



Annual Review 2022







WELCOME TO OUR **ANNUAL REVIEW 2022**

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OFFICE BEARERS

PRESIDENT

Mr Brian Jones

CHAIRMAN

Mr Steven Mulholland

IMMEDIATE PAST PRESIDENT

Mr Bob Collins

CHIEF EXECUTIVE

Mr Kevin Minton

Mr Brian Jones was re-elected as President of the Association at the Annual General Meeting held in London EC1 on Tuesday 11 October 2022. Mr Steven Mulholland was re-elected Chairman of the Council at the Council Meeting held immediately following the AGM.

Council as elected at the AGM on 11 October 2022:

REGION

South East	Vacant	
Southern Counties	Phil Leahy	Sunbelt Rentals UK
Greater London	Kevin Smith	SCCS Survey Equipment Ltd
East Anglia	Bernie Chapman	W R Chapman & Son
East Midlands	David Simmons	Sinbad Plant Ltd
West Midlands	Aaron Davis	P Flannery Plant Hire (Oval) Ltd
North West	Vacant	
Northern Counties	Mark Anderson	GAP Group
Scotland	Steven Mulholland	Mulholland Plant Services Ltd
South Eastern Counties	Kirsty Archbold-Laming	Claude Fenton (Plant Hire) Ltd T/A Southern Hoist Services
South West	Darren Blackburn	Plantforce Rentals Ltd
Wales	Siôn Morgan Jones	ACOP Group Ltd
Yorkshire	David Holder	HTC Wolffkran Ltd

CO-OPTED

Trevor Gamble
Nadine Clark
Ian Gordon (Trustee)
Daniel Thompson

ASSOCIATION STAFF

Chief Executive	Kevin Minton
Manager (Legal)	David Smith
Manager (Training & Safety)	Rob Squires
Manager (Communications)	Adam Godwin
Manager (Technical Development)	Peter Brown
Manager (Office & Membership)	Lisa Godwin
Manager (Policy)	Chris Cassley
Accounts Administrator	Siva Subramaniam
Membership Support	Maria Reid and Jenny Lupton

LIFE MEMBERS

William Law, Denis Morgan, Colin Wood (Trustee)



PRESIDENT'S MESSAGE TO MEMBERS



This is the fifth year that I have the privilege of addressing you as President of the CPA, having been elected to post in October 2017 following six years as CPA Chairman.

Firstly, I would like to thank our current chairman Steven Mulholland for the work he has put in through the year, together with all members of CPA Council. The chairman and Council members are volunteers from within the CPA membership, and it shows considerable dedication and loyalty to the Association that they have been willing to give up their time to attend meetings and make contributions to Council matters. I also thank those Member companies that have supported their Council Members in this work.

I also wish to thank Bob Collins - my predecessor as President - for his support throughout my fifth year as President.

Membership

CPA membership has continued to grow steadily, although we remain cautious about some long term effects of the coronavirus pandemic, supply chain disruption and rapid increases in cost of doing business. Membership stood at 1878 at the

end of June 2022, a net increase of 61 over the previous year. We did lose some Members during the period, mainly due to retirements, acquisitions and unfortunately some receiverships. However, the number of new entrants more than offset those losses, and we welcome all of these new Members to CPA.

Skills and Training

The Association continued to seek grant aid and support from the Construction Industry Training Board (CITB), for our Members and the wider plant sector. CITB itself continues to undergo a major restructuring programme. The CITB consensus process in 2021 resulted in CPA returning a response that CPA Members agree that the Levy proposals are necessary to encourage adequate training in the construction industry.

CPA continued work leading the formation and operation of the Plant Sector Representative Organisation (PSRO), which is a cooperative

project involving seven employers' associations, including the Scottish Plant Owners Association, CECA, Build UK and others. This project is helping to align training and assessment schemes for a future supply of skilled operatives, in line with Construction Leadership Council requirements. PSRO also sets out to encourage transparency and efficiency amongst schemes.

PSRO is now an independent company, registered at Companies House, and has its own website with information about its activities and relevant plant card schemes. It has published a Competency Framework, and has been referenced by CSCS as the Sector Representative Organisation for plant. All plant-related card schemes who wish to carry the CSCS logo in the future will be required to demonstrate compliance with the PSRO Competency Framework.

We will continue to represent our Members' interests at the highest

level within NOCN Job Cards, as well as in practical terms in working groups. This reflects the fact that many CPA Members will have employees who hold a CPCS card, and nearly all of the machinery owned by Members will be operated at some point by an operator who holds a CPCS card.

CPA has three positions on the Board of Directors of NOCN Job Cards, held by Trevor Gamble, who is a member of CPA Council and who has served for many years as Chairman of the CPCS Management Committee, Paul Allman, who was a member of CPA Council for 2021-22 and Kevin Minton, the CPA Chief Executive. Much of the practical work on CPCS is led by Trevor Gamble. I thank Trevor and our other CPA representatives for their work and commitment to the scheme.

CPA continues to take a crucial role in leading, coordinating and supporting work on developing new apprenticeships for our sector. These new standards-based apprenticeships are an essential part of our ability to compete for the best talent with other sectors, and an essential component of allowing employers a choice of routes and methods of recruitment, training and development. I thank the CPA Members who have given their time and expertise to this important work.

The 2022 official figures for the plant-based apprenticeships are now strong and reflect the original estimates of annual registrations when the submissions for approval were made. There are 251 official registrations for the Plant Operative apprenticeship, 58 registrations for Hire Controller; 28 official registrations for Lifting Technician; and 29 registrations for Plant Mechanic.

CPA staff have also supported Qualification Wales and their appointed awarding organisations,

who are in the process of developing a plant operations apprenticeship at Level 3, intending to be launched in 2022. A request has been made by CPA staff in that this Welsh version should be comparable to the trailblazer version to maintain consistency and avoid confusion, particularly as the levels differ, for employers working across the UK regions.

Our 'Stars of the Future' apprentice awards event for 2022 reverted to its traditional July timing and was organised as a physical face-to-face event. This was the tenth running of the event, which was first held in 2013 at Plantworx. 72 nominations were received, the highest ever entry figure, and over 250 people attended the event.



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14 industry judges were drawn from CPA Council, Members, external companies and independent judges - I thank them all for the considerable amount of time they each put into assessing the numerous entries. The sponsors were Sunbelt Rentals (headline sponsor), M O'Brien Plant Hire, Flannery Plant Hire, NOCN Group, ACOP Group, L Lynch Plant Hire & Haulage, Liebherr and Wolffkran, plus SMT GB and Southern Hoist Services.

A full list of winners is published on page 32. I congratulate all the winners and participants, and wish them well in the future careers.

Policy, Governmental and Legal

The government decision to remove the rebate on red diesel from April 2022 had major effects for Members and the wider industry. Although it is acknowledged by many as being a valuable step on the road to zero carbon, the financial implications have not been welcomed by fuel users. CPA has worked closely with HMRC on the development of guidance on the transition, which is now available. CPA has been clear in its discussions with the government that the enforcement processes followed by inspectors and the wider authorities, have to be proportionate, pragmatic and consistent. This increase in cost has been compounded by serious rises in energy costs generally due to the conflict in Ukraine and other factors.

The Super Deduction Allowance was introduced in 2021, with the intent of encouraging an increase in business investment on new plant, technology and machinery. However, under the current interpretation of existing legislation, the Treasury will not extend the Allowance to many businesses in the plant-hire industry because the company who owns the asset is not bringing it directly into productive use. We have written to the Secretary of State for Business, the Construction Minister, Financial Secretary to the Treasury, as well as others in Parliament and have also met with officials in HM Treasury and HM Revenue and Customs. We highlighted our concerns and showcasing how the plant-hire industry is being unfairly excluded. We will continue to take this issue forwards as part of our wider efforts to raise the profile of the plant-hire industry in and amongst government and key stakeholders.

The CPA Model Conditions of Contract are a significant benefit to Members and the foundation of many plant hire contracts. Assisted by our legal advisers and many

volunteers from the membership, we have reviewed and revised of all CPA Conditions to reflect the legislative and commercial changes which have arisen since the conditions were last revised in 2011. I thank the Members on the various working groups for being willing to contribute their experience to the review process.

Over 150 delegates attended the CPA Conference at the Heart of England Conference and Events Centre near Coventry in October 2022. The theme of the conference was 'ESG - Driving Change: How Environmental, Social and Governance Benefits Construction Plant Businesses'. Delegates heard from a broad range of panel members who discussed the challenges, gave practical advice on achieving improvements in the ESG spheres - and explained how businesses can positively benefit from the process.

Special Interest Groups; Strategic Forum Plant Safety Group

The CPA Special Interest Groups have continued to work hard, despite the challenging conditions and the many other pressures on the Chairs' time and the members' time. I thank all of the Chairs and the members of all of our groups for their time and willingness to contribute their expertise in creating the industry leading authoritative technical guidance. That guidance is the hallmark of the Special Interest Groups and adds considerable value and influence in the industry. I also thank the companies from across the industry that allow their staff the time to contribute to this vitally important work.

Many of the groups have valuable input from the Health and Safety Executive (HSE). We are very grateful for this liaison, as it helps add authority to our work, and also of course supports HSE's aims. This liaison is also crucial to the work of the Plant Safety Group, which is led



and administered by CPA. There is more detailed information on the work of these groups later in this Annual Review.

The CPA-led Plant Safety Group (PSG) have now released their protocol for the use of rotating seat dumpers as a supplement to the Safe Use of Dumpers publication and can be downloaded from the CPA website at <https://www.cpa.uk.net/safety-andtechnical-publications/plant-safety-group>. The Publicly Acceptable Standard (PAS) for cab strike strength is near to completion from which the working group would review the Safe Use of Dumpers publication and will revise accordingly to reflect the new protocol and PAS criteria.

The next PSG project is the devising of a safe use guidance on the Safe Use of Excavators and will be in addition to the existing Lifting Operations with Excavators publication.

Rail Plant Association Limited (RPA)

I thank David Simmons, RPA Chairman for his work throughout 2021-2022, and Darren Matthews who ably and expertly deputised for David in leading the RPA Management

Committee. I also thank all of the members of the RPA Management Committee for their expertise and support over the year. The RPA continues to work to create the highest possible safety standards in the rail industry.

The CPA Team

The CPA has a strong staff team, with professional support from our external consultants and advisors. CPA Council brings experience and authority to our decision and policy making, and the Special Interest Groups and other working groups are the vital engines that produce much of the output from CPA. But the most important part of this team are the Members. We can work together to help individual businesses and to improve the plant hire sector collectively. Your contribution is welcome, and I, together with the CPA team, look forward to supporting your businesses and working with you.

Thank you for your valued membership of the Association.

A handwritten signature in black ink that reads "B Jones". The signature is written in a cursive, slightly stylized font.

Brian Jones
CPA President

CPA MEMBERSHIP



CPA Membership Continues to Grow

Membership stood at 1878 at the end of June 2022, a net increase of 61 over the previous year. We did lose some Members during the period, mainly due to retirements, acquisitions and unfortunately some receiverships. However, the number of new entrants more than offset these losses, and we welcome all these new Members to CPA.



POLICY REVIEW



“We remain concerned that rising fuel costs have impacted massively on companies’ profit margins and ability to invest in new cleaner, greener technologies, as well as concerns around security and theft of fuel and construction plant.”

Changeover From Red Diesel to White Diesel and Loss of Rebate

Following the government’s confirmation in last year’s Budget that construction plant would lose the right to use red diesel alongside the rebate, the CPA worked closely with members, stakeholders and opposition MPs to showcase the ongoing issues this move would present for the construction industry, and how best the impact would be mitigated. This included speaking at a red diesel stakeholder group meeting with Northern Ireland based MPs who had secured a Westminster Hall debate on red diesel and its impact on construction. We made representations to the Treasury, showcasing the limitations in the red diesel policy and how it would have no bearing on air quality.

Alongside these lobbying efforts, and following a series of meetings with the officials within HMRC who were responsible for introducing the new policy, we set up a series of webinars for members to guide them through the process. The webinars were held in conjunction with HMRC officials and acted as an opportunity for CPA members to ask questions and receive feedback on queries around how the switch from red diesel to white would be handled, and what exemptions red diesel would receive away from construction.

We held four webinars, attended by upwards of over 400 CPA members in total. Alongside the webinars, we issued our own HMRC endorsed guidance to members on the latest developments around the switch to

white diesel, which included a Q and A on the key questions, and useful contacts for further information. We continue to monitor the situation and impact that losing the right to use the rebate and red diesel has had on CPA members and the wider construction sector. In particular, we remain concerned that rising fuel costs have impacted massively on companies’ profit margins and ability to invest in new cleaner, greener technologies, as well as concerns around security and theft of fuel and construction plant.

Super Deduction Allowance

The 2021 Budget saw the creation of the Super Deduction Allowance (SDA) a scheme designed to boost business investment in new equipment and machinery. Under guidance issued by both the Treasury and HMRC,

members of the CPA are unable to take advantage of the new scheme, because according to their ruling, the company entitled to the allowance is not the company that brings the new asset into productive use.

The CPA as part of its lobbying efforts, has worked with a group of key construction trade associations affected by the current Treasury position, working together to show the inconsistencies of the policy and how it unfairly penalises construction plant-hire companies. This has included developing a policy briefing on the SDA and the role of the plant-hire industry in supporting the wider construction industry. This briefing was sent to the Chancellor, Business Secretary, key civil servants within the Treasury and Department for Business, as well as members of the Treasury Select Committee, Business Affairs Select Committee, and key members of the opposition.

In conjunction with the briefing, we developed a fact sheet setting out the difference between the hire and leasing industries. Later in the year, we responded to the recent Treasury consultation on the development of capital allowances and ways of boosting business investment. In our last response from the Treasury, they confirmed that they would be reviewing the current status of the SDA and why plant-hire companies were being excluded from claiming the allowance.

Construction Leadership Council ConstructZero Initiative and Efforts to Help Reduce Use of Diesel in Construction Plant

The CPA continues to work with the Construction Leadership Council (CLC), a joint industry - government body that advises the government on construction. This includes working with stakeholders from across construction in monitoring the reduction in diesel use across construction sites, updating CPA

members on the schemes and initiatives they can take part in to reduce their carbon footprint. We are currently working with construction industry representatives on the '**Zero Diesel Sites Route Map**', as part of the CLC Zero diesel sites working group.

As part of this, the CPA joined the Zemo Partnership, an initiative that works with industry and government in working to reduce carbon emissions and make the switch to low carbon vehicles. This work remains at an early stage of engagement but we are looking to take it forward into 2023.

As part of our broader engagement with government, we have highlighted the need for a roadmap for government and industry to work together in the switch from diesel to low carbon alternatives, government to recognise the current technical limitations that construction plant faces in terms of moving to electric or battery powered vehicles; and with the advent of hydrogen powered vehicles, the need for the regulatory and legislative environment to adapt and evolve as such vehicles come on stream.

Engaging With Other Stakeholders Across the Industry

As a member of the Construction Industries Coronavirus Industries forum, the CPA has engaged extensively with colleagues in Scotland on the pressures facing the Scottish construction industry, especially around the continued issues they face around supply chains and skills. Through Logistics UK, the CPA is a member of the London Freight Council. We work closely with Logistics UK in areas such as the development of clean air zones and consultation from the Department for Transport. We have also held a series of meetings with the Society of Motor Manufacturers and Traders to discuss their approach to low fuel alternatives, the CBI and its work

on net zero, and colleagues at the Construction Equipment Association (CEA) on the current legislative environment and how we can work together moving forwards. The CPA has also worked closely with Build UK around the ongoing efforts to reform the CITB and we take part in Build UK's regular series of trade association meetings.



LEGAL ISSUES, TAXATION, INSURANCE, INDUSTRIAL RELATIONS AND PLANT THEFT



LEGAL ISSUES

Adjudication

In the last twelve months, there has been only five occasions where a member has had to contact the CPA to assist with the appointment of an adjudicator to deal with a dispute. We believe that this confirms that the updated CPA Model Conditions continue to clearly define the obligations and responsibilities of both parties. However, some disputes do instead go straight to court.

Legal Advice

The CPA continues to advise and assist the Membership on their day-to-day issues predominately on: Employment Issues, Road Transport matters, Contractual Issues - particularly the Model Conditions together with the other CPA conditions, Insurance, Taxation and Plant Theft matters.

CPA's 2021 Contract Conditions Launched

The CPA's 2021 Model Conditions were launched in early October 2021.

There were no significant amendments to the Model Conditions, but with the growing use of electrical-powered Plant, an additional clause had been created to highlight the Hirer's responsibilities when that type of plant is supplied.

The various Supplementary and Consumer Conditions had also been updated and were launched during Autumn 2021.

RPA's POS Conditions were completed by the Working Group and were formally launched at the RPA's AGM in February 2022.

A set of Consumer Contract Lift Conditions are being developed with a first draft completed. There is no set date when these will be launched.

Highway Code Changes

A Statutory Instrument relating to changes to the Highway Code was enacted by Parliament on January 29th 2022.

From that date, there was a change to the priority/hierarchy of road users. This change now means that those who pose the greatest risk have a higher level of responsibility, so someone who is cycling along the highway has a greater duty of care to those walking, while those who drive a vehicle have a higher duty to cyclists and walkers.

The changes introduced some advisory measures which although may not be legal requirements, would be used as a benchmark in any court proceedings against the individual who posed as the greater risk.

These measures include:

- Drivers giving way to pedestrians crossing or waiting to cross a road into which or from which their vehicle is turning.
- Drivers not cutting-across cyclists going ahead when turning into or out of a junction or changing direction or lane, to prevent 'left-hook' accidents.
- When parked on the roadside, to use their other arm to open the door, thereby forcing the driver to look behind before opening the door.
- Drivers should leave at least 1.5m when overtaking cyclists at speeds of up to 30mph; and provide a wider width when overtaking at a faster speed.

The Highway Code changes may have given organisations an ideal opportunity to remind their drivers - irrespective of vehicle driven - of the consequences if they fail to adhere to these changes and an accident occurs.

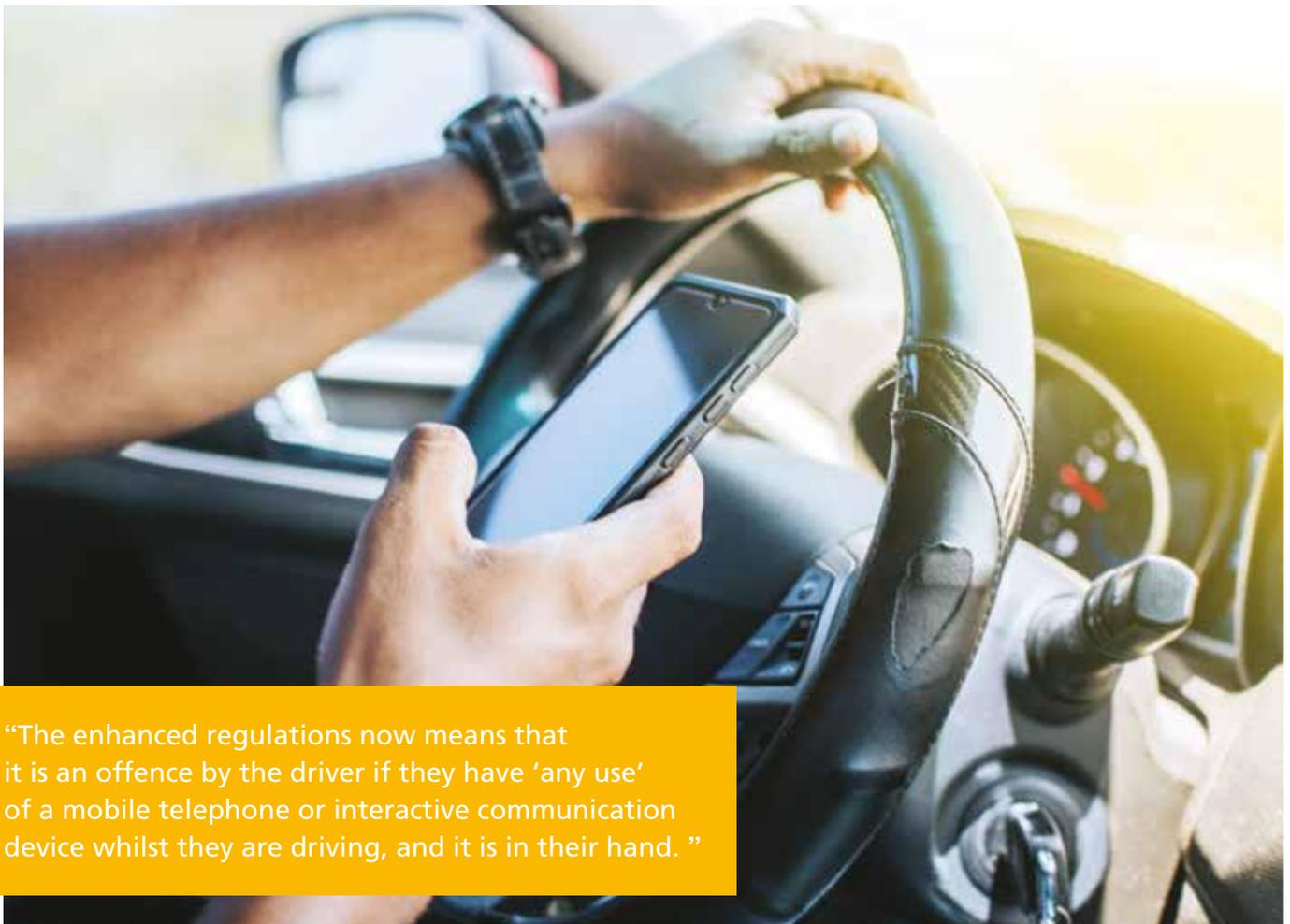
Driving and Mobile Phones

Following a Department for Transport (DfT) consultation on expanding the offence of using a hand-held mobile phone while driving, new regulations came into force on March 25th 2022. The DfT had increased the penalties in 2019 of driving whilst holding a mobile phone with a £200 fine and six penalty points on the driver's licence, if convicted.

The enhanced regulations now means that it is an offence by the

driver if they have 'any use' of a mobile telephone or interactive communication device whilst they are driving, and it is in their hand. This change removed the requirement that the driver is actually using the mobile telephone or interactive communication device to perform an interactive communication function, meaning it will be an offence to simply illuminate the screen to 'check the time'.

An exemption had been inserted to provide that a driver is not in contravention of that regulation where the hand-held mobile telephone or interactive communication device is being used to make a contactless payment at a contactless payment terminal.



“The enhanced regulations now means that it is an offence by the driver if they have ‘any use’ of a mobile telephone or interactive communication device whilst they are driving, and it is in their hand.”

TAXATION AND **INSURANCE**



Red Diesel Changeover

Members were informed that on April 1st 2022, plant and equipment which is used purely for construction purposes will no longer be able to be filled or refilled with red diesel after that date.

The CPA produced a Q&A sheet which gave helpful advice and guidance on those changes, including permitted uses when it was permissible to run on red diesel. The guidance document is available to download from the CPA's website.

HMRC Implemented New VAT Penalty Regime

On April 1st 2022, HM Revenue and Customs (HMRC) had changed the protocols with which to charge organisations for the late filing of VAT returns. Previously - prior to April

1st - the penalties for the late filing of VAT returns and the late payment of VAT were dealt with under the same default surcharge regime within HMRC. This meant that where either a return was filed late, or a payment was received late, the business received a Surcharge Notice.

On April 1st, HMRC had changed the regime whereby an organisation will incur a penalty whether the organisation is late in filing their return, or for making a late payment to HMRC. Additionally, the penalties will increase in stages - penalising those who file or pay significantly later than those who had missed the deadline by a short period.

A key feature of the new system is that it will no longer be possible for an organisation to avoid a late filing penalty, even if the VAT was paid

on time, or if the return shows a repayment is due.

Any Member who would like further information on this, should discuss it with their accountants.

Changes to Digital VAT Records

Since April 2019, VAT-registered businesses with a turnover above the VAT threshold - currently £85,000 - must keep VAT records digitally and send their returns to Her Majesty's Revenue and Customs (HMRC) using Making Tax Digital (MTD) compatible software.

However, on April 1st 2022, not only were these requirements applied to all VAT-registered businesses, they now include organisations with a turnover below the VAT threshold.

Should Members wish to know more on this, then they should either speak to their accountants or go to the GOV UK website - www.gov.uk/vat-record-keeping/making-tax-digital-for-vat

Annual Investment Allowance Maintained

The Government had decided that the Annual Investment Allowance (AIA) will continue at a ceiling of £1,000,000 per annum for purchases of qualifying plant and machinery until March 31st 2023.

Changes to Annual Subsistence (Lodging) Allowance

Every year, the CPA had previously sent the membership the latest agreement with Her Majesty's Revenue and Customs (HMRC); regarding the annual rates for the Taxation of Travelling and Subsistence Allowances, which took effect at the beginning of the following tax year.

Prior to the tax year commencing April 6th 2013, HMRC changed that arrangement, and were not prepared to maintain the blanket dispensation rates previously agreed between HMRC and the CPA.

HMRC confirmed that with effect from April 6th 2013, each Member company would now have to make their own arrangements with their workforce regarding the level of subsistence allowance to be paid and would also need to arrange a dispensation with their local tax office.

Should you wish to arrange to set revised subsistence levels with HMRC, you would need the approval of your local Tax Office.

INDUSTRIAL RELATIONS

Furlough Scheme Ended

The Government's Job Retention Scheme (JRS)/ the 'Furlough Scheme' officially ended on September 30th 2021. It had been launched on April 20th 2020, to help businesses cover staff wage costs at a time when businesses were forced to close or scale back operations due to the economic climate brought about by the pandemic. The scheme was created to help businesses avoid making staff redundancies.

Those employees who were on furlough would continue to receive 80% of their current monthly salary capped at £2,500 per month, with the percentage received dropping down to 70%, then 60% before the scheme ended.

A similar scheme had also been launched for those who were self-employed, with a criteria similar to the JRS.

In addition to those schemes, the Government had launched various loan and financial support schemes which companies could also claim in an effort to maintain their solvency during those difficult times.

Self-Certification is Extended

On December 17th 2021, the period for self-certification - when an individual is absent from work - had been extended from seven to 28 days. This means that the individual would only have to provide evidence of their illness, i.e., a doctor's certificate, if they were now off work for more than 28 days (which would include any non-working days e.g. a Saturday or Sunday).

If the individual's absence was due to COVID (or the Omicron variant), and they were self-isolating, then the individual could obtain a NHS111 note which could be sent to their employer.

Changes to Statutory Sick Pay (SSP)

The Government amended the rules governing Statutory Sick Pay (SSP), which took effect on March 24th 2022.

SSP will return to the pre-pandemic rules whereby it will only be payable to an employee from day four of an employee's illness, rather than day one, i.e., the three 'waiting' days have been reinstated.

An employee is entitled to £99.35 per week SSP if they are too ill to work and this is paid by their employer for up to 28 weeks.



Minimum Wage Increase

On April 1st 2022, the rate of National Living Wage (NLW) and the National Minimum Wage (NMW) increased to the following rates, as detailed in the table below.

Age	Previous rate	From 1st April 2022
23 and over	£8.91	£9.50
21 to 22	£8.36	£9.18
18 to 20	£6.56	£6.83
16 to 17	£4.62	£4.81
Apprentices	£4.30	£4.81

National Insurance Contributions (NIC) increases

On April 6th 2022, the Government increased an employee’s National Insurance Contribution (NIC) by 1.25% - as part of the Government’s Health and Social Care Levy - and is now set at 13.25%.

Home Office Deferral to Worker Checks

The Home Office have deferred the end date for ‘Covid-19 adjusted right to work’ checks to September 30th 2022.

Adjusted work checks were first introduced in March 2020 due to the pandemic; and allowed employers to confirm a prospective employee’s right to work in the UK, through videocalls rather than face-to-face meetings.

The extended deadline coincided with the Government’s introduction for employers to use Identification Document Validation Technology (IDVT) from April 6th 2022. The IDVT system allows employers to verify British and Irish citizens’ eligibility to work digitally - via a third party service provider, moving away from reliance on copies of physical documents.

The change now aligns the right to work checks with the Disclosure and Barring Service’s (DBS) system to enable digital identity checking within their criminal record checking process, through the introduction of its Identity Trust Scheme (ITS).

PLANT THEFT

Police’s Opal ACE Unit

The Opal ACE unit emerging from Operation Opal, and based at the HQ for West Mercia constabulary was officially launched on the 1st July 2021. Their focus is on Serious, Organised and Acquisitive Crime (SOAC).

The Opal ACE unit contacted the CPA to discuss the scale of theft and fraud in the plant-hire sector; and to assist them understand the scale of the problem. They were sent over a summary of the thefts and frauds that CPA had received from members between January 2020 to July 2021.

A meeting was convened in early September 2021, where representatives from the unit, together with those from industry and insurance sectors discussed current issues; and acknowledged the need to provide the unit with any information which could be used to help disrupt criminal activities and apprehend perpetrators.

The unit agreed to periodically circulate information to industry, with their first SOAC 6-monthly progress report published in January 2022.

A copy of the report can be found on the CPA website www.cpa.uk.net/legal-insurance-plant-theft/plant-theft

Government Announces Online Safety Bill

The Government had announced the Online Safety Bill, which when implemented into legislation, would require online companies to address any issues concerning the content on their respective platforms.

The three main points the Bill set out to do were:

- prevent the spread of illegal content and activity such as images of child abuse, terrorist material and hate crimes, including racist abuse
- protect children from harmful material
- protect adults from legal - but harmful - content

It had been presented that the Bill would help prevent paid-for fraudulent adverts appearing on these platforms, which will make it harder for fraudsters to swindle victims.

The planned legislation would also include fines for companies that do not comply with their obligations, which can be either up to a maximum of £18m or 10% of the company’s global turnover - whichever is the higher.

No details have been published when this piece of legislation would come into force, but it is expected to be no later than the Autumn 2022.

Thefts and Frauds

Members reporting thefts and frauds - 1st July 2021 to 30th June 2022 as compared to last year

Region	Number of Fraud / Attempted Frauds		Number of Thefts	
	2020/21	2021/22	2020/21	2021/22
Bedford	1			
Buckinghamshire				1
Cambridgeshire				2
Devon				1
Dorset				1
Durham			1	
Essex	2	1	2	2
Hampshire				3
Hertfordshire			1	1
Kent		1		2
Lancashire	1	2	4	2
Lincolnshire	1			
London				1
Merseyside	2		1	
Northamptonshire			1	3
Nottinghamshire			2	
Oxfordshire			2	
Scotland				1
Shropshire				2
Surrey		1		3
Wales	1		1	1
Warwickshire			1	1
Wiltshire				1
Yorkshire	2		1	1
Total	10	5	17	29

SPECIAL INTEREST GROUPS



British Concrete Pumping Group (BCPG)

The British Concrete Pumping Group (BCPG) have held a steering committee meeting during this reporting period with the meeting focusing on the following topics:

- Concrete Pumping Apprenticeship Development
- Red Diesel Rebate Removal
- Road Transport/LEZ Update
- CPA Model and Supplementary Conditions Review

Construction Hoist Interest Group (CHIG)

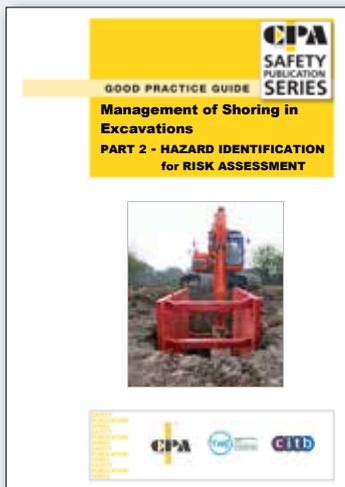
The Construction Hoist Interest Group (CHIG) have held steering committee and open meetings during this reporting period with the meetings focusing on a range of topics as outlined below:

- CHIG 1101 Maintenance and Thorough Examination of Hoists
- Rescue from Height on Hoists
- CHIG 0401 Safeguarding of Landing Gates (Goods Only)
- CHIG 0901 Working at Height on Construction Hoists
- Revision of BS 7212
- NASC SG26 Transporting of Scaffold in Hoists
- EN12158-1 and EN12159 Revision
- CPA Model and Supplementary Conditions Review
- IPAF Hoist Operator Course
- CAP Course
- MCWP/Hoists for Managers Course
- Hoist Installer Course

Crane Interest Group (CIG)

The Crane Interest Group (CIG) has held steering committee and an open meeting during this reporting period with the meetings focusing on a range of topics as outlined below:

- TIN and Publications Review
- CPA Voluntary Roadworthiness Scheme
- CAP 1096
- CPA Model and Supplementary Conditions Review
- British Columbia Association Crane Safety (BCACS) Co-operation
- Transition from Red Diesel
- Net Zero Carbon
- Super Deduction Allowance
- CITB Consensus
- CPA Training Needs Survey
- Plant Maintenance Level 3 Apprenticeship
- Stars of the Future 2022



Shoring Technology Interest Group (STIG)

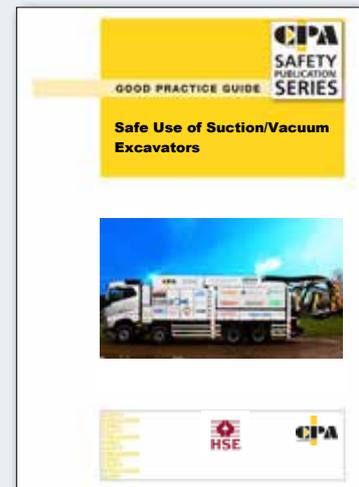
The Shoring Technology Interest Group (STIG) have not held any meetings during this reporting period.



Tower Crane Interest Group (TCIG)

The Tower Crane Interest Group (TCIG) has held steering committee and an open meeting during this reporting period with the meetings focusing on a range of topics as outlined below:

- CAP 1096
- Rope Failure Incident - Overview and Findings
- TIN015 Risk Assessment - General Access to Tower Cranes
- TIN016 Fall Protection Equipment for Tower Cranes
- TIN017 Radio Communications for Lifting Operations
- TIN019 Contract Lifting and Crane Hire when Erecting, Dismantling and Using Tower Cranes on Construction Sites
- Tower Cranes Alongside Railways Proposed Revision
- TIN053 Lifting Loads with Integral Lifting Points
- UK CA Marking



- CPA Training Needs Survey
- TIN018/TIN042 Tower Crane Life/ Utilisation
- BS 7121-5:2019 Safe Use of Cranes - Tower Cranes
- BSEN14439:2009 Tower Cranes
- Tensology - Magnetic Rope Testing
- Verope AG/Latch & Batchelor – Special Wire Ropes

Suction and Vacuum Excavator Interest Group (SAVE)

The Suction and Vacuum Excavator Interest Group (SAVE) have held a steering committee meeting during this reporting period with the meeting focusing on the topics outlined below:

- SAVE Interest Group - Chair
- Apprenticeship Potential
- Standardisation of Manufacturer's Instructions
- Safe Use of Suction Vacuum Excavators - Good Practice Guide Revision

CPA CONFERENCE 2022



The CPA's Annual Conference took place near Coventry at the end of October and discussed why plant-hire organisations need to adopt ESG strategies.

Speakers discussed the challenges, gave practical advice on achieving improvements in the Environmental, Social and corporate Governance spheres - and explained how businesses can positively benefit from the process.

Until quite recently, industry professionals could have been forgiven for not knowing much about ESG (Environmental, Social and Corporate Governance) strategies. However, following the unprecedented events of recent years,

from the pandemic and lockdowns to supply chain disruptions and spiralling energy costs, ESG is now high on the corporate agenda for businesses both big and small. Basically, all companies need to know about it and take appropriate actions.

But what does ESG mean in theory and practice? And how does it impact on plant-hire professionals? Those were the fundamental issues discussed at the CPA Conference 2022 - held in association with headline sponsor Point of Rental Software -

and entitled 'ESG - Driving Change: How Environmental, Social and Governance Benefits Construction Plant Businesses'.

The Conference comprised three panel discussions amongst industry professionals, with the debate steered by event convenor Merryn Myatt, a former BBC news presenter who now specialises in media management and communications for large and small organisations. She ensured that the discussions addressed key themes and challenges.



Opening the Conference, CPA Chief Executive Kevin Minton described how ESG was another challenge that the Association was helping members to meet, following hard on the heels of issues like Covid-19, supply chain disruption, material costs, labour shortages, costs of capital and the red diesel rebate's removal for construction use - let alone the political turmoil of recent months.

The industry had been tested like at no other time previously, he said. However, plant-hirers had proved themselves to be flexible and adaptable in addressing these challenges and exemplifying best practice.

ESG gives a similar opportunity for the industry to be modern and dynamic while remaining efficient and competitive. Moreover, organisations like the CBI (Confederation of British Industry) argue that investors and financial institutions increasingly look at a business's ESG policies as part of their vetting and checking procedures, so the issue cannot be ignored, said Kevin.

ESG is also an opportunity to engage with all elements of a company's workforce and supply chain. And as more Tier 1 contractors adopt new approaches as part of their ESG policies, these will trickle down to other sub-contractors and suppliers, he said.

Discussing the background to the implementation of ESG practices, the first panel session was entitled **'Setting the Scene - the Economic Context and Outlook for UK plc'**, with two speakers: Laura Capper, Head of Manufacturing & Construction for NatWest bank including Lombard, its asset finance division; and Chris Cassley, CPA Policy Manager.

The second panel discussion entitled **'ESG in Context and What it Means'** ventured more deeply into the reasons why it was important for companies to start embedding ESG into their core business operations.

The four participants comprised Lara Young, Climate Change Director with Costain; Dani Saveker, global CEO and founder of GLAS (Global Life Alignment System); independent

consultant Tom Hadley; and David Murray, Executive Director of the Sustainability First environmental change charity.

Prior to lunch, Merryn carried out a 'walking and talking' roving interview session, whereby she carried out a live interview session with each of the 21 exhibitors at the Conference. The footage was live streamed to the audience.

The final panel session, **'ESG in Action'**, highlighted practical steps that plant-hirers and suppliers are already taking to meet their obligations and to develop them for the future. The four participants included: Merrill Lynch, Director of L Lynch Plant & Haulage; Peter Beach, Sales & Marketing Director with welfare cabin manufacturer Genquip Groundhog; Rachel Preen, Commercial Director of sustainable lighting manufacturer Prolectric Services; and Huw Longton, Commercial Manager with the European Rental Association (ERA).

Given the frequent references during the Conference to ongoing political turmoil and economic turbulence, it was hugely ironic when during the lunch break news filtered through of Liz Truss's sudden resignation as prime minister. However, delegates just continued with the business at hand, again showing how the plant-hire industry retains a steadfast focus on the important matters with resilience and confidence.

From Theory to Practice - Focus on the Exhibitors

This year's CPA Conference attracted a record number of suppliers exhibiting products and services that can help plant-hirers achieve their ESG ambitions.

THANK YOU TO OUR VALUED SPONSORS AND EXHIBITORS AT THE CPA CONFERENCE 2022

Headline Sponsor:



SKILLS AND TRAINING



Standards-Based Apprenticeships

Since the start of the 'trailblazer' apprenticeship programme in England circa 2015, CPA members along with CPA technical staff have been at the forefront of developing plant-based apprenticeships including Construction Plant Operative, Hire Controller and Construction Equipment Maintenance Mechanic. CPA also led the technical development for the Lifting Technician trailblazer. All are now available to employers and the latest official figures (Sept 22) for these apprenticeships are now looking much stronger and reflecting the original estimates of annual registrations when the submissions for approval were made.

Plant Operative: There are now a healthy 360 plus official registrations for this apprenticeship, far exceeding the original estimate of 140 registrations, along with 12 listed training providers and 3 end point assessment organisations (EPAOs).

Hire Controller: There are now some 65 official registrations, exceeding the original estimate of 40 registrations, with a listed 5 training providers and 3 EPAOs.

Lifting Technician: There are now 17 official registrations and a listed 3 training providers able to offer this apprenticeship along with 2 EPAOs.

Plant Mechanic: Despite the early setbacks, there are now 29 registrations for this apprenticeship along with 1 approved provider and 1 EPAO. We are confident that other providers will pick up this apprenticeship.



360+
PLANT OPERATIVE
APPRENTICESHIP
REGISTRATIONS



65
HIRE CONTROLLER
OFFICIAL
REGISTRATIONS



17
LIFTING
TECHNICIAN
OFFICIAL
REGISTRATIONS



29
PLANT MECHANIC
APPRENTICESHIP
REGISTRATIONS

Construction Plant Operative

This apprenticeship for plant operators is based on the previous framework-based apprenticeship and requires learning on four plant types including ride-on roller, dumper or dump truck, forklift and 360 excavator over a 15 month period. The CPA's Apprenticeship Ambassador is working with the concrete pumping sector who are seeking an apprenticeship for concrete pumping operatives. The Suction and Vacuum Excavator sector also seek an apprenticeship and further calls have been made to expand the scope of plant as not all employers use the current four plant types. The steering group have devised a number of optional routes which either group machines for a particular sector, or uniquely with the specialist machines listed. The standard – the skills and knowledge to be learnt - require little change to accommodate the new options and the steering group have now presented the options to the IfATE to seek approval. When approved, a new assessment plan will need to be devised but hoped to gain final approval in early 2023.

Construction Plant Maintenance Technician

This apprenticeship for plant technicians at Level 3 was being devised in conjunction with the mechanic version at Level 2 but with the difficulties of gaining approval, the working group at the time focussed on the Level 2 as the priority, with the intent of resuming the Level 3 work afterwards. However, with the agricultural land-based service engineer and technician apprenticeships, which had a plant route, attracting a far higher funding band meant initially that none of the colleges that offered mechanic and technician training adopted the construction version.

However since then, the IfATE have stated that the construction

plant route within the agricultural land-based service engineer and technician apprenticeships are being withdrawn from 2023 onwards, from which the CPA could start the development of the construction plant-specific level 3 technician occupation. An online exploratory meeting was held in May 2022 for those that expressed an interest in being involved in developing this trailblazer apprenticeship. One of the requirements is that working group members need to make a commitment to the taking on of apprentices for the occupation.

The first formal meeting took place in mid-August 2022 from which the working group evaluated and amended the duties. One of the core requirements for the Level 3 role is the dealing with the new and emerging technologies including high-voltage and battery-powered equipment, low-emission and hybrid power units, as well as having responsibilities for planning work activities and leading others. The group have mapped the duties against similar apprenticeships for heavy vehicles, land-based equipment etc. to prove that this is a distinct occupation for the sector but it is envisaged that development work will be completed, subjected to IfATE final approval, by mid-2023.



CITB Plant Operations Short Course Duration Training Standards

The Construction Industry Training Board (CITB) are developing and introducing a set of short-duration training standards for the operation of plant categories and from which grant payments will be subsequently based. CPA technical staff have been providing comprehensive advice to CITB on how the development programme should be arranged, which plant categories they should prioritise and have further been assisting in writing the draft standards for each of the working groups to review.

The earthmoving working group commenced development work on the dumper and dump truck categories in April 2022 and on completion, the group subsequently developed the standard for the 360 excavator category. The lifting operations working group concentrating on the telehandlers and slinger/signaller categories whilst the remaining working group developed the ride on rollers and Plant and Vehicle Marshaller categories. The technical groups were chaired by CPA technical staff or CPA members. CITB aimed for completion of the first eight categories by October 2022 to allow their approved training organisations (ATO) to prepare their delivery mechanisms for the new standards implementation, scheduled for January 2023.

Each training standard incorporates a series of learning outcomes and within each outcome is the technical content that needs to be delivered by the training provider, along with a comprehensive assessment criteria for both skills and knowledge and measures the learning that should have taken place. Other information such as training durations, learning ratios, the criteria for the experienced worker routes and profiling, etc.

are also incorporated within each standard. The PSRO Technical Review Group have further overseen the generic content of each standard, such as roles and responsibilities and health and safety topics, which have been written into an ATO Delivery Requirements publication.

CITB further announcing the changes to the associated grants. Plant operations grants were only available for achievement of the CPCS technical test as well as short course training. Under the proposed changes, CITB are introducing a 'single grant' for the new integrated short-duration plant training and assessment package to simplify the claiming of grant by the employer. The published grant payable is divided into 3 x tiers and each plant category will be placed into a tier as follows:

Tier 1 e.g. Ride on Roller

- Proposed Novice Rate: £440
- Proposed Experienced Rate: £370

Tier 2 e.g. Forward Tipping Dumper

- Proposed Novice Rate: £500
- Proposed Experienced Rate: £420

Tier 3 e.g. 360 Degree Excavator

- Proposed Novice Rate: £700
- Proposed Experienced Rate: £590

In each case, CITB state that there is an increase from the current training and/or CPCS technical test grant. Training against the new standards commence from January 2023 and will only be grant eligible if it meets the following criteria:

- is delivered by a CITB Approved Training Organisations (ATO);
- is quality assured by both the ATO, the card scheme and CITB;
- leads to a CSCS-logged card.

Currently, only ALLMI, CPCS, IPAF, MPQC and NPORS are CSCS partner-card schemes and the grant attainment for the first 8 categories will only apply equally to CPCS, MPQC and NPORS, excepting ALLMI for the slinger/signaller category. The second tranche of category development is scheduled from mid-January 2023 onwards.

Plant Occupations Training Provision - Feasibility and Research Study

The CPA Council has been seeking ways of better supporting the membership in terms of providing support for both foundation and upskill training, as well as competency requirements and carding and has been as a result of discussions at various CPA-led meetings and forums on skills and training. Some of the aspects considered include not only providing additional expertise and resources, but also what support methods could be provided to, for example, encourage experienced individuals to become instructors and assessors that are needed to cover the large range of plant within the sector.

To factor in what support could be provided, clear data was needed on when, who, how and what training is undertaken by members and what issues they collectively have in sourcing and organising training and qualifications. CPA therefore instigated a thorough research project by contracting Pye Tait, a respected research organisation, in October 2021 to undertake a research programme on the current training and competency provision landscape of members to aid the formation of a feasibility and viability study on training and competency provision support.

This project was based on a strong mix of both qualitative and quantitative methods, allowing the full membership of CPA to have their

say on if, how and when training and competence requirements are undertaken by them and the issues they faced. Conscious of the survey being a burden on member's time, the research programme engaged with the membership through a number of ways that minimised that burden whilst gaining maximum individual feedback.

The report on members' training needs was completed by Pye Tait in mid-January 2022 and consisted of 38 pages which identified facts of current provision, challenges for employers, where support is required and finally, suggested actions from Pye Tait based on their findings.

Some of the key 'headline' areas identified in the report include that members now generally undertake in-house training, except for plant operators, as it is generally more cost effective. The lack of suitable trainers and assessors was identified as a key inhibitor to in-house training and respondents indicated that the occupations of plant installer, delivery driver, maintenance staff and inspector/examiner presented the biggest challenge when seeking external training support. However, plant operators and hire desk staff are in the opposite situation in that external training provision tends to be easy to find. In terms of apprentices, the biggest challenge appeared to be finding suitable recruits, followed by finding local providers to train apprentices. And finally, there are identified concerns over the low respect of card schemes along with a lack of understanding of competency requirements.

A number of recommendations were made in the report, including that CPA raise awareness both around the net zero initiatives and of emerging technologies, along with addressing the raised concerns over card schemes. In terms of where respondents indicated that

CPA should be providing additional support - in summary, these extended to the awareness of advanced digital skills, setting national training standards, providing better information on training availability, better support for apprentices, encouraging more young people into the sector and implementing a strategic and leadership role for the sector.

CPA have since been analysing the key areas and placed them initially into three streams:

- The first stream was where CITB will be approached to take the key responsibility for the identified issues. As an example, this would include better support for apprentice recruitment and the image of the plant sector within industry;
- The second stream was where CPA will work other organisations to co-develop joint strategies on identified issues. As an example (and in fact already underway), working with the PSRO and CITB as well as card schemes to raise the understanding by employers of card attainment requirements and competency issues. The PSRO’s recent competency framework publication provides a strong start to this initiative;
- The third stream was where CPA would take direct responsibility and seek/implement additional resources to action resolutions - short and long term - to identified member’s issues.

The CPA Council subsequently considered a number of options within the third stream, including the provision of a bespoke training delivery facility for use by members - with a potential site being identified in the West Lincolnshire area. Members were further asked to complete a short survey in mid-September 2022 in order to gauge what appetite there may be

to use this provisional idea of setting up a dedicated centre for member use and for what occupations. Other options are being looked into in seeking pragmatic and value-led approaches to assist training provision for the membership.

Plant Sector Representative Organisation (PSRO)

The Construction Leadership Council’s (CLC) criteria for industry card schemes identified a role for sector representative organisations (SRO) that agree the standard of qualifications and skills for construction occupations. In terms of plant operations certification, the principal employers’ federations and associations agreed to work together and in early 2020, established a plant-specific SRO which includes Build UK, the Civil Engineering Contractors Association (CECA), the Construction Plant-hire Association (CPA), the Federation of Piling Specialists (FPS), the Home Builder Federation (HBF), the National Federation of Demolition Contractors (NFDC) and the Scottish Plant Owners Association (SPOA). The CPA agreed to initially chair, staff, develop, fund and administer the formation of this organisation on behalf of the construction sector.

The organisation has been titled the Plant Sector Representative Organisation (PSRO) which comprises a Board, consisting of representatives from each of the federations and associations, who work under a Terms of Reference that sets its objectives and operation. To ensure impartiality and clear identification of the PSRO, a limited company has now been set up, with each of the participating federations acting in a joint directorship role.

The CLC card scheme criteria requires both the SRO and a Standard Setting Body (SSB) to work together in approving alternatives to NVQ requirements. CITB are the

recognised SSB for the construction sector from which a Memorandum of Understanding (MoU) with CITB was written and ratified by the both the PSRO Board and CITB. The MoU establishes the working relationship between both parties and how they will engage on the various projects, such as the development of the plant operations training standards programme.

Two sub-groups had been formed that report to the Board including the Technical Review Group of the PSRO, who have a number of functions including advising the Board on technical matters and the development of a competence framework for the plant occupations covered by certification bodies. This provides a definition for each of the competence requirements for plant-specific occupations.

One of the functions of the framework is to review and measure applications from certifying bodies seeking to attain or maintain the CSCS logo, ensuring that they are compliant with the CLC requirements and have adopted any additional standards required by the plant sector. The framework is divided into four parts:

- Part A outlines the principles of competency;
- Part B denotes the principles for certification and details the learning journey stages and compliance requirements by employers and certification bodies;
- Part C is a specification for compliance by certification bodies;
- Part D is the compliance/guidance requirements for employers.

Other parts will be added when additional compliance or harmonisation requirements become apparent.

The second group is the Certifying Bodies Sub-group that is open to, and consists of representatives from plant-based card schemes and awarding organisations that offer plant-based certification. This group aims to suggest and adopt initiatives and model delivery mechanisms that support effective training and safety standards. As not all of the participating bodies are a CSCS partner scheme, an application process has been devised by the technical review group as any certifying body seeking CSCS approval needs to demonstrate industry support and offer certification that is unique to, or better than, existing CSCS-approved schemes. The application process allows applicant bodies to provide the relevant evidence from which the PSRO Board can advise CSCS accordingly.

The PSRO have now developed and launched their dedicated website in September 2022 and which contains 4 pages comprising of:

- A 'Home Page' that introduces the PSRO;
- An 'About the PSRO' which provides further information of the composition, aims, and objectives of the PSRO along with external relationships and a profile of the technical review group;
- A 'Certifying Bodies' pages which introduces the certifying bodies working group and who the participating card schemes are, along with detailing which card schemes are and are not CSCS partner card schemes;
- An 'Update, Downloads and Links' page.

The website becomes the public face of the PSRO along with a contactable email address and can be accessed at www.psro.org.uk.

An additional function of the technical review group is to advise both certifying bodies and card schemes on how and which apprenticeships can be used in lieu of NVQs. In this instance, they provided technical support to Qualification Wales and their appointed awarding organisations, who introduced a plant operations apprenticeship at Level 3 in mid-2022.

A further TRG project has been the development of a national framework as the basis for Eco-operator learning programmes. This is because a number of organisations, including plant hirers, training providers and manufacturers, now offer training programmes through direct or remote learning programmes on fuel saving techniques for mobile IC-engined plant in a bid to reduce emissions and fuel costs.

One of the overriding factors in a pan-sector adoption is to ensure that the learning programme content and assessment methodology is applied consistently to any delivery programme. Furthermore, to encourage widescale adoption means that there should be no barriers to any organisation wishing to adopt the standard and issuing of certification or recognition of achievement. The solution therefore as that an overarching and impartial body develops, endorses, promotes and 'badges' a single standard as an open-source framework that can be delivered by any of certifying bodies operating in construction and who can ensure that the standard fully reflects the needs of industry in general. The PSRO is working with the Supply Chain Sustainability School (SCSS) to establish this framework and various routes of learning for plant operators, supervisors and managers of plant operations.



TECHNICAL PUBLICATIONS

Special Interest Groups Publications

CPA Special Interest Groups continue to review and where required, update the large range of good practice guides and technical information notes (TIN) for accuracy and relevancy, supported by the CPA Technical Manager and CPA's Technical Consultant.

Crane Interest Group Publications

CIG 1901 Guide to Maintaining Roadworthiness of Mobile Cranes

Formerly known as the Annual Roadworthiness Inspection Scheme for Mobile Cranes Mounted on Non-standard Chassis publication, CIG 1901 has now been revised. The publication was originally written to support the introduction of a voluntary annual roadworthiness scheme for mobile cranes exempted from the HGV testing requirements. This is because that although the majority of heavy goods vehicles are required to have an annual roadworthiness inspection, some large vehicles are exempt from plating and annual testing requirements and therefore in the interest of road safety, the voluntary scheme was devised by the crane sector, with support from the DVSA. This scheme is based on their HGV Inspection Manual but takes account derogations permitted by STGO. The updated CIG 1901 now encompasses all mobile crane types, hence the title change and internal amendments to the publication.

CIG 0701 - Working at Height on Mobile Cranes

Although this publication was originally written back in 2007, alterations were minor and mainly around updated references to standards and HSE guidance. As the document covers mostly the principals around planning for work at height,

it has not aged since the original publication and required very little update.

CIG Technical Information Notes (TIN) Updates

The range of CIG TINs are under review during 2022 with TIN 101 - The Effect of Wind on Mobile Cranes In-service, TIN 102 - Four Yearly Overload Testing of Mobile Cranes and TIN 103 - Responsibilities During Contract Lifting each being reviewed but only required minor amendments.

Tower Crane Interest Group Publications

TCIG TIN 053 - Lifting Loads With Integral Lifting Points.

This TIN, devised by both the CPA Tower Crane Interest Group and the construction industry's Lead AP Group, deals with the issues associated with the lifting of loads with integral lifting points. Loads such as plant, equipment and materials with integral lifting points are frequently lifted on construction sites. However, a range of questions that are frequently raised around the use and confidence on integral lift points from which the TIN has been written to provide answers and further clarification through a concise, five-page publication. It provides clarity as to the types, checks, inspections and examinations of integral lift points and who takes responsibility for ensuring that integral lift points that come with the load are suitable and safe for lifting.

TIN 017 - Radio Communications for Lifting Operations

The situation can frequently occur when cranes are working on construction sites whereby the signaller is sometimes out of sight of the crane operator and standard hand signals cannot be used. Therefore to enable communication between the signaller and the crane operator, radios are used but the incorrect choice and use of radios can lead

to problems which could interfere with clear communication, vital for safe lifting operations such as loss of signal and thus communication, interference from radios on adjacent sites and misunderstanding between the crane operator and the signaller, leading to a host of issues.

The TIN, developed in conjunction with the construction industry's Lead AP Group, highlights the issues and provides guidance on corrective solutions. The TIN has 6 sections over 7 pages dealing with subjects such as radio specification, frequencies and licence requirements, protocols and commands, communication procedures, and training and monitoring.

TCIG Technical Information Notes (TIN) Updates

The range of TCIG TINs have been under review during 2022 with TIN 011 - Attachment of Floodlights, Illuminated Signs and Christmas Decorations, TIN 012 - Tower Crane Access Signage, TIN 014 - Pre-Erection Component Checks and TIN 015 - Risk Assessment - General Access to Tower Cranes (including for maintenance) now having been updated but only required minor amendments.

TCIG have also withdrawn two of their TIN's, 013 - Rescue of Personnel from Height on Tower Cranes and 016 - Fall Protection Equipment for Tower Crane Operators as the content of both has now been incorporated within the publication: Emergency Action Planning & Rescue from Height - TCIG 2101.

CHIG Publications

CHIG TIN 301 - Thorough Examination of Hoists to be Used for Transporting Scaffolding Materials

This TIN has recently been reviewed as part of an overall review of all CHIG TINs and in this instance, no amendments were required apart from minor changes.

Other CPA-Involved Publications

Plant Safety Group - Safe Use of Dumpers Guidance Review

The CPA-led Plant Safety Group (PSG) held a meeting of a sub-group in mid-2022 to look at devising an operational protocol for the 180-degree rotating seat or 'dual-view' types of forward tipping dumpers. This follows concerns from some of the contractors and users, where instructions are given to the operators of these machines by site supervisors on which way they should be facing, but does not follow good practice. The group have now devised a straight-forward protocol from which training courses, specific to rotating seat types, are now being offered.

The PSG have produced this rotating seat protocol, with graphics to support each scenario, initially as a supplement to the safe use publication until the Publicly Acceptable Standard (PAS) - outlined below, has been released, from which the Safe Use of Dumpers publication will be revised accordingly.

Advancements have been made to a PAS for 'cab-strike' strength, which may allow the operators of dumpers to remain seated when being loaded. It is hoped that the PAS will be available to the industry by the end of 2022 from which point, dumper manufacturers have the opportunity to prove that their cabs fall within the parameters of the PAS and will be able to state their cabs are compliant with ROPS, FOPS & OPS – operator protection system. However, it will be the end user to decide whether their operators can remain seated during loading via their own RAMS, as there may be times when this may not be advisable.

Plant Safety Group - Forthcoming Guidance for the Safe Use of Excavators

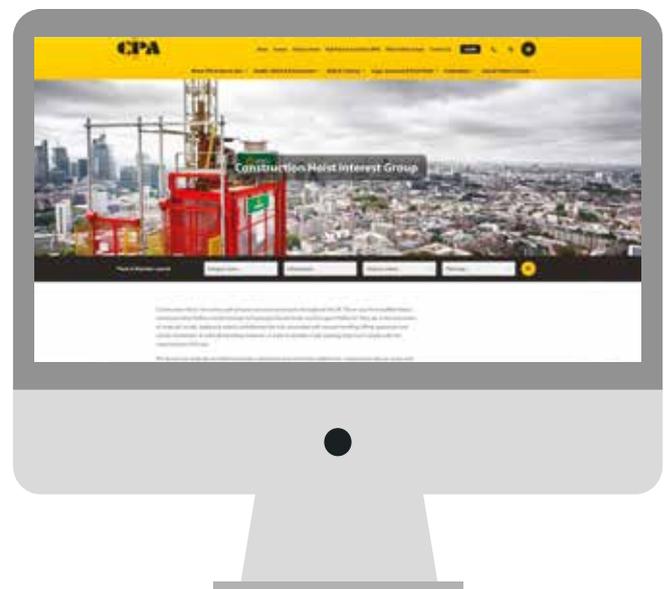
The Plant Safety Group are soon to start work on developing a safe use guidance on excavators, both 360-degree and 180-degree versions. Although the PSG devised and launched a safe use guidance on lifting operations with excavators back in late 2018, the Health and Safety Executive has suggested that, based on their findings, additional guidance is devised for standard earthmoving and excavating-type operations, particularly with the myriad of attachments and configurations of these types along with increased technology such as machine control.

Temporary Works Forum Crane Outrigger Loading Guidance

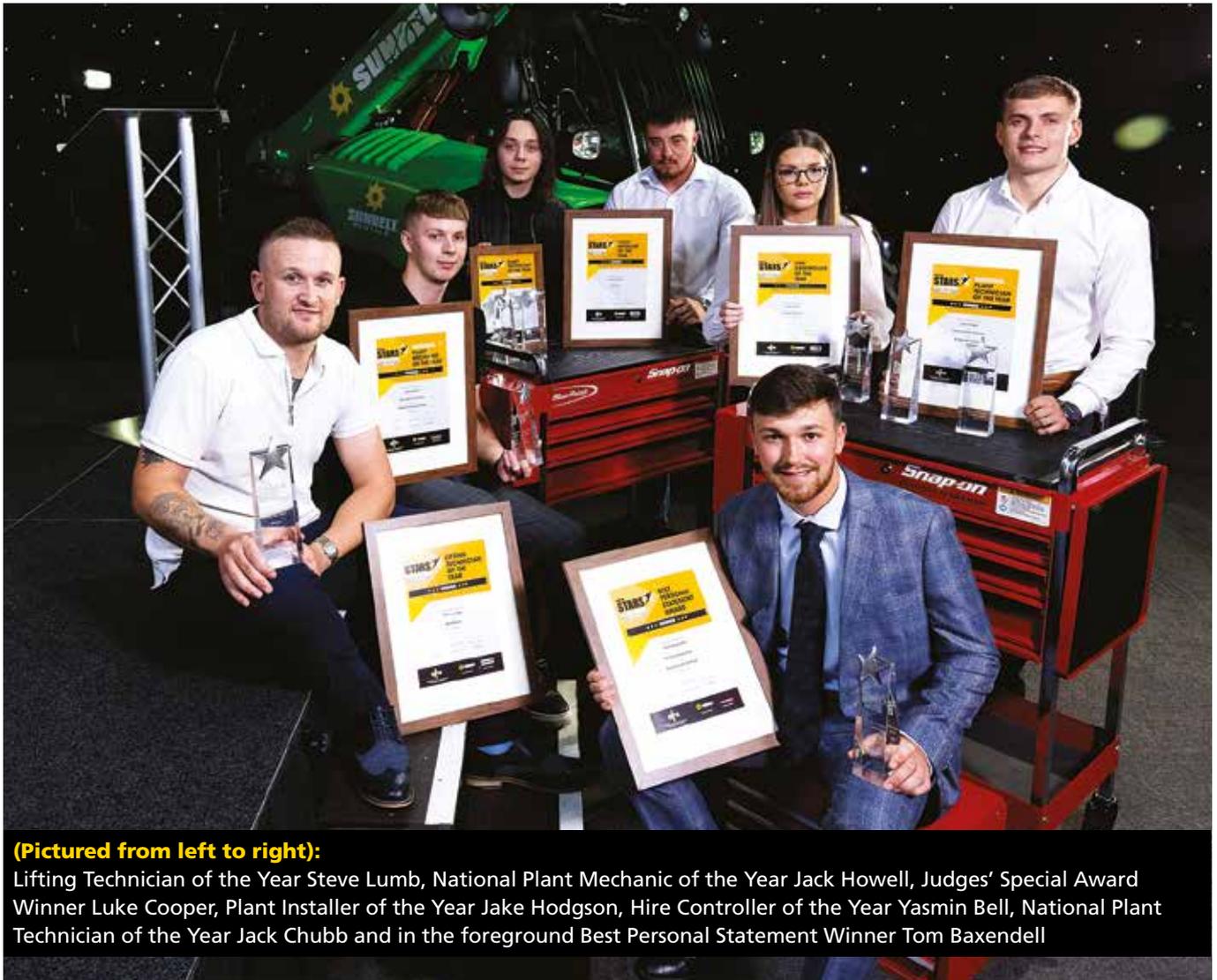
The Temporary Works Forum (TWf) has produced guidance to set out best practice for the assessment and management of outrigger loading. It aims to align with (and signpost to) existing good guidance on the wider management of construction plant operations and temporary works. It seeks only to complement existing guidance and good practice relating to the calculation of maximum outrigger load and minimum required bearing area.

The primary aim of this guidance is to provide clarity regarding the selection of a suitable outrigger mat or mat arrangement with sufficient capacity to spread the maximum outrigger load to the minimum required bearing area. Assessment of the capacity of outrigger mats or mat arrangements has been identified as an area of particular weakness in existing guidance. Specifically, the TWf, which included input from CPA, highlighted concerns regarding the stated capacity of some outrigger mats/systems. This TWf guide makes specific recommendations with the aim of addressing these concerns, and more general recommendations regarding the assessment of outrigger mats in all materials.

As a reminder, all CPA publications are available as a free of charge download at www.cpa.uk.net.



CPA STARS OF THE FUTURE AWARDS 2022



(Pictured from left to right):

Lifting Technician of the Year Steve Lumb, National Plant Mechanic of the Year Jack Howell, Judges' Special Award Winner Luke Cooper, Plant Installer of the Year Jake Hodgson, Hire Controller of the Year Yasmin Bell, National Plant Technician of the Year Jack Chubb and in the foreground Best Personal Statement Winner Tom Baxendell



2022 marked the tenth year of the Construction Plant-hire Association's (CPA) Stars of the Future Awards, and the 14 industry judges involved stated that it was the most fiercely contested awards yet.

Over 250 people attended the CPA Stars of the Future Awards hosted at the Heart of England Conference and Events Centre in Fillongley near Coventry. The awards are intended to recognise and reward outstanding

apprentices and trainees in the construction plant sector and this year the CPA received a total of 72 nominations, representing the highest ever entry figure in the awards programme's 10 year history.



On the day, the top accolades were won by:

National Plant Mechanic of the Year (Level 2)

JACK HOWELL

of Marubeni-Komatsu and NSCG Stafford College

National Plant Technician of the Year (Level 3)

JACK CHUBB

of Phoenix Hire & Sales and Bridgend College

Plant Operative of the Year

ELEANOR MACMILLAN-CURRIE
of WM Currie and Son

Plant Installer of the Year

JAKE HODGSON
of Wolffkran

Lifting Technician of the Year

STEVE LUMB
of Wolffkran

Hire Controller of the Year

YASMIN BELL
of Sunbelt Rentals

Best Personal Statement

TOM BAXENDELL
of Bachy Soletanche and Reaseheath College

Judges' Special Award

LUKE COOPER
of Boels Rental and Reaseheath College

Kevin Minton, Chief Executive of the CPA said: **"The standard of entries for Stars of the Future this year was exceptional and the judges certainly had a difficult task on their hands choosing the winners. This year's nominees were in contention for some fabulous prizes, including tool kits, training courses, iPads, an overseas trip to visit a crane manufacturing plant and a trip to the Bauma exhibition in Munich, Germany. It really is pleasing to see the future of our industry is in safe hands."**

The CPA Stars of the Future awards are intended to recognise and reward outstanding apprentices and trainees who not only bring ability and commitment to their learning and their work, but also possess those extra capabilities which mark them out as being not only the foundations of the future of the industry, but also potentially its leaders - the Stars of the Future.

Former television newsreader, presenter and journalist Merryn Myatt hosted the event this year and prior to the presentation of the awards, she co-ordinated two 'chat' sessions. These were with Stars of the Future judges - Arran Willis of Liebherr GB, Kirsty Archbold-Laming of Southern Hoist Services and Siôn Morgan Jones of ACOP Group - former winners Jim Baraclough of L Lynch Plant Hire & Haulage who was National Plant Operative of the Year in 2021, Danielle Taylor of Flannery Plant Hire who was National Plant Operative of the Year in 2020 and Dan Pickles of LC Plant Services who was National Plant Mechanic of the Year in 2018, plus Peter Chapman of Askham Bryan College who received a Lifetime Achievement Award at the event.

Nationally there are around 900 apprentices across the six main plant-based occupations. The awards categories for 2022 reflect the key occupations in the construction

plant sector and correspond with the apprenticeships that are available.

The headline sponsor for CPA Stars of the Future 2022 was Sunbelt Rentals and the award sponsors included M O'Brien Plant Hire, Flannery Plant Hire, NOCN Group, ACOP Group, L Lynch Plant Hire & Haulage, Liebherr and Wolffkran, plus SMT GB and Southern Hoist Services. This year, Stars of the Future had a two-tier judging process - the CPA selection panel and a panel of external judges who decided the eventual winners of each category.

The external judging panel included Arran Willis of Liebherr GB, Kirsty Archbold-Laming of Southern Hoist Services, Siôn Morgan Jones of ACOP Group, Leigh Sparrow of Vertikal Press, Katie Kelleher of Select Plant Hire, Graham Black of Earthmovers Magazine, Tim Brownbridge of BAM Nuttall, Bob Harper of Sunbelt Rentals, plus independent judges Rob Allen and Gary Baines.





Peter Chapman of Askham Bryan College received a Lifetime Achievement Award

The complete list of Stars of the Future 2022 winners was as follows:

PLANT MECHANIC OF THE YEAR - NORTH			
Jonathan Jones	CRH Plant	Askham Bryan College	★ WINNER ★
Natalie Coulton	Allan J Hargreaves Plant Engineerst	Myerscough College	HIGHLY COMMENDED
Thomas Joynt	Sunbelt Rentals	Gen2	HIGHLY COMMENDED

PLANT MECHANIC OF THE YEAR - MIDLANDS			
Jacob Clark	Chris Clark Plant Services	NSCG Stafford College	★ WINNER ★
Lucas Creasey	L Lynch Plant Hire & Haulage	Essential Site Skills	HIGHLY COMMENDED

PLANT MECHANIC OF THE YEAR - SOUTH			
Michael Wood	AK Plant Services	Wiltshire College & University Centre	★ WINNER ★
Ed Totman	Liebherr GB	NSCG Stafford College	HIGHLY COMMENDED
William Curzon	Speedy Services	Askham Bryan College	HIGHLY COMMENDED

PLANT MECHANIC OF THE YEAR - WALES			
Jack Howell	Marubeni-Komatsu	NSCG Stafford College	★ WINNER ★
Thomas Jones	GT Access	Bridgend College	HIGHLY COMMENDED

PLANT MECHANIC OF THE YEAR - SCOTLAND			
Louie Masson	GAP Group	NCC Scotland	★ WINNER ★
Andrew Manson	A & D Sutherland	NCC Scotland	HIGHLY COMMENDED
Fraser McQueen	Marubeni-Komatsu	NSCG Stafford College	HIGHLY COMMENDED

PLANT TECHNICIAN OF THE YEAR - NORTH			
Luke Cooper	Boels Rental	Reaseheath College	★ WINNER ★
Ben Thomas	Brandon Hire Station	Myerscough College	HIGHLY COMMENDED
Haydon Measor	Sunbelt Rentals	Reaseheath College	HIGHLY COMMENDED

PLANT TECHNICIAN OF THE YEAR - MIDLANDS			
Ryan Boden	Sunbelt Rentals	Stephenson College	★ WINNER ★
Liam Laverty	M Group Services - Plant & Fleet Solutions	NCC East	HIGHLY COMMENDED

PLANT TECHNICIAN OF THE YEAR - SOUTH			
Billy Mitchell	AmeyBriggs	Wiltshire College & University Centre	★ WINNER ★
Adam O'Grady	Liebherr GB	NSCG Stafford College	HIGHLY COMMENDED
Dean Johnston	Liebherr GB	NSCG Stafford College	HIGHLY COMMENDED

PLANT TECHNICIAN OF THE YEAR - WALES			
Jack Chubb	Phoenix Hire & Sales	Bridgend College	★ WINNER ★
Adam Rees	Machinery Movements and Crane Hire	Bridgend College	HIGHLY COMMENDED

PLANT TECHNICIAN OF THE YEAR - SCOTLAND			
Martin Delaney	Briggs Equipment	NSCG Stafford College	★ WINNER ★
Connor Campbell	Briggs Equipment	NSCG Stafford College	HIGHLY COMMENDED

NATIONAL PLANT MECHANIC OF THE YEAR			
Jack Howell	Marubeni-Komatsu	NSCG Stafford College	★ WINNER ★
Louie Masson	GAP Group	NCC Scotland	HIGHLY COMMENDED

NATIONAL PLANT TECHNICIAN OF THE YEAR			
Jack Chubb	Phoenix Hire & Sales	Bridgend College	★ WINNER ★
Billy Mitchell	AmeyBriggs	Wiltshire College & University Centre	HIGHLY COMMENDED



PLANT OPERATIVE OF THE YEAR

Eleanor MacMillan-Currie	WM Currie and Son	★ WINNER ★
Jessica Holmes	Flannery Plant Hire	HIGHLY COMMENDED
Ryan Walker	L Lynch Plant Hire & Haulage	HIGHLY COMMENDED

PLANT INSTALLER OF THE YEAR

Jake Hodgson	Wolffkran	★ WINNER ★
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LIFTING TECHNICIAN OF THE YEAR

Steve Lumb	Wolffkran	★ WINNER ★
Andrew Bowring	Ainscough Crane Hire	HIGHLY COMMENDED

HIRE CONTROLLER OF THE YEAR

Yasmin Bell	Sunbelt Rentals	★ WINNER ★
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COLLEGE OF THE YEAR

NSCG Stafford College	★ WINNER ★
Bridgend College	HIGHLY COMMENDED

BEST PERSONAL STATEMENT AWARD

Tom Baxendell	Bachy Soletanche	Reaseheath College	★ WINNER ★
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JUDGES' SPECIAL AWARD

Luke Cooper	Boels Rental	Reaseheath College	★ WINNER ★
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LIFETIME ACHIEVEMENT AWARD

Peter Chapman	Askham Bryan College	★ WINNER ★
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The Stars of the Future nomination forms for the 2023 awards are available on the CPA website at: www.cpa.uk.net



CPA STARS OF THE FUTURE

★ 10TH YEAR ★



“CPA continues to take a crucial role in leading, coordinating and supporting work on developing new apprenticeships for our sector.”

RAIL PLANT **ASSOCIATION (RPA)**



Like many industries during the past 12 months, the rail plant sector is beginning the long and the slow recovery from operating under the cloud of Covid-19. Throughout the pandemic RPA Members had played a vital role in supporting Network Rail and the Principal Contractors in developing and implementing risk controls to help ensure the safest possible working environments for all personnel. In doing so, it enabled the continued delivery of the essential works and maintenance that keep the rail infrastructure operational.

Back in 2019, the RPA in conjunction with other industry trade bodies, agreed to do all that was possible to highlight the potential problems arising from the fall in workload. With the assistance of the CPA, a position paper 'The UK rail plant industry in 2019- coming off the tracks?', was

published which highlighted the potential problems for maintaining a competent workforce and a well-equipped fleet of plant in the future. This workstream had been paused during the pandemic whilst Government departments focused their attention on the wider issue

of trying to manage the impact that covid-19 has had on the UK economy. We aim to restart lobbying these issues again in 2023.

Prior to the Covid-19 pandemic, the Association was represented on the Rail Plant Association Leadership Alliance (RPA LA), which was a tripartite group made up of Network Rail, the Tier 1 Contractors as well as the RPA. This forum was crucial in enabling the industry stakeholders to identify and discuss the key issues that faced the industry at that time, with the objective to agree and deliver practical solutions in a collaborative manner. Steve Featherstone, Network Rail's former Director of IP Track was Network Rail's representative Chairman, with Richard Ladd of Amey representing the Principal Contractors and RPA Chairman David Simmons, representing the RPA and supply chain.

Unfortunately, the RPA LA was effectively disbanded in 2020, as Network Rail devolved the rail network into the 13 different routes/regions, with each now having their own Capital Delivery Directors and Route Managing Directors. This meant that instead of having a single, senior point of contact within Network Rail, who could influence the standardisation and implementation of good working practices across the network, there are now approximately 25 Route/Capital Delivery Directors, each with differing requirements on how infrastructure projects and maintenance works are delivered in their region.

One of the 'positives' that has occurred since devolution, is that a number of the Network Rail routes have made significant efforts in addressing some of the historical issues that have affected the industry, such as a lack of collaboration and transparency when planning works, and the blame culture when things didn't go as planned. There has been a marked change in some of these areas and a willingness from all stakeholders to collaborate and make continuous improvements going forward.

Following a number of recent member meetings, there is a clear mandate from the Membership for the Association to reinvigorate our lobbying capabilities with the objective of influencing and driving the changes necessary to address the following issues which are still affecting the sector:

- Christmas Shift Allowances
- Network Rail/Tier 1 Contractor terms and conditions that negatively impact the Rail Plant Sector and Supply Chain.
- Implementation and adoption of late Cancellation Charges/T4 Lockdowns
- Transparency of the NWR/GBR Work-bank pipeline to enable Members to make practical investment decisions
- Lack of collaboration/Inflationary considerations
- Industry Skills Drain and Employee Retention

In the coming months the RPA will be looking to engage the services of a rail industry professional, who ideally has the necessary industry experience to effectively represent the Association and lobby the Government departments and Network Rail/GBR at the highest levels.

The RPA Members understand that it may take some time to make headway into resolving some of these long-standing issues. However, as the transition from Network Rail to Great British Railways begins in earnest, with GBR expected to be operational in Autumn 2023, now is the ideal time for the RPA to re-evaluate how it can positively influence the future of the industry and look again at some of the issues that have, in some cases, negatively impacted the Membership for many years.

Both GBR and its supply chain all share the same goals, which are to deliver a first class service to the passengers and other users of the infrastructure, in the safest possible way whilst ultimately ensuring that UK taxpayers receive the best value for money in return. This can only really be achieved if the Government investment in the rail infrastructure is set at an appropriate and consistent level throughout each control period, to avoid the inherent peaks and troughs of the work pipeline that the supply chain has experienced over many years.

It remains in all of the industry stakeholders interests to continue to work more collaboratively and critical that the supply chain has a long-term visibility of the work-bank pipeline. As all businesses face unprecedented inflationary pressures and cost increases across the board, full visibility of the long-term work-bank pipeline would give suppliers more confidence to make accurate capital investment on which plant and machinery will be required going forward.

This is the key to developing and maintaining a supply chain that is sustainable, robust, adequately staffed with the right skillsets, innovative and ultimately fit for purpose to meet the challenges of Control Period 7 and beyond.

The RPA Management Committee continues to hold regular 'hybrid' meetings, to discuss the problems that are being faced by the member companies. The committee are all senior within their organisations and bring with them a wealth of diversity, experience, and knowledge. As Chairman I wish to acknowledge with sincere thanks, the huge amount of time and energy spent trying to improve the conditions for all our members.

Throughout the year work has been carried out to develop the following Good Practice Guides that will bring further benefit to the membership:

- RPA 0006 - Good Practice Guide for Haulier Competence
- RPA 0009 - Good Practice Guide for Security of OTP and Attachments for Haulage
- RPA POS Contract Conditions 2021

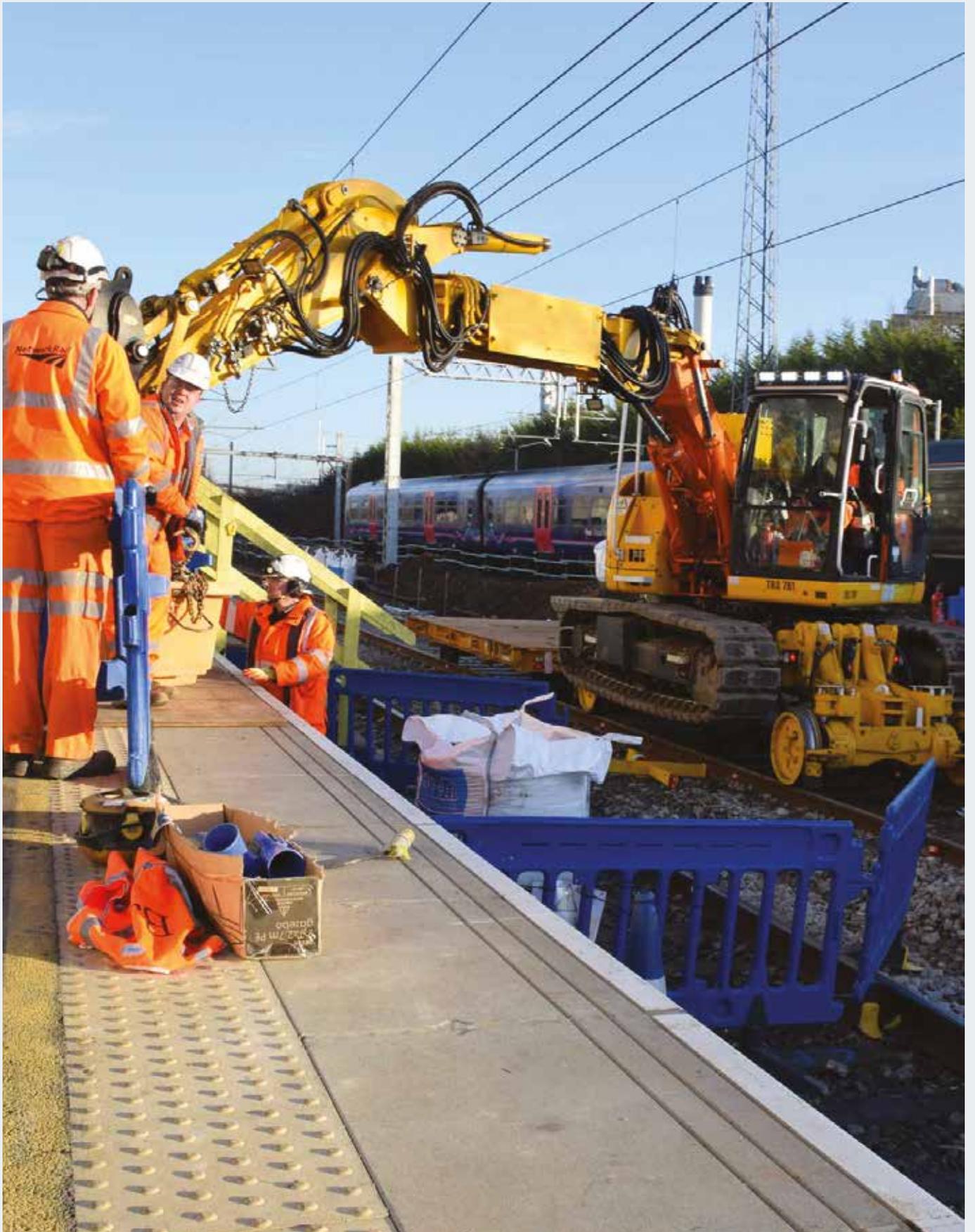
Members of the committee also represent the RPA on various industry working groups. We are privileged to have seats on the:

- Infrastructure Safety Leadership Group (ISLG)
- Mechanical & Electrical Engineering (M&EE) Networking Group
- Track Safety Alliance (TSA)
- Network Rail's Capability Development Group (CDG)
- Network Rail's Fatigue Risk Management Working Group
- Railway Infrastructure Supplier Qualification Scheme (RISQS) Group
- Ballast Dust Working Group
- Plus, several sub-groups associated with these who do the 'actual' work

There remains very little that is clear cut in our sector, but the RPA and its members remain fully committed to delivering a first class service to the railway infrastructure managers as always and I have every confidence that the sector will continually rise to the challenges that the future may hold.

Paul Helks
Chairman of the RPA
Management Committee







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