Spring 2026 | Issue 131

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NEWS

The Journal For Asbestos Management Professionals





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Advertising Contributors

G J Bowmer	page 2
SMH	page 16
Erith	page 18
Phoenix	page 19
Assure 360	page 24
Casella	page 25
Scaffolding Access Ltd	page 29
SMH	page 30
The Preparation Group	page 31
Thermac	page 32
Specialist Risk Group	page 34
Root-5 Solutions	page 36
Teams	page 38
Windsor Waste	page 56

arca atac

NEWS

Chief Executive's comment	4
ARCA news	5–8
Diary dates	8
HSE statistics	9
ATaC news	10–15
Asbestos in the news	17–19
Safety by choice, not by chance	20–21
Whatever it takes? Starmer's asbestos pledge meets reality	22–25
An employer's roadmap to the Employment Rights Act 2025	26–27
Member news	29–35
Training news	37–39
Training & Qualifications	40–43
ARCA member list	44–49
ATaC member list	50–51
Associate member list	52–55

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All comments included in content were made/are correct at the time of going to print.

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All Member companies may submit news articles to be considered for inclusion in the publication.

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Advancing Standards Through Evidence and Engagement



Steve Sadley, Chief Executive

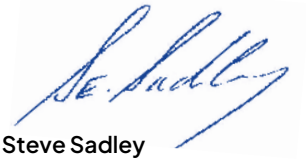
Welcome to the latest edition of ARCA News magazine, which you will notice has a fresh new look, redesigned to modernise the publication and ensure it reflects the professionalism and standing of our industry as we move further into the second quarter of the 21st century. We hope you enjoy the new presentation.

We now have the complete results from the annual declaration sent to members in July, and satisfaction levels with ARCA remain exceptionally high. The vast majority of respondents rated overall satisfaction at 8 or above out of 10, with around a third giving the maximum score. Simi ly strong ratings were recorded for understanding industry needs and responsiveness, where roughly two fifths of members awarded the top mark. The recommendation scores further reinforce this positive sentiment, with two thirds of members rating their likelihood of recommending ARCA to peers at 8 or above. The qualitative feedback consistently praised the helpfulness and efficiency of the ARCA team, with particular appreciation for the regional meetings, audit processes, and responsive approach to member queries. These results are genuinely encouraging and reflect the commitment of everyone at ARCA to delivering real value for our members.

The HSE consultation on changes to the Control of Asbestos Regulations has now closed, marking an important moment for our sector. ARCA has supported UKAS accredited organisations since ATAC was established in 1999, some 27 years ago, and throughout that time the HSE has strongly recommended that clients source a UKAS accredited organisation when selecting an asbestos surveyor. We have always supported this position, which is why we have advocated for making UKAS accreditation mandatory. The argument is often made that there are some good non-accredited surveyors, and whilst that may be true, there are also some poor ones. HSE's own research demonstrates that UKAS accreditation provides clients with a significantly greater assurance of competence when selecting a surveyor. The case for mandatory accreditation is, in our view, well evidenced and we remain confident in the strength of the arguments we have put forward.

We wrote to the Minister setting out our analysis of why UKAS accreditation for asbestos surveyors should be a mandatory requirement. The Minister's response, received on 20 January 2026, acknowledged ARCA's longstanding engagement with HSE's work on asbestos and confirmed that no decision on the regulatory proposals has yet been made. He emphasised that the purpose of consultation is to gather evidence to ensure any approach taken is both effective and proportionate. The Minister has confirmed that our comments have been forwarded to the HSE for inclusion in the consultation process.

I attended a meeting with the HSE Science Division on 22 December 2024 to discuss upcoming research projects on asbestos in buildings. Two significant projects emerged as priorities from the March 2025 asbestos research summit. The first addresses the current gap in data and air monitoring for non-licensed asbestos work, focusing on airborne fibre concentration profiles and visual inspections to allow risk evaluation before, during and after non-licensed removal activities. The second examines the degradation of asbestos containing materials in buildings after decades in situ, particularly whether materials installed before 1985 remain effective and safe given they have now been in place for over 40 years. Both projects aim to ensure current practices and regulations remain suitable and sufficient, and the findings will inform future guidance affecting our industry. As the representative body for licensed asbestos removal contractors, laboratories and surveyors, it is important that ARCA and its members have the opportunity to contribute to and shape research of this kind. Members who would like to find out more or express an interest in participating should contact me directly.



Steve Sadley
Chief Executive

OUR MISSION

To give the best possible service and support to assist ARCA members and customers in providing safe, effective and ethical management of asbestos, thereby safeguarding the public.

OUR VISION

We envision being an essential strategic partner, through membership of ARCA and ATaC, to all companies providing asbestos management and licensed asbestos removal services, or services to those companies, by providing solutions which contribute to the overall success of their businesses and provide reassurance to their clients.

OUR VALUES

Our values define the culture at ARCA. The values of integrity, service, excellence, teamwork and responsibility guide the way we work, our behaviour and our commitment to support members, customers and colleagues.



Complimentary Training for New Operatives

ARCA is pleased to offer a total of 40 free training places for new operatives entering the asbestos industry.

Places will be allocated on a first come, first served basis, with a maximum of two places available to any one-member company.

What's included

These places are available across four New Operative courses running throughout 2026, held at two locations: Burton and Rayleigh.

- Burton-on-Trent, 7 to 9 April 2026
- Rayleigh, 11 to 13 May 2026
- Burton-on-Trent, 7 to 9 October 2026
- Rayleigh, 17 to 19 November 2026

Why we're doing this

Bringing new people into the industry properly, with the right knowledge, the right attitude, and confidence in what they're doing, matters to all of us. This initiative is our way of supporting members in building strong teams while helping to maintain the standards the industry depends on.

How to register

Places are allocated on a first-come, first-served basis,so we'd encourage you to register your interest as soon as possible and only available to ARCA members. If spaces remain on a course once all initial bookings have been made, we will contact members who have already booked to offer the remaining places.

To book your complimentary places, please contact 01283 505777 or book online via our portal.



ARCA Renews ISO 9001:2015 Certification Following Successful Audit

ARCA has successfully retained certification to ISO 9001:2015, following an audit by NQA that identified no minor or major non-conformances.

The Association's quality management system (QMS) describes the approach, procedures, and processes to be followed to demonstrate the Association's ability to consistently provide quality membership, training, and auditing services. The standard also assesses leadership, the organisation's goals, and how these will be achieved, as well as risk-based thinking.

In her report, the auditor from NQA commented, *"The system has been found to be providing the required level of control. The organisation's context is well defined, leadership has been effectively demonstrated and commitment levels are fully evident. This is reflected in the levels of compliance with requirements and operational control evident at the organisation during the audit process. The availability of documented information to demonstrate that the system is well implemented and well understood throughout the organisation is acceptable. This audit has involved a review of system administration activities, as well as a review of job-related records. It was fully evident that the key policy commitments are being adhered to."*

Steve Sadley, Chief Executive of ARCA, said, *"We successfully passed our ISO 9001 audit with no minor or major non-conformances. This is an excellent result that reflects the commitment and professionalism demonstrated across the organisation. A massive thank you to all the ARCA team for your hard work and adherence to our procedures. This result is a testament to the standards we maintain across the organisation."*



How ARCA Membership Drives Business Success

Your decision to join ARCA continues to deliver measurable business advantages, providing concrete evidence of the value your membership delivers to your business performance and professional standards.

Your ARCA membership supports your competitive position in an increasingly demanding market. Major contractors, local authorities, and facilities managers increasingly specify ARCA membership within their pre-qualification requirements, opening doors to substantial contracts that matter most to your business stability and long-term growth. This recognition of ARCA membership as a mark of quality reflects the consistently high standards you maintain and the rigorous audit programme you engage with throughout the year.

This competitive advantage reflects the rigorous standards you maintain through our audit programme. Over the past two years, we have conducted more than **1,000 unannounced site audits** across the membership. The performance trends are remarkable. Average audit scores have **improved by more than 30%**, with most members now consistently achieving top-tier compliance ratings. Flawless audit reports have **risen from 27% to 40%** of all site audits. These are not modest improvements but transformational shifts in operational excellence across the entire membership.

These improvements are not coincidental. Statistical analysis demonstrates a **99.99% confidence level** that performance gains are attributable to participation in the ARCA system. When you engage with the four annual unannounced audits, immediate constructive feedback, and systematic performance reviews, sustained improvement becomes practically guaranteed. The audit programme is designed to identify opportunities for enhancement before they become compliance issues, supporting continuous improvement rather than simply measuring current performance.

Your feedback confirms this value. Members rate our site audit service **9.77 out of 10**, with supervisors scoring auditor professionalism **at 9.8 out of 10**. Some 95% indicate they would speak positively about ARCA site audits to others. This reflects our commitment to consistent, professional, and constructive engagement with your teams. Our auditors understand the practical realities of licensed asbestos removal work and deliver feedback that is both rigorous and realistic.

We maintain these standards through monthly meetings with our auditors, ensuring consistency across all site visits and sharing comprehensive notes with all members. This transparency regarding our operational processes and decision-making frameworks means you understand exactly how we work and why decisions are made. You receive the same detailed insights into our audit methodology that we provide to our audit team, ensuring complete clarity about expectations and standards.

The training provision you access through membership continues to receive outstanding feedback. We train over 4,500 professionals annually across the largest network of fully equipped training centres in the sector. Each year, we incorporate findings from approximately 800 unannounced site audits into industry-wide training programme development. This direct connection between

what we observe on sites and what we teach ensures practical relevance. The training you receive addresses real-world challenges identified through actual site visits, not theoretical scenarios disconnected from operational reality.

Participants rate their training experience **8 or higher out of 10 in 96% of cases**, with **overall satisfaction at 9.41**. Your teams value ARCA training because it is engaging, practically focused, and addresses the operational challenges they encounter regularly. Our instructors bring current industry experience and understand the pressures your supervisors and operatives face on active removal sites.

Your membership provides valuable networking opportunities through three rounds of meetings annually across Great Britain. Each round comprises six in-person events plus one online session, offering 21 opportunities to network with industry leaders, receive updates directly from HSE, Asbestos Network and CITB, and access exclusive information about developments affecting your business. These meetings provide insight into regulatory changes, emerging best practices, and strategic developments within the sector. Attendance remains completely free for all personnel from member companies, encouraging your entire management team to participate and benefit from shared industry knowledge.

You also benefit from discounted CHAS accreditation, complimentary HR support from Croner, and exclusive access to Assure360's personal monitoring system for robust exposure tracking and regulatory compliance. These additional services add substantial value to your membership beyond the core audit and training provision.

Nine out of ten members would recommend ARCA to their competitors. This extraordinary statistic reflects businesses confident enough in the value proposition to direct rivals towards membership because the benefits are demonstrably clear. **Over 85% of you rate our support services 8 or higher out of 10.**

We request feedback after every site audit, training course, and regional meeting. This ensures we continuously monitor member requirements and adapt our services accordingly. ARCA membership is not a static offering but rather an evolving service shaped by member input. Your feedback drives our continuous improvement just as our audits drive yours.

Your ARCA membership represents an active partnership that delivers measurable performance improvement and practical ongoing support that strengthens your competitive position in an increasingly demanding market. Your membership matters. It opens doors, wins tenders, and supports the continuous improvement that keeps your business at the forefront of professional asbestos removal contracting.

News in Brief

Introducing ARCA's New Site Audit Scheme Auditor: Danny Buckberry



We're delighted to welcome Danny Buckberry to his new role as ARCA's Site Auditor.

Danny brings extensive expertise to the position, with nine years of experience as an Analyst/Surveyor. Throughout his career, he has conducted analyst audits for a diverse range of companies.

In his role with ARCA, Danny will conduct both unannounced and additional audits for ARCA members, ensuring the continued excellence and integrity of ARCA's audit standards.

We're excited to have Danny on board and wish him every success in this new chapter.



ARCA's Member Portal

ARCA's member portal serves as a central hub for ordering training courses, updating your information, requesting CSSS cards, and other related tasks. A new feature introduced last year now allows you to download your ARCA membership certificate directly from the portal. We are continuing to improve our member services to make them as seamless as possible.

For more information, visit:
www.arca.org.uk/membership/member-portal/

ARCA Gold Site Audit Award Winners

Congratulations to the 2024/2025 and 2025/2026 winners **

The Gold Site Audit Award is a prestigious recognition given to our members that demonstrate exceptional compliance and risk management levels.

"Huge congratulations to all our members who have achieved the award. It is in recognition of the continuing high standards that each of these members has achieved," commented Matthew Boulton, Site Audit Coordinator for ARCA.

To gain this award asbestos removal companies need to achieve Grades A to C*, with an average of at least a B Grade, across all unannounced programmed site audits over 2 consecutive membership years.

*A-B if no live works observed
**October 2025 to January 2026

- Active Environmental Management Ltd
- Armac Environmental Ltd
- Axiom Building Solutions Ltd
- Carymar Construction Services Ltd
- Countrywide Environmental Services Ltd
- ECT Environmental Ltd
- Jackson Environmental Ltd
- Rhodar Industrial Services Ltd
- Spectra Analysis Services Ltd
- Thompsons Asbestos Services Ltd

Diary Dates

ARCA Regional Meetings

Southwest & Wales Regional Meeting	2nd June 2026 at 1.30pm	Almondsbury Interchange Hotel, Bristol
Midlands Regional Meeting	3rd June 2026 at 1.30pm	ARCA Head Office, Burton-on-Trent
Northwest Regional Meeting	4th June 2026 at 1.30pm	The Pennine Manor Hotel, Huddersfield
Scottish Regional Meeting	16th June 2026 at 9.00am	Motherwell FC, Motherwell, Lanarkshire
Northeast Regional Meeting	17th June 2026 at 9.00am	Holiday Inn, Washington
Southeast Regional Meeting	23rd June 2026 at 9.00am	The Thurrock Hotel, Essex
Remote Regional Meeting	25th June 2026 at 10.30am	Via Zoom

Attendance Certificate

When attending a remote member regional meeting, attendees are logged and issued with an attendance certificate. The certificate is intended to complement training records, by recording that the individual named received the information, instruction and training listed on the certificate.

AMI AGM
AMI Annual General Meeting
Thursday 16th April 2026
Via Zoom

CLR Expo 2026
Contamination and Land Remediation Expo
16–17th September 2026
NEC, Birmingham

ARCA AGM
ARCA Annual General Meeting
Friday 2nd October 2026
IET Savoy Place, London



HSE publishes annual work-related ill-health, injury and enforcement statistics for 2024/25

On the 20th of November 2025, the Health and Safety Executive (HSE) published statistics that cover work-related ill health, non-fatal workplace injuries, and enforcement action taken by HSE, in the 2024/25 period.

Key figures for Great Britain (2024/25)

1.9 million working people
suffering from a work-related illness, of which...

964,000 workers
suffering work-related stress, depression or anxiety

511,000 workers
suffering from a work-related musculoskeletal disorder

2,218 mesothelioma deaths
due to past asbestos exposures (2023)

124 workers
killed in work-related accidents

59,219 injuries
to employees reported under RIDDOR

680,000 working people
sustained an injury at work according to the Labour Force Survey

40.1 million working days
lost due to work-related illness and workplace injury

£22.9 billion estimated cost
of injuries and ill health from current working conditions (2023/24)

The figures show that an estimated 1.9 million workers suffered from work-related ill health during 2024/25, remaining broadly consistent with the levels seen in recent years.

While the recent rates of self-reported work-related ill health are similar, they continue to be higher than pre-pandemic levels recorded in 2018/19.

Mental health conditions remain the primary driver of work-related ill health, with 964,000 workers reporting stress, depression or anxiety caused or made worse by work in 2024/25. This is in line with the upward trend in recent years.

Work-related ill health and injuries resulted in an estimated 40.1 million working days lost in 2024/25, continuing to place significant pressure on both workers and businesses.

HSE Chief Executive Sarah Albon said: "Great Britain maintains its position as one of the safest places to work globally, built on more than 50 years of health and safety regulation. However, these statistics demonstrate that workplace health challenges persist, particularly around mental health.

"We remain firmly committed to protecting people and places, supporting businesses to create healthier working environments, and ensuring continuous improvement in workplace safety standards across Britain."

The statistics also highlight the economic impact of workplace health and safety issues. In 2023/24, the estimated annual cost of workplace injuries and new cases of work-related ill health reached £22.9 billion, similar to the estimate for 2022/23.

Fatal and non-fatal workplace injuries in 2024/25 totalled 124 worker fatalities and an estimated 680,000 self-reported non-fatal injuries.

The HSE's statistics on work-related ill health, non-fatal injuries and enforcement are available at www.hse.gov.uk



Certificate of Cleanliness

Under the Control of Asbestos Regulations 2012, Regulation 17, Cleanliness of premises and plant, there is a requirement to ensure areas where asbestos work has been carried out are thoroughly cleaned to prevent the spread and subsequent exposure to asbestos fibres.

Clearance air sampling, and therefore a Certificate for Reoccupation (CfR) is not generally required for non-licensable work. However, a written statement of cleanliness might be required, for example, after large-scale removal of textured coatings or works in sensitive locations.

What is a Certificate of Cleanliness?

As clearance air monitoring is not required as part of the clearance procedures for non-licensed work, and an independently provided CfR is not needed, the occupier should be provided with a written statement detailing that the area has been thoroughly cleaned and visually inspected to make sure that no visible traces of dust and debris remain and the area is suitable for reoccupation.

The statement should include:

- site address;
- dates of the work;
- a brief description of the work;
- name and address of the contractor;
- details of the specific areas and items visually checked;
- name and signature of the person completing the inspection.

The term Certificate of Cleanliness first appeared in UKAS Lab 30 Edition 4 as part of the initial transition from ISO17025:2005 to ISO17025:2017.

Specifically, it defines:
"The need for the Laboratory to inform the dutyholder that a 4-Stage Clearance is not required for non-licensed works, even when requested e.g. for large scale Textured Coating (TC) removal. In these scenarios, a Certificate of Cleanliness (different from CfR) should be issued."

Along with:
"The inspection activities associated with a Certificate of Cleanliness are not recognised as accredited and should be appropriately disclaimed when reported with associated testing, for which accreditation is mandated e.g. reassurance"

The history of Certificate of Cleanliness

It is unclear when the Certificate of Cleanliness first came into use, it's suspected the main catalyst came from the introduction of the Control of Asbestos Regulations (CAR) 2006, primarily the removal of Textured Coatings as a licensable material. This resulted in the request from Dutyholders for documented evidence for safe reoccupation. There were a number of roadshows by the HSE justifying their stance along with statistical evidence from analysis of exposure from Textured Coatings removal to justify its exclusion from licenced work. However, it is worth noting that at the time opinions in the industry were mixed to this change.

"I first came across the requirement for a Certificate of Cleanliness in 2010. The dutyholder provided a crib sheet of expectations for various types of non-notifiable works. Defining what safety equipment and minimum PPE would be expected for each task. This also included whether the removal operatives had to still be present or could be absent at the time of the inspection and whether an air test was required." - Robin Powell, Life Environmental

In 2012, the Control of Asbestos Regulations were further amended to include the category of Notifiable Non-Licensed Work (NNLW), which created an increased demand for visual inspections from analytical organisations, in addition to the self-certification which could be conducted by the removal companies completing these works.

The issues

The term Certificate of Cleanliness was defined in Lab 30 to ultimately stop analytical organisations from conducting 4–stage clearances on materials other than those defined as Licensable Works.

However, by defining what a Certificate of Cleanliness is, UKAS has also inadvertently defined another service, one which it acknowledges is outside the purview of the accreditation process.

This is where the issue resides, there is no formal, or informal for that matter, process in place for this assessment. From a UKAS accredited organisation's point of view, it does not require auditing, training or any processes or procedures to define it. There is no template specification, no pass or fail criteria or even a requirement for any visual assessment completed as part of these works. Ironically any analytical lab conducting reassurance air tests following works MUST ensure that the area is dust and debris free as part of completing the Reassurance test - a requirement of HSG 248 Asbestos: The Analyst Guide.

The only template available is within HSG 210 Asbestos Essentials: task sheet EM10, Statement of cleanliness after textured coating removal. This is not only very specific, but also a very basic document. It is solely for Textured Coatings and does not include any other type of NNLW or other non-licensable works.

Ultimately, it is the dutyholder specification which will instruct the analytical organisation whether removal works have been conducted to their required scope, and the Certificate of Cleanliness provides the detail required.

The way forward

Owing to the current licensing regime definitions, and despite UKAS defining the term "Certificate of Cleanliness" it is felt within the consultancy sector, that it should not be accredited. If it is accredited, the definitions of non-licensable works, notifiable non-licensable works and licensable works would require better clarification and definitive distinction. The current system has degrees of vague ambiguity, where materials can be non-licensable, notifiable non-licensed and, in some cases, transcend all three category types.

Although this sits outside of a UKAS accredited organisation scope of accreditation, it still potentially falls within the UKAS assessment. Accredited organisations must conclusively disclaim the Certificate of Cleanliness is covered by ISO17025, particularly if an accredited test has also been completed as part of the works and project file, such as a reassurance air test. It must be clear what is accredited and what is not.

As previously mentioned, it is down to the dutyholder to specify their requirements. However, they may not have sufficient or suitable understanding or training to define or specify a standard. At the same time there needs to be an agreed industry methodology to allow for a baseline consistency.

As an industry body, ATaC is reviewing the current Certificate of Cleanliness process with the aim to produce definitive guidance for our members based on best practice, enabling you to provide clients with an independent, clearance-based process.





Disposal of asbestos waste generated by surveying & analytical processes

Surveyors and analysts are required to safely dispose of all asbestos contaminated waste generated on-site from surveying, sampling and analytical processes. Work areas should be left clean, with no evidence of debris from their activities, and any sampling points sealed to prevent the release of fibres.

Under the Control of Asbestos Regulations 2012, Regulation 17, cleanliness of premises and plant; individuals are responsible for cleaning up any material they have disturbed to prevent the spread of asbestos and potential exposure.

Containment of waste

Asbestos contaminated waste may potentially be generated when sampling suspect materials and conducting analytical work; decontaminating tools to prevent cross contamination; disposing of RPE filters and pre-filters, disposable category 3, type 5 coveralls, foot-covers/overshoes and gloves.

All these items, and any others not listed, must be safely stored, double bagged, and labelled as 'waste' which can then be disposed of at a later date.

It is important not to leave any asbestos waste on-site or loose within toolkits.

Analysts:

- Typically waste generated during the 4-stage clearance or other licenced removal processes will be disposed of on-site within the Licenced Asbestos Removal Contractor's own waste arrangements
- Waste generated through contamination whilst conducting RPE assessment or visual inspections of Non-Licenced Work (NLW) or Notifiable Non-Licenced Work (NNLW) will be dealt with as per surveyors/sampler process below and internal company procedure.

Surveyors/samplers:

- Ziplok sample bags (doubled) of varying sizes are generally used for wipes used to decontaminate tools and small ancillary items.
- UN approved red and clear bags (doubled) for larger items. Excessive air removed and appropriately sealed with cloth tape prior to transportation and/or disposal. L143 Managing & Working with Asbestos Second Edition 2013, para 527 states when filling bags -
  - make sure that the inner bag is not overfilled, especially when the debris is wet, and each bag can be securely tied or sealed.

- exclude air from the bag as far as possible before sealing. Precautions will need to be taken as the exhaust air may be contaminated.

- where practicable, the sealed packaging should be cleaned before it is removed from the work area or enclosure.

All other non-asbestos waste material generated as a result of surveying and analytical processes must be disposed of so as not to cause additional Health and Safety hazards such as trip hazards, sharp edges or exposed nails. It's important to ensure that other items, including non-asbestos waste, do not pierce the asbestos waste bags during transportation.

Transporting hazardous waste in your work vehicle

Small amounts of double bagged and labelled waste, as described above, can be transported in a work vehicle. This waste should be securely and safely stored during transportation.

Asbestos waste should be packaged and transported in line with HSG210; Asbestos Essentials, em9; Disposal of Asbestos Waste.

Disposing of the bagged waste

Normally, waste should be taken to their dedicated place of work to be stored in a suitable, lockable receptacle (wheelie bin or skip dependent on the amount of waste generated) displaying warning signs. The waste should periodically be collected by a registered 'Upper tier waste carrier' such as an Asbestos Removal Contractor.

Organisations holding a Certificate of Waste Carriage Registration (upper tier or lower tier) for the transport of asbestos waste can transport waste generated from their work directly to the nearest registered waste disposal site or transfer station.

Any waste generated will require the completion of a waste consignment note prior to transportation, either directly from site or accumulated waste from dedicated place of work –

https://www.gov.uk/government/publications/hazardous-waste-consignment-note

Waste can be classified under different European Waste Codes (EWC). Ensure you have reviewed Technical Guidance WM3 to clarify the correct code -

https://www.gov.uk/government/publications/waste-classification-technical-guidance

Certificate of Waste Carriage Registration under the Waste (England and Wales) Regulations 2011

The Waste (England and Wales) Regulations 2011 implement the revised EU Waste Framework Directive and set out requirements for the collection, transport, recovery, and disposal of waste. These regulations require businesses to confirm that they have applied the waste management hierarchy when transferring waste and include a declaration on their waste transfer note or consignment note.

Who Needs to Register: If you transport waste that you produce yourself (lower tier), registration is usually free. However, if waste transport is your main business, or you transport waste generate by others, you will need to register and pay a fee (upper tier).

To obtain a Certificate of Waste Carriage Registration under the Waste (England and Wales) Regulations 2011, you must register with the Environment Agency, to registered or renew as a waste carrier –

https://www.gov.uk/register-renew-waste-carrier-broker-dealer-england

ATaC has produced a comprehensive Guidance note: Disposal of asbestos waste generated by surveying & analytical processes, which is now available within the knowledge base of the ATAC website.





Why the RSPH Level 3 Qualification is the Right Starting Point for Asbestos Surveyors and Analysts Working for UKAS Accredited Organisations

For organisations holding UKAS accreditation for asbestos surveying and asbestos air testing, the choice of qualification for new surveyors and analysts is not simply a matter of preference. It has direct implications for how well those individuals are prepared to enter the UKAS competency framework, and how effectively they can progress through it.

ATaC exists to support UKAS accredited laboratories operating in the asbestos management sector. It is the only organisation solely representing these organisations, and that focus shapes everything ATaC does, including its ongoing advocacy for UKAS accreditation for asbestos surveying to be made a legal requirement. The qualifications ATaC has developed reflect that same commitment. They were designed specifically to meet the needs of UKAS accredited organisations, and that origin matters when considering which qualification is the right choice for new surveyors and analysts entering the sector.

The RSPH Level 3 qualifications in asbestos surveying and air monitoring sit on the Regulated Qualifications Framework, are Ofqual-regulated and nationally recognised, and are specifically referenced in HSG264, Asbestos: The Survey Guide, and HSG248, Asbestos: The Analysts' Guide for Sampling, Analysis and Clearance Procedures. Being on the Regulated Qualifications Framework is not a technicality. It means the content, standards and assessment criteria are externally verified and cannot be altered without Ofqual approval, giving the qualifications the legal standing of a government-recognised award in a way that non-regulated alternatives simply cannot match. The RSPH Level 3 Award in Asbestos Surveying is explicitly listed in UKAS publication RG8 as an accepted qualification for persons carrying out asbestos surveys and reinspections, while the RSPH Level 3 Award in Asbestos Air Monitoring and Clearance Procedures is listed in Table 1 of UKAS publication LAB30 as an accepted qualification for persons taking and analysing air samples. One other qualification appears alongside the RSPH awards in each of those tables, and the question worth considering is which is the better fit for the way UKAS accredited organisations actually develop their surveyors and analysts.

The answer lies in understanding how those two UKAS publications work. For surveying, RG8 sets out a structured authorisation process through which surveyors must progress before they are permitted to carry out different types of survey work across different property sectors. For air testing, LAB30 sets out the equivalent framework under ISO/IEC 17025, including the training, authorisation and audit requirements that analysts must satisfy. In both cases, UKAS does not consider a qualification alone to be sufficient evidence of competence. Under RG8, before a new surveyor can be authorised to carry out management surveys independently, they must complete at least five satisfactory witnessed audits across the relevant property sectors, assessed by an authorised technical auditor. Further audits are required before authorisation can be extended to refurbishment, demolition or reinspection work. Under LAB30, analysts progressing towards authorisation for air sampling must accumulate substantial on-site work experience under the supervision of authorised personnel, followed by competency audits conducted by a fully authorised analyst. At every stage, in both frameworks, it is the employer's own documented competency procedures, assessed and verified by UKAS, that determine whether the individual is ready to move on. The qualification is the starting point. Everything that follows is built by the organisation.

The Ofqual framework confirms this. Level 3 describes occupational competence across a broad range of complex and non-routine activities, performed in a variety of contexts, with responsibility for initiating and completing tasks and applying factual, procedural and theoretical knowledge within

defined parameters. HSG264 and HSG248 set out clearly how surveys and analytical work should be conducted, what must be recorded, and how findings should be reported. A new entrant working within those frameworks, and developing through the employer's authorisation programme, is operating at exactly the level that a Level 3 qualification is designed to support.

The one alternative qualification accepted within the sector sits within its own awarding body's qualification framework rather than on the Regulated Qualifications Framework. As that framework is not publicly available it is difficult to assess with certainty what its level descriptors require. What can be said with confidence is that within the Ofqual framework, which is the nationally recognised standard for qualification levels in England, a Level 4 qualification expects something fundamentally different from a Level 3. At Level 4 a person is expected to adapt their approach independently to problems that are not always clearly defined, to evaluate whether their overall approach was the right one, and to take responsibility for the work of others and the allocation of resources. This type of competency takes several years to develop in a field as technically demanding as asbestos surveying and analysis. A qualification pitched at that level is designed for the experienced surveyor or analyst who has already built substantial practical knowledge and is ready to operate with greater independence and responsibility. Asking a new entrant to meet those expectations from the outset is the wrong fit.

The RSPH specification addresses this directly by including a formal progression route to the RSPH Level 4 Certificate in Asbestos Laboratory and Project Management. Level 3 is the foundation. Level 4 is where surveyors and analysts can progress once they have the experience to make it meaningful. That is a coherent and logical career pathway. Starting someone at Level 4 before having that experience is not.

There is also a question of assessment integrity. Ofqual's General Conditions of Recognition are explicit: an awarding organisation must take all reasonable steps to avoid any part of the assessment of a learner being undertaken by someone with a personal interest in the result. A trainer has an inherent personal interest in the results achieved by their candidates, because a learner's performance in assessment directly reflects the quality of the training received. Ofqual identifies this as an unavoidable conflict of interest and sets out the risks clearly. Assessment results may reflect the trainer's desire to demonstrate the effectiveness of their training rather than the learner's actual competence. The personal relationship between trainer and learner creates conditions in which collusion or inappropriate support becomes more likely. Assessment reliability is compromised, because results should be consistent regardless of who conducts the assessment, and that consistency cannot be assured where the assessor has a stake in the outcome. Where such a conflict of interest exists, Ofqual regards the assessment as potentially invalid and defines this as an adverse effect.

The RSPH qualifications are structured to avoid this entirely. RG8 notes that the RSPH Level 3 Award in Asbestos Surveying is gained by completing a written examination and an independently assessed practical assessment. LAB30 lists the RSPH Level 3 Award in Asbestos Air Monitoring and Clearance Procedures on the same basis. The one alternative qualification accepted within the sector requires the course tutor to carry out the formative practical assessment of the very candidates they have been teaching, and neither RG8 nor LAB30 makes any mention of independent assessment in relation to that qualification.

That independence is not incidental. It reflects the same principle that runs through the regulatory context these organisations operate in. HSE strongly recommends UKAS accreditation to ISO/IEC 17020 for surveying, and for analysts carrying out air monitoring, accreditation to ISO/IEC 17025 under the Control of Asbestos Regulations 2012 is a legal requirement, with LAB30 setting out exactly how that standard must be applied. The RSPH Level 3 qualification was developed by UKAS accredited laboratories specifically to underpin both frameworks. It is the only qualification that can make that claim.

ATaC invests in the resources necessary to ensure that marking begins immediately after each assessment, so that results are processed without unnecessary delay. This was not accidental. When ATaC members first asked us to develop these qualifications, one of the driving reasons was frustration with how long other providers were taking to return results. That founding commitment to prompt turnaround remains, and candidates consistently receive their RSPH certificates within ten working days of completing their assessment, and often substantially less than that. For employers, that means newly qualified surveyors and analysts can get to work and begin their authorisation journey quickly, rather than sitting on the bench waiting for paperwork.

ATaC delivers these qualifications at its Burton-upon-Trent, Rayleigh and Darlington training centres through tutors with direct industry experience. Candidate feedback consistently rates both the quality of training and the likelihood of recommending ATaC at ten out of ten. The courses cover the full RSPH syllabus alongside current best practice and recent regulatory developments, so candidates leave prepared to work, not merely to pass an exam.

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Film studio fined £6,000 after disturbance of asbestos during maintenance works

- **Employees exposed to asbestos risk during dismantling of wall panelling.**
- **Asbestos had not been identified in previous surveys of the studio buildings.**
- **HSE investigation found failures in assessment, training and emergency arrangements.**

A film studio in Hertfordshire has been fined £6,000 after poor management of minor building works led to the disturbance of asbestos – putting employees at risk of exposure to asbestos fibres.

Maintenance staff at Elstree Film Studios in Borehamwood had been asked to remove acoustic wall panelling from one of the studio buildings in preparation for the replacement of the studio doors by an external contractor.

Employees were told that no asbestos was present and began dismantling the panels using claw hammers and crowbars on 22 July 2022.

Shortly after starting work, one employee identified a layer of insulation that he believed to be asbestos and immediately stopped. Subsequent testing confirmed the presence of asbestos – Amosite/Chrysotile and Crocidolite – which required licensed removal.



Section of the removed wall panelling containing asbestos

An investigation by the Health and Safety Executive found that neither the studio's asbestos management surveys nor the specific refurbishment surveys had considered the wall surfaces within stages 7, 8, and 9.

As a result, the acoustic wall panelling dismantled by employees fell outside the scope of any assessment. The investigation also identified failings in training and inadequate emergency arrangements to deal with asbestos disturbance.

HSE guidance states that employers must not undertake work liable to expose people to asbestos unless a suitable assessment has been carried out and a proper plan is in place. This often includes the use of licensed contractors with appropriate controls to manage the risks.

Elstree Film Studios Limited, of Civic Offices, Elstree Way, Borehamwood, Hertfordshire, pleaded guilty to breaching Regulations 5, 10 and 15 of the Control of Asbestos Regulations 2012. The company was fined £6,000 and ordered to pay £6,790 in costs and a £2,000 victim surcharge at Stevenage Magistrates' Court on 20 November 2025. All sums are to be paid within seven days.

HSE Inspector Stephen Manley said:

"Poor management of asbestos can lead to workers being exposed to the harmful effects of asbestos. Those in control of buildings must ensure they have a suitable assessment in place, and those undertaking intrusive work should be provided with appropriate information – which, for this type of work, will often require a specific localised survey by a competent person."

The prosecution was brought by HSE Enforcement Lawyer Gemma Zakrzewski and Paralegal Officer Helen Hugo.

https://press.hse.gov.uk/2025/11/20/film-studio-fined-6000-after-disturbance-of-asbestos-during-maintenance-works/


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Image Source :Wiltshire Council

‘Dangerous’ asbestos waste dumped at beauty spot

A large amount of asbestos was dumped illegally at a beauty spot, leading to an appeal for help to track down the culprits.

The mound of hazardous waste, which included sheets of asbestos, a hi-fi and panes of glass, was found at Monument Hill near Devizes in Wiltshire.

It is thought the waste, which Wiltshire Council has said will cost a “significant” amount to clear, was dumped overnight on 19 January.

Councillor Martin Smith, said: “It’s disgusting that someone should dump this dangerous waste in a beauty spot.” The fly-tip was found dumped between Etchilhampton and Stert, at the western end of the Vale of Pewsey on the edge of the North Wessex Downs Area of Outstanding Natural Beauty.

Smith, cabinet member for highways, has appealed for anyone who has any information about the incident to come forward so the council can track down “these environmental criminals”.

“If you know anyone who has had asbestos removed from their property recently, or you witnessed any suspicious behaviour at this bridleway, please do get in touch,” he said.

“Someone must recognise this waste – particularly as it includes a hi-fi system and other waste.”

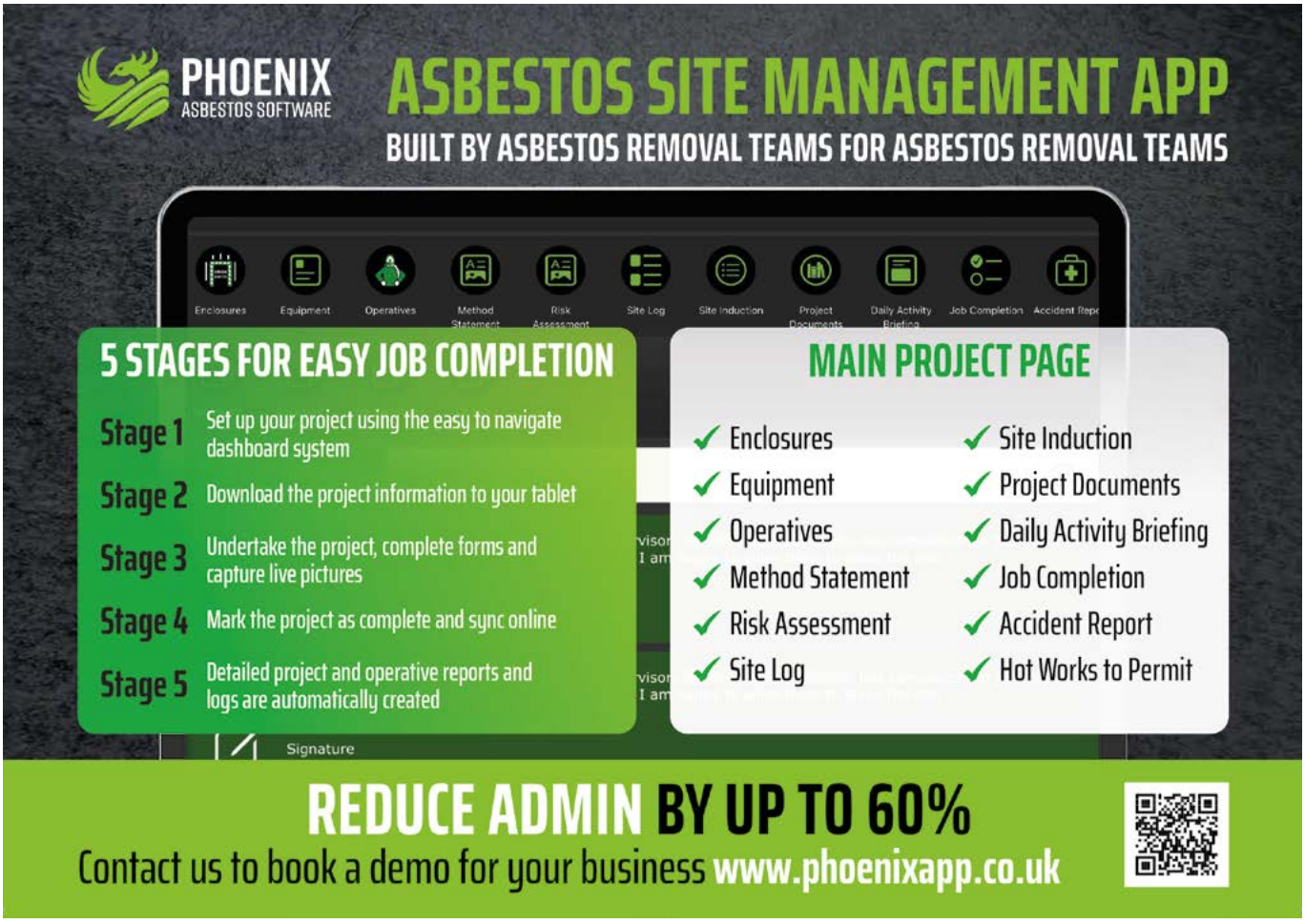
He said the council is “targeting fly-tippers” across the county.

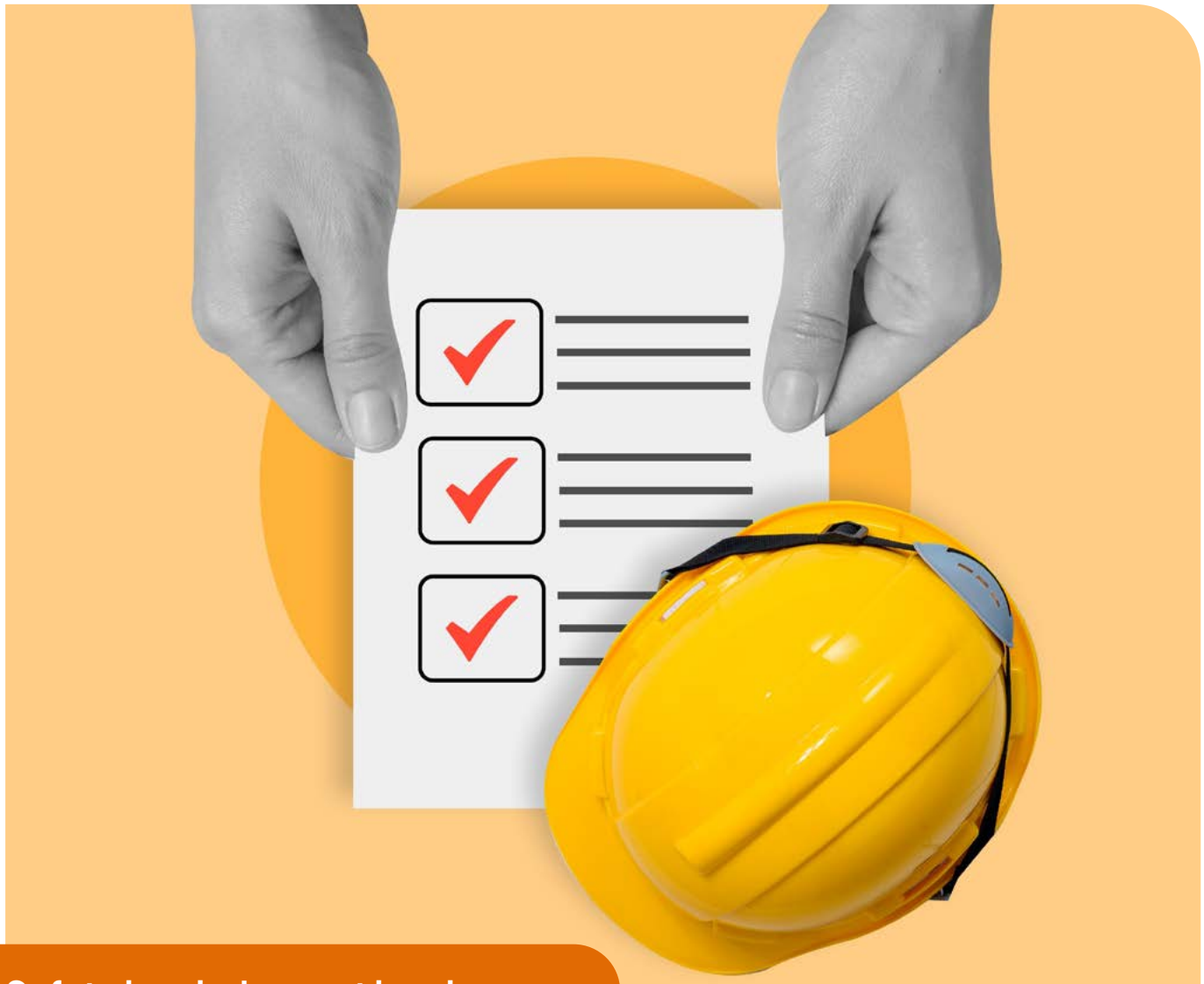
“If we can find who has dumped this dangerous waste, we will take legal action,” he said.

“We will now have to spend significant sums safely clearing up this dangerous asbestos waste, which makes us even more determined to catch whoever did this.”

Anyone with information that leads to a conviction will receive a £200 high street shopping voucher, the council added.

https://www.bbc.co.uk/news/articles/c5y52vpqp6no





Safety by choice, not by chance

The difference between a safe workplace and a dangerous one often comes down to a single factor: deliberate action. "Safety by choice, not by chance" isn't merely a catchy phrase. It's a fundamental principle that recognises safety doesn't happen through luck or good fortune. It emerges from deliberate, proactive decisions, careful planning, thorough training, and personal responsibility. When organisations and individuals embrace this mindset, they acknowledge that accidents aren't inevitable occurrences but preventable events that can be avoided through conscious choices and heightened awareness.

Too many businesses still operate under the assumption that if nothing has gone wrong so far, nothing will. This mentality is fundamentally flawed. The absence of accidents doesn't indicate the presence of safety. It merely means that hazards haven't yet resulted in harm. Eventually, chance runs out, and when it does, the consequences can be devastating.

Everyone's Responsibility

Creating a safe environment requires more than management directives or safety policies gathering dust in filing cabinets. It demands that everyone, from directors to apprentices, accepts accountability for safety outcomes. This shared responsibility transforms safety from something that happens to people into something people actively create together.

When individuals recognise their personal role in preventing accidents and controlling hazards, they stop being passive recipients of safety instructions and become active participants in risk management. The driver who chooses to check blind spots, the operative who selects proper personal protective equipment, the supervisor who stops work when conditions deteriorate, each makes a conscious decision that prevents harm.

The principle extends beyond formal work environments into daily life. Whether driving on public roads, working from home, or engaging in recreational activities, the same truth applies: safety results from deliberate choices, not fortunate circumstances. Making everyone accountable for creating safe environments means acknowledging that each person's decisions affect not only their own wellbeing but also that of others around them.

The Foundation of Intentional Safety

Creating a safe workplace starts with recognising that every aspect of health and safety requires active management. This means identifying hazards before they cause harm, assessing risks systematically, and implementing controls that genuinely reduce danger rather than simply ticking boxes.

Consider the contractor who decides to skip the risk assessment because the job seems straightforward. Or the manager who overlooks the need for proper training because workers appear experienced. These aren't mere oversights. They're choices that prioritise convenience over protection, and they create the conditions where accidents become inevitable rather than preventable.

The philosophy that all accidents are preventable through conscious choices challenges fatalistic thinking. It rejects the notion that some incidents are simply "meant to happen" or that certain injuries are unavoidable costs of doing business. Instead, it asserts that when we examine any accident closely, we find a chain of decisions and circumstances that, had they been different, would have prevented the harm.

Culture Matters

The most comprehensive safety systems in the world fail without the right culture to support them. A genuine safety culture emerges when organisations demonstrate through their actions, not only their words, that they value people's wellbeing above productivity, profit, or convenience.

This means supervisors who stop work when they spot unsafe conditions, even under deadline pressure. It means workers who feel empowered to raise concerns without fear of reprisal. It means senior leaders who invest in proper equipment, adequate training, and sufficient staffing because they understand that these aren't costs to be minimised but investments in people's lives.

When safety becomes embedded in organisational culture, it transforms from a compliance burden into a shared value. People stop asking "Do we have to follow this procedure?" and start asking "How do we do this safely?" That shift in mindset, where individuals actively choose safe actions rather than merely following rules, makes all the difference.

The Role of Planning and Training

Choosing safety requires both knowledge and preparation. Proactive planning identifies potential hazards before work begins, allowing organisations to implement controls rather than react to emergencies. Proper training ensures that workers understand the risks they face and know how to manage them effectively.

This isn't about one-time induction sessions or annual refreshers. It's about creating ongoing learning environments where competence develops continuously. As work evolves, as new materials and methods emerge, as regulations change, training must adapt accordingly. An organisation that treated safety education as a one-time event years ago is no longer making an active choice for safety. It's drifting toward danger through complacency.

Learning from Experience

Every incident, every near miss, every unsafe condition identified represents valuable information. Organisations that choose safety treat these events as learning opportunities rather than occasions for blame. They investigate thoroughly, identify root causes, and implement changes that prevent recurrence.

This requires creating an environment where people feel comfortable reporting problems. If workers fear punishment for admitting mistakes or highlighting hazards, the organisation loses access to the information it needs to improve. When everyone accepts accountability for safety, reporting becomes an act of collective care rather than individual confession.

Making the Choice

Every day presents countless opportunities to choose safety or to leave things to chance. The manager who ensures adequate resources, the worker who follows established procedures, the director who prioritises safety in business decisions, each makes a choice that shapes workplace safety.

The question facing every organisation and individual is simple: will you actively choose safety, or will you leave it to chance? One approach protects people and builds sustainable success. The other courts disaster and betrays the trust of everyone who depends on you. The choice is yours, and making it deliberately, every single day, is what transforms safety from an aspiration into a reality.



Whatever It Takes? Starmer's Asbestos Pledge Meets Reality

When the Prime Minister declared in October 2024 that "whatever we need to do to reduce that risk, we absolutely need to do" about asbestos in schools and hospitals, his words carried weight. Fifteen months later, with the consultation period now closed, those words are being tested against a decision that campaigners fear represents yet another government U-turn.

On 21 October 2024, Sir Keir Starmer backed the Daily Mail's campaign to strip deadly asbestos from public buildings with language that left little room for ambiguity. Standing in a London Ambulance Service centre, having just met a woman requiring a double lung transplant because of asbestos exposure, he called it an "awful, awful killer" and committed to doing whatever was necessary to reduce the risk.

Fifteen months on, and with the Health and Safety Executive consultation having closed on 9 January 2026, HSE's preferred options suggest reliance on improved guidance rather than mandatory accreditation for the organisations conducting these surveys, despite having statistical evidence showing that accredited asbestos surveyors deliver significantly better quality work.

The irony is hard to miss. Asbestos surveys are the foundation of everything else in the regulatory chain. They tell building owners what asbestos is present, where it is located, and what condition it is in. Get the survey wrong and workers disturb materials they do not know are there, exposure happens despite apparent compliance, and people die decades later from diseases that were entirely preventable.

The Evidence Points One Way

Analysis of HSE's own research data shows that accredited organisations score 22% higher on average than non-accredited ones. There is only a one in 6,000 chance the difference occurred randomly. In most research contexts, this would be considered conclusive.

Accredited organisations also deliver more consistent quality, with a standard deviation of 89 in scores compared to 105 for non-accredited organisations. This consistency means fewer nasty surprises when someone commissions a survey.

Yet HSE is proposing to continue with what they call "enhanced guidance" to help customers make informed choices. The problem is that this approach has already failed. Analysis of annual declaration data from UKAS-accredited organisations shows that around 63% of asbestos surveyors in Great Britain operate without accreditation. HSE has been strongly recommending accreditation for over 20 years. If customers were listening, non-accredited surveyors would be a shrinking minority struggling to find work. Instead, they represent nearly two-thirds of the workforce and appear commercially successful.

Something is clearly not working. Either customers do not know about HSE's recommendation, do not understand why it matters, cannot tell whether a surveyor is accredited, or simply ignore the advice. Whichever explanation applies, the current approach is demonstrably ineffective.

When Guidance Fails

HSE's own Post Implementation Reviews add weight to the case for regulation rather than guidance. The 2022 PIR found that half of those doing non-notifiable asbestos work did not even know they had duties under the regulations. If people do not know they have basic legal obligations, expecting them to make sophisticated judgements about surveyor competence seems optimistic at best.

The reviews also showed that between 2017 and 2022, HSE revised their guidance and redesigned web pages to address confusion. The result? A fifth of dutyholders still had not heard of the new guidance, and a third of those who had were not using it. Targeted improvements over five years did not eliminate confusion or guarantee usage even among those who were aware of the changes.

This matters because, according to HSE's consultation document CD 329, there are roughly 38,000 licensable removal jobs annually, plus 24,000 to 28,000 notifiable non-licensed jobs and an unknown number of non-notifiable jobs. The scale is enormous. If work is spread in line with surveyor numbers, something approaching two-thirds of these jobs may be relying on surveys from non-accredited organisations.

Work on the 2027 Post Implementation Review is already underway, which will examine how recommendations from previous reviews have been implemented. This creates an accountability mechanism, but also raises the question of how many more review cycles are needed before meaningful action is taken when, according to both HSE and the Daily Mail's reporting, 5,000 people are dying from asbestos-related diseases annually.

The Parliamentary Dimension

The contrast with asbestos analysts is telling. For four-stage clearance work, accreditation is mandatory. There is no ambiguity, no need for customers to judge competence, no possibility of accidentally hiring someone unqualified. The requirement creates a clear baseline. Yet surveyors, whose work underpins everything that follows, have no such protection.

This inconsistency is particularly striking given that the Work and Pensions Committee recommended mandatory accreditation for asbestos surveyors in April 2022. The committee pointed to the unlevel playing field created by requiring accreditation for analysts but not surveyors. The government agreed to take the recommendation forward.

When the previous government's formal response in July 2022 rejected the recommendation, the committee chair described the decision as "extremely disappointing", arguing that a clear target was needed as part of a joined-up strategy to prevent needless deaths.

Ministerial Positioning

Recent ministerial correspondence provides insight into the government's position. Writing the day after the consultation closed, the Minister of State for Social Security and Disability acknowledged "a particular interest" in the implementation of the Select Committee findings, having previously chaired that committee.

The minister confirms no decision has been made and emphasises that HSE is following "standard Government processes" in developing policy proposals. The minister states satisfaction that HSE is committed to fulfilling its role as an independent, evidence-based regulator and will "continue to monitor emerging evidence and developments to asbestos exposure risks."

The minister confirmed that industry submissions have been logged as part of the consultation response and encouraged stakeholders to provide views and evidence through the consultative process. Decisions will be made following analysis of responses.

For campaigners, this represents both an opportunity and a risk. The consultation window has now closed, and HSE's preferred options appear to favour enhanced guidance over mandatory requirements.

The Cost Question

Cost concerns are mentioned repeatedly in HSE's consultation, with estimates ranging from £14.7 million to £377.7 million annually. That twentyfold variation suggests the figures are highly speculative. More importantly, analysis of the market shows around 180 organisations already hold UKAS accreditation and absorb these costs successfully. If the costs were prohibitive, these businesses would not exist. The fact that a substantial accredited sector operates commercially suggests the costs are manageable for professional organisations.

Industry sources point out that direct UKAS fees are relatively modest compared to the real costs of compliance. The larger burden relates to requirements like 5% resurveys and method witness audits that demonstrate quality assurance. But these are requirements of HSG 264, which applies to all surveyors regardless of accreditation status. The only way non-accredited surveyors can offer lower prices than accredited ones is that they face no obligation to demonstrate compliance with HSE's own guidance.

The cost argument against mandatory accreditation turns out to be an argument for allowing operators who are never required to formally demonstrate compliance to continue winning work on price against those who are.

The Human Cost

With 5,000 people dying from asbestos-related diseases every year, roughly 14 deaths a day, the public health imperative is substantial. The Daily Mail reported that since 1980, at least 1,400 teachers and support staff and 12,600 pupils have died from mesothelioma caused by asbestos exposure. The number is expected to increase sharply as ageing school buildings expose more people to risk.

When Sir Keir Starmer said in October 2024 that "whatever we need to do to reduce that risk, we absolutely need to do", he was responding to these stark figures. The Prime Minister called asbestos "an awful, awful killer" and said the way it kills people is "just dreadful". He committed to doing whatever is necessary.

Evidence Limitations or Convenient Excuse?

The consultation document acknowledges "very limited evidence" about survey quality, yet uses this as a reason not to mandate accreditation. There is a logical problem here. If the evidence is too thin to support mandatory accreditation, it must also be too thin to conclude that enhanced guidance will succeed where current guidance has failed.

HSE conducted research that showed clear statistical results, then called the evidence insufficient. When asked to provide the underlying data that would enable more precise



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analysis, they declined. When a study finds strong statistical significance and a large effect size, the normal response is to do a bigger study to confirm the finding, not to dismiss the result because the sample was small.

An organisation that cites evidence limitations while withholding data that would address them invites questions about its approach.

What Happens Next

The ministerial response reveals a government navigating competing pressures. Personal commitment to the Select Committee findings remains evident, but so does reliance on HSE's "independent, evidence-based" approach. The consultation process has concluded, and analysis of responses is now underway. The question is whether the weight of evidence and stakeholder input will be sufficient to shift HSE from its preferred position.

The test of Starmer's October 2024 commitment is playing out right now in an analysis process that most people will never hear about. If the government opts for enhanced guidance over mandatory accreditation, campaigners will be entitled to ask whether this represents another promise diluted by bureaucratic caution.

Enhanced guidance sounds reasonable, but the evidence from HSE's own Post Implementation Reviews shows it has not worked and is unlikely to work in future. Mandatory accreditation would create a level playing field, protect vulnerable dutyholders who lack expertise, and ensure that the foundational work on which all asbestos management depends meets a consistent minimum standard.

When Sir Keir Starmer promised to do "whatever we need to do", he spoke in the aftermath of meeting someone whose lungs were destroyed by asbestos. The minister now responsible for HSE has the authority to ensure those words translate into policy. Whether that "particular interest" proves sufficient to override bureaucratic caution will define whether the Prime Minister's pledge becomes reality or joins the growing list of asbestos promises that somehow never quite materialise into action.

Whatever it takes, or whatever is easiest? The consultation has closed, the responses are being analysed, and a decision will come later this year. Meanwhile, an average of 14 people will die from asbestos-related diseases today, tomorrow, and every day until something changes. The question is whether this government will deliver on its commitment or whether another review cycle, another round of enhanced guidance will substitute for the clear regulatory baseline that the evidence supports and that comparable work already requires.





An employer's roadmap to the Employment Rights Act 2025

The Employment Rights Act 2025 received Royal Assent on 18 December 2025, marking a watershed moment for a UK employment law; one of the most significant rollouts of changes in decades.

Through the Employment Rights Act 2025, the Government wants to usher in a new era of fairness at work and worker security, as well as improved industrial relations – it believes making workers' and unions' rights a heightened priority ultimately benefits both workers and employers.

In this article, we outline a clear roadmap of the key changes under the Employment Rights Act 2025. The updates will roll out in stages over this year, with a significant cohorts of changes set to come into effect in February, April, and October 2026, as well as further reforms in 2027.

By preparing now, employers can avoid risks such as tribunal claims (where the average award is around £11,914) and build a more resilient organisation.

Immediate changes (Royal Assent and Early 2026 – Effective from 18 February 2026).

Some provisions took effect shortly after Royal Assent, with trade union and industrial action reforms activating from mid-February 2026. These are significant changes to trade union laws that ultimately make it easier for unions to call for and sustain industrial action – here is a brief summary of these changes:

- **Repeal of the Strikes (Minimum Service Levels) Act 2023 –** Removes previous restrictions on strike actions in key sectors.
- **Removal of the 10-year ballot requirement for trade union political funds.**
- **Simplification of industrial action notices and ballot notices –** Makes processes easier for unions.
- **Protections against dismissal for taking industrial action –** Dismissal becomes automatically unfair, with extended protections.

These early changes strengthen trade union rights, making industrial action more straightforward, so review any union-related policies promptly.

Key changes due in April 2026

This phase introduces family-friendly rights, sick pay adjustments, and enhanced protections — many will become effective from **day one of employment**.

Statutory Sick Pay (SSP) reforms
The lower earnings limit (£125 per week) and three-day waiting period will be removed. SSP becomes payable from the first day of sickness, even for low earners. This is aimed at supporting financially vulnerable workers and reduces added financial stress during sickness.

Day-one paternity and unpaid parental leave
Service requirements will be eliminated, allowing eligible employees to access these rights immediately upon starting employment. This helps working families balance responsibilities from the outset.

Improved whistleblowing protections
Allegations of sexual harassment become protected disclosures, broadening safeguards for those raising concerns.

Trade union measures
Simplified recognition processes and electronic workplace balloting reforms make union activities more accessible and easier to undertake lawfully.

Establishment of the Fair Work Agency
A new enforcement body launches to promote fairness, enforce labour rights (e.g., holiday pay and SSP), and provide guidance—expect increased scrutiny on compliance.

Doubling of collective redundancy protective award
The maximum period rises from 90 to 180 days, increasing potential awards for failures in consultation.

Changes due in October 2026

Focus shifts to harassment prevention, contractual fairness, and union access.

Duty to take all reasonable steps to prevent sexual harassment
Employers must demonstrate proactive measures to create safer, more respectful workplaces.

Protection against third-party harassment
Liability extends to harassment by clients, customers, or contractors—requiring policies to address external risks.

Restrictions on fire and rehire practices
Use is limited to exceptional circumstances; otherwise, dismissal for refusing new terms becomes automatically unfair.

Tightening of tipping laws
Mandatory consultation with workers on tip allocation ensures fairer distribution.

Extended trade union rights
Greater protections for representatives, enhanced access rights, and a requirement to provide new starters with a written statement on their right to join a union.

Employment tribunal time limits extended
From three to six months, giving claimants more time to pursue cases.



Major reforms in 2027 (including from 1 January 2027)

These build a modern framework for relations, flexibility, and security.

Unfair dismissal rights after 6 months
The qualifying period drops from two years to six months. Statutory probation periods apply, with retrospective effect for employees meeting the threshold at implementation. This significantly lowers the bar for claims.

Enhanced flexible working access
Employers must explain refusals in detail. The eight existing fair reasons for refusal remain unchanged, but the process supports better work-life balance for family, health, and other needs.

Reforms to zero-hours and low-hours contracts
Workers gain rights to guaranteed hours reflecting usual patterns, plus notice or compensation for shift changes—promoting predictable income.

Further harassment protections
Regulations detail "reasonable steps" for prevention, aiding enforcement.

Enhanced dismissal protections for pregnant women and new mothers
Stronger safeguards during pregnancy, maternity leave, and return to work.

Bereavement leave
Time off to grieve, with automatic job security.

Gender Pay Gap and Menopause Action Plans
Voluntary from April 2026, mandatory in 2027 to advance equality and women's health support.

Regulation of Umbrella Companies
Tighter controls to ensure fair treatment.

Collective consultation thresholds
New thresholds in redundancy situations.

In summary

The Employment Rights Act 2025 represents a shift toward greater fairness, security, and collaboration in the workplace. By implementing these phased changes thoughtfully, you can safeguard employee wellbeing, reduce legal and reputational risks (as seen in rising tribunal cases — up 12% in some reports), boost morale, and enhance productivity.

Early preparation — such as updating policies, training managers, and reviewing contracts — will position your business to thrive under the new framework.

Need guidance on your responsibilities under the Employment Rights Act 2025? Contact our Croner experts on 0844 561 8133 and quote 923596 for specialised support.



Lucion Unveils New NexGen Technology Transforming Industry Risk Management

Lucion has launched a major upgrade to its risk management platform, NexGen, a development set to transform how organisations manage environmental and safety risks.

Used across the UK by major hospitals, construction firms, universities and utilities providers, NexGen brings together data, compliance, and operational visibility in one secure, intelligent platform. The latest evolution, built in-house by Lucion's software engineering team, has been shaped by more than 13 years of real-world use and direct client feedback, delivering a simpler, faster, and more powerful way to manage risk.

"Our goal has always been simple. Make compliance easier without compromising on standards," said Paul Hayball, Software Engineering Director at Lucion, who led the platform's development. "This is a huge advance for our clients and the industry, reinforcing our commitment to protecting people and the planet through smarter data."

For sectors where safety, compliance, and operational efficiency are critical, the upgraded NexGen provides organisations with greater control and confidence over their estates and operations. Enhanced tools now give users a clear, real-time view of their compliance landscape, supporting asbestos and legionella management, radiation safety, hazardous materials tracking, and facilities compliance, all from a single platform. Contractors and external teams can also be granted instant, secure access to relevant site-specific data, helping projects run smoothly and safely.

"We're not just developing new software, we're redefining what compliance technology can do," added Hayball. "By combining Lucion's scientific expertise with cutting-edge digital innovation, we're enabling our clients to make better decisions, faster, while strengthening their environmental and social impact."

The upgraded system includes a completely redesigned interface that brings the most important information to the surface, giving users the ability to turn data into decisions quickly. Additionally, the new NexGen interface is designed for a seamless mobile experience, providing users with access to all their data at their fingertips.

New capabilities such as an interactive Services Map, enhanced Sites List, Risk Map, and improved Weekly Digest mean estate and facilities teams can identify potential issues sooner, act faster, and communicate more effectively with contractors and field teams.
Beta testing partners, including Mid Cheshire Hospitals NHS Foundation Trust, have already seen the benefits first-hand. Rob Lowe, Capital Project Manager (RAAC, Asbestos & CDM) at Mid Cheshire Hospitals NHS Foundation Trust, said, *"The new NexGen portal represents a significant advancement in how we manage our compliance data. The modern, intuitive interface is a massive upgrade, and the dashboard's six-tile layout provides exactly what we need for our board reporting requirements. The system's enhanced tracking capabilities allow us to monitor changes efficiently, with the data intelligence providing precise insights into our compliance journey.*

One of the standout features is the 'My Jobs & Reports' section, which provides clear visibility of upcoming work, ensuring nothing falls through the cracks. The user experience is notably improved, making data management and reporting more efficient than ever. NexGen as a platform is a game-changer for our compliance management processes, delivering exactly what we needed in terms of functionality, accessibility, and user experience."

The timing of the NexGen launch is particularly crucial as the UK pursues its Net Zero targets. Retrofit and sustainable development programmes, while essential for a sustainable future, create additional complexities, especially in asbestos management. "Every time companies look to expand their current buildings or retrofit to meet new regulations, we're potentially

disturbing materials that have been undisturbed for decades." said Frank Morsman, Client Relationship Manager for asbestos compliance at Lucion Hazardous Materials Services

"Having proper documentation, historical reference, and real-time risk tracking is crucial for improved risk management, allowing coordinated works that minimise operational disruption. The upcoming platform launch will be a game-changer for our clients across all sectors," added Frank. *"The new design of the NexGen dashboard surfaces data and facilitates the ability to track degradation patterns over time and spot emerging risks before they become critical incidents."*

One of the most significant advances is the introduction of NexGenAI, Lucion's secure in-house artificial intelligence engine. Developed in response to client demand for smarter analytics, NexGenAI delivers AI-driven insights, automated reporting, and actionable risk intelligence entirely within Lucion's protected AWS infrastructure. Following Lucion's success in the AWS Generative AI Hackathon in late 2024, the team has built a solution where client data remains encrypted and is never retained, shared, or used for model training, combining innovation with uncompromising data protection.

With QR code integration for real-time access in the field and upcoming advancements in 3D modelling and GIS mapping, NexGen is designed for the future of compliance. From managing large hospital sites, coordinating asbestos removal on construction projects, to monitoring safety and environmental data across transport and infrastructure networks, NexGen provides clarity, transparency, and operational efficiency for organisations.

"With NexGen, we are equipping organisations with the tools they need to act responsibly, streamline operations, and meet environmental



and safety obligations with confidence." Hayball concluded "This upgrade sets a new benchmark in risk management, showing how technology can protect people, improve efficiency, and support sustainable operations."

With the upgraded NexGen, Lucion is not only supporting compliance today but shaping safer, smarter, and more sustainable operations for the future, setting a new benchmark for how organisations manage risk and protect people and the planet.

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The Preparation Group launches new website to enhance customer experience

The Preparation Group, specialising in surface preparation, removal and finishing solutions, is proud to announce the launch of its brand-new website.

Designed with customers in mind the new website offers a modern user-friendly experience that makes it easier than ever to find the right solution for your project through our wide range of services which include Equipment Sales and Hire, Contracting Services, Servicing, Repairs and Maintenance, Training and Technical Support.

Commenting on the launch Tracey Glew Managing Director said, "Our new website reflects both our heritage and our commitment to innovation, sustainable products and cost saving solutions it gives our customers access to an infinite range of services marking a new era for our continued mission to provide high quality, value for money, clean and easy operation choices for every project specification."

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Three charities benefit from Acorn donation

A trio of charities are celebrating after being presented with cheques worth a total of £5,500.

The money was raised by staff at Northampton-based asbestos management consultancy, Acorn Analytical Services, who undertook fundraising events during 2025 in aid of Muscular Dystrophy UK, Mesothelioma UK and Cynthia Spencer Hospice.

Over the course of 2025, the Acorn team pulled together to embark on ten charity challenges that included a white-collar boxing event, skydive, London Moonwalk, dragon boat race, colour run, abseil, Pretty Muddy 5K, half marathon, five-a-side charity football tournament, and finished with an ambitious 100 miles in 12 hours walking challenge.

The funds were split with £2,000 going to Mesothelioma UK, £2,000 to Cynthia Spencer Hospice and £1,500 given to Muscular Dystrophy UK.

The team wanted to raise funds for Muscular Dystrophy UK after sales administrator Sarah Seal's two sons were diagnosed with Becker Muscular Dystrophy within weeks of each other last year. The second charity, Mesothelioma UK, supports people living with mesothelioma - a cancer caused by exposure to asbestos fibres. Lastly, the team wanted to raise money for its local hospice, Cynthia Spencer Hospice.

Jill Lemon, Corporate Relations and Fundraising Manager at Mesothelioma UK, said: *"I was honoured to meet with the team at Acorn and accept this vital contribution in support of those affected by mesothelioma. Thank you to everyone who took part and helped raise this fantastic amount. What an achievement!"*

Nina Gandy, Corporate Partnerships and Fundraiser Lead at Cynthia Spencer Hospice, said: *"Acorn have been big supporters of ours for a number of years now, taking on various fundraising challenges and volunteering in our shop. This money will help so many people, and we are incredibly grateful to everyone who has pushed themselves to take part in these fantastic challenges in 2025."*

Connal Kelleher, Community Fundraising Manager at Muscular Dystrophy UK, said: *"As a charity, we support our community by funding ground-breaking research to understand the different conditions better and lead us to new treatments, along with supporting individuals living with a condition to help them live well. This wouldn't be possible without the generous support from fundraisers, like Acorn, and their dedicated staff members. Thank you for supporting Muscular Dystrophy UK and helping to make a difference."*

Daniel Crask, Head of Operations at Acorn Analytical Services, added: *"It's been another fantastic year at Acorn, raising money for these amazing charities. The team have dug deep, faced fears and really worked together to complete these challenges. We really went for it this year, but I think next year we can go bigger! Planning is already in place and all will be revealed next year."*

For more information on Acorn Analytical Services, see www.acorn-as.com.



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Removing Bitumen in Soft-Strip Demolition

For demolition and soft strip contractors, bitumen is rarely a surprise, but it is often underestimated.

In demolition environments, time pressure is constant. But bitumen removal is one area where speed without control can quickly become expensive.

Soft strip specialists are increasingly expected to leave substrates in a condition that allows following trades to move straight in. That means removal, not just reduction. And it means methods that are predictable, repeatable and suitable for live, often constrained sites.

Mechanical grinding has become a go-to solution for many contractors tackling bitumen, but results depend entirely on the system used. A compact, manoeuvrable grinder with the right tooling allows operatives to work precisely, particularly in confined or phased demolition zones. When paired with high-performance, on-tool dust extraction, it also keeps airborne contamination under control, which is essential when working inside occupied or partially live buildings.

This is where combinations like the PPC 250 Grinder or PPC 250 SP and PPC M450 Longopac vacuum come into their own. Designed for controlled removal, the setup allows demolition teams to tackle bitumen efficiently while maintaining visibility, air quality and site safety. Continuous bagging systems minimise downtime, while effective filtration supports compliance with modern dust control expectations, something clients and principal contractors are scrutinising more closely than ever.

However, equipment alone is only part of the picture. Knowing when to grind, how aggressively to work, and when to stop requires experience and technical understanding. Bitumen thickness, substrate condition and end-use requirements all influence the correct approach. Overworking the surface can be just as problematic as under-preparing it.

That is why forward-thinking demolition contractors are increasingly leaning on technical support, not just hire desks. Early conversations about method, sequencing and tooling can prevent rework, reduce programme drift and protect margins.

At The Preparation Group, supporting demolition and soft strip teams means more than supplying machines. It means sharing practical knowledge built over decades on site, helping contractors make confi dent decisions under pressure, and ensuring that when bitumen is uncovered, it becomes a managed task rather than a costly interruption.

In demolition, control is everything. Bitumen removal done properly keeps projects moving, protects people, and sets the next phase up for success. And that is preparation doing exactly what it should.

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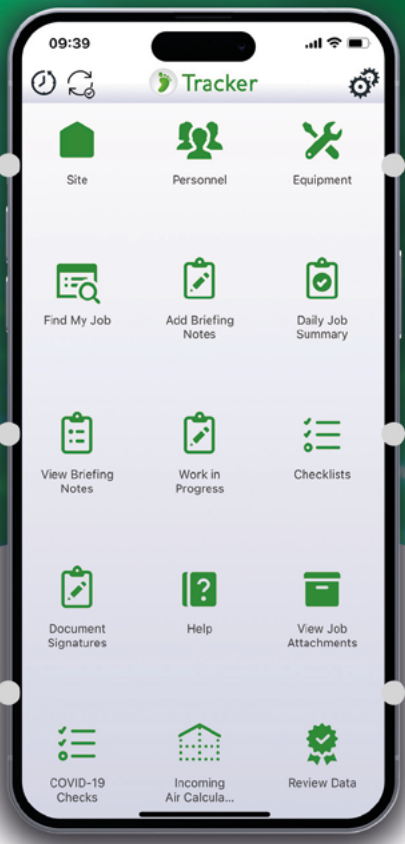
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CITB Funding Changes Now in Effect

Major overhaul has ended short-duration training grants and ARCA's grant claiming service.

Significant changes to CITB's grants and funding programme came into effect in January, representing the most substantial overhaul of the funding arrangements in recent years and affecting the majority of levy-paying construction employers, including many ARCA members.

The changes followed a 36% increase in the number of employers supported by CITB since 2021, whilst levy rates remained unchanged. With demand for financial support set to exceed levy income, CITB redesigned the scheme to ensure long-term sustainability.

Short-Duration Course Grants Withdrawn

Most short-duration training courses no longer attract grants through CITB's traditional Grants Scheme. Support is now delivered exclusively through CITB's Employer Networks, with match funding of 50% for eligible courses.

This represents an important change to how ARCA supports members with grant claims. Previously, as a CITB Approved Training Organisation, ARCA uploaded grant claims directly on behalf of members for asbestos training courses including new and refresher courses for Operatives, Supervisors and Licensed Contract Managers. Grants were paid directly into members' bank accounts within four weeks, with minimal administration required from the member company.

ARCA has now processed the final grant claims under the old system, including all transitional arrangements for training booked by 8th December 2025 and completed before the end of March 2026.

Under the new arrangements, this streamlined service is no longer available for most short-duration courses.

There are notable exceptions to this change. Plant operations, scaffolding and other specialist courses continue to receive support, though employers must now work through their local CITB adviser to access funding.

Health and safety in construction courses receive support at 30% of the average market rate under the new arrangements. However, First Aid training is no longer supported.

Qualification Funding Simplified

Achievement grants for qualifications below Level 7 are now standardised at £600, regardless of qualification level. This represents a simplification from the previous tiered system but has resulted in reduced funding for some higher-level qualifications.

ARCA members will still need to claim these achievement grants directly with CITB after candidates successfully complete their NVQ qualifications, as that process remains unchanged.

Impact on Large Employers

Organisations with 250 or more employees face additional changes. These larger employers will lose access to Employer Network funding after 31st March 2026, with CITB planning to launch a new large employer fund from 1st April 2026.

What This Means for ARCA Members

For the majority of ARCA Full Contracting Members who pay the CITB levy, these changes have required a shift in how training is planned and funded.

In recent years, ARCA has claimed thousands of pounds in grants on behalf of levy-paying members, uploading hundreds of individual grant claims annually. This service, which required minimal effort from members, was a significant benefit of ARCA membership for levy-paying companies.

With the withdrawal of grants for most short-duration courses, this service is no longer available for the majority of asbestos training. Members now need to contact their local CITB adviser directly to access the new Employer Network funding for eligible courses.

The Skills and Training Fund has already been closed to new applications on 30th September 2025.

Looking Forward

ARCA members seeking training through CITB Employer Network funding should first check the ARCA website to confirm their preferred training dates are available. If your preferred dates are not currently scheduled, please contact ARCA before applying for funding, as we may be able to arrange alternative dates for you. Following this, members should contact their local CITB adviser who will book the course on their behalf. CITB will cover 50% of the course fee through the Employer Network fund, with ARCA invoicing members directly for the remaining 50%.

With regards to the Employer Network fund, please note that it operates on a fixed annual budget. We therefore recommend early engagement with your CITB adviser to secure the funding you need.

CITB has published detailed FAQs and webinar recordings to help employers understand the changes. Further information and contact details for local CITB advisers can be found at **www.citb.co.uk/about-citb/what-we-do/citb-in-your-local-area/.**

For queries about how these changes affect your ARCA training, contact Training Admin Team, on 01283 505777.

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NVQ Qualification Success

To all the dedicated candidates who have diligently worked and earned their NVQ qualifications between November 2025 and January 2026.

Your exceptional skills and unwavering commitment are being recognised in this edition of ARCA News and we congratulate you all on this achievement.

Thank you to all the individuals for giving ARCA permission to include your names in this congratulations piece.

RSPH Level 2 NVQ Diploma in Removal of Hazardous Waste (Construction) – Licensed Asbestos;

Christopher Warren	ECT Environmental Ltd
Edvinas Degutis	HB Insulations (Notts) Ltd
Mark Donnelly	Rhodar Industrial Services Ltd
Vygandas Vilcinis	ECT Environmental Ltd

RSPH Level 3 NVQ Diploma in Supervising Licensed Asbestos Removal (Construction);

Kian Tynan	Envirocall Ltd
Matthew Hepworth	Asbestech Ltd
Mick Patterson	Asbestech Ltd
Ryan Eady	Pier Contractors Ltd



ARCA Training Now Available in Darlington

ARCA is now offering asbestos training courses in Darlington, providing greater convenience and accessibility for members across the Northeast region.

This additional location means that asbestos professionals in the North of England can now access high-quality ARCA training closer to home, reducing travel time and costs while maintaining the highest asbestos training standards.

Our Darlington venue will deliver courses, including Operative Training, Supervisor Courses, Licensed Contractor Manager Training to begin with and onboarding, Analyst Training, and Surveyor Courses in the future.

To view available course dates in Darlington, book your place, or discuss your training requirements, please visit the ARCA website and member portal.



Training and Qualifications

ARCA Training Terms & Conditions and Policies are available at
www.arca.org.uk/page/arca-training-terms-conditions-and-policies
Course dates and availability are correct at the time of going to print and may be subject to change.

Remote *Training Courses*

Industry Refresher for Asbestos Removal Operatives (Remote) — 1 DAY COURSE

APRIL	MAY	JUNE
11, 17, 22, 27	1, 9, 11, 18, 26	4, 6, 15, 23

Members fee £130.00 (excl vat) | Non Members fee £145.00 (excl vat)

Industry Refresher for Asbestos Removal Supervisors (Remote) — 1 DAY COURSE

APRIL	MAY	JUNE
2, 11, 16, 21, 28	8, 9, 13, 20, 26	3, 6, 10, 16

Members fee £130.00 (excl vat) | Non Members fee £145.00 (excl vat)

New Licensed Contract Manager (Remote) — 2 DAY COURSE

APRIL	MAY	JUNE
	18	

Members fee £230.00 (excl vat) | Non Members fee £260.00 (excl vat)

Licensed Contract Manager Update (Remote) — 1 DAY COURSE

APRIL	MAY	JUNE
1, 8, 29	15, 27	4, 12, 26

Members fee £130.00 (excl vat) | Non Members fee £145.00 (excl vat)

Risk Assessments& Plans of Work (Remote) — 1 DAY COURSE

APRIL	MAY	JUNE
27	1	2, 19

Members fee £130.00 (excl vat) | Non Members fee £145.00 (excl vat)

Asbestos H&S Management of Senior Managers & Directors (Remote) — 1 DAY COURSE

APRIL	MAY	JUNE
	14	

Members fee £130.00 (excl vat) | Non Members fee £145.00 (excl vat)

Asbestos Awareness (Remote) — HALF DAY COURSE

APRIL	MAY	JUNE
9	8	1

Members fee £50.00 (excl vat) | Non Members fee £65.00 (excl vat)

Asbestos Removal for Administrators (Remote) — 1 DAY COURSE

APRIL	MAY	JUNE
	22	

Members fee £130.00 (excl vat) | Non Members fee £145.00 (excl vat)

Dates shown in Red denote a Saturday

Centre-based *Training Courses*

New Asbestos Removal Operative — 3 DAY COURSE

	APRIL	MAY	JUNE
Burton upon Trent	7, 27	11	
Rayleigh	13	11	1, 15
Glasgow			10, 30
Manchester		5	15
Southampton	8	18	17

Members fee £425.00 (excl vat) | Non Members fee £475.00 (excl vat)

Industry Refresher Training for Asbestos Removal Operatives — 1 DAY COURSE

	APRIL	MAY	JUNE
Burton upon Trent		1, 23	9
Rayleigh	2, 25	7, 20	20, 22
Glasgow			5
Manchester			19
Darlington		5	9
Stockton on Tees	24		1

Members fee £155.00 (excl vat) | Non Members fee £175.00 (excl vat)

New Asbestos Removal Supervisor — 3 DAY COURSE

	APRIL	MAY	JUNE
Burton upon Trent	13		1
Rayleigh		18	29
Glasgow		5	2
Stockton on Tees			3
Southampton	22	27	24

Members fee £425.00 (excl vat) | Non Members fee £475.00 (excl vat)

Industry Refresher Training for Asbestos Removal Supervisors — 1 DAY COURSE

	APRIL	MAY	JUNE
Burton upon Trent	25	12	
Rayleigh		6, 19, 23	12, 19, 20, 24
Darlington	7	8	30
Stockton on Tees	1		
Southampton	16, 20	7, 15	4, 11

Members fee £195.00 (excl vat) | Non Members fee £230.00 (excl vat)

New Licensed Contract Manager — 2 DAY COURSE

	APRIL	MAY	JUNE
Burton upon Trent	16		
Rayleigh			2
Darlington		6	

Members fee £295.00 (excl vat) | Non Members fee £365.00 (excl vat)

Licensed Contract Manager Update — 1 DAY COURSE

	APRIL	MAY	JUNE
Burton upon Trent	8	11	
Rayleigh	1	21	23
Darlington		20	

Members fee £155.00 (excl vat) | Non Members fee £175.00 (excl vat)

Air Management Workshop — HALF DAY COURSE

	APRIL	MAY	JUNE
Burton upon Trent		22	
Rayleigh		15	
Southampton		5	

Members fee £95.00 (excl vat) | Non Members fee £125.00 (excl vat)

Personal Air Monitoring Workshop — HALF DAY COURSE

	APRIL	MAY	JUNE
Burton upon Trent		22	
Rayleigh		22	
Southampton		6	

Members fee £95.00 (excl vat) | Non Members fee £125.00 (excl vat)

HSE Licensed Scaffolders — 1 DAY COURSE

	APRIL	MAY	JUNE
Burton upon Trent			11
Rayleigh		21	

Members fee £155.00 (excl vat) | Non Members fee £175.00 (excl vat)

Use, Inspection & Routine Maintenance of RPE — HALF DAY COURSE

	APRIL	MAY	JUNE
Burton upon Trent	9, 28	8	1
Rayleigh		15	

Members fee £155.00 (excl vat) | Non Members fee £175.00 (excl vat)

Ancillary Trades – Entrance and Exit from Enclosures — 1 DAY COURSE

	APRIL	MAY	JUNE
Burton upon Trent			11

Members fee £155.00 (excl vat) | Non Members fee £175.00 (excl vat)

Dates shown in Red denote a Saturday

Asbestos Removal *Qualifications*

ARCA Qualification Terms & Conditions and Policies are available at
www.arca.org.uk/page/arca-qualification-terms-conditions-and-policies

Level 2 NVQ Diploma in Removal of Hazardous Waste (Construction) – Lic. Asbestos

Fees (excl VAT)

On-Site Assessment and Training (OSAT)

This qualification is achieved by assessment.
Assessments are held weekly/monthly so please call for latest availability.

Notes on Fees: Assessment fees are ex VAT. There is no VAT on the registration fee.
Assessment fees are based on assessing two candidates on-site on the same day.
Assessing one candidate on-site will incur additional costs.

Employers that are registered with the CITB for Levy purposes can claim grants from the CITB and might be eligible for up to £600.00 per candidate.

Member	Non Member
Assessment £1,100.00	Assessment £1,175.00
Registration £88.50	Registration £88.50

Experienced Candidate Assessment Route (ECAR)

This qualification is achieved by assessment.
Assessments are held weekly/monthly so please call for latest availability.

Notes on Fees: Assessment fees are ex VAT. There is no VAT on the registration fee.
Assessment fees are based on assessing two candidates at an ARCA Centre on the same day.
Assessing one candidate on-site will incur additional costs.

Employers that are registered with the CITB for Levy purposes can claim grants from the CITB and might be eligible for up to £600.00 per candidate.

Member	Non Member
Assessment £1,200.00	Assessment £1,275.00
Registration £88.50	Registration £88.50

Level 3 NVQ Diploma in Supervising Licensed Asbestos Removal (Construction)

This qualification is achieved by assessment.
Assessments are held weekly/monthly so please call for latest availability.

Notes on Fees: Assessment fees are ex VAT. There is no VAT on the registration fee.
Assessment fee is based on three assessment days (on-site) for one candidate.

Employers that are registered with the CITB for Levy purposes can claim grants from the CITB and might be eligible for up to £600.00 per candidate.

Member	Non Member
Assessment £1,950.00	Assessment £2,225.00
Registration £88.50	Registration £88.50

RSPH Level 4 Diploma in Asbestos Removal for Contract Managers

2 DAY EXAM Non-Consecutive

	APRIL	MAY	JUNE
Burton upon Trent			9 & 16
Rayleigh			9 & 16

Members fee £590.00 (excl vat) | Non Members fee £790.00 (excl vat) | Registration fee £88.50

Asbestos Testing & Laboratory *Qualifications*

ATaC Qualification Terms & Conditions and Policies are available at www.atac.org.uk/page/atac-qualification-terms-conditions-and-policies

RSPH Level 3 Award in Asbestos Surveying

3 DAY COURSE

	APRIL	MAY	JUNE
Burton upon Trent	13		10
Rayleigh		12	

Members fee £520.00 (excl vat) | Non Members fee £570.00 (excl vat) | Registration fee £88.50

REMOTE TRAINING & EXAM DAY

	APRIL	MAY	JUNE
Remote Training		6	
Exam Day (Burton)	15		12

Members fee £519.00 (excl vat) | Non Members fee £569.00 (excl vat) | Registration fee £88.50

EXAM ONLY DAY

	APRIL	MAY	JUNE
Burton upon Trent	15	27	12
Rayleigh		14	

Members fee £180.00 (excl vat) | Non Members fee £195.00 (excl vat) | Registration fee £88.50

RSPH Level 3 Award in Asbestos Bulk Analysis

EXAM ONLY DAY

	APRIL	MAY	JUNE
Burton upon Trent	CALL FOR AVAILABILITY		
Rayleigh	CALL FOR AVAILABILITY		

Contact for fee | Non Members fee £330.00 (excl vat) | Registration fee £88.50

Exams can be held in-house.

RSPH Level 3 Award for Asbestos Air Monitoring & Clearance Procedures

4 DAY COURSE

	APRIL	MAY	JUNE
Burton upon Trent	20	18	
Rayleigh			15

Members fee £745.00 (excl vat) | Non Members fee £795.00 (excl vat) | Registration fee £158.00

REMOTE TRAINING & EXAM DAY

	APRIL	MAY	JUNE
Remote Training			
Exam Day (Burton)	2, 23	21	

Members fee £519.00 (excl vat) | Non Members fee £569.00 (excl vat) | Registration fee £158.00

EXAM ONLY DAY

	APRIL	MAY	JUNE
Burton upon Trent	23	21	
Rayleigh			18

Members fee £745.00 (excl vat) | Non Members fee £795.00 (excl vat) | Registration fee £158.00

RSPH Level 3 Award in Asbestos Management for Dutyholders

REMOTE TRAINING & EXAM DAY

	APRIL	MAY	JUNE
Burton upon Trent	CALL FOR AVAILABILITY		
Rayleigh	CALL FOR AVAILABILITY		

Members fee £519.00 (excl vat) | Non Members fee £569.00 (excl vat) | Registration fee £88.50

RSPH Level 4 Certificate in Asbestos Laboratory & Project Management

3 DAY COURSE Non-Consecutive

	APRIL	MAY	JUNE
Burton upon Trent	CALL FOR AVAILABILITY		
Rayleigh	CALL FOR AVAILABILITY		

Members fee £1200.00 (excl vat) | Non Members fee £1350.00 (excl vat) | Registration fee £88.50

To achieve this qualification, you will submit two assessments.

Our submission preparation seminars provide comprehensive support throughout the process. Upon enrolment, you'll join the next available seminar and continue until you've completed all required submissions.

The final step is a viva-voce assessment, which we'll schedule at a time that works for both you and the examining panel.

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West Yorkshire LS10 2EU
T: 01132 700426 **W:** www.octogonsolutionsltd.co.uk

New ATaC member:

DNKA Ltd
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Glasgow, G51 3HZ
T: 0141 425 1191 **W:** www.dnka.co.uk

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Basildon,Essex SS15 6SD
T: 01268 411355 **W:** www.abastra.co.uk

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T: 01634 298000 **W:** www.alltask.co.uk

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The Estates Office, Little Champions Farm
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T: 01268 725477 **W:** www.arcsenvironmental.co.uk

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Bilfinger Industrial Services UK Ltd
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T: 01615 375555 **W:** www.uk.bilfinger.com

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T: 01484 400558 **W:** www.blsasbestos.co.uk

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Manchester, Greater Manchester M6 6FL
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T: 01514 262110
W: www.countrywide-environmental.co.uk

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W: www.globalasbestossolutions.co.uk

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Republic of Ireland Y35 V2WX
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Woodland Place, Hurricane Way, Wickford SS11 8YB
T: 07538 704494

Mech Tech Professionals Ltd
Unit B, 3–4 De Clare Court, 5 Sir Alfred Owen Way,
Pontygwindy Industrial Estate, Caerphilly CF83 3HU
T: 02920 811967 **W:** www.mechtechpro.com

Morgan King
41 Park Square North, Leeds, LS1 2NP
T: 01138 313208 **W:** www.morganking.co.uk

Penguin Recruitment Ltd
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West Midlands B13 8HS
T: 01214 454800 **W:** www.penguinrecruitment.co.uk

Tradecall Recruitment Ltd
Suite 21, Durham Tess Valley Business Centre, Primrose
Hill, Orde Winngate Way, Stockton on Tees TS19 0GD
T: 01642 989558 **W:** www.tradecall.agency

Roofing Contractors

Absolute Roofing Solutions Ltd
Unit 14, Jubilee Industrial Estate,
Gorsey Lane, Coleshill, B46 1JU
T: 01212 683213 **W:** www.absoluteroofingsolutions.co.uk

Lane Roofing Contractors Ltd
Walsall House, 165–167 Walsall Road, Perry Barr,
Birmingham, West Midlands B42 1TX
T: 03450 667000 **W:** www.laneroofing.co.uk

Roofclad Systems Ltd
Unit 50 Britannia Way, Britannia Enterprise Park,
Lichfield, Staffordshire WS14 9UY
T: 01543 411855 **W:** www.roofcladsystems.co.uk

Software/Communications Solutions

Arkom Creative Technology
Aizlewoods Mill, Nursery Street,
Sheffield, South Yorkshire S3 8GG
T: 01142 823444 **W:** www.arkom.co.uk

Assets & Compliance Managed Services Ltd
The Lookout, 4 Bull Close Road, Nottingham NG7 2UL
T: 0115 922 0600 **W:** www.acmsuk.com

Assure360 Ltd
1st Floor Arthur Stanley House,
40–50 Tottenham Street, London W1T 4RN
T: 03334 442360 **W:** www.assure360.co.uk

Phoenix Asbestos Software Ltd
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11 Bon Accord Crescent, Aberdeen,
Aberdeenshire AB11 6DE
T: 01224 586404 **W:** www.root-5.com

TEAMS Software Ltd
Unit 5–6, Bartlett Court, Sea King Road,
Yeovil, Somerset BA20 2NZ
T: 01935 411319 **W:** www.teams-software.co.uk

Waste Services

Acumen Waste Services Ltd
Acumen House. Headlands Lane, Knottingley WF11 0LA
T: 01977 529560 **W:** www.acumenwaste.co.uk

Asbestos Collection Services
Yard 1 & 2, Runwood Road, Charfleets Industrial Estate,
Canvey Island, Essex SS8 0PL
T: 01268 681177 **W:** www.acswaste.co.uk

Asbestos Waste Solutions Ltd
Waldens Depot, Waldens Road,
Orpington, Kent BR5 4EU
T: 01708 866060
W: www.asbestoswastesolutions.co.uk

Avanta Waste Solutions Ltd
Unit 2, Boudicca Road, Stowmarket IP14 1WF
T: 01449 888444 **W:** www.avantaws.co.uk

B&W Waste Management Services Ltd
Building 18 Twinwoods Business Park, Thurleigh Road,
Milton Ernest, Bedfordshire MK44 1FD
T: 01234 215777 **W:** www.bw-specialists.co.uk

Dunton Environmental
Soterion House, Northgate,
Aldridge, West Midlands WS9 8TH
T: 01213 564360 **W:** www.duntonenvironmental.com

Econ Waste Services
Econ House, Old Maidstone Road,
Sidcup, Kent DA14 5BA
T: 0208 300 2916 **W:** www.econgroup.co.uk

Enva Ireland Ltd
Clonminam Industrial Estate, Portlaoise,
County Laois, Ireland R32 XD95
T: 00353 578678600 **W:** www.enva.com

Environmental Contracts Ltd
Environmental House, Central Trading Estate,
Shaw Road, Dudley DY2 8QX
T: 01384 213332 **W:** www.eclskips.co.uk

Foxhall Environmental Services Ltd
Foxhall Farm, Owler Lane, Birstall, Batley,
West Yorkshire WF17 9BW
T: 01924 476235 **W:** www.foxhall-ltd.co.uk

GJ Bowmer Waste Disposal Ltd
Fairview, Magpie Lane, Little Warley,
Brentwood, Essex CM13 3DT
T: 01277 225428 **W:** www.bowmerwaste.co.uk

Hills Waste Solutions Ltd
Wiltshire House, County Park Business Centre,
Swindon, Wiltshire SN1 2NR
T: 01793 714950 **W:** www.hills-waste.co.uk

Moorland Environmental Ltd
Unit 43, Portmanmoor Road Industrial Estate,
Cardiff CF24 5HB
T: 02920 485528 **W:** www.moorland-env.co.uk

Watling Waste Services
Unit 1B & 2B Gatehouse Trading Estate,
Lichfield Road, Brownhills, Walsall WS8 6JZ
T: 01543 378317 **W:** www.watlingwaste.co.uk

Ward Recycling Ltd
Donald Ward House, East Street,
Ilkeston, Derbyshire DE7 5JB
T: 03453 370000 **W:** www.ward.com

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