the journal for asbestos management professionals

arca atac news

WINTER 2022 · ISSUE 118



ARCA continues to drive high standards

First report into Asbestos in UK buildings

ARCA Gold Site Audit Awards 2022

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Welcome to The Journal for Asbestos Management Professionals

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Steve Sadley, Chief Executive

Your Association continues to support you and the industry

We were delighted to have Archie Mitchell, Head of the HSE Asbestos Unit, deliver the keynote speech to members at the recent ARCA Annual General Meeting (AGM). Archie's presentation covered a number of topics, namely the licence renewal process, the HSE report into asbestos exposure during asbestos removal work, asbestos removal work necessary to achieve carbon net zero by 2050, the Post Implementation Review of the Control of Asbestos Regulation 2012 (CAR 2012), and the recent Department of Work and Pensions (DWP) Select Committee Inquiry into the HSE's management of asbestos. A report on Archie's presentation can be found on pages 10 and 11 of this issue of ARCA News.

It was encouraging to hear that of the 15 recommendations that were made to HSE, as a result of the Select Committee Inquiry, the HSE board are taking 13 of the recommendations forward. The only two which are not being taken forward are the recommendations to establish a national database of buildings containing asbestos and the commitment to remove all asbestos within the next 40 years. The recommendations being taken forward relate to change, and before HSE can commit to any change, there needs to be an evidence base to support that change. At this point in time, HSE have accepted going forward with the 13 recommendations. The next stage is the planning of how HSE will deliver that.

Industry stakeholders asked to give evidence at the inquiry, felt that the data provided by the HSE in regard to the effectiveness of the Duty to Manage (Regulation 4, CAR 2012) did not reflect the situation they saw in the field. As a result, 20 UKAS accredited Inspection Bodies (surveying organisations) have pooled their combined data from asbestos surveys carried out during a 6-month period (1st October 2021-31st March 2022). The data was obtained from 128,761 buildings which had been inspected. 100,660 of those buildings were found to contain asbestos and 710,433 items of asbestos were identified. Of those 710,433 items 507,612 were recorded as having some level of damage. The full report was published in Parliament on the 21st of November 2022. A full article on this report is included in this issue of ARCA News on page 12.

In my previous Chief Executive's comment I mentioned Phase 2 of a major update to the ALFA LARC Employees System. This development has been completed giving members the ability to use the system to produce TNA's for their site supervisors and contracts managers (details can be found on page 7). In addition, the long-awaited Site Audit portal is also finally near completion, and ready for piloting. Once these two systems are live we will run some webinars to show how they work and explain how you can sign up to use them. There is no additional charge to members for these products, they form part of the benefits of membership package.

Those who attended the AGM, or have attended the recent regional meetings, will have seen a preview of our new websites for ARCA and ATaC which are due to go live in Q1 2023. These will include a lot more self-service items that members can access in the new members portal which will accompany the new website, including booking and paying for training and applying for CSCS cards online.

Finally, two further developments which I hinted at in my last Chief Executive's comment and since which have been demonstrated and discussed at the AGM and regional meetings, that is the eLearning package, for experienced operatives, and a personal monitoring/ exposure record system. The eLearning package is well advanced and scheduled for launch in January. The personal monitoring/ exposure record system is a longer-term project and we do not have a launch date as yet. I look forward to updating members on progress of all these initiatives at the first round of regional meetings next year and in the next edition of ARCA News.

As another year draws to a close, everyone at ARCA would like to wish you all a Merry Christmas, a peaceful New Year, and a prosperous 2023.



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.

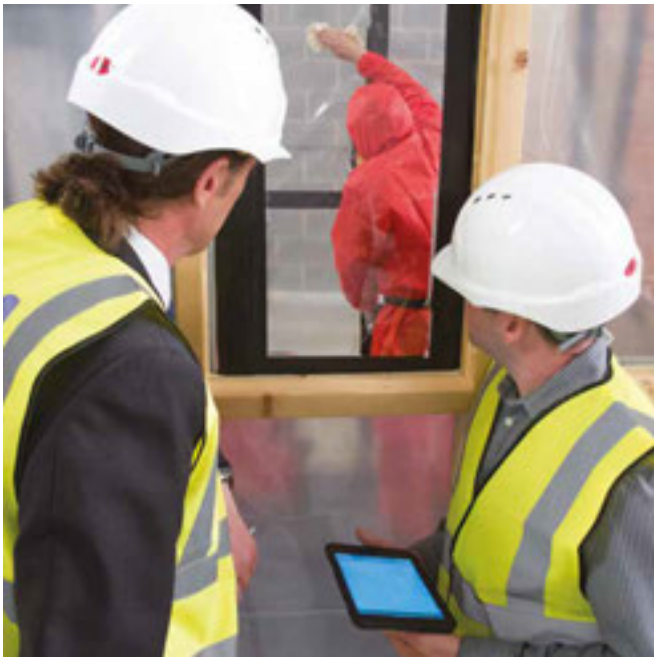
OUR VISION

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.

Four unannounced site audits each year for ARCA Members



ARCA and Members commit to taking another step to demonstrate high standards

ARCA announced last month its commitment to continue supporting high standards across membership by increasing the Site Audit Accreditation Scheme requirement from three to four unannounced site audits each membership year from January 2023.

The Association's Rules of Membership set out the requirements of the ARCA Site Audit Accreditation Scheme (SAAS), which has been established as a requirement for asbestos removal contractor membership for over 20 years. Currently the scheme requires members to undertake three satisfactory unannounced site audits every year to maintain membership

"Audits undertaken by an external resource are seen across the industry as a strong indicator of performance," stated Steve Sadley, Chief Executive of ARCA.

"ARCA has seen members maintain high standards of performance over the five years site audits have been unannounced. Now this increase in the number of unannounced site audits is a further step in our commitment to support members' maintenance of high standards. It will also enhance the level of reassurance to end-clients."

Being unannounced (no prior notice), ARCA membership audits give a realistic view of a contractor's usual performance on site and are also an indicator of the effectiveness of management arrangements of the contractor. These audits have become recognised by third parties, such as the HSE and end-clients, as an excellent independent assessment of a contractor's performance and standards.

"As I have said in the past, undertaking unannounced[i] audits is an expensive strategy as sometimes when our auditors arrive at a job it is not at a stage reasonable to audit or may have finished early[ii]. We still believe this to be a cost worth paying to ensure audits are truly unannounced."

Steve concluded; "I feel that this announcement confirms our on-going commitment to provide a strong level of reassurance of our member contractors' competency to all parties."

ARCA is the association taking initiatives to continue to raise standards.

(i) audits became unannounced, that is no prior notice, from January 2017, excluding Ireland

(ii) ARCA receives limited information from the HSE which is used to schedule unannounced audits

Training dates for 2023 now available!

To support your planning training course dates have been scheduled for 2023.

Course dates can be found on the ARCA website and dates for Q1 are included on pages 40-41 in this issue of ARCA News.

A wide range of asbestos training courses is available, both centre-based and remote, to fit your business and staff needs.

Also, operative and supervisor refresher courses have been scheduled on selected Saturdays.



ARCA Gold Site Audit Award Winners

… and an update going forward

To gain this award asbestos removal companies need to achieve Grades A to C, with an average of at least a B Grade, across 6 consecutive unannounced site audits.

"A huge congratulations to all our members who have achieved the award," commented Juliette Church, Site Audit Manager for ARCA.

Going forward ARCA will be changing the timeframe for achieving this award, that is, from 6 consecutive unannounced site audits being over two calendar years to being across two membership years.

"The membership periods vary depending on when a company joined the Association. Rather than the Gold Audit Award being recognised at one specific point of the year, the change means that companies will gain a Gold Site Audit Award at various times throughout a calendar year as soon as the qualifying criteria is met," stated Juliette Church.

Congratulations to the 2022 winners

- *Active Environmental Management*
- *Alliance Asbestos Services Ltd*
- *Amianto Services*
- *Amicus Environmental Ltd*
- *A.R.C.S Environmental Limited*
- *Armac Environmental Ltd*
- *Asbestech Limited*
- *Asgen Limited*
- *Ashbee Solutions Ltd*
- *Aspect Contracts Ltd*
- *Bilfinger UK Ltd*
- *Calder Insulations Limited*
- *Capstan Group Services Limited*
- *Carymar Construction Services Ltd*
- *City Building (Glasgow) LLP*
- *City Services Group LLP*
- *Clifford Devlin Ltd*
- *Close Brothers Rail Limited*
- *Decontaminate (UK) Ltd*
- *Econ Group Ltd*
- *ECT Environmental Ltd*
- *EM1 Ltd*
- *Erith Contractors Limited*
- *European Asbestos Services Ltd*
- *H B Insulations (Notts) Ltd*
- *Insulation & Environmental Services Ltd*
- *Jackson Environmental Ltd*
- *J S Environmental Ltd*
- *LAR Ltd*
- *Lawson Environmental Limited*
- *McGee Environmental Services ltd*
- *M & D Group Midlands Ltd*
- *Merryhill Envirotec Limited*
- *Reactive Integrated Services Ltd*
- *Reliable Environmental Ltd*
- *R & F Insulations Limited*
- *Roberts Environmental Services*
- *Safeline Environmental*
- *Southern Asbestos Services Limited*

Congratulations to members who have already achieved the award for their membership period 2021-2023*

- *Active Environmental Management*
- *Amicus Environmental Ltd*
- *Amstech Asbestos Removals Limited*
- *ARCS Environmental Limited*
- *Asbestech Limited*
- *BLS Asbestos Limited*
- *City Services Group Ltd*
- *E4 (Environmental) Ltd*
- *Econ Group Ltd*
- *ECT Environmental Ltd*
- *Furn Contracts Ltd*
- *J S Environmental Ltd*
- *Jackson Environmental Ltd*
- *Rilmac Insulation Limited*
- *Safeline Environmental*
- *Southern Asbestos Services Limited*

**as of 31st October 2022*

ALFA LARC Employees System

Members can now Rate Employed Supervisors and Contract Managers

The ALFA LARC Employees system has been developed further to enable both Site Supervisors and Contract Managers to be rated. ALFA now provides member contractors with a one stop shop for Training Needs Analysis for those in asbestos planning, supervising and removing roles.

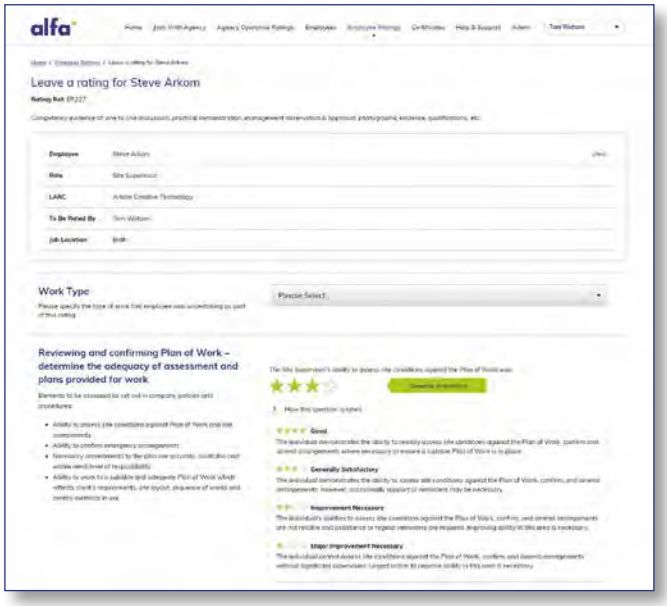
Site Supervisors

Supervisors may already be in ALFA as a user, as they can rate employed operatives, however now these supervisors can also be flagged as an employee. Therefore, certificate information for each supervisor can be uploaded and managed, and they can be rated at scheduled times or ad hoc.

Supervisors are rated across eight categories, all of which have an in-depth descriptor, together with a descriptor for each of the four rating levels, to support those submitting the rating.

The eight categories provide feedback on asbestos removal knowledge and skills, as well as behavioural attributes.

- *Reviewing and confirming Plan of Work*
- *Implementing the Plan*
- *Site organisation and control*
- *Cleaning*
- *Teamwork & Communication*
- *Attitude and work ethic*
- *Time Keeping*
- *Presentation*



The screen above illustrates a rating for a Site Supervisor (test data)

Contract Managers

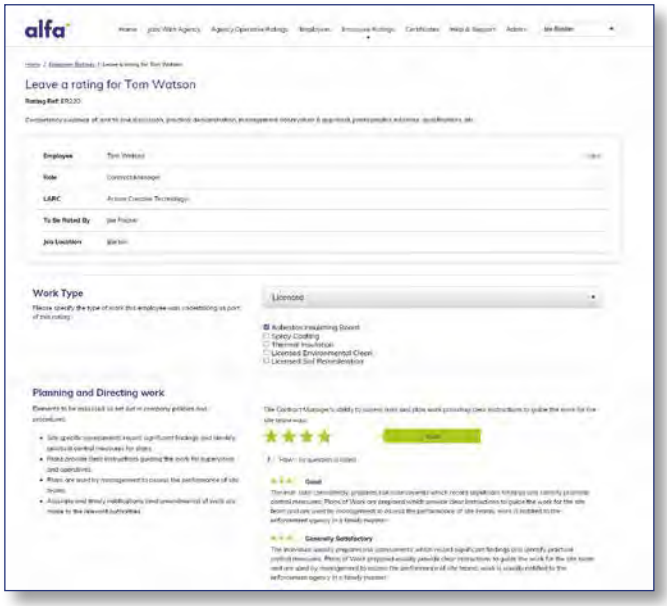
To complete a member's Training Needs Analysis of those roles planning and working on asbestos removal sites, Contract Managers can also now be rated within ALFA.

Contract Managers may already be in ALFA as a user, as they can rate employed operatives, however now these Contract Managers can also be flagged as an employee. This means that certificate information for each can be uploaded and managed, and they can be rated at scheduled times or ad hoc.

Contract Managers are rated across five categories, all of which have an in-depth descriptor, together with a descriptor for each of the four rating levels, to support those submitting the rating.

The five categories provide feedback on asbestos removal knowledge and skills, as well as leadership and work ethic.

- *Planning and Directing work*
- *Supporting work*
- *Monitoring, measuring and review*
- *Leadership and worker involvement*
- *Attitude and work ethic*



The screen above illustrates a rating for a Contract Manager (test data)

A number of member contractors have been using this ALFA system to rate their employed operatives and have already included their supervisors and contract managers.

If you are interested in knowing how the ALFA LARC Employees system could help your organisation, please contact us on 01283 566467.

ARCA Annual General Meeting 2022

The 37th ARCA Annual General Meeting (AGM) was held at Lords Cricket Ground, London on the 7th of October 2022.

The Chairman, Scott Murray, welcomed everyone to the AGM.

Governing Council for 2022/2023

Grant Beglan	*Aspect Contracts Ltd*
Bob Clarke	*LAR Ltd*
Tim Clifford	*Clifford Devlin Ltd*
Tony Darsey	*Erith Contractors Ltd*
Jason Davy	*Rhodar Ltd*
Dominic Fagan	*DKF Recruitment Ltd*
Jonathan Francis	*Riverside Environmental Ltd*
Luke House	*Shield Service Group*
Andrew Jackson	*Acorn Analytical Services Ltd (Chairman)*
Christian Jones	*Artico Environmental Ltd*
Scott Murray	*ECT Environmental Ltd (Deputy Chairman)*
Phil Neville	*Asbestech Ltd*
Steve Watts	*Life Environmental Ltd*
Michael Woods	*Rilmac Ltd*

The Chairman commented how time had flown during his time as Chairman and that he could not believe two years had passed already.

He then went on to announce that ARCA would be conducting **four unannounced site audits** in each membership year from 2023. As Chairman, he truly believes that conducting a 4th site audit of full contracting members would continue to support members in delivering best practice. The Chairman then stated that the HSE had a positive view of ARCA audits and that an additional audit each year would provide further reassurance at licence assessment time.

The Chairman thanked all the ARCA staff for the work they do on behalf of the Association, the members of the Governing Council who have assisted over the last two years, and the members.

Members were asked to vote on a motion to amend the Articles of Association to allow a place on the Governing Council for a representative of a Labour Agency member. The motion was accepted, and as the only Labour Supply representative standing for election, Dominic Fagan of DKF Recruitment Ltd was elected to the Governing Council unopposed.

Members heard that ARCA had continued with the remote regional meetings and remote training courses that were developed as a response to the COVID restrictions. Going forward remote delivery of regional meetings and training courses would continue to supplement the face-to-face meetings and training that ARCA deliver.

Members also heard that the **site audit portal**, which is near completion, will act as a repository for all members ARCA site audits. It will also provide some analysis of the results in relation to Plan, Do, Check, and will provide some trend analysis, as well as include a function which raises non-conformances, and provides a mechanism to close them out.

Improvements have been made to the **ALFA systems**, giving greater context to the criteria that are assessed, and greater context to the assessment decisions. ARCA is also adapting the LARC Employees system to work for Supervisors and Contracts Managers, allowing them to be rated, therefore providing a one stop shop for Training Needs Analysis for member businesses.

ARCA expect all these services to go online between now and the end of January.

Directly related to our COVID experience and owing to the success of online training via webinar, ARCA has been developing an eLearning package. Guidance in Managing and Working with Asbestos, Approved Code of Practice L143, explains that for those without extensive training needs, training can be given as eLearning to refresh experienced workers on the main principles and expectations.

As a result, ARCA has been working on an **eLearning package for an 'experienced asbestos operative refresher'**. The package will consist of a series of modules, relating to Health Effects & Emergency Procedures, RPE and PPE, Setting Up, Controls, and Decontamination. The modules map directly to the competency framework for operatives within the AMI guidance note, Competency within the Asbestos Removal Industry, which is endorsed by the HSE as describing a sensible and appropriate approach to managing training and competency.

The eLearning training modules also map directly to the ALFA assessment criteria, providing individual refresher training modules when less than satisfactory performance is recorded in any ALFA criteria. ARCA hopes to have this finished and available in January next year.

At the conclusion of the Training presentation a series of awards were made. A special **Lifetime Achievement Award** was presented to Bob Clarke of LAR Ltd, for his many years of service on the Governing Council and the Membership Sub Committee, which is responsible for the Rules of Membership and the Site Audit Accreditation Scheme.

Incoming Chairman remarks

Andrew Jackson of Acorn Analytical Services Ltd was introduced as the new Chairman of the Association.

The new Chairman thanked Archie Mitchell and the previous speakers for their presentations at this years' AGM.

The Chairman stated that the presence of so many members at the AGM said, a lot about the companies they represented and their desire to improve standards within the industry.

He went on to say that he has been a member of the ATaC Committee for many years, and one of the first things he was asked was, why would you join ATaC, his response was why wouldn't you? The Chairman said he had seen first hand the good work that ARCA and ATaC undertake.

UKAS Inspection Bodies and Analytical Organisations used to have only one provider of individual qualifications, it used to take 12 weeks to get confirmation that an individual had achieved the qualification once they had completed the exam. This was 3 months waiting time before the individual could do any work on behalf of their employer. ATaC believed this was too long and decided to develop their own qualifications, this was met with resistance, but it was eventually achieved, and now all analysts and surveyors' qualification results are provided within 2 weeks.

When joining the ARCA Governing Council he quickly realised that ARCA and ATaC's aims were to improve standards within the industry. For example, the ARCA audits have evolved from announced audits, which proved members knew how to do the work, to the audits we do today which are unannounced and provide good evidence that not only do ARCA members know how to do the work correctly, they also do it correctly regularly. The Chairman showed two slides, one from 2017 and one from this year. The first slide showed that the number of audits failing doubled when ARCA moved from announced audits to unannounced audits. Since then, ARCA increased the number of unannounced audits, and members stood up to the challenge, as a result standards have continued to improve with far more A grades. The membership should be very proud of this achievement.

The Chairman said that not only was remote training available to licensed contractors, but it was also available to ATaC members.

This is what we do as an organisation - we change, we adapt, and we improve.

The Chairman thanked all the members for buying into ARCA's mission to improve standards within the asbestos removal and management industry.

Following the meeting members enjoyed a 3-course silver service lunch in the Thomas Lord Suite,

The ARCA AGM is always held on the first Friday of October, so next year that will be the 6th October. Please put this date in your 2023 diary.



Archie Mitchell, Head of the HSE Asbestos Unit, spoke at the ARCA AGM 2022

This article covers the presentation Archie Mitchell, Head of the HSE Asbestos Unit, delivered at the ARCA Annual General Meeting

Despite the change to an electronic asbestos licence renewal process, the one thing that will not change is that HSE will still turn up to sites. This is part of the assurance process.

Archie stated that he was really pleased to hear that ARCA has increased the number of site audits which will be conducted on ARCA member's sites each year. HSE do use information from other bodies where standards of performance can be brought to HSE's notice. But HSE will still be turning up on sites and are committed to doing 1,000 asbestos removal work site inspections this year.

During site inspections of asbestos removal work, HSE are looking to see that sensible Plans of Work are in place, they are being followed, and they are working. That is part of what HSE will not be changing. HSE will try and turn up to all the right places at the right time and the right number of times. This is something HSE are getting better at, and they hope to improve even further. This is one of the areas where HSE can do a lot more with technology.

Where HSE have seen and reviewed **asbestos licence holders standard operating procedures** three years ago, changes may have been made since. In fact, Archie said he would be surprised if there had not been some changes. If the submission was good enough at the previous assessment, then HSE are not going to go back over areas where they have been assured that things have been going well since. HSE accept that things do not always go to plan during a business year, and particularly not 3 business years. So, if an asbestos licence holder has had issues and HSE have contacted them, or if a licence holder has had issues relating to auditing, HSE will want to see what licence holders have done about those underlying problems, that is, what has been done to make sure that does not happen again.

Archie said that a decision to award a licence to work with asbestos is like a bet, albeit an informed decision, as HSE are looking forward and considering whether a business applying for a licence to work with asbestos, could do what they are saying they can do for another three years safely. HSE are going to do sufficient checks to establish whether they think that will be the case. HSE do not want to look at everything again, but they do want to **know what has changed.**

For example, the asbestos licence holder may be a small business, and two or three of the employees may be the key people. These people would do the Plans of Work and visit the sites. During the licence period one may retire, one may leave to accept an alternative job opportunity, this completely changes the complexion of what that business is. If all those key people have changed what do HSE need to know now? What would give HSE assurance that the business could continue to do what they are saying they can do safely? Those changes should be described briefly in the application form, and if needed, HSE might ask for more information.

Alternatively, have you fundamentally changed what you are doing? You were doing small social housing projects, and now suddenly you have got an opportunity to take on a large commercial client on a nationwide basis. In this case asbestos licence holders need to provide HSE with the information that gives them the assurance that you can do this safely.

HSE will look at the LARCs record over the previous three-year licence period and identify the issues that came up from inspections, audits and other contacts. There will be a record of what LARCs agreed to do and what they agreed to implement at the last assessment and after inspections. At the licence renewal assessment HSE will ask what you have done about the issues. If you have not done anything about it, HSE will not see this as reassurance. If a LARC can provide evidence to show what has been done to tackle the issues at source then this provides greater reassurance to HSE.

The recent **Post Implementation Review (PIR) carried out on the Control of Asbestos Regulations 2012** had the biggest response to a PIR that HSE had ever had, there were around 1,800 online responses.

The publication of the HSE's response should have been by April. The Parliamentary Select Committee specifically asked if their report and their recommendations could be considered as part of the PIR. HSE said yes, so HSE have worked to put that in place. Archie is not anticipating huge surprises when the PIR is published, but the results of the PIR cannot be revealed until they are published.

The Work and Pensions Select Committee made 16 recommendations as a result of the Parliamentary Inquiry, of these one of them doesn't apply to HSE. HSE are taking 13 of the recommendations forward.

In the short term, one of the actions HSE will be taking is 400 proactive inspections to schools, this will be carried out by HSE's neighbourhood teams, not construction teams. These visits are to **measure compliance with the "Duty to Manage"** in our schools, as this was a key concern of the Select Committee. These inspections will take place between now and the beginning of April 2023.

Several Work and Pensions Select Committee recommendations made recommendations about change. Before HSE can recommend any legislative change, **there needs to be an evidence base to**

support that change. There has to be an impact assessment looking at costs, benefits, and risks. The last, and probably the biggest issue that will determine a timeline for any potential change in legislation is because the Control of Asbestos Regulations were implemented as EU legislation. There is a Parliamentary bill this year to review all EU legislation, with a timescale through to late 2023. Parliament, ministers, and Government will decide what legislation will and won't be retained. With regards to the Select Committee Inquiry report, HSE have written in response and committed to working on 13 recommendations. The next stage is the planning of how HSE will deliver the response.

There was some very specific **research into asbestos exposures during licenced work in 2017.** That has been published and is available on the HSE website. This particular piece of research was to look at and review the evidence HSE had from 1999. The really good news was that overall, the fibre levels were lower than the 1999 research. RPE, when used inside enclosures was very effective at controlling the exposure to workers. So, we know that it works. Some results were above the control limits, and HSE know there are huge concerns sometimes with people when they go above the control limits. Some of the **personal monitoring** and exposure levels that HSE sees at assessment begs the question whether anybody ever gets above the control limit. Martin Gibson, HSE's former occupational health lead on asbestos, used to say it would be really surprising if nobody went above a control limit. The aim should be not to exceed control limits, but it will happen sometimes, so HSE are not surprised. What HSE would be looking for is what do LARCs do about it when those results are obtained - you might not be able to do anything about it on the job where the high result was found, but what do you do to fix it in the next job?

The research did conclude that **licensed work remains a very high-risk activity,** so for that reason HSE will still be enforcing licensed asbestos removal work. HSE did identify a few areas which were slightly unexpected. These were ancillary tasks, enclosure construction, and waste transfer. Measurable exposures were obtained during these tasks. Another challenge was about RPE use being inconsistent. RPE use didn't follow the guidance with regards to those activities where HSE would typically expect a half mask to be used.

There were also some human factors to consider. Companies set out what they expect their workers to do in the Plan of Work and their SOP's. Even so, people sometimes don't wear their RPE, or do things that LARCs don't want them to do. That's not the plan. They are all trained, checked, monitored, supervised, and HSE visit sites. So, what is it that makes people who know the full risk of asbestos exposure, do the things they do. HSE are interested in those human factors.

Breakage of Asbestos Insulating Board (AIB) was identified during the research. It's common knowledge that this generates fibre release. It produces high fibre levels, and the control limit was exceeded during the research. It wasn't in the Plan of Work; it is human factors again.

Archie asked the HSE asbestos licence renewal assessors what to say to asbestos licence holders. They said, ask them why workers break AIB. Well sometimes it's necessary and they said, yes, but we're looking at times where people are describing breakages in Plans of Work when it shouldn't be necessary. This is the one guaranteed way of getting an increased exposure. Removal of AIB, if sealed within a door, is not even licenced. But if you break AIB you will get fibre release. HSE sees AIB broken to allow it to be bagged - there are ways around that. HSE sees it broken to get it out of the enclosure - there are ways out of that too. Analysts have to be involved so bagged waste can be left in the enclosure until after the clearance, if it is the only way to ensure AIB is not broken. We are looking to reduce the exposure of workers, and one way to generate fibres is breaking AIB. People also describe using power tools with AIB in their Plans of Work, be clear what you are using them for e.g., cutting the tracking and frame to get the AIB down, not the AIB itself. Plans of Work should be clear or HSE will be looking for an answer.

Avoid breakage as far as reasonably practical. HSE know there are situations where asbestos is so integral to the structure of a building you will have difficulty removing it, and then yes, controlled breakage is a reasonable option.

Looking to the future, the UK has a Treaty obligation to be net carbon zero by 2050. So, we are going to be doing an awful lot of work in buildings. We're going to have to extensively change a lot of buildings. Estimation is 27 million houses. A huge number of these buildings will need to be renovated and of the 27 million buildings, there will be those that have asbestos in them. The act of making them more efficient will probably involve changing heating systems, changing the insulation, and probably the windows and doors. To enable that to happen it is believed that large scale asbestos removal will have to take place, and for now HSE don't see that taking place.

Asbestos removal and the work on net carbon zero is going slowly according to the Committee for Climate Change in it's recent report. When you look at the ASB5 notifications for the last few years, the numbers of notifications are declining - this year may be 24 or 25,000, when in 2006 there were nearly 45,000 notifications. It doesn't feel like a lot of net carbon zero work is happening. The predicted increase in work is expected as the net zero work starts happening. Archie said he would like to hear from people what they think it is that is slowing down the work.

HSE have heard about the supply chain post COVID and the lack of materials. Nobody is likely to remove asbestos until they're sure they're going to get the reward for the refurbishment of a building. If they can't get the bricks and boards, they aren't going to do it. No one is going to commission asbestos removal work if they don't see the return. There are also other concerns which may affect contracts, such as the current economic outlook. HSE would like to know when the work might happen. HSE see a steady number of contractors, about 400, yet there is a low level of notifications and the Net Zero work needs to happen before 2050.

HSE would like to understand the bigger picture and that's part of the role HSE think they can have with ARCA and other trade bodies, to give HSE that insight.



First Annual Data Analysis Report into Asbestos in UK Buildings Published

A report into asbestos in UK buildings was published last month by ATaC and NORAC after collating and analysing over 1 million lines of data.

This report is in response to the recent inquiry into asbestos management in the UK by the Work and Pensions Committee[(i)] which highlighted that little evidence exists about the current extent and condition of asbestos in UK buildings. This information is perhaps the most important indicator of effective asbestos management, a measure of 'Duty to Manage'.

Given that a large proportion of asbestos surveys are carried out using electronic data collection and report generation, the collation of data would be possible. So, ATaC and NORAC formed their first collaborative project. As ATaC and NORAC represent the asbestos surveying sector, they decided to combine efforts to provide a factual review of the Duty to Manage.

The report analyses anonymised data provided freely by 20 UKAS (United Kingdom Accreditation Service) accredited organisations, that was over 1 million lines of data derived from over 128,000 asbestos surveys[(ii)] of premises across the country. Making this data set statistically significant on the condition of asbestos in UK buildings.

Key Findings

- **1,016,783 items reported**
  - 79% either contained asbestos or presumed to contain asbestos
- **128,761 sites**
  - 78% contained asbestos
  - 94,116 were domestic properties[(iii)] of which 85% found to contain asbestos
  - 63% of sites visited contained damaged asbestos

The data shows a significant percentage of sites have asbestos with varying levels of damage.

This initial report has focused on the extent of damaged materials within the UK property portfolio. Given that the underlying premise of the 'Duty to Manage' requirements is to maintain asbestos in a good condition, the quantity of damaged asbestos containing materials does not make good reading.

Also, nearly 78% of the asbestos items identified in the survey data, if removed or worked upon, would represent unlicensed work. If the data is representative of the proportion of unlicensed work versus licensed work in general, then there is a large proportion of work with asbestos, that whilst regulated is largely unenforced by regulators.

What does this tell us about asbestos management today?

The ATaC and NORAC report highlights some concerning asbestos management failings in the UK.

The causes of ineffective management can be complex, however this report shows that even after 20 years of the 'Duty to Manage' regulation[(iv)], there are major issues in the management of asbestos in the UK.

The data also illustrates the extent of the asbestos problem within social housing, an area largely ignored by regulations to date, yet an area that does need to be examined with some urgency.

Good asbestos management is about protecting the health and safety of employees, workers, and the general public. What this data indicates is that the UK is not yet at this stage. The legacy of asbestos related disease deaths, currently at 5,000 a year[(v)], has the potential to continue for many generations to come.

The future of the 'Duty to Manage' regulations

The publication of this report has shown the value of collaborative working. ATaC has played a leading role in this initiative and going forward will be asking all ATaC members, and the industry at large, to work together to provide more information on the state of asbestos management in UK buildings.

ATaC will be inviting all UKAS inspection bodies and database providers to a remote conference currently planned for 11th January 2023, to discuss future reports.

Notes:

(i) House of Commons Department of Work and Pensions Committee, The Health and Safety Executive's approach to asbestos management, Sixth Report of Session 2021–22, March 2022

(ii) undertaken between 1st October 2021 to 31st March 2022

(iii) domestic properties includes both dwellings and communal areas of blocks of flats and sheltered scheme

(iv) Control of Asbestos at Work Regulations 2002, Regulation 4 - The 'Duty to Manage' asbestos is directed at those who manage non-domestic premises: the people with responsibility for protecting others who work in such premises, or use them in other ways, from the risks to ill health that exposure to asbestos causes.

(v) https://www.hse.gov.uk/statistics/causdis/asbestos-related-disease.pdf

diary dates

ARCA Regional Meetings

South West & Wales Regional Meeting	Tuesday 7 February at 1.30pm	The Double Tree Hilton, Bristol North
Midlands Regional Meeting	Wednesday 8 February at 1.30pm	ARCA Head Office, Stretton, Burton-on-Trent
North West Regional Meeting	Thursday 9 February at 1.30pm	The Pennine Manor, Huddersfield
Scottish Regional Meeting	Tuesday 14 February at 9.00am	Motherwell Football Club
North East Regional Meeting	Wednesday 15 February at 9.00am	The Holiday Inn, Washington
South East Regional Meeting	Wednesday 23 February at 9.00am	The Thurrock Hotel, Essex
ARCA Remote Regional Meeting	Tuesday 28 February at 10.30am	Via Zoom

Attendance Certificate *Just a reminder that when attending a remote member regional meeting, attendees are logged and issued with an attendance certificate. The certificate is intended to compliment training records, by recording that the individual named received the information, instruction and training listed on the certificate.*

ARCA CITB Briefings

Remote CITB Funding for NVQs	Tuesday 3 January 2023 at 10.30am	Via Zoom
Remote CITB Funding for NVQs	Monday 6 February 2023 at 10.30am	Via Zoom
Remote CITB Funding for NVQs	Tuesday 7 March 2023 at 10.30am	Via Zoom



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3 September 2022 https://www.bbc.co.uk/news/uk-england-suffolk-63013456

Ipswich Poundland fined £565,000 over asbestos plan failings

Retailer Poundland has been fined £565,000 for a series of asbestos management failures.

Ipswich Borough Council prosecuted the retailer after finding failures at its store in Carr Street in Ipswich between 2011 and 2018.

Poundland admitted health and safety offences and was also ordered to pay £75,000 in costs to the council during a hearing at Ipswich Crown Court.

The retailer apologised for not having plans in place at the time.

Prior to taking on the former Woolworths store, the retailer had a survey conducted which found several types of asbestos in different locations throughout the building.

Although consultants were brought back annually to monitor the store, Poundland did not have a "proper asbestos management plan for staff and visitors", the council said.

It meant there was no plan for precautions needed to ensure the asbestos was restricted to secure locations, which was required by law.

The use of all asbestos has been banned in the UK since 1999 after the discovery that breathing in asbestos dust or fibres could cause fatal diseases, including cancer.

Any asbestos that remains in a building has to be managed safely.

Alasdair Ross, the council's portfolio holder for community protection and health, said: "This case shows how important it is for even the largest businesses to take seriously their legal requirement to manage asbestos in premises they use.

"Asbestos still kills around 5,000 workers each year... more than the number of people killed on roads.

"In cases of serious and long-standing failure, where identified shortcomings are not corrected in a timely manner, Ipswich Borough Council will take enforcement action, even if that means bringing a criminal prosecution."



In a statement, a spokesman for Poundland said: "While the breaches in Ipswich largely occurred when Poundland was under different ownership, it goes without saying we're sorry for what happened."

"In terms of asbestos management, Poundland now has significantly different protocols and monitoring today with robust plans for any location that requires them."

6 September 2022 https://press.hse.gov.uk/2022/09/06/two-directors-fined-for-unsafe-removal-of-asbestos/

Two directors fined for unsafe removal of asbestos

Two directors of a construction company have been fined after failing to ensure the safe removal of asbestos from a plot of land.

Between 14 and 15 November 2021, Anthony Sumner and Neil Brown, both directors of Waterbarn Limited were involved in the uncontrolled removal of asbestos from a plot of land in Grasscroft, Oldham. This included a garage belonging to a neighbouring property. Several months after the asbestos removal, enforcement action was required to ensure that the land was cleaned of all remaining asbestos debris.

An investigation by the Health and Safety Executive (HSE) found that both directors were involved in the unsafe removal of an asbestos product from the site, along with Mr Brown's two sons, resulting in exposure and spread of asbestos. The removal was conducted in a way which increased the risk of spread and exposure as asbestos panels were smashed up with hammers before being bagged for disposal.

At Manchester Magistrates' Court on 6 September, company director Anthony Sumner of Stamford Road, Denton, Manchester pleaded guilty to breaching section 3(2) of the Health and Safety at Work etc. Act 1974. He was fined £1,400 and ordered to pay costs of £2,418.33.

Company director Neil Brown of Amlwch, Anglesey, Gwynedd, also pleaded guilty to breaching section 3(2) of the Health and Safety at Work etc. Act 1974 and was fined £1,400 and ordered to pay costs of £2,418.33.

Speaking after the hearing, HSE Inspector Matt Greenly said: "Asbestos is responsible for thousands of deaths in the UK every year, but it only becomes dangerous when it is disturbed, and fibres are released into the air.

"There is ample free guidance available from HSE to make sure that people aren't exposed to this dangerous material through a lack of knowledge or understanding."

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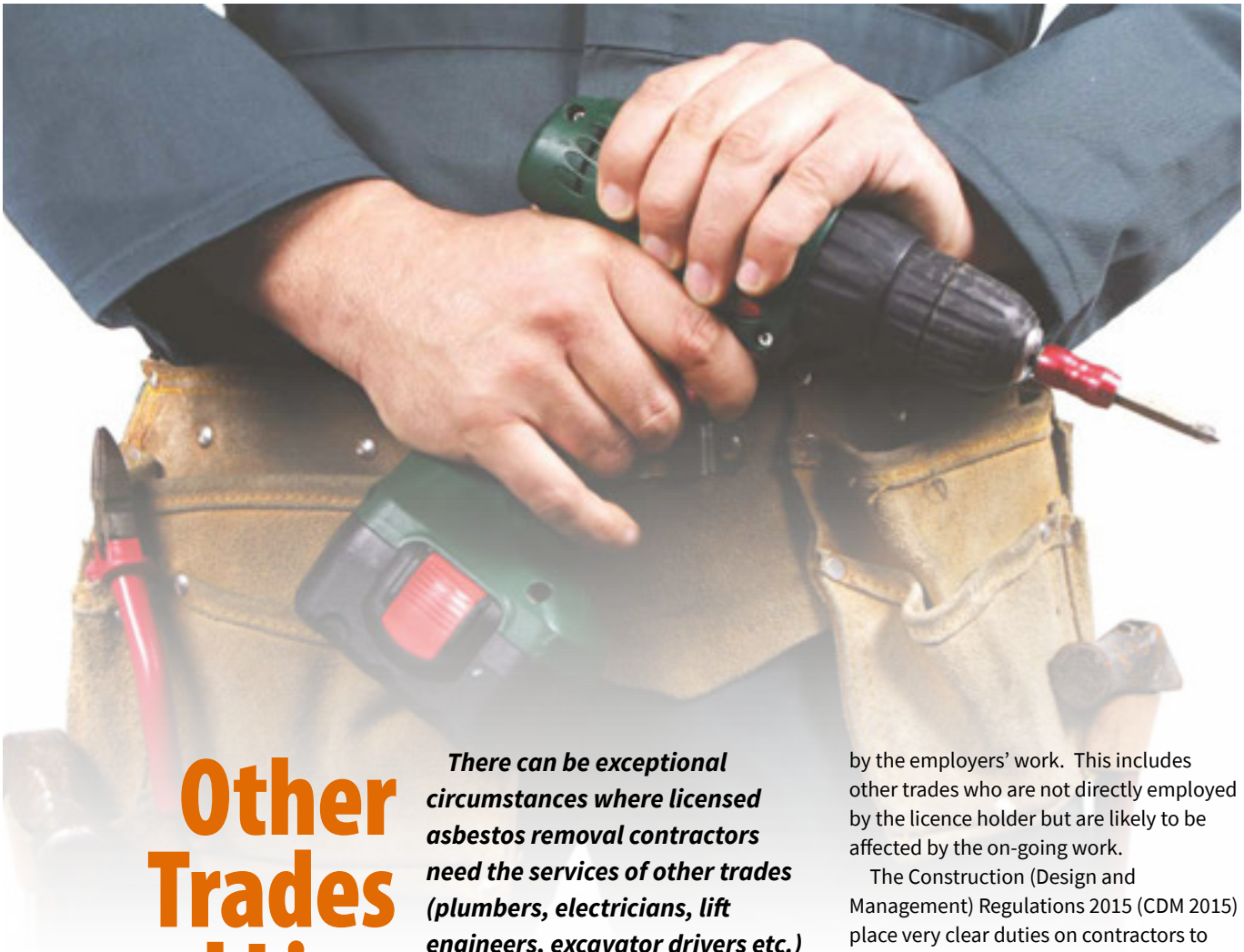
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Other Trades and Live Enclosures

There can be exceptional circumstances where licensed asbestos removal contractors need the services of other trades (plumbers, electricians, lift engineers, excavator drivers etc.) in order to allow work activities to continue in a safe and effective manner.

This article describes a common sense approach that will ensure that health and safety legislation is complied with.

LEGAL REQUIREMENTS

Licence holders will be aware of the main legal duties placed on them with regard to preventing / controlling the exposure and spread of asbestos. The Control of Asbestos Regulations 2012 (CAR 2012) and the Management of Health and Safety at Work Regulations 1999 are particularly relevant to all licence holders.

The Health and Safety at Work etc Act 1974 places very broad general duties on employers. Employers have a duty to take all reasonably practicable steps to ensure the health, safety and welfare of employees and others who may be affected by the employers' work. This includes other trades who are not directly employed by the licence holder but are likely to be affected by the on-going work.

The Construction (Design and Management) Regulations 2015 (CDM 2015) place very clear duties on contractors to communicate and coordinate effectively with each other, sharing relevant information and ensuring that significant risks are managed effectively.

AVOIDING THE NEED TO ENTER LIVE ENCLOSURES

The starting position is that entry into an enclosure by a non-licensed contractor can, and should be, avoided as far as possible.

The need for other trades to enter enclosures can normally be avoided through careful planning, coordination and cooperation with the client and other contractors.

For example, in most scenarios either:

- Arrangements can be made to allow other trades to complete their work prior to notified asbestos work starting, with no disturbance to the asbestos and / or
- The work can be programmed to coincide with 'shut downs'. In these situations, services can be isolated and the risk of any need for trades to carry out additional works, such as isolations etc., is removed.


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Where entry of other trades into a live enclosure is unavoidable, the licensed contractor has control of the working area and the expertise regarding associated risks. The licensed contractor has a responsibility to ensure employees of other trades are adequately informed, trained and that they use appropriate personal and respiratory protective equipment (RPE / PPE). In effect, the contractor must assume responsibility for the health and safety of the other trade as if they were one of their own employees.

INFORMATION, INSTRUCTION AND TRAINING

Before other trades enter a live asbestos removal enclosure they must receive sufficient information, instruction and training. As a minimum, this training should include practical instruction in:

- The correct use of RPE and PPE.
- Correct personal decontamination techniques–they must be able to follow the full decontamination process as they would not be escorted through the decontamination unit.
- Information about the activities being undertaken in the enclosure and any other significant risks, including non-asbestos risks.
- Any other particular emergency procedures relevant to the job / site.

This level of information, instruction and training can be provided by a competent member of the licensed contractor's team and a record of the training delivered should be kept within the site file.

ACTIONS REQUIRED BEFORE ALLOWING ENTRY

Before allowing trades to enter the enclosure, asbestos removal work should stop and the area should be cleaned as far as reasonably practicable. Asbestos removal work should be "on hold" until trades have completed their work and exited the asbestos area.

WHAT DO OTHER TRADES NEED TO DO?

They should be accompanied by the asbestos contractor's supervisor at all times to ensure they conduct themselves in a safe manner.

Other trades entering the enclosure will have to wear RPE and will have to be fit tested to ensure suitable RPE is selected. This does not cause any difficulty where the work is planned. In the case of genuine emergency works other RPE, which does not require face fitting should be used, such as hoods / powered visors.

Although other trades will be entering into a "live" enclosure, they will not be involved in any asbestos work and no asbestos removal work will be taking place. When properly planned and controlled, exposure to asbestos is not expected to be significant and there will be no requirement for health surveillance.

KEY POINTS

A "live enclosure" means an enclosure / work area where licensed asbestos work is being undertaken.

Entry into live enclosures will usually be avoided by appropriate planning.

When entry is unavoidable, asbestos work must be stopped and the area cleaned before other trades can enter.

Other trades' personnel shall be:

Suitably trained (including personal decontamination).

Wearing appropriate RPE and PPE.

Accompanied by the licence holder at all times (excluding personal decontamination within the decontamination unit).

An ARCA guidance note is available as a free download at **arca.org.uk/page/arca-guidance-notes**



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How to create an effective business continuity plan

80% of businesses that suffer a major incident go out of business within 18 months, without a business continuity plan in place[1].



Business continuity is about ensuring your business is resilient to disruptions, such as if something happens to one of your key personnel, with the aim of minimising their impacts. One of the most common internal barriers to business continuity is the attitude of "it will never happen"; however, COVID-19 highlighted how a business can be faced with an unexpected event that has the capability to challenge its survival. It is therefore vital to have a business continuity plan to help you recover from a potential disaster which could prevent you from continuing your everyday operations.

Recovering from a major incident

Businesses that have successfully recovered from a disaster have:

- Assessed the likely impact of significant events on their business
- Planned their response in advance, including appointing key people to manage the response
- Tested the effectiveness of their plan and revised it where needed
- Invested time, thought, and where necessary, money, to manage risk

Insurance is a recognised business continuity strategy; however, insurance cannot cover some consequences of a disruption such as damage to your business's reputation and staff turnover.

Therefore, your business's insurance programme and business continuity plan are inextricably linked, and an effective business continuity plan allows you to identify and minimise the impacts of these risks. In the current hard insurance market, an effective business continuity plan can also make your business appear more appealing to insurers as the business is more likely to recover from the event which can help to reduce premiums.

Writing a business continuity plan

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Group Finance Director, Belfield Group

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Sources

1 https://www.abi.org.uk/globalassets/sitecore/files/documents/publications/public/migrated/liability/insurance-for-small-businesses-a-guide-to-protecting-your-business.pdf



plan for **air in** as well as **air out**

We have received an increased number of enquiries over the past few months regarding HSE expectations with regards to air management calculations and enclosure design details within Plans of Work. These enquiries have been raised usually as a result of HSE comments received by members following site inspections or asbestos licence renewal assessments.

It is clear that as well as calculating how much air needs to be extracted from the enclosure, the HSE also wants to see the Plan of Work describe how the required volume of air will be allowed to enter the enclosure.

Allowing for the right amount of air to enter the enclosure is as important as ensuring the correct amount of air is extracted. If you haven't got the required amount of air entering the enclosure then you will not be extracting the required amount of air, even if the capacity of your negative pressure unit(s) suggests this.

For example, a well-sealed enclosure which requires 5,000m^3/hr to be extracted to provide 8 air changes per hour, which has negative pressure units with a total capacity of 5,000m^3/hr, and a standard size airlock and baglock which each have flap deflections between 200-300mm, and no other inlets for additional make up air, will probably only allow air extraction in the region of 3,000m^3/hr.

What can be extracted from the enclosure is limited by the amount of air which can physically be drawn into the enclosure.

When preparing Plans of Work, licence holders should consider how they are going to ensure sufficient make up air is permitted to enter the enclosure and how they are going to confirm the actual performance of the negative pressure units being used. ARCA strongly recommends that the actual performance of negative pressure units on site is measured using an anemometer or the digital display on the NPU.

Air Management

The specified level of air movement, or airflow, is 1,000m^3/hr for small enclosures and at least 8 "air changes per hour" for larger enclosures. This has been shown by HSE research to be the most reliable factor for good air management. Where this level of air movement is achieved, there is expected to be negative pressure of around minus 5 pascals, which represents good containment, thorough air mixing in the enclosure and, reduced exposure and spread of asbestos. It will also provide an easy method for determining that correct airflow exists, by using airlock door flaps as an indicator.

Planning

The first stage of planning air management for asbestos enclosures is to calculate the airflow required.

The effect of any ducting attached to the NPUs can be significant. As a "rule of thumb", ducting either side of the NPU, is likely to reduce flow by approximately 1% for each metre and 2% for each bend. Allowances for this need to be made in the calculation. For example, 10m of ducting will reduce the airflow of an NPU by approximately 10%, and 10m of ducting with two bends will reduce the airflow of an NPU by approximately 14%.

If there are any voids within the enclosure which will be opened up as the work progresses, the planning will need to consider these, and consider how the airflow will be increased to take account of the increase in enclosure volume and continue to maintain good air management.

In a well-sealed enclosure, the volume of air extracted must be equal to the volume of air allowed in. In other words, where an enclosure has a series of NPUs intended to move 10,000m^3/hr of air, it must be designed to allow 10,000m^3/hr in. You will need to ensure that allowance has been made for sufficient make up air to enter the enclosure. The smoke test should confirm that the enclosure is well sealed. You should not rely upon a 'leaky' enclosure to supply make up air.

For planning purposes, NPUs should be referred to by their last known ***actual*** rating rather than the manufacturer's nominal rating. Standard units of measurement should be used throughout the organisation to minimise confusion: i.e., m^3/hr.

The planned air management system for an asbestos removal enclosure should be sufficiently detailed in the Plan of Work to enable the supervisor to set it up as required, and to test it to ensure it is effective and performing as anticipated.

1,000m^3/hr of airflow through an airlock will deflect a 'standard' door flap around 200mm. At 1,500m^3/hr, the amount of deflection, around 300mm, starts to restrict the space available for decontamination in the 'minimum' 1m square stage. These airlock flap deflections will be consistent for consistent flow rates regardless of enclosure size.

Standard Airlocks and Baglocks

To provide consistency to their approach, licensed asbestos removal contractors should adopt the standard sizes of airlock and air chambers identified by the HSE. Therefore, airlock and baglock door openings should be 0.7m x 1.7m, giving an aperture with an area of 1.19m^2.

The width and weight of the flaps are important. Wider, heavier flaps will offer more resistance to air.

For the purposes of establishing good air management, 'standard flaps' should be 0.8m wide, "weighted" by rolling up excess 1,000-gauge polythene sheeting, which will weigh approximately 380g.

A 'standard' airlock or baglock will allow 1,500m^3/hr each into the enclosure. An enclosure with an airlock as the only opening into the enclosure will allow a maximum of 1,500m^3/hr into the enclosure before affecting the operative's ability to utilise the airlock as intended. If there is a baglock which is open, then that will allow another 1,500m^3/hr into the enclosure. It is permissible to have the airlock and baglock open at the same time to facilitate sufficient inlet air.

By using standard airlock sizes, flaps and flap weighting, as described, the airlock door flap deflection can be used to confirm that the planned airflow through the enclosure is being achieved and maintained.

Air Inlets and Pre-Filters

If air chambers are not practical due to site constraints, then filters can be cut into the enclosure wall to create air inlets.

The amount of air allowed in through a prefiltered air inlet is difficult to estimate. It is dependent upon the pressure difference between the inside of the enclosure and outside atmosphere, the size of the air inlet/filter and the filter medium. Almost every different size and make of filter will give differing values and therefore there is not a reliable method for calculating the amount of air a pre-filter will allow into an enclosure. However, the amount of air being supplied to the NPU(s) can be confirmed by checking the performance of the NPU using an anemometer, as air in equals air out. These air inlets should have flaps fitted on the inside of the enclosure which close when the NPUs are switched off or the pressure drops. You can confirm that air inlets are providing sufficient make up air by using an anemometer to check how much air is being extracted as air in equals air out.

For NPUs with fitted manometers, running the unit in free air, i.e., where air supply to the NPU is not restricted in any way, such as in an open space, will allow a reading to be taken from the NPU's manometer when the NPU is running at full capacity. Once connected to an enclosure, if the manometer reading has changed then the NPU will be being choked, i.e., sufficient make up air is not available to allow the NPU to function at its maximum. Additional methods of allowing air into the enclosure can be added until the manometer reading reads the same as in free air. You will then know that the NPU is working at its full capacity and an anemometer reading can confirm what that is.

Speed Controllers and Anemometers

Some NPUs are fitted with speed controllers to vary the airflow produced by the NPU. Care should be exercised when using these, as unless you have a way of accurately determining the NPU's actual performance, such as measuring it with an anemometer or the digital display on the NPU, you can be unaware of the actual airflow it is delivering. Simply turning the speed control down to achieve 200-300mm deflection of the airlock flaps will rarely mean that you have good air management.

Good air management planning requires knowledge of the ***actual airflow*** achieved by an NPU.

Site teams should establish the ***actual*** flow during set up, using an anemometer or the digital display on the NPU, if possible, and mark the airlock to show flap deflection with this amount of airflow. During the works, the flap deflection can be used as a reference point to determine that the airflow has not changed. The site team should be trained to do this and the Plan of Work or standard operating procedures should inform and instruct the site team as to what is required.

Further information can be found in the ARCA Guidance Note *"Air Management in Asbestos Enclosures"* which is available in the support section at www.arca.org.uk

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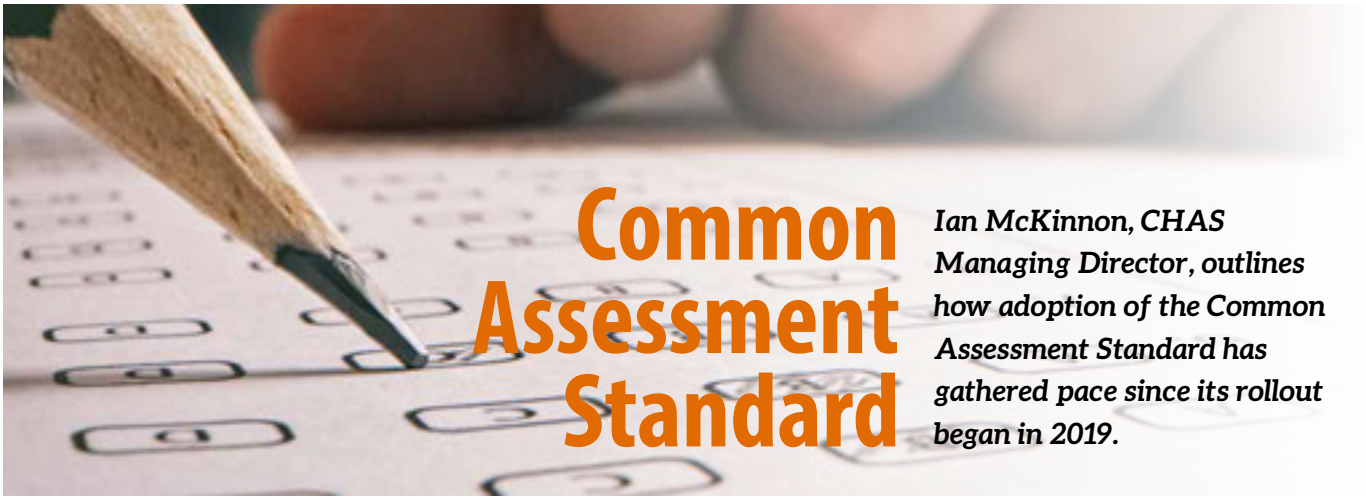
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Common Assessment Standard

Ian McKinnon, CHAS Managing Director, outlines how adoption of the Common Assessment Standard has gathered pace since its rollout began in 2019.

Developed by Build UK, Civil Engineering Contractors Association (CECA), and other accreditation bodies and industry experts, the Common Assessment Standard is a leading accreditation programme that's recognised industry-wide. It replaces multiple assessment schemes with one comprehensive industry-agreed questionnaire based on existing prequalification questionnaires, including PAS 91.

As well as streamlining what was a complex, costly and repetitive system, the Common Assessment Standard helps organisations demonstrate regulatory compliance across 13 key areas of risk management including criteria such as sustainability, diversity, equality and inclusion and modern slavery.

The Common Assessment Standard was launched in 2019, at which time CHAS became the first assessment body to offer the scheme. CHAS has now assessed thousands of contractors to the standard via CHAS Elite.

Data sharing milestone

A key milestone in the rollout of the scheme that has accelerated its adoption was the introduction of a data-sharing agreement in 2021. The agreement means the details of everyone who passes the assessment can be accessed via any of the providers, regardless of which assessment body carries out the audit. For CHAS contractors, this means they only need to complete the Common Assessment Standard once a year via CHAS's online contractor portal to qualify for a wide range of work rather than having to sign up to multiple schemes - saving time and money.

Meanwhile, clients looking for pre-qualified contractors simply specify the Common Assessment Standard to find contractors accredited to a single, consistent industry-agreed standard. Clients can access a database of these contractors via the services of any of the assessment bodies - such as the free CHAS Client Portal.

Who specifies the Common Assessment Standard?

The Common Assessment Standard has rapidly become the elite standard for prequalification, with multiple major contractors now specifying the scheme.

Within the public sector, the Crown Commercial Service (CCS) has asked for contractors appointed to its seven-year framework to assess their supply chains using the Common Assessment Standard for some time. Meanwhile, an update to Procurement Policy Note (PPN) 08/16 is expected to be issued before the end of the year which will advise that all Contracting Authorities in the public sector must consider assessing their supply chains using the Common Assessment Standard.

An up-to-date list of who specifies the Common Assessment Standard can be found here https://builduk.org/priorities/increasing-productivity/pre-qualification/ and includes Balfour Beatty, Kier, HS2, Skanska and Wates.

When should you take the Common Assessment Standard?

Being accredited to the Common Assessment Standard can support winning work, for contractors of all sizes.

There are two levels of certification: desktop and site-based. Companies apply to CHAS for the certification level appropriate for their business based on factors including trade, size and the requirements of their clients. For companies that employ fewer than 10 employees and have a turnover below £1.8 million or a balance sheet totalling less than £1.8 million, the assessment standards will be applied proportionately.

ARCA Members & CHAS Elite

ARCA asbestos removal contractor members are eligible for a 20% discount when making a new application for the CHAS Elite accreditation through ARCA. Also, there is a 10% discount when renewing CHAS Elite accreditation.

The process is straightforward as a discount code is available from ARCA and submitted when applying for the accreditation assessment.

More information is available on the ARCA website at https://www.arca.org.uk/page/chas-accreditation-via-arca and members can call the ARCA team on 01283 505765

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Six top tips for managing stress in the workplace

Essential support for employees suffering with work-related stress

Work-related stress can place huge demands on employees' physical and mental health, could impact their behaviour, performance and relationships with colleagues.

Stress occurs in lots of work situations, but it is often made worse by employees feeling they have little or no support from their managers or colleagues.

The HSE reported(i) that there were 822,000 workers suffering from work-related stress, depression or anxiety (new or long-standing) in 2020/21. This just shows the size of the challenge employers' face in supporting their employees.

Covid-19 and the national lockdowns have taken its toll on people's mental health. The Stress Management Society has found that 65% of people in the UK have felt more stressed since the Covid-19 restrictions began in March 2020.

While certain levels of stress are normal for some, high levels can have some serious consequences for both the employee and for the business.

So it's important that employers recognise the signs of unhealthy stress and put in place steps to support those suffering.

How to recognise those suffering from stress

High levels of stress can often go unnoticed, especially with team members working remotely. It's important to be aware of the signs of stress, including:

- Making out of character mistakes.
- Changes in normal behaviour – are they more irritable, restless, depressed or anxious than normal?
- Lack of interest and productivity issues.
- Taking increased number of sick days.
- Visually tired, overwhelmed or burned out.
- Socially isolating themselves.

Clearly, unmanageable levels of stress can be a serious problem. So let's explore some ways to help employees.

Six ways to help employees suffering with work-related stress

By taking action, employers can help create a more engaged, healthy workforce, boost productivity.

1 Improve stress and mental health awareness.

Ensure line managers understand the policies and support in place for employees. Providing mental health awareness training for line managers is a popular tool in helping to recognise the signs of mental ill health and empowering them to feel confident in approaching an individual they feel maybe struggling and signpost appropriate support.

2 Encourage open conversations.

A great way to limit unnecessary stress is through clear and regular communication. This is to ensure all employees have a clear understanding of the direction of the business and what is expected of them.

3 Remind employees of the importance of taking regular breaks.

Stress often leads people to feel that they do not have time to take a break. However, getting away from the desk and outside for some fresh air will really help employees to recharge and refocus. Managers could instigate meeting-free breaks to encourage employees to take a break. Annual leave is also important for reducing stress levels, improving mental health, and increasing productivity.

4 Create a friendly social workplace.

Provide opportunities for social interaction among employees, including team lunches and outings. This can greatly reduce workplace stress and increase collaboration and morale.

5 Implement employee benefits that offer support.

Most employers offer some kind of Employee Assistance Programme (EAP) as part of Group Health or Group Income Protection Insurance. EAPs are designed to support the mental wellbeing of employees and they often include telephone and face-to-face counselling. Mental health and wellbeing apps are also a cost-effective way to support your people and can be used to create company challenges for everyone to participate in.

6 Make use of free resources.

A number of charities and organisations offer a wide range of support for businesses and employees. Mind offers employers training and toolkits to help them support their employees. Anxiety UK has similar services and has a support line to call with any questions about preventing stress and anxiety at work. And Time to Change is a charity campaigning to remove the stigma around mental health.

Stress is something that can affect everyone, and with people spending so much of their time working, its important businesses put plans in place to support their employees to avoid unhealthy stress and burnout.

For more information on this topic, please speak to your usual Howden Consultant in the first instance or visit www.howdengroup.co.uk for other contact options.

(i) https://www.hse.gov.uk/statistics/causdis/stress.pdf

Own or manage premises?

You have legal responsibilities to manage asbestos

If you are an owner or a manager of non-domestic properties, or residential rented properties with common areas, constructed prior to the year 2000, you have the duty to manage the risks from asbestos.

You are responsible for ensuring that employees and non-employees are not exposed to health and safety risks as a result of the presence of asbestos.

You have legal responsibilities by virtue of the Health and Safety at Work etc. Act 1974, the Control of Asbestos Regulations 2012 (CAR 2012), and the Construction (Design and Management) Regulations 2015 (CDM 2015).

Locate, Assess and Manage

Regulation 4 of the Control of Asbestos Regulations 2012 (CAR 2012) is a specific legal duty to manage asbestos in non-domestic properties (including the common parts of domestic premises, such as halls, stair wells and roof spaces).

This regulation requires the duty holder to identify the location and condition of asbestos, to assess the risk, e.g. if it is likely to release fibres, and make a plan to manage that risk.

To meet this, the duty holder can assume all materials present are asbestos and manage the premises accordingly or arrange for a thorough inspection in the form of an **asbestos survey.**

This asbestos survey is carried out to locate, as far as reasonably practicable, the presence and extent of any suspected asbestos containing materials (ACMs) in the building. Also, the type of ACM (e.g. asbestos insulating boards – AIB), amount and condition.

The asbestos survey can be carried out by in-house personnel or a third party, **as long as they are competent to do so** (e.g. a UKAS accredited surveying organisation).

The information from the survey should be recorded, in a document referred to as an **asbestos register.** This should include accurate drawings and be dated, and be periodically reviewed so an up-to-date record is available on the location and condition of all ACMs.

Following this, the duty holder should produce a **management plan**, setting out how the risks identified from asbestos will be managed, and the duty holder should ensure that the plan is implemented so the risks are properly managed.

communication of information is vital

The duty holder should make sure that the asbestos register is shared with any worker/contractor carrying out maintenance or other work on/in the premises.

Appoint, Plan and Remove

Clients have specific responsibilities on managing construction projects under CDM 2015, and when asbestos removal is required the client needs to **appoint a competent asbestos removal contractor.**

Therefore, they need to make reasonable enquiries to satisfy themselves that contractors are appropriately resourced and competent for the work.

To provide reassurance of compliance with relevant legislation, and to support members'



performance and therefore maintain standards, ARCA introduced a membership audit scheme in 2000. Whereby, ARCA carry out independent audits (on-site verification inspections) of ARCA member asbestos removal contractors.

appoint a competent contractor

What does this mean today?

To join the Association a licensed asbestos removal contractor is initially required to complete one satisfactory site audit and an office audit.

Then member contractors have their performance on site audited three times a year (increasing to four times a year from January 2023), with the audit criteria following the 'Plan, Do, Check' approach to health and safety management.

Member contractors need **all site audits to be satisfactory to maintain membership** and with all audits being unannounced[(i)] they have no prior warning of a visit from an ARCA auditor.

Being unannounced[(ii)], the audits give a more representative view of the contractor's day to day performance, so providing an even stronger system of reassurance for clients.

Once a contractor is appointed, the client will need to provide the contractor with sufficient information, time and resources to do the job properly. For example, an asbestos removal contractor will need appropriate pre-construction information in order to prepare a suitable Plan of Work (PoW) and discuss key site information with the client.

The work must be planned before it starts. For licensed asbestos removal work, the contractor needs to submit notification of work to the Health and Safety Executive (HSE) two weeks prior to work commencing.

The licensed asbestos removal contractor has a duty to produce a suitable PoW. It should be a practical and useful document describing the site, location of asbestos, access and waste routes, etc. so providing a safe working method for site staff to follow. The contractors' manager should create the PoW with the client, so both parties are aware of any site constraints, other trades on-site, etc.

Finally, a PoW is there to primarily support site staff, but should also be available for the analyst, manager, auditor, HSE inspector and client.

Clean, Test and Re-occupy

After asbestos has been removed, there is a testing procedure prior to the building, or part of the building, being re-occupied. This is the **'4-stage re-occupation test',** a series of tests/stages, which is a legal requirement under CAR 2012.

Before starting the '4-stage re-occupation test' a signed handover form should be obtained by the analyst from the licensed contractor confirming that the work area/enclosure has been thoroughly cleaned and the area has been inspected and is visually clean. After reviewing and accepting the handover form, the analyst must sign and date before starting the test.

All four separate tests or stages need to be carried out by a qualified analyst employed by a laboratory accredited by UKAS for conducting the tests.

The four stages are:

Stage 1 – Preliminary check of site condition and job completeness

Stage 2 – A thorough visual inspection

Stage 3 – Clearance air monitoring

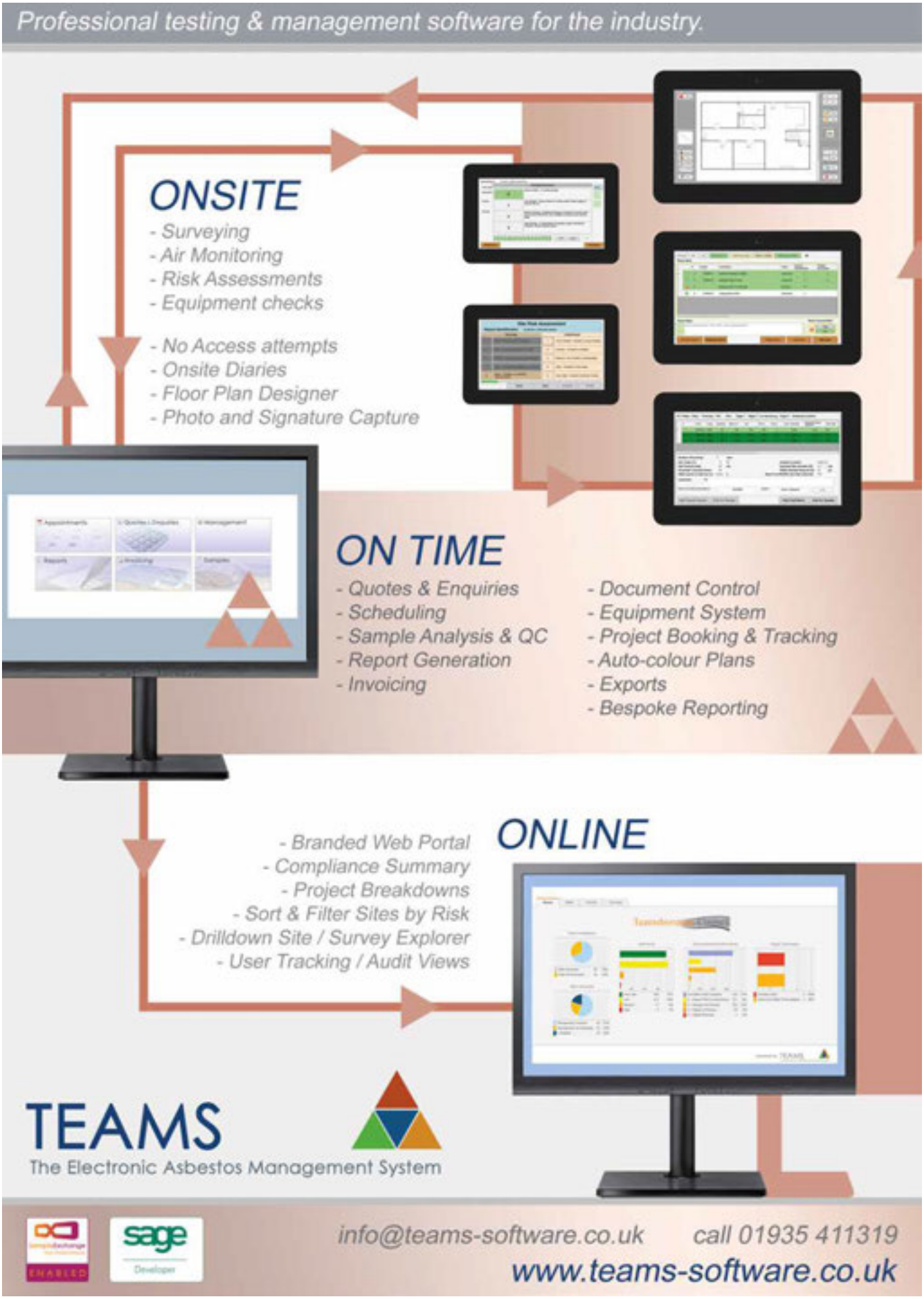
Stage 4 – Final assessment post-enclosure / work area dismantling

Once the '4-stage re-occupation test' is completed and all stages have met the required standard, a **re-occupation certificate** will be issued by the analyst to both the licensed asbestos removal contractor and the end-client. This certificate confirms that the building, or a specific part of the building, is fit for re-occupation.

For additional support there is information and guidance available in the clients section at arca.org.uk

(i) ARCA audits are unannounced in England, Scotland and Wales

(ii) This has been made possible by the HSE providing ARCA with some details [name of licensee, site location, dates of work and nature of work] off the licensed contractors 'notification of asbestos work (ASB5)' form.


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Merryhill and NAS join forces

Merryhill Asbestos Testing and Consultancy (MATAC) are delighted to announce the acquisition of NAS Laboratories Ltd, NAS Laboratories (Jersey) Ltd and NAS Laboratories CI Ltd, and very much look forward to continuing the great achievements of the NAS Group, strengthening relationships with existing and new clients going forward.

NAS has developed a highly respected and successful UKAS accredited laboratory, survey and consultancy business in the UK and the Channel Islands, with offices based in Bridgend, Jersey & Guernsey.

"The teams at MATAC and NAS completely complement each other, with common principles and values in the services we provide. Future operations will remain as independent organisations with head offices in Romsey and Bridgend. We very much look forward to working with our colleagues in NAS in forming a strong and collaborative future together," commented David Mulcahy, Director.

www.merryhill.co.uk



LtoR: Jonathan Stratton, Director (NAS & Merryhill), Kevin Wheeler, NAS MD and David Mulcahy, Director (NAS & Merryhill)



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WINNERS 2022

arca GOLD TRAINING AWARD

Congratulations to the 37 member companies who achieved this award and to the candidates for achieving the high average scores required.

"We are still seeing challenging times in the industry, so it's great to see so many of our members gain the ARCA Gold Training Award this year," commented Satish Patel, Training Manager of ARCA.

"We are proud to have had another successful year delivering centre-based training courses and remote courses, all of which are well supported by members. Also, I am proud to have received such positive feedback on the content and delivery of our courses."

This award acknowledges the companies who have trained over eight operatives and/or supervisors with ARCA during the twelve-month period, and the candidates who achieved an average score of 92.5% or above.

These members are now able to use the ARCA Gold Training Award 2022 logo, recognising their achievement.

At the Association's AGM in October the winners of the ARCA Gold Training Award for 2021/2022 were announced.

- *Addison Green Ltd*
- *AIB Solutions Limited*
- *All Clear Services Ltd*
- *Alltask Ltd*
- *Arco Environmental Ltd*
- *ARCS Environmental Limited*
- *Asbestech Limited*
- *Axiom Building Solutions Ltd*
- *City Building (Glasgow) LLP*
- *Clifford Devlin Ltd*
- *Decontaminate (UK) Ltd*
- *DSM Demolition Ltd*
- *Econ Group Ltd*
- *Economic Insulations (Portsmouth) Ltd*
- *ECT Environmental Ltd*
- *Enviraz (Scotland) Ltd*
- *Environmental Asbestos Solutions Ltd*
- *Erith Contractors Limited*
- *European Asbestos Services Ltd*
- *Henderson Environmental Services Ltd*
- *Horizon Environmental Ltd*
- *Jackson Environmental Ltd*
- *John F Hunt Ltd*
- *Kershaw Contracting Services Ltd*
- *LAR Ltd*
- *Maylarch Environmental Limited*
- *MCE Contract Services Ltd*
- *Mick George Environmental Ltd*
- *Northern Asbestos Services Ltd*
- *Pier Contractors Limited*
- *RH Insulation Services Limited*
- *Rhodar Industrial Services Ltd*
- *Roberts Environmental Services Ltd*
- *Sanctus Limited*
- *Southern Asbestos Services Limited*
- *Thompsons Asbestos Services Ltd*
- *Woods Building Services Ltd*

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OPERATIVE OF THE YEAR AWARD 2022

ARCA was pleased to announce six winners of the Ross Turner Memorial Award for 'Operative of the Year 2021/2022' at the Annual General Meeting in October.

The 2022 Winners are:

Alex Proctor
of Rhodar Industrial Services Ltd

Callum Edwards
of All Clear Services Ltd

Carlton Mitchel
of Rhodar Industrial Services Ltd

Daniel Owen
of Rhodar Ltd

Luke Barton
of LAR Ltd

Sylwester Pawlak
of Rhodar Industrial Services Ltd

"This award is in recognition of outstanding performance, as they scored 100% in their refresher training and in the same year gained a Level 2 NVQ competency qualification," commented Satish Patel, Training Manager at ARCA.

Congratulations to all the winners

ARCA National Training Award Winner 2022

This year Erith Contractors Ltd were awarded the ARCA National Training Award at the Association's Annual General Meeting.

Erith achieved this award by training 64 operatives and supervisors with ARCA, and these candidates obtained the highest average score across all candidates trained by ARCA in the last twelve months.

"Congratulations to the team at Erith on receiving this award. The operative and supervisors scored an impressive average of 94.7% on their training. A great achievement for all," commented Satish Patel, Training Manager for ARCA.



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SUPERVISOR OF THE YEAR AWARD 2022



ARCA was pleased to announce the winners of the Roy Brent Memorial Award for 'Supervisor of the Year 2021/22022' at the Annual General Meeting in October.

The 2022 Winners are:

Adam Thornton of Clifford Devlin Ltd

Daniel Gardiner of Amicus Env. Ltd

Glynne Lowe of Rhodar Ltd

Jake Doolan of ID Asbestos Ltd

Lee Duffy of McGee Env. Services Ltd

Mark McGonagle of Asbestech Ltd

Matthew Summer of Pier Contractors Ltd

Paul Carty of LAR Ltd

"All winners achieved 100% in their refresher training and gained a Level 3 NVQ competency qualification in the last two years. An outstanding testament to all the winners," commented Satish Patel, Training Manager at ARCA.

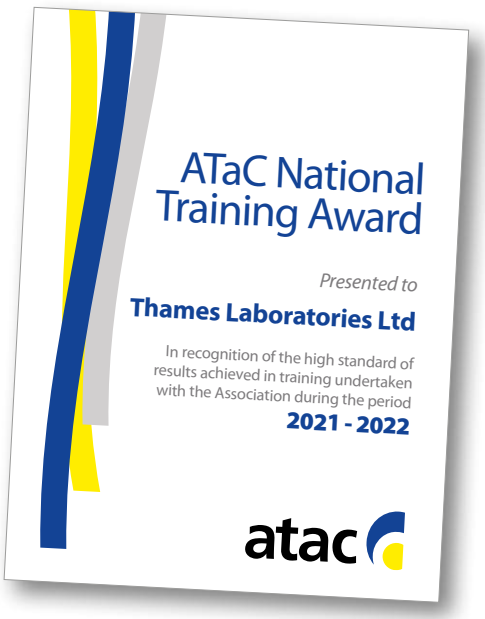
"After the recent challenging times it is great to see so many NVQs being undertaken, and competency proven."

Congratulations to all the winners

ATaC National Training Award Winner 2022

This year the winner of the ATaC National Training Award is Thames Laboratories. The award was presented to Tom Richards at the Association's Annual General Meeting

"Congratulations to the team at Thames Laboratories for gaining this award. Achieving the highest number of candidate passes on ATaC delivered qualifications during 2021/2022," commented Satish Patel, Training Manager for the Association.



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Remote Training

- Accessible and timely
- Refresh knowledge and understanding
- TNA based

In-house Training

- Standard or bespoke courses
- General awareness and specific roles
- Centre-based or remote





Changes to ARCA Training Certificates & ID Cards

In the New Year, the process of mailing an ARCA training certificate, along with a small plastic ID card, will be changing.

That is, plastic ID cards will not be issued, and in a few months, we aim for all candidates' training certificates to include a QR code which can be used to instantly verify the authenticity of the certificate.

Also, training certificates will be available within members' portals as pdf files for downloading/printing as required rather than copies being posted. This will be made possible by a new website and portal currently in final development. The portal will also have the functionality for booking training and qualifications online, as well as applying for CSCS cards.

Watch this space for news on the availability of this new functionality.

Congratulations to...

ARCA would like to congratulate the following asbestos removal operatives who gained a Level 2 NVQ through ARCA during September and October 2022.

Aaron Davies	*Maylarch Environmental Limited*
Ashley Woznicki	*John F Hunt Ltd*
Daniel Burnell	*Hawkins Insulation Ltd*
James Gillan	*Armac Environmental Ltd*
Jed Stockham	*Hawkins Insulation Ltd*
Kevin Brown	*McGee Environmental Services Ltd*
Tyrone Daniels	*Midlands Asbestos Solutions Ltd*

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

Also, congratulations to the following asbestos removal supervisors for gaining the Level 3 NVQ Diploma in Supervising Licensed Asbestos Removal (Construction) through ARCA during the same period.

Adam Werzynski	*Rhodar Ltd*
Antony O'Hare	*LAR Ltd*
Gary Evans	*Asbestech Ltd*
Joe Easton	*Specialist Building & Asbestos Services Ltd*







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

Remote *Training Courses*

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

JANUARY	FEBRUARY	MARCH
4, 12, 14, 20, 27	1, 7, 11, 14, 22, 28	7, 11, 16, 24, 29

Members fee £115.00 (excl vat) | Non Members fee £130.00 (excl vat)

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

JANUARY	FEBRUARY	MARCH
5, 11, 14, 18, 25	2, 8, 11, 15, 24	1, 8, 11, 15, 22, 27

Members fee £115.00 (excl vat) | Non Members fee £130.00 (excl vat)

Licensed Contract Manager (Remote) — 2 DAY COURSE

JANUARY	FEBRUARY	MARCH
5		6

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

Licensed Contract Manager Update (Remote) — 1 DAY COURSE

JANUARY	FEBRUARY	MARCH
13, 20	1, 14, 24	9, 17, 24

Members fee £115.00 (excl vat) | Non Members fee £130.00 (excl vat)

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

JANUARY	FEBRUARY	MARCH
9	17	13

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

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

JANUARY	FEBRUARY	MARCH
9		10

Members fee £115.00 (excl vat) | Non Members fee £130.00 (excl vat)

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

JANUARY	FEBRUARY	MARCH
10	3	3

Members fee £115.00 (excl vat) | Non Members fee £130.00 (excl vat)

Asbestos Removal for Administrators (Remote) — 1 DAY COURSE

JANUARY	FEBRUARY	MARCH
19		24

Members fee £115.00 (excl vat) | Non Members fee £130.00 (excl vat)

Asbestos Awareness (Remote) — HALF DAY COURSE

JANUARY	FEBRUARY	MARCH
9	17	13

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

Dates shown in Red denote a Saturday

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Rayleigh - ARCA	23		6
Glasgow - Specialist Assess' & Training Centre	18		20
Manchester - AEC Ltd	30		27
Stockton on Tees - Northern Safety			27
Leeds - Rhodar		20	
Southampton - ABP	16	20	20

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

Industry Refresher Training for Asbestos Removal Operatives

1 DAY COURSE

	JANUARY	FEBRUARY	MARCH
Burton upon Trent - ARCA	4, 11, 23,	3, 10, 17, 25	2, 10, 14, 30
Rayleigh - ARCA	6, 11, 17, 27, 28	3, 10, 15, 23	2, 9, 16, 23, 25, 27
Glasgow - Specialist Assess' & Training Centre	13, 31		9
Manchester - AEC Ltd	12	2	6
Stockton on Tees - Northern Safety	16		13
Leeds - Rhodar	10		15
Southampton - ABP	10, 30	14	2, 27

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

New Asbestos Removal Supervisor

3 DAY COURSE

	JANUARY	FEBRUARY	MARCH
Burton upon Trent - ARCA		8	
Rayleigh - ARCA	30		28
Glasgow - Specialist Assess' & Training Centre			6
Manchester - AEC Ltd			20
Southampton - ABP	11	8	7
Leeds - Rhodar			

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

Industry Refresher Training for Asbestos Removal Supervisors

1 DAY COURSE

	JANUARY	FEBRUARY	MARCH
Burton upon Trent - ARCA	6, 18, 25, 28	2, 9, 15, 24, 28	9, 20, 25
Rayleigh - ARCA	4, 13, 18, 23	1, 9, 17, 22, 25	3, 10, 17, 22, 29
Glasgow - Specialist Assess' & Training Centre	12	1	2
Manchester - AEC Ltd	11	6	30, 31
Stockton on Tees - Northern Safety	17		
Leeds - Rhodar	19		16
Southampton - ABP	9, 23	13	6, 29

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

Licensed Contract Manager

2 DAY COURSE

	JANUARY	FEBRUARY	MARCH
Burton upon Trent - ARCA	30		
Rayleigh - ARCA	25		
Southampton - ABP			28
Manchester - AEC Ltd			1
Glasgow - Specialist Assess' & Training Centre			14

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

Licensed Contract Manager Update

1 DAY COURSE

	JANUARY	FEBRUARY	MARCH
Burton upon Trent - ARCA	3, 16	27	17
Rayleigh - ARCA	24	8, 28	
Southampton - ABP			30
Stockton on Tees - Northern Safety	18		
Manchester - AEC Ltd			3
Glasgow - Specialist Assess' & Training Centre			16
Leeds - Rhodar	23		

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

Air Management Workshop

HALF DAY COURSE

	JANUARY	FEBRUARY	MARCH
Burton upon Trent - ARCA	17		8
Rayleigh - ARCA		9	
Southampton - ABP	25		23

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

Personal Air Monitoring Workshop

HALF DAY COURSE

	JANUARY	FEBRUARY	MARCH
Burton upon Trent - ARCA		17	
Rayleigh - ARCA	27	9	3
Southampton - ABP	26		24

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

HSE Licensed Scaffolders

1 DAY COURSE

	JANUARY	FEBRUARY	MARCH
Burton upon Trent - ARCA		13	
Rayleigh - ARCA	26		27

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

On-Site Assessment and Training (OSAT)

This qualification is achieved by assessment.
Assessments are available 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 may be eligible for up to £600.00 per candidate.

Fees (excl VAT)

Member	Non Member
Assessment £799.00 Registration £78.00	Assessment £849.00 Registration £78.00

Experienced Candidate Assessment Route (ECAR)

This qualification is achieved by assessment.
Assessments are available 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 may be eligible for up to £600.00 per candidate.

Fees (excl VAT)

Member	Non Member
Assessment £715.00 Registration £78.00	Assessment £765.00 Registration £78.00

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

This qualification is achieved by assessment.
Assessments are available 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 may be eligible for up to £600.00 per candidate.

Fees (excl VAT)

Member	Non Member
Assessment £1,590.00 Registration £78.00	Assessment £1,740.00 Registration £78.00

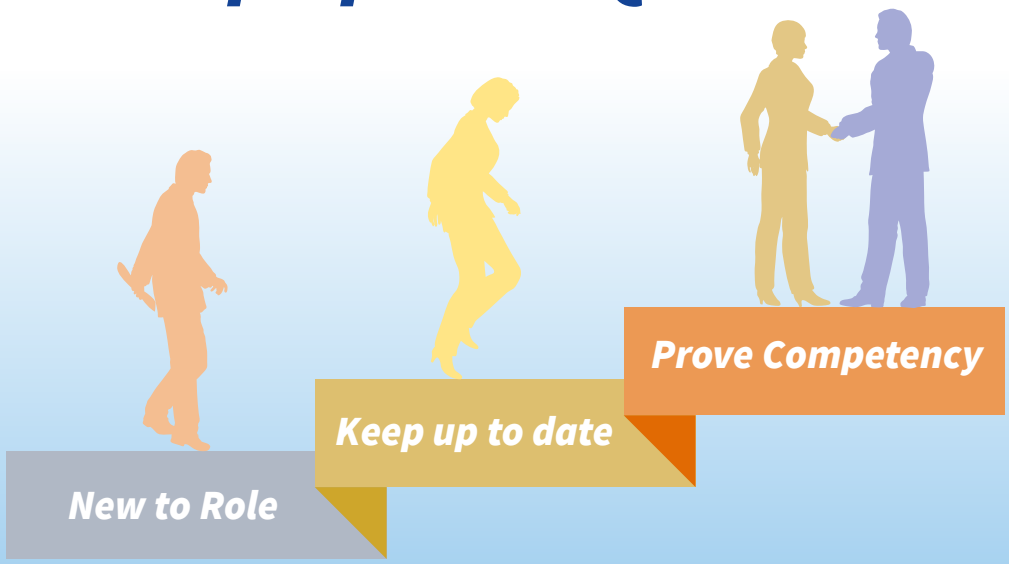
RSPH Level 4 Diploma in Asbestos Removal for Contract Managers

2 DAY COURSE
Non-Consecutive

	JANUARY	FEBRUARY	MARCH
Burton upon Trent - ARCA		13, 20	
Rayleigh - ARCA		13, 20	
Manchester - AEC Ltd		13, 20	

Members fee £590.00 (excl vat)	Non Members fee £790.00 (excl vat)	Registration fee £78.00

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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

	JANUARY	FEBRUARY	MARCH
Burton upon Trent - ARCA		13	
Rayleigh - ARCA	17		

Members fee £520.00 (excl vat)	Non Members fee £570.00 (excl vat)	Registration fee £78.00

REMOTE TRAINING & EXAM DAY

	JANUARY	FEBRUARY	MARCH
Remote Training	9, 16, 23		
Exam Day (Burton)	30		

Members fee £519.00 (excl vat)	Non Members fee £569.00 (excl vat)	Registration fee £78.00

EXAM ONLY DAY

	JANUARY	FEBRUARY	MARCH
Burton upon Trent - ARCA			
Rayleigh - ARCA	20		

Members fee £180.00 (excl vat)	Non Members fee £195.00 (excl vat)	Registration fee £78.00

RSPH Level 3 Award for Asbestos Air Monitoring & Clearance Procedures

4 DAY COURSE

	JANUARY	FEBRUARY	MARCH
Burton upon Trent - ARCA	9		27
Rayleigh - ARCA		27	

Members fee £745.00 (excl vat)	Non Members fee £795.00 (excl vat)	Registration fee £140.00

REMOTE TRAINING & EXAM DAY

	JANUARY	FEBRUARY	MARCH
Remote Training			1, 8, 15, 22
Exam Day (Burton)			29

Members fee £744.00 (excl vat)	Non Members fee £794.00 (excl vat)	Registration fee £140.00

EXAM ONLY DAY

	JANUARY	FEBRUARY	MARCH
Burton upon Trent - ARCA			31
Rayleigh - ARCA			

Members fee £745.00 (excl vat)	Non Members fee £795.00 (excl vat)	Registration fee £140.00

RSPH Level 3 Award in Asbestos Bulk Analysis

EXAM ONLY DAY

	JANUARY	FEBRUARY	MARCH
Burton upon Trent - ARCA	AVAILABLE ON REQUEST		
Rayleigh - ARCA	AVAILABLE ON REQUEST		

Contact for fee	Exam fee £330.00 (excl vat)	Registration fee £78.00

RSPH Level 3 Award in Asbestos Management for Dutyholders

REMOTE TRAINING & EXAM DAY

	JANUARY	FEBRUARY	MARCH
Remote Training		6, 7, 13	
Exam Day (Burton)		14	

Members fee £720.00 (excl vat	Exam fee £770.00 (excl vat)	Registration fee £78.00

RSPH Level 4 Certificate in Asbestos Laboratory & Project Management

3 DAY COURSE Non-Consecutive

	JANUARY	FEBRUARY	MARCH
Unit 1	AVAILABLE ON REQUEST		
Unit 2	AVAILABLE ON REQUEST		

Members fee £1200.00 (excl vat)	Non Members fee £1350.00 (excl vat)	Registration fee £78.00

MEMBERSHIP UPDATE

The following companies are no longer members of the Association:

Bond Demolition Limited - ***Full Member***

Encapsulation Solutions - ***Associate Member***

GC Contract Services Ltd - ***Associate Member***

arca Members

South East Members

AA Woods Asbestos Abatement
Woods House, River Way, Harlow, Essex CM20 2DP
T: 01279 444630
W: www.aawoods.com

Abastra Environmental Ltd
Unit 42 Hornsby Square, Southfields Business Park, Basildon, Essex SS15 6SD
T: 01268 411355
W: www.abastra.co.uk

Active Environmental Management
Unit 3, Thames Industrial Estate, High Street South, Dunstable, Bedfordshire LU6 3HL
T: 01582 667000
W: www.activeenviro.com

Allan Dyson Asbestos Services Limited
Cagex House, Leyden Road, Stevenage, Hertfordshire SG1 2BP
T: 01438 360656
W: www.allandyson-asbestos.co.uk

Alltask Ltd
Alltask House, Commissioners Road, Rochester, ME2 4EJ
T: 01634 298000
W: www.alltask.co.uk

Allweather Roofing & Construction Ltd
The Estates Office, Little Champions Farm
Maplehurst Road, Horsham, West Sussex RH13 6RN
T: 01273 388088
W: www.theallweathergroup.co.uk

Amiante STR Limited
Unit 5 Falcon Court Parklands Business Park, Forest Road, Denmead, Hampshire PO7 6BZ
T: 02392 230700
W: www.amiantestr.co.uk

Amstech Asbestos Removals Limited
Unit F, Rich Industrial Estate, Avis Way, Newhaven, East Sussex BN9 0DU
T: 01273 510011
W: www.amstech.co.uk

Arco Environmental Ltd
Unit 8 Ashton Gate, Ashton Road, Harold Hill, Romford, Essex RM3 8UF
T: 01708 347063
W: www.arcoenvironmental.com

ARCS Environmental Limited
Alton, Harrow Road, North Benfleet, Wickford, Essex SS12 9JW
T: 01268 725477
W: www.arcsenvironmental.co.uk

ARG Europe Ltd
Unit 2, New Ford Road, Waltham Cross, Hertfordshire EN8 7PG
T: 02088 048008
W: www.arggroup.org

Asbestech Limited
Unit 3, The IO Centre, Hearle Way, Hatfield, Hertfordshire AL10 9EW
T: 08456 800055
W: www.asbestech.com

Asgen Limited
Buildings 7B & 7C, The Mousery, Beeches Road, Wickford, Essex SS11 8TJ
T: 01702 230457
W: www.asgen.co.uk

Ashbee Solutions Ltd
Newbridge Farm, Fox Street, Ardleigh, Colchester, Essex CO7 7PN
T: 01206 233360
W: www.solutions.ashbee.org

Aspect Contracts Ltd
Aspect House, Honywood Road, Basildon, Essex SS14 3DS
T: 01268 534477
W: www.aspectcontracts.co.uk

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Best Environmental Solutions
Unit 8, Josselin Court, Wallaston Industrial Estate, Burnt Mills, Basildon, Essex SS13 1QF
T: 01268 727005
W: www.bestenvironmental.co.uk

Blue A Ltd
1 Handford Court, Garston Lane, Watford, Hertfordshire WD25 9EJ
T: 01923 517010
W: www.bluea.co.uk

Brown & Mason Group
Anson House, Schooner Court, Crossways Business Park, Dartford, Kent DA2 6QQ
T: 01322 277731
W: www.brownandmason.com

Cablesheer (Asbestos) Ltd
Unit 3, Fitzroy Business Park, Sandy Lane, Sidcup, Kent DA14 5NL
T: 03300 249040
W: www.cablesheergroup.co.uk

Calder Insulations Limited
Hilltop, High Road, Fobbing, Stanford le Hope, Essex SS17 9HN
T: 01268 584731
W: www.calderinsulations.co.uk

Capstan Group Services Limited
Unit 20 Capstan Centre, Thurrock Park Way, Tilbury, Essex RM18 7HH
T: 01375 842769
W: www.capstanservices.co.uk

Carringtons Building & Civil Engineering Ltd
Unit 1 Astra, Edinburgh Way, Harlow, Essex CM20 2BN
T: 01992 892303
W: www.carringtonsbce.com

Clifford Devlin Ltd
Clifford House, Hedley Avenue, West Thurrock, Grays, Essex RM20 4EL
T: 02075 388721
W: www.clifford-devlin.co.uk

Close Brothers Rail Limited
Dovedale House, Hurricane Way, Wickford, Essex SS11 8YB
T: 01268 578520
W: www.close-brothers.net

DDS Environmental Ltd
Charles Anthony House, Manston Road, Margate, Kent CT9 4JW
T: 01843 821555
W: www.dds-group.co.uk

Decontaminate (UK) Ltd
Unit 24 Schooner Court, Crossways Business Park, Dartford, Kent DA2 6NW
T: 01322 271200
W: www.decontaminateuk.com

Econ Group Ltd
Econ House, Old Maidstone Road, Ruxley, Sidcup, Kent DA14 5AZ
T: 02083 002916
W: www.econgroup.co.uk

ECT Environmental Ltd
Unit 6, Fanton Hall Farm, Off Arterial Road, Wickford, Essex SS12 9JF
T: 08448 000834
W: www.ect.uk.com

Edenbeck Ltd,
Unit 7, Alma Road Industrial Estate, Chesham, Buckinghamshire HP5 3HB
T: 08450 738602
W: www.edenbeck.co.uk

Environmental Asbestos Solutions Ltd
Unit 8 Taber Place, Crittall Road, Witham, Essex CM8 3YP
T: 01376 517779
W: www.eas-asbestos.co.uk

Erith Contractors Limited
Erith House, Queen Street, Erith, Kent DA8 1RP
T: 03709 508800
W: www.erith.com

European Asbestos Services Ltd
Infinet House, 111 Windmill Road, Sunbury-on-Thames, Middlesex TW16 7EF
T: 01932 773088
W: www.european-asbestos.co.uk

Furn Contracts Ltd
Unit 5, Wickham Business Park, Basildon, Essex SS14 3EQ
T: 01268 820011
W: www.furncontracts.uk

Horizon Environmental Ltd
Ovenden House, Wilcox Close, Aylesham Industrial Estate, Aylesham, Canterbury, Kent CT3 3EP
T: 01304 849235
W: www.horizon-uk.com

J. England Environmental Services Ltd
Rose Cottage, Brentwood Road, Dunton, Brentwood, Essex CM13 3SH
T: 02083 283300
W: www.englandasbestos.co.uk

J Mould (Reading)
Hydecrete Pit, Pingewood Road North, Burghfield Bridge, Reading, Berkshire RG30 3XN
T: 01189 575555
W: www.jmouldreading.co.uk

Jackson Environmental Ltd
Keysoe Road, Thurleigh, Bedfordshire MK44 2EA
T: 01234 771311
W: www.jacksonenvironmental.co.uk

Jeto Limited
Southern Way, Rye Common, Odiham, Hook, Hampshire RG29 1HU
T: 01256 703929
W: www.jeto.co.uk

John F Hunt Ltd
Europa Park, London Road, Grays, Essex RM20 4DB
T: 01375 366700
W: www.johnfhunt.co.uk

KD Asbestos Services Ltd
Unit 10 St Laurence Avenue, 20/20 Industrial Estate, Maidstone, Kent ME16 0LL
T: 01622 919012
W: www.kdasbestos.co.uk

Kershaw Contracting Services Ltd
Units 2 & 3, Lewis Industrial Estate, Wheatley Terrace Road, Erith, Kent DA8 2AP
T: 01322 336917
W: www.thekcsgroup.co.uk

McGee Environmental Services Ltd
5 Hatfields, Level 9 Alto Tower, London, Greater London SE1 9PG
T: 020 8998 1101
W: www.mcgee.co.uk

Mid Essex Environmental
Essex Barn, Hill Farm, Church Lane, Ford End, Chelmsford, Essex CM3 1LH
T: 01245 237187

One Group Solutions Limited
27a Oliver Close, Grays, Essex RM20 3EE
T: 08000 209851
W: www.onegroupsolutions.co.uk

Pier Contractors Limited
Unit 5, Woodside Industrial Estate, Thornwood, Epping, Essex CM16 6LJ
T: 01992 576404
W: www.piercontractorslimited.com

Reactive Integrated Services Ltd
Unit 7 Paycocke Road, Basildon, Essex SS14 3EX
T: 08000 934370
W: www.reactive-services.com

Reliable Environmental Ltd
Unit 33, Saffron Court, Southfields Business Park, Basildon, Essex SS15 6SS
T: 01268 411468
W: www.reliableenvironmentalltd.com

R&F Insulations Limited
Unit 5, Hall Road Industrial Estate, Hall Road, Southminster, Essex CM0 7DA
T: 01621 774800
W: www.randf-insulation.co.uk

SL Environmental Ltd
Unit 16, Blue Chalet Industrial Park, London Road, West Kingsdown, Kent TN15 6BQ
T: 01474 854465
W: www.slcontracts.com

Southern Asbestos Services Limited
Riverside Business Centre, River Lawn Road, Tonbridge,
Kent TN9 1EP
T: 01892 723171
W: www.sasbestos.com

Spectra Analysis Services Limited
Unit 2, Olympic Business Centre, Paycocke Road, Basildon,
Essex SS14 3EX
T: 01268 534380
W: www.spectra-analysis.co.uk

Squibb Group Limited
Squibb House, Stanhope Industrial Park, Stanford Le Hope,
Essex SS17 0EH
T: 02085 947143
W: www.squibbgroup.com

SXD Environmental Services
298 Ongar Road, Writtle, Essex CM1 3NZ
T: 01245 420299
W: www.SXDEnvironmental.co.uk

T & S Environmental Limited
Thames House, St Andrews Road, Tilbury, Essex RM18 7EH
T: 01375 398768
W: www.tsenvironmental.co.uk

South West & Wales Members

Artico Environmental Ltd
Tank Farm Road, Llandarcy, Neath, Port Talbot SA10 6EN
T: 01792 961544
W: www.articoenv.com

Clear Asbestos Solutions Ltd
Unit 1 Lower Ground Floor, Barbican Close, Barnstaple,
Devon EX32 9HE
T: 01271 410444
W: www.cas-asbestos.co.uk

Economic Insulations (Portsmouth) Ltd
8, Whittle Avenue, Segensworth West, Fareham,
Hampshire PO15 5SH
T: 01489 582588
W: www.economic-insulation.co.uk

Hampshire Environmental Services Ltd
Unit 1 Withy Park, Withy Meadows, Dutton Lane, Eastleigh,
Hampshire SO50 6AB
T: 02380 011761
W: www.hesgroup.org.uk

Hereford Asbestos Services Ltd,
Unit 2-3 Pearson Business Park, Coldnose Road, Hereford,
Herefordshire HR2 6JL
T: 01432 270113
W: www.herefordasbestos.co.uk

Lawson Environmental Limited
Station Yard, Station Road, Shrivenham, Swindon,
Wiltshire SN6 8JL
T: 01793 782000
W: www.lawsongroup.co.uk

Merryhill Envirotec Limited
Merryhill House, Budds Lane, Romsey, Hampshire SO51 0HA
T: 01794 515848
W: www.merryhill.co.uk

Phoenix Asbestos Recovery Ltd
Units 6/7, Gorseinon Business Park, Gorseinon Road,
Gorseinon, Swansea SA4 4DQ
T: 01792 310460
W: www.phoenixasbestos.co.uk

RH Insulation Services Limited
D7 Segensworth Business Centre, Segensworth Road, Fareham,
Hampshire PO15 5RQ
T: 01329 840360
W: www.rhinsulation.co.uk

Roberts Environmental Services Ltd
Castlefields, The Drove, Bridgwater, Somerset TA6 4AG
T: 01278 422521
W: www.srobertsandson.co.uk

Sanctus Limited
1 Olympus Park Business Centre, Quedgeley,
Gloucestershire GL2 4DH
T: 01453 828222
W: www.sanctusltd.co.uk

Severn Environmental Services
Somerton House, South Point, Clos Marion, Cardiff,
Glamorgan CF10 4LQ
T: 02920 471040
W: www.severninsulation.co.uk

Shield Services Group
Shield House, Caxton Business Park, Crown Way, Warmley,
Bristol, Avon, BS30 8XJ
T: 01179 606366
www.shieldservicesgroup.com

Swindon Borough Council
Waterside Park, Darby Close, Cheney Manor Trading Estate,
Swindon, Wiltshire SN2 2PN
T: 01793 464729
W: www.swindon.gov.uk

Wring Group Ltd
Vale Lane, Bedminster, Bristol, Avon BS3 5RU
T: 01179 231320
W: www.wringgroup.co.uk

Midlands Members

AIB Solutions Limited
Unit 804, Centre 500, Lowfield Drive, Newcastle-Under-Lyme,
Staffordshire ST5 0UU
T: 01782 613773
W: www.aibsolutions.co.uk

All Clear Services Ltd
Chrysotile House, Unit 5, Heath Road, Darlaston,
West Midlands WS10 8LP
T: 01215 264839
W: www.allclearenv.com

Amicus Environmental Ltd
Unit C1 New Yatt Business Centre, New Yatt, Witney,
Oxfordshire OX29 6TJ
T: 01993 869320
W: www.amicus-environmental.co.uk

Amity Insulation Services Ltd
Windrush House, Lynch Hill, Stanton Harcourt,
Oxfordshire OX29 5BB
T: 01865 733733
W: www.amitygroup.co.uk

Armac Environmental Ltd
Stonebridge House, Kenilworth Road, Meriden,
West Midlands CV7 7LJ
T: 01675 443788
W: www.armacgroup.co.uk

Axiom Building Solutions Ltd
280 Woodend Road, Wednesfield, Wolverhampton,
West Midlands WV11 1YD
T: 01902 728289
W www.axiom-asbestos.co.uk

Blucon Environmental Limited
The Pump House, Poolhead Lane, Earlswood, Solihull,
West Midlands B94 5ES
T: 01564 635001
W: www.blucon.co.uk

Burton Environmental Services Ltd
Unit 1, Wetmore Lane, Burton upon Trent, Staffordshire DE14
1RH
T: 01283 517374
W: www.bes-online.com

Central Environmental Services Ltd
Suite A1 Imex Business Centre, Flaxley Road, Stechford,
Birmingham, West Midlands B33 9AL
T: 01217 834050
W: www.centralasbestos.com

Core Environmental Services Ltd
Unit 41 Mount Street Business Centre, Mount Street, Nechells,
Birmingham, West Midlands B7 5RD
T: 01214 481215
W: www.core-asbestos.co.uk

Crystal Environmental Services
Unit 4 Stanton Court, Merlin Way, Quarry Hill Industrial Estate,
Ilkeston, Derbyshire DE7 4RA
T: 01159 303147
W: www.crystalenvironmental.co.uk

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D J Hinton & Co Limited
Road 2, Hoobrook Industrial Estate, Worcester Road,
Kidderminster, Worcestershire DY10 1HY
T: 01299 402455
W: www.djhintons.co.uk

DSM Demolition Ltd
Arden House, Arden Road, Heartlands, Birmingham,
West Midlands B8 1DE
T: 01213 222225
W: www.dsmgroup.info

Envirocall Ltd
Elmdon House, Station Road, Coleshill, West Midlands B46 1HT
T: 0808 1683369
W: www.envirocall.co.uk

Enviro-Safe Ltd
58A Stratford Street North, Birmingham, West Midlands B11 1BP
T: 01217 727774
W: www.enviro-safe.co.uk

Gloucester Asbestos Ltd
Stroud Road, Brookthorpe, Gloucester, Gloucestershire GL4 0UQ
T: 01452 813883
W: www.glosasdem.co.uk

HB Insulations (Notts) Ltd
Unit 3, Falcon Court, Manners Industrial Estate, Ilkeston,
Derbyshire DE7 8EF
T: 01159 440244
W: www.hbinsulations.com

Insulation Contracting Services Ltd
2 Butchers Court, 1692-1694 High Street, Knowle,
Solihull, West Midlands B93 0LY
T: 01564 779204
W: www.ics-asbestos.co.uk

J Cullen Thermals Ltd
The Old Forge, Bromsgrove Road, Belbroughton,
Stourbridge, West Midlands DY9 9UJ
T: 01213 275260
W: www.jcullenthermals.co.uk

JS Environmental Ltd
Bracken End Farm, Lindway Lane, Brackenfield,
Derbyshire DE55 6DA
T: 01629 534158
W: www.jsenvironmental.com

M & D Group Midlands Limited
Unit 21 Enfield Industrial Estate, Redditch, Worcester,
Worcestershire B97 6BY
T: 01527 597783
W: www.mdgroupmidlands.com

M & G Services Ltd
Unit 2 Pintail Close, Victoria Business Park,
Netherfield, Nottinghamshire NG4 2SG
T: 01159 613222
W: www.mgservicesltd.com

Maylarch Environmental Limited
Stable Courtyard, Worton Park, Cassington,
Oxfordshire OX29 4SU
T: 01865 883829
W: www.maylarch.co.uk

MIC Group Ltd
Devirgo House, Valepits Road, Garretts Green, Birmingham,
West Midlands B33 0TD
T: 01217 847226
W: www.mic-group.co.uk

Midlands Asbestos Solutions Ltd
Unit 8, Crompton Road, Ilkeston, Derbyshire DE7 4BG
T: 01159 326521
W: www.midlandsasbestossolutions.co.uk

MJW Asbestos Removal & Re-Insulation Services Ltd
Unit 4 Barton Road, Long Eaton, Nottinghamshire NG10 2FN
T: 01159 720145
W: www.mjw-asbestos.co.uk

Phoenix (Leicester) Ltd
Phoenix House, Unit 16, Marlow Road Industrial Estate,
Marlow Road, Leicester, Leicestershire LE3 2BQ
T: 01162 816850
W: www.phoenix-leicester.co.uk

Reactive Asbestos Solutions
Unit 13 Stirchley Trading Estate, Hazelwell Road, Birmingham,
West Midlands B30 2PF
T: 01217 525750
W: www.reactivegroup.uk

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Houndhill Park, Bolton Road, Rotherham,
South Yorkshire S63 7LG
T: 01709 718200
W: www.empiretapes.com

Enviro-Vac Sales & Services Ltd
14 Devonshire Road, Leicester, Leicestershire LE4 0BF
T: 01162 511154
W: www.enviro-vac.co.uk

HSP Site Supplies Ltd
Maplebank Farm, Knatts Valley Road, West Kindsdown,
Kent DA4 0JY
T: 01322 860579
W: www.hsp-group.co.uk

National Flooring Equipment
9250 Xylon Avenue, North Minneapolis, 55445, USA
T: 31 (0)73 704 2388
W: www.nationalequipmentdirect.com

Polystar Plastics
Peel House, Peel Street, Northam, Southampton,
Hampshire SO14 5QT
T: 02380 232153
W: www.polystar.co.uk

Quill International Industries PLC
Castle Lane, Melbourne, Derby, Derbyshire DE73 8JB
T: 01332 864664
W: www.quillinternational.com

Safety Industries (Oakwood) Limited
Tonbridge Road, Harold Hill, Romford, Essex RM3 8TS
T: 01708 381499
W: www.safetyindustries.com

SMH Products Limited
SMH House, 29-33 Maxwell Street, Newcastle Upon Tyne,
Tyne & Wear NE33 4PU
T: 01914 566000
W: www.smhproducts.com

WAYSAFE by Solotec Scientific

Solotec Scientific Ltd
Unit 6, Cowhill Trading Estate, Tramway Road,
Ashton under Lyne, Lancashire OL6 9AN
T: 01613 396187
W: www.waysafe.co.uk

Sundström
The Old Pumphouse, Middlewood Road, Poynton,
Cheshire SK12 1SH
T: 07508 417925
W: www.srsafety.com

Thermac (Hire) Ltd
Unit C, Astra Park, Parkside Lane, Leeds,
West Yorkshire LS11 5SZ
T: 0800 0182 932
W: www.thermac.com

The Preparation Group
Preparation House, Deacon Road, Lincoln, Lincolnshire LN2 4JB
T: 01522 561460
W: www.theprepartiongroup.com

Home Improvements

Anglian Windows Limited
Head Office, PO Box 65, Norwich, Norfolk NR6 6EJ
T: 08082 314368
W: www.anglianhome.co.uk

Insurance

Grove & Dean Ltd
Tollgate House, 96 Market Place, Romford, Essex RM1 3ER
T: 01708 436811
W: www.grove-dean-insurance.co.uk

Howden Insurance Brokers Ltd
1 Creechurch Place, London EC3A 5AF
T: 02076 233806
W: www.howdengroup.com

Miles Smith
6th Floor One America Square, 17 Crosswall, London EC3N 2LB
T: 02079 774800
W: www.specialistrisk.com

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Labour Supply Members
(Asbestos Operatives)

AM Recruitment Ltd
The Grange Business Centre, Belasis Avenue, Billingham,
County Durham TS23 1LG
T: 01642 551883
W: www.amrecruitmentltd.com

Calcot Asbestos Recruitment Ltd
5 Theale Lakes Business Park, Moulden Way, Sulhamstead,
Reading, Berkshire RG7 4GB
T: 01189 421231
W: www.calcotasbestosrecruitment.co.uk

CCT Demolition Ltd
Belasis Business Centre, Coxwold Way, Billingham,
County Durham, TS23 4EA
T: 01642 688510
W: www.cctdemolition.co.uk

DKF Recruitment Ltd
Station House, Stamford New Road, Altrincham,
Cheshire WA14 1EP
T: 01618 266433
W: www.dkf.agency

Goldmills Recruitment Ltd
Cumberland House 1st Floor, 129 High Street, Billericay,
Essex CM12 9AH
T: 0203 934 6621
W: www.goldmills.co.uk

ITS Asbestos Ltd
First Floor, 44 Station Road, Llanishen, Cardiff CF14 5LT
T: 02920 757636
W: www.itsconstruction.co.uk

J&L Recruitment Ltd
Suite G3, Connexions, 159 Princes Street, Ipswich,
Suffolk IP1 1QJ
T: 01473 221133
W: www.jl-recruitment.co.uk

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
Princes Exchange, Princes Square, Leeds, LS1 4HY
T: 01138 313208
W: www.morganking.co.uk

Outsource Construction Ltd
85 Great Portland Street, London, Greater London W1W 7LT
T: 07891 309276
W: www.outsourceconstruction.co.uk

PB Recruitment Consultants Ltd
Unit 10, Barleylands Equestrian Centre, Whites Farm,
Barleylands Road, Basildon, Essex SS15 4BG
T: 01277 889373
W: www.pb-recruitment.co.uk

TBS Labour Ltd
St Marys Court, The Broadway, Amersham,
Buckinghamshire HP7 0UT
T: 01494 618664
W: www.tbslabour.co.uk

Tradeslink Asbestos and Construction Recruitment
Unit 27 Caldershaw Centre, Rochdale, Lancashire OL12 7LQ
T: 01663 761901
W: www.tradeslinkrecruitment.co.uk

Licensed Scaffolders

Abbey Scaffolding (Swindon) Ltd
Unit 30 & 31 Whitehill Industrial Park, Whitehill Way,
Royal Wootton Bassett, Wiltshire SN4 7DB
T: 01793 480347
W: www.abbeyscaffold.com

High Peak Scaffolding Ltd
Unit 6 Waterswallows Industrial Park, Waterswallows Road,
Buxton, Derbyshire SK17 7JB
T: 01298 767454
W: www.highpeakscaffolding.co.uk

Multi Task Operatives Ltd
North Crescent, Cold Hesledon Industrial Estate, Cold
Hesledon, Seaham, Durham SR7 8ST
T: 01915 847966
W: www.multitaskscaffolding.com

Scaffolding Access Limited
West Horndon Logistics Park, Yard 14B, Childerditch Lane,
West Horndon, Essex, CM13 3ED
T: 01708 555540
W: www.scaffoldingaccess.co.uk

Peligro Specialist Access Ltd
Beaufort House, Shaw Lane, Gentleshaw,
Staffordshire WS15 4NE
T: 01142 125505
W: www.peligrospecialistaccess.co.uk

QFS Scaffolding Limited
Westminster House, Denton Wharf, Mark Lane, Gravesend,
Kent DA12 2PL
T: 01474 334707
W: www.qfsscaffolding.com

Maintenance Licence Holders

Beacon International Ltd
Elgee Works, Victoria Street, Desborough,
Northamptonshire NN14 2LX
T: 01536 762939
W: www.beaconuk.com

Decontamination Respiratory Services Ltd
Unit E43, Hastingwood Industrial Park, Wood Lane, Erdington,
Birmingham, West Midlands B24 9QR
T: 01213 866804
W: www.drs-limited.co.uk

Complete Technology Ltd
Unit 2B & 11 Roeacre Business Park, Bradshaw Street,
Heywood, Lancashire OL10 1PN
T: 01706 366355
W: www.completetechnology.co.uk

Empire Tapes PLC
Houndhill Park, Bolton Road, Rotherham,
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T: 01709 718200
W: www.empiretapes.com

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W: www.smhproducts.com

Thermac (Hire)
Unit C, Astra Park, Parkside Lane, Leeds,
West Yorkshire LS11 5SZ
T: 0800 0182 932
W: www.thermac.com

Overseas Services

Envirochem Hellas SA
58 Akti Moutsopoulou Street, GR-18536
T: 0030 210 4280701
W: www.envirochem.gr

Environmental Protection Engineering S.A
24 Dervenakion Street, Piraeus, 18545, Greece
T: 0030 210 4060000
W: www.epe.gr

Intergeo
VI. PE. Thermis, Thessaloniki, PO Box 60040, Greece
T: 0030 231 0478147
W: www.intergeo.gr

Polyeco S.A
16th Km Athens-Korinth Ntl Road,
PO Box 24, Aspropyrgos, Greece 19300
T: 0030 210 553 0600
W: www.polyeco.gr

SUK
14, Iassonos Street, Palaio Faliro, Athens, 17564, Greece
T: 0030 210 9719 180
W: www.suk.gr

Recruitment Agencies *(General)*

Calcot Asbestos Recruitment Ltd
5 Theale Lakes Business Park, Moulden Way, Sulhamstead,
Reading, Berkshire RG7 4GB
T: 01189 421231
W: www.calcotasbestosrecruitment.co.uk

DKF Recruitment Ltd
Station House, Stamford New Road, Altrincham,
Cheshire WA14 1EP
T: 01618 266433
W: www.dkf.agency

Future Select
Omega 3, Monks Cross Drive, York YO32 9GZ
T: 01904 766611
W: www.future-select.co.uk

ITS Asbestos Ltd
1st Floor, 44 Station Road, Llanishen, Cardiff, CF14 5LT
T: 02920 757636
W: www.itsconstruction.co.uk

J&L Recruitment Ltd
Suite G3, Connexions, 159 Princes Street, Ipswich,
Suffolk IP1 1QJ
T: 01473 221133
W: www.jl-recruitment.co.uk

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

PB Recruitment Consultants Ltd
Unit 10, Barleylands Equestrian Centre, Whites Farm,
Barleylands Road, Basildon, Essex SS15 4BG
T: 01277 889373
W: www.pb-recruitment.co.uk

Penguin Recruitment
166b Alcester Road, Moseley, Birmingham,
West Midlands B13 8HS
T: 01214 454800
W: www.penguinrecruitment.co.uk

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

Profile Industrial Roofing Services Ltd
Unit 50 Britannia Way, Britannia Enterprise Park,
Lichfield, Staffordshire WS14 9UY
T: 01543 411855
W: www.profileindustrialroofing.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

Assure 360
63 Sutherland Grove, London, SW18 5QP
T: 03334 442360
W: www.assure360.co.uk

Mark One Consultants
Unit 5-6, Bartlett Court, Sea King Road, Yeovil,
Somerset BA20 2NZ
T: 01935 411319
W: www.markone.co.uk

Multibase Systems Limited
17 Cranmore Road, Chislehurst, Bromley, Kent BR7 6EP
T: 02082 898459
W: www.multibase.co.uk

Propeller Studios Ltd
Alexander House, 40A Willbury Way, Hitchin,
Hertfordshire SG4 0AP
T: 01462 440077
W: www.easybop.co.uk

Root-5 Solutions Limited
11 Bon Accord Crescent, Aberdeen,
Aberdeenshire AB11 6DE
T: 01224 586404
W: www.root-5.com

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Waste Services

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
Waldens Depot, Waldens Road, Orpington, Kent BR5 4EU
T: 01708 866060
W: www.asbestoswastesolutions.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

Cohart Asbestos Disposal Ltd
17 Archers Field, Burnt Mills Industrial Estate, Basildon,
Essex SS13 1DH
T: 01268 293406
W: www.cohartuk.com

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 Limited
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
Fairview, Magpie Lane, Little Warley, Brentwood,
Essex CM13 3DT
T: 01277 225428
W: www.bowmerwaste.co.uk

Pinden Ltd
Waldens Road, Orpington, Kent, BR5 4EU
T: 01474 707149
W: www.pinden.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
Donald Ward House, East Street, Ilkeston, Derbyshire DE7 5JB
T: 03453 370000
W: www.ward.com

Windsor Waste Management Ltd
Unit 29 Childerditch Industrial Estate, Childerditch Hall Drive,
Brentwood, Essex CM13 3HD
T: 01708 559966
W: www.winwaste.com



you can tell a few...

...or you can tell them all!

