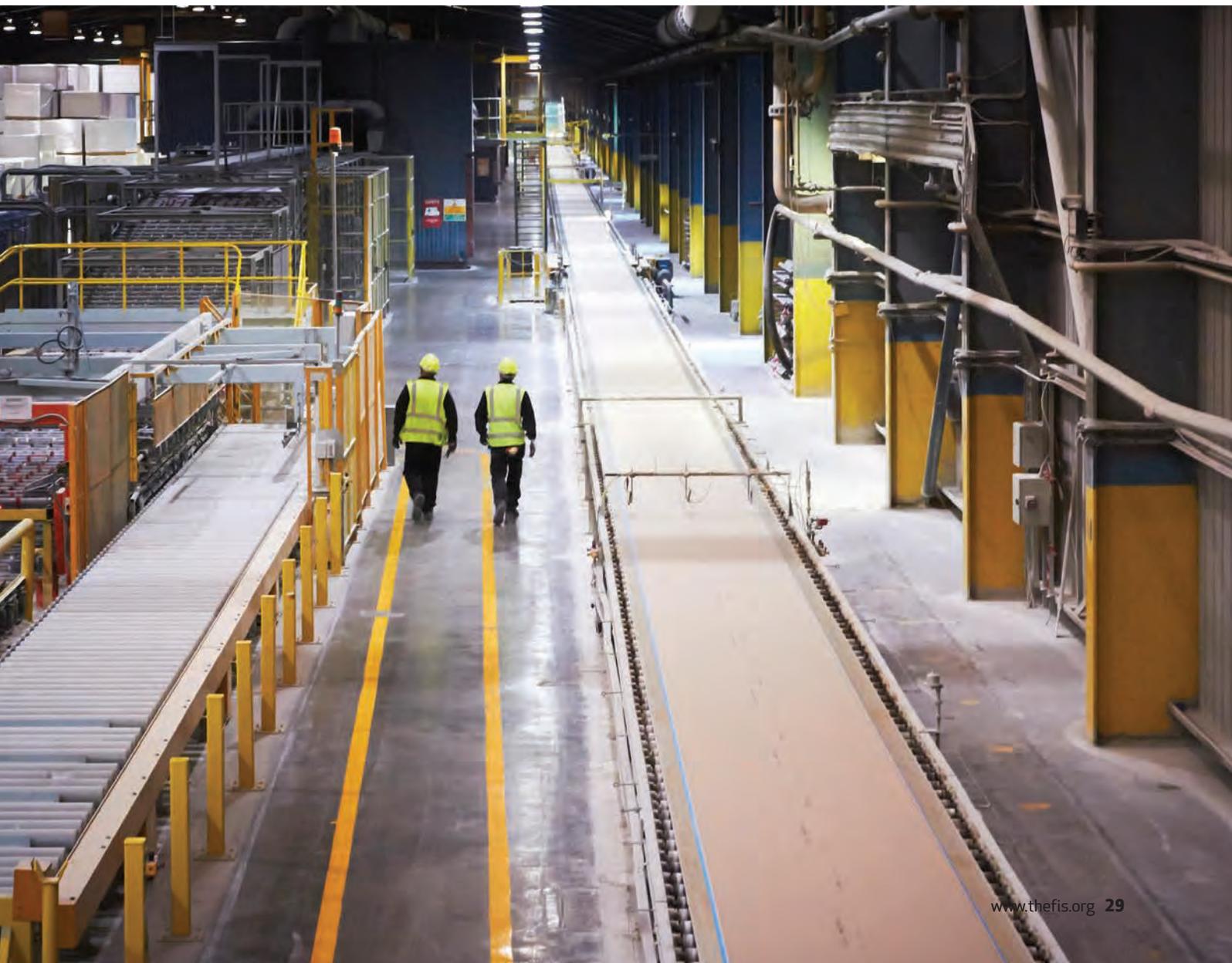
The father-of-five had one solid piece of advice to share with FIS members in the UK: Never lose sight of the real picture.

"I have always encouraged people to spend time on job sites and to spend a day in the life of a customer, seeing how they do things and talking about what makes a great day for them, or what makes a bad day for them. Through that understanding we can create better products. Too often innovation is what someone thinks is a good idea when they're in an office or an R&D department. What I would rather look at is what is going to make us create better buildings in a sustainable and more efficient way. It may sound like a cliché but that is what I encourage people to do. We don't

learn about the market by sitting in an office – we do that by talking to customers and understanding the challenges they face.

"I think we've done a really good job of that together as a team over the last few years and I know that, even as I move on to different things, that will stay with the business. It is not just a UK thing – we are trying to drive that everywhere we go now because that is what makes us a good manufacturer at the end of the day.

Inside Etex's existing Bristol
plasterboard manufacturing facility



DON'T SPLIT HAIRS WITH RPE

The BSIF's **Alan Murray** clarifies some of the confusion regarding respiratory protective equipment face-fitting and the need for a clean-shaven policy.

In the autumn of 2019 the Health and Safety Executive (HSE) published its summary statistics for 2019 and within that we see that work-related lung disease is estimated to be linked to 12,000 deaths each year.

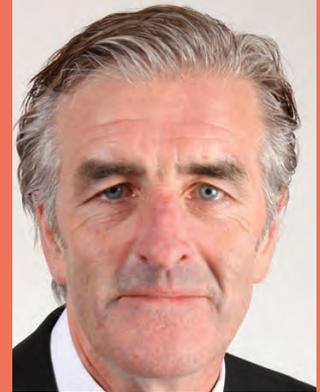
While there is obviously a historical element to these figures, the statistics clearly state that there are currently 18,000 cases of breathing or lung problems caused or made worse by work each year, on average over the last three years. Furthermore, the number of new cases of occupational asthma treated by chest physicians is the same as it was 10 years ago.

So while the UK is rightly regarded as an international leader in safety and health, we clearly have a problem with managing respiratory health in the workplace.

In the UK, if any employer and in this case any FIS member, has completed their risk assessment and has chosen to use Respiratory Protective Equipment (RPE) as part of their "controls" it is the law that it must be fit-tested on the wearer's face so that it can provide the protection required to protect the individual from hazards.

The law states clearly that any RPE provided by an employer must be adequate for the hazard and suitable for the wearer. If RPE is not face-fit tested to the wearer, their health is put at risk.

But research indicates that a significant amount of the RPE in use does not offer the user the expected level of protection because it does not fit. The law states that, not only should the RPE be fit-tested but that it should be carried out only by a competent person. No competent



Biography

Alan Murray is the Chief Executive Officer of the British Safety Industry Federation, the UK trade body for the safety industry. He took on his current role in 2014 and, over the years, has had close contact with manufacturers, users, BSIF members and other industry stakeholders, having previously worked for organisations including Marigold, MG Safety and Scott Safety.

"There are currently 18,000 cases of breathing or lung problems caused or made worse by work each year."



fit-tester will test a wearer who has facial hair or stubble in the area of the mask / face seal.

Fit testing is so very important to the performance of tight-fitting RPE that the HSE has recently updated its detailed guidance on how a fit-test must be carried out. The Fit2Fit organisation, at the same time, published companion guidance on the three most commonly offered methods.

Establishing competency

How is competency established? An individual offering face-fitting of RPE who seeks to be accredited as competent, must pass a written test on respiratory protection guidance and a specific written test on face fitting methodology before undertaking an observed practical assessment of a face-fit against the accepted HSE / Fit2Fit guidance and syllabus. This is the accepted method of evaluating the competence of an individual carrying out this vital service.

Of those who apply for accreditation, there is a failure rate approaching 30%!

It is believed that in the UK there are more than 3,000 people who are offering RPE face-fitting. Are they competent? The number of accredited competent individuals at the end of 2019 was approximately 370, so it is vital that the employer discharges their responsibility in managing a respiratory protection policy by ensuring they demand evidence of competency. FIS members should visit www.fit2fit.org where they will be able to contact and source an accredited fit-tester.

The issue of using RPE and the need to be clean shaven is a topic that alarmingly still comes up, with many employers apparently struggling to effectively manage a clean-shaven policy. It is often stated that employers find it is very difficult to apply.

I am afraid that it is not an option for an employer to allow staff to wear tight-fitting masks and ignore the clean-shaven requirement. The employer would be failing to manage their respiratory protection policy. If an employee refuses to shave, then they cannot be deployed in an area where tight-fitting RPE is used to control exposure.

It absolutely needs to be understood that if tight fitting Respiratory Protective Equipment is being used by workers then they also need to be clean shaven. It is the law and it is consistently referred to in the HSE guidance. Tight-fitting masks rely on an effective seal between the mask and the skin. If an individual has stubble or facial hair in the area of the seal, then the seal is not effective and protection will be compromised and the wearer could be exposed to the hazard. COSHH states very clearly that a user must be clean shaven, see page 41 of COSHH. Published in 2015 as HSE Research Report 1052 "The effect of wearer stubble on the protection given by Filtering Facepieces Class 3 (FFP3) and Half Masks" concluded that the

"It is not an option for an employer to allow staff to wear tight-fitting masks and ignore the clean-shaven requirement."



clean-shaven guidance was indeed justified to ensure effective protection. The full research report can be found via this link <https://www.hse.gov.uk/research/rrhtm/rr1052>

Is there another option?

Yes, indeed there is. FIS members can provide loose-fitting headtops, normally with powered air drawn through a filter system to deliver clean, filtered air to the user. These systems do not rely on a seal to the skin. The systems are widely available and provide an ideal alternative to tight fitting masks. The unit costs for some, can be a barrier, but there is ample evidence that they provide a beneficial cost in alternative over time.

By going this way, the problem of a clean-shaven policy goes away.

But please be clear: Tight-fitting masks are being utilised to protect from a hazard therefore the wearer must be clean shaven in the area of the seal.

The Fit2Fit Scheme administered by the British Safety Industry Federation (BSIF) and supported actively by the Health and Safety Executive (HSE) has a very clear mission: To improve the respiratory health of those wearing tight-fitting RPE through being fit-tested by a Fit2Fit accredited provider.



FIND OUT MORE

For more information on RPE Fit Testing and Facial Hair please see the frequently asked questions on www.fit2fit.org/faqs/

At a glance:

1. Respiratory Protective Equipment (RPE) must always be properly fit-tested.
2. A clean-shaven policy when using RPE is required by law.
3. Always use an accredited RPE face-fitter – be sure to check credentials.
4. Loose headtops with filters are an alternative.
5. 12,000 deaths are caused by work-related lung disease each year in the UK.



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