

1. NOTE: IMTECH PROJECTS - IT IS A CONDITION OF THE DOMESTIC SUB-CONTRACT THAT THE DOMESTIC SUB-CONTRACTOR MUST COMPLY WITH THE FOLLOWING SPECIFIC CONDITIONS/ REQUIREMENTS.

The Domestic Sub-Contractor shall:

Health, Safety and Environment

- 1 Acknowledge that Personal Protective Equipment is the responsibility of the Domestic Sub- Contractor, however to identify operatives on site Imtech will provide one Hard Hat and one Hi-visibility vest to each operative based upon the Domestic Sub Contractor’s labour Histogram supplied with its tender (adjusted to allow for variation works as necessary). It is a mandatory Imtech health and safety requirement to wear suitable gloves and have light eye protection available for when they are required. Suitable gloves mean green traffic-gloves (EN 388 code 4343) unless a higher or lower standard is agreed through a risk assessment. These will not be provided by Imtech and must be provided by the Domestic Sub Contractor. The Domestic Sub Contractor shall maintain an adequate stock of PPE on site.

The Domestic Sub-Contractor’s labour will without fail wear the PPE at all times on site. If additional PPE is provided to any operative this will be charged at the following rates through the monthly valuation process:-

- | | |
|-------------------------|---------------------|
| a. Hard Hats | £20 each (Note 1.1) |
| b. Hi-Vi’s | £20 each (Note 1.1) |
| c. Gloves | £10 each pair |
| d. Light Eye Protection | £10 each |

Note 1.1 - No charge will be made where a damaged or worn item is exchanged for a new one.

- 2 Comply with current legal requirements, good working practices and the rules detailed in the Project HSE plan. Domestic Sub Contractor to comply with Imtech’s Golden Rules, site inductions and other site rules. Domestic sub Contractor to comply with Imtech’s Health and Safety, Environmental and Drugs and Alcohol policies
- 3 Provide competent supervision to oversee its labour at all times and who shall be named and retained on site for the duration of the works. Allow for necessary head office management, including Construction, Commercial and Health and Safety management.
- 4 Ensure its site supervision and management attend a pre start meeting with Imtech. The agenda will include site HSE requirements, a hazard analysis for the scope of works being undertaken by the Domestic Sub Contractor and a review of Risk assessments and method statements

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- 5 Ensure that their pre start planning includes, as agreed with Imtech, for:-
 - Proper arrangement for storage of oils and other chemicals taking into account the site environmental conditions, including drip trays for plant and generators
 - Provision of the appropriate personal protective equipment.
 - Tool selections based on the specific tasks to be carried out, right tool for the task etc, including tool tethering equipment when working at height.
 - Compliance with Imtech’s HAVS risk assessments and management controls, including marking of power tools with allowable trigger times
 - Red < 2 hours, Amber 2-6 hours, Green >6 hours.
 - Compliance with HSE HAVS directives by selecting tools with lower HAVS, to remove the requirement of monitoring
 - Tools selection guide, as contained within Appendix M of appendices, is the benchmark set by Imtech for HAVS Management. Only tools from this guide, or tools that are equal to or lower in HAVS generation are permitted.
 - Suitable access equipment
 - Suitable material handling equipment
 - Liaison with suppliers to ensure loads are delivered in such a way to minimise risks
 - Task lighting
- 6 Produce site specific risk assessments and method statements (including any necessary appendices e.g. COSHH, manual handling assessments) for the work under its control. Risk assessments and Method statements shall be submitted for review a minimum of 10 working days before the planned start of the works.
- 7 Acknowledge that permits to work will be required for some tasks as defined in the Project HSE plan
- 8 Ensure its supervisors carry out daily checks of the work areas where they are working and take part in weekly inspections with Imtech personnel
- 9 Take into account the costs associated with its internal administration and attendance costs associated with fulfilling site induction requirements of both the Employer and Imtech. This includes any additional training required by Imtech’s contract with the Employer and workforce representation to attend site HSE committees.
- 10 Acknowledge that Imtech will run a disciplinary process that could lead to individuals being removed from site or, in the extreme, removal of the Domestic Sub-contractor from site and / or delisting from future bids.
- 11 Maintain on site and be readily available for inspection the following records:-
 - Routine equipment inspection, including calibration certificates and PAT testing records;
 - Mobile scaffold and mobile elevated platform registers;
 - Staff competency records, including CSCS, abrasive wheels and the like;
 - Tool box talk attendances; and

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- Risk assessments and method statements.
- 12 Provide all necessary information for updating the CDM health and safety file before leaving site.
 - 13 All Domestic Sub-Contractors employees acting in a supervisory capacity shall have completed the CITB 2 day training for site supervisors unless agreed otherwise in writing by Imtech. A person in a supervisory capacity is directly responsible for putting people to work and briefing them on how to carry out their work, whilst ensuring that they are working safely (holders of another recognised health and safety course certificate can be exempt from this criteria. Such courses may include: -
 - IOSH 'Managing Safely in Construction' (4 day course)
 - NEBOSH Construction Certificate)
 - 14 Acknowledge that Imtech will carry out a detailed checking policy to ensure that the correct level of competent operatives and staff are employed on the project generally in compliance with the Construction Skills Certification Scheme (CSCS), or affiliated skills card schemes. The Domestic Sub-Contractor shall provide all necessary documentation required by this policy at such times as requested by Imtech. Registration or affiliation to CSCS, CPCS, IPAF&PASMA and NVQ are accepted as a minimum standard as detailed in Imtech procedures. Any operative that arrives on site without an industry recognised training scheme card will not be permitted to work. Where a card is being applied for, a CSCS or affiliated H&S test certificate will only be accepted as evidence of test completion for 3 months of its date. In addition, if no card is available, evidence of competence will be required.
 - 15 Additional training requirements are defined in the Annex for specific roles and tasks
 - 16 Ensure all personnel shall attend Imtech and Employers site induction before they commence works. This includes any additional training required by the Employer such as IIF training or tool box talks. Domestic Sub Contractor shall carry out their own induction/tool box talks covering there method statements and risk assessments.
 - 17 Complete daily allocation sheets for all operatives within its charge. The level of detail required will be consistent with sample sheet issued at the Pre-Start Meeting. All sheets must be completed and issued to Imtech daily.
 - 18 Ensure that the Imtech signing in/out book is completed daily by all of its staff, employees and any sub-contractors working on the Site, clearly stating name, company, start and finish times. Failure to properly comply with this requirement may result in the removal from site of persistent offenders.
 - 19 Ensure all personnel who do not use English as a first language can receive and understand verbal and written communications and instructions through a dual language supervisor or employee on site.
 - 20 Satisfy their own duties under the First Aid at Work Regulations.

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- 21 Ensure all injuries, incidents, including near misses are reported to Imtech as soon as possible. RIDDORs and high potential incidents shall be investigated by the Domestic Sub-Contractor's HSE Adviser and a draft report given to Imtech within 2 days.
- 22 Where it proposes to sub-let part of its works then it shall assess the Health and Safety competence of its sub-contractors prior to a request for Imtech approval
- 23 Maintain a clean site free from surplus and/or redundant materials. In particular
- Laydown and storage shall be properly planned. At completion of the Domestic Sub-Contract Works the Domestic Sub-Contractor is to ensure its works are in a clean state and all temporary protection removed.
 - Allow for removing rubbish to the designated points as detailed in the site waste management plan. The Domestic Sub-Contractor is to allow for removing hazardous materials arising from its work in accordance with current regulations and the provision of all necessary auditable documentation and licences.

Failure to properly and efficiently undertake this duty will result in others being employed to execute this requirement with resultant costs being deducted accordingly.

- 24 All timber used by you and/or your suppliers in the works (temporary and permanent) must be from approved Chain of Custody sources (i.e. the Programme for the Endorsement of Forest Certification (PEFC) or the Forest Stewardship Council (FSC)). You may be required to provide registration certificates for your immediate supplier prior to any timber deliveries, and delivery tickets on delivery, to confirm this

Additional HSE Requirements for Domestic Sub-Contracts where the on-site labour is over 10 people

- 25 Have their own trained First Aider and First Aid box on site.
- 26 Attend a site pre-start meeting (post contract) with Imtech HSE and site team before full mobilisation.
- 27 Carry out documented weekly site inspections, using their own system or Imtech's One Page Audits.
- 28 Ensure a copy of all employee and agency qualifications and training records available on site (e.g. DVD or on paper for updates / new staff)
- 29 Ensure their Health and Safety Adviser inspects the site monthly, or at a frequency agreed in writing with Imtech, and a copy of the written report is given to the Imtech Site Manager within two working days of the inspection. The Domestic Sub-Contractor may organise joint inspections with other Domestic Sub-Contractors provided the report clearly states that it applies to the inspection of two or more Domestic Sub-Contractor companies and ownership of actions in the report is clearly documented against the appropriate Domestic Sub-Contractor. For the purposes of the inspection the Health and Safety Adviser must be qualified to NEBOSH Certificate level as a minimum.

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Tender

- 30 Provide all labour, plant, tools, materials and other things necessary to properly and safely execute the works, including all access equipment, unless and only to the extent that the provision of any such items are identified as being provided in the Domestic Sub-Contract Documents by Imtech or some other party.
- 31 Provide a quantified schedule of rates totalling the Domestic Sub-Contract Sum, which upon agreement, will form the basis for valuing variations which may arise. The schedule of rates is required within 7 days of the date of the Purchase Order – failure to issue this information will delay payment and agreement of variations that may occur. (Any such delay in payment will not constitute late payment under this Domestic Sub-Contract or at law.) In addition as required as part of the quotation breakdown – Appendix I – an ‘all in’ hourly labour rate and percentage additions for overheads and profit are to be confirmed to calculate star rates as required and confirm as necessary the basis of the quoted value.
- 32 Confirm Daywork Rates with its tender for discussion and agreement. Daywork procedure to be as follows:
 - a. any item of work to be carried out on a daywork basis must be specifically authorised in writing by Imtech before such work is carried out;
 - b. records of labour, materials and plant used to be presented for signature no later than the Monday following the week in which the works were carried out. This includes for works that are not completed, the record sheet must confirm that the works are not completed.
 - c. hours recorded shall be the actual hours worked. Any non-productive overtime shall be recorded separately;
 - d. the grades of all operatives shall be clearly identified;
 - e. a full works description including location(s) shall be clearly detailed; and
 - f. a separate record sheet shall be issued for each item of work.

Rates for non-productive overtime shall be in accordance with the relevant National Working Rule Agreement identified by the Domestic Sub-Contractor in Appendix I.
- 33 As required by Appendix I, a detailed preliminaries breakdown is to be issued with the tender. The must include timescales and rates and must also identify working and non-working operatives.
- 34 Review the installation and offer where possible alternative methods to simplify and or enhance the quality of the installation to the benefit of all.
- 35 Provide a properly resourced labour histogram based upon its submitted tender. The Histogram is required within 7 days of the date of the Purchase Order – failure to issue

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this information will delay payment that may occur. (Any such delay in payment will not constitute late payment under this Domestic Sub-Contract or at law.)

- 36 Be deemed to have familiarised himself with site conditions, including all necessary detailed surveys, and taken due note of all access, storage, local restrictions and welfare facilities.
- 37 Refer to **Appendix G** for key construction dates and the overall programme. A detailed labour histogram is to be submitted with the Domestic Sub-Contractor's Tender. Continuity of work is not guaranteed, the Domestic Sub-Contractor shall co-ordinate its works in conjunction with other trades in respect to programming and sequencing.
- 38 Allow for all carrying out builders work holes up to 50mm in non-structural materials.
- 39 Mark out on site all holes, chases and any other builders work requirement and take full responsibility for ensuring line and level.
- 40 Allow for all fire stopping between services and sleeve; this includes fire stopping within trays, fire bags in trunking and the like.
- 41 Allow for all necessary fire collars, wraps and dampers on services that penetrate firewalls and/or slabs, or any part of the structure deemed to be a fire barrier in accordance with the relevant regulations.
- 42 Allow for all necessary secondary steelwork to support the installation and primary steelwork if detailed within the specification or scope of works.
- 43 Allow for the design, supply and installation of all necessary bracketry and associated fixings to allow the system to meet the requirements of the tender documentation.
- 44 Allow for provision and use of fixings suitable for the backgrounds. If the Domestic Sub-Contract Works are being fixed to an existing structure, it will be deemed that site visits have been carried out and that the Domestic Sub-Contract Sum allows for all conditions that may be encountered. Provision of fixings in accordance with this requirement will include any chemical fixings necessary to facilitate the satisfactory completion of the Domestic Sub-Contract Works.
- 45 Should there be a conflict or discrepancy between the documents then this must be brought to the attention of Imtech during the tender period. Imtech shall then instruct the tenderer as to the resolution of the conflict or discrepancy. In the event that the tenderer fails to identify any such conflict or discrepancy then the tenderer shall be deemed to have allowed for whichever option is chosen by Imtech. In such circumstances the tenderer shall have no right to claim any variation or additional cost or time.
- 46 If required by the scope of the Domestic Sub-Contract Works, include within its price to demonstrate its installation to Imtech and separately to the end user and the professional team (and any others identified).

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- 47 Provide all necessary samples and spares as detailed within the contract documentation or as recommended by the manufacturer. If no samples detailed then the Domestic Sub-Contractor shall provide a sample of each type of equipment provided (e.g. one sample of each socket or spur from each specified range).
- 48 Undertake working drawings and/or site surveys to fully co-ordinate its works with other trades and with/within the structural constraints in due time to maintain the works programme.
- 49 Fully co-ordinate the installation works with that of other trades engaged in the works.
- 50 Supply goods and services in full compliance with the works specification unless otherwise agreed in writing.
- 51 Ensure that the delivery of materials to site shall adhere to site restrictions/conditions governing material deliveries – booking in of material deliveries to strictly adhere to site logistical requirements.
- 52 Arrange delivery of goods with the appropriate Imtech supervisor giving at least 2 working days notice prior to despatch. Phased delivery of goods may be required to suit programme/site constraints.
- 53 Call off all Free Issue Materials at least 5 working days prior to programmed requirement or such earlier period as notified by Imtech. Offload, check delivery notes and advise Imtech immediately if there is a discrepancy between delivery and delivery note, take responsibility and ensure that it is stored and protected adequately. Should the equipment be lost or damaged prior to practical completion then the Domestic Sub-Contractor must replace at no charge to Imtech or it will be re-purchased by Imtech and costs deducted from the Domestic Sub-Contractor's account.
- 54 Off-load and distribute all Free Issue Materials and Plant for incorporation into the works by the Domestic Sub-Contractor to the workface. Site craneage and hoisting are available as detailed in Appendix E.
- 55 Install all free issue materials and plant as detailed in the Schedule of Free Issue Materials and Plant (Appendix F)
- 56 Ensure that the information requested in the prequalification document is always kept up-to-date; the failure to update VAT, insurance, Tax and Health and safety information will lead to a delay in payment.
- 57 Provide all necessary documentation for inclusion in the Operating and Maintenance manuals for all materials supplied. Should the Domestic Sub-Contract package be for a complete system then a full operation manual is to be provided in the format, detail and quantity, as set out in the contract specification. If no detail provided Imtech require 5 paper copies of O & M manuals together with 1 electronic copy. The documentation provided must include one original version with all other copies having been taken directly from this original.

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- 58 Mark up prints of Imtech construction issue drawings to assist in the development and production of record drawings. These drawings to be marked up on a continuous basis but not less than once a week and must be available at valuation time in order to justify percentages claimed as complete. These will be vetted by the Imtech supervisor as to the quality and content.
- 59 Acknowledge and take account of the limited site office/storage space on site. Space if allocated will be subject to change in both size of area and location and no costs for relocation will be accepted.
- 60 Be aware of the setting out procedures adopted on the project.
- 61 Make an appropriate allowance within its price for co-ordination with other trades, i.e. bends, offsets, change of direction and the like.
- 62 Review the installation and offer where possible alternative methods to simplify and or enhance the quality of the installation to the benefit of all.
- 63 Work to Imtech quality procedures and benchmarking as set out in the project quality plan. The Domestic Sub-Contractor shall actively inspect its works and complete any snagging of the works throughout the duration of the Domestic Sub-Contract Works.
- 64 Attend progress meetings which will be held regularly as detailed in the enquiry documentation or the Pre-Start Meeting Minutes.
- 65 Issue on no less than a monthly basis a financial report which clearly indicates the anticipated final value of the works. This report will value all works considered by the Domestic Sub-Contractor to be additional to the works covered by the Purchase Order. Where firm prices are unavailable then properly considered budget prices shall be included.
- 66 Ensure it has reviewed all project drawings in addition to the drawings included in the Domestic Sub-Contract. It will be deemed that the Domestic Sub-Contractor has taken account of co-ordination between all services and the building fabric. The project drawings are available for inspection upon request.
- 67 Include any necessary allowance for expansion and contraction when installing any service which may require such an allowance.
- 68 Allow for sectional testing required to meet the programme and any sectional completion dates. Include for any additional valves, isolators or the like required to comply with this requirement.
- 69 Allow for all attendances and facilities not detailed in Appendix E. This requirement can include a 3-phase supply for welding equipment and the like.
- 70 Allow for carrying out of all necessary testing and demonstration of the systems to Imtech, the Employer, any consultant employed in relation to the Project, any end user and any statutory inspector or certifier. This provision shall not act to limit the number

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of tests or demonstrations to be carried out by the Domestic Sub-Contractor

Provision of Valid Statements

71 Issue Valid Statements in accordance with the requirements of the Domestic Sub-Contract. Each Valid Statement shall contain sufficient detail to allow Imtech to assess the amount due for payment. The minimum requirements shall be as follows:

- a. Domestic Sub-Contract Works - to be presented in the format included at Appendix I with the percentage completed against each item clearly shown;
- b. Variations - a variation log shall be submitted identifying each variation instructed by Imtech, with a brief description of the variation together with a value which is either a budget figure, firm value submitted by the Domestic Sub-Contractor or the value agreed by the parties. In addition the Domestic Sub-Contractor shall identify and list any other variations or additional costs to which it considers it is entitled against which it shall give all the information required above and details of when, how and by who the instruction was given. Against all variations a percentage completion at the statement date shall be given;
- c. Un-fixed Materials on Site, if applicable – provide a fully quantified and rated list of all such materials. The inclusion of lumps sums in this list is not permitted – any such amounts will be deleted;
- d. Un-fixed Materials off Site, if applicable – provide a fully quantified and rated list of all such materials. The inclusion of lumps sums in this list is not permitted – any such amounts will be deleted. Any such inclusion shall satisfy Clause 35
- e. of the Domestic Sub-Contract;
- f. Any other costs that the Domestic Sub-Contractor considers that it is entitled to be paid.

The information included in each Valid Statement shall demonstrate the Domestic Sub-Contractor’s Anticipated Final Account at the date of that Valid Statement.

Imtech Quality Control and Organisation

72 It is Imtech requirement for “Zero defects” at completion of all projects and to facilitate that requirement we would draw your attention to the following Quality management clause.

- a. The sub-contractor shall make due consideration for the management of Quality and Defects/Workmanship within his tender offer.
- b. The subcontractor is deemed to have included within his contract sum for application of the Imtech preferred system, (currently Snag R) and , including, but not limited to, all equipment, licences, software, manpower,

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communications, meetings etc. The sub-contractor should provide for Senior management attendance and Leadership support for the Quality process, as directed by the Imtech site team.

- c. The subcontractor will make arrangements to self-assess the quality of the product or works to satisfy themselves that the product or service offered for acceptance is to an acceptable standard and in compliance to the relevant standards and requirements. Where required assessment / inspection records will be issued to the Imtech representative for review prior to any acceptance visit.

Quality Management

- 73 The subcontractor shall develop a Quality plan or Test & inspection plan as directed by Imtech, to demonstrate that quality planning and quality control requirements have been considered as an integral part of their service delivery process. The plan will be issued to the Imtech representative for agreement to show the type and extent of quality controls to be applied during the delivery of product and services.
- 74 The subcontractor shall demonstrate the necessary competence and knowledge requirements for the personnel doing work under their control that impacts or affects the quality compliance of their products or services. Only personnel with the appropriate education, training, skills and experience will be utilised. Appropriate competence records will be maintained and made available to the Imtech representative when requested to allow verification of individual's competences for tasks to be undertaken.
- 75 The subcontractor shall plan and implement the necessary inspection, monitoring requirements to aid continual improvement and ensure conformance to agreed requirements is maintained. Where any deficiencies or shortcomings have been identified that may impact the requirements of Imtech these will be appropriately communicated and addressed.
- 76 The subcontractor shall assure that all monitoring and measuring equipment utilised to provide evidence of conformity to requirements are calibrated against measurement standards traceable to the relevant international or national measurement standards. Calibration records shall be maintained for each item of measuring equipment utilised to allow verification of conformity to requirements. Calibration records will be made available to the Imtech representative upon request. Only UKAS accredited or original equipment manufacturers calibration certificates will be accepted.
- 77 The subcontractor shall ensure that formal controls are implemented to manage any nonconforming products and outputs. Where these are identified the subcontractor shall take the necessary actions in a timely manner to correct, resolve and prevent their unintended use or release of the nonconforming product or output.
- 78 The subcontractor shall ensure that effective document control arrangements are in place to ensure approved documents are available at point of use. Documents shall be revision controlled to prevent the unintended use of obsolete or suspended

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documents. The required documents shall be stored and protected to ensure they remain legible and readily retrievable when required.

- 79 The subcontractor shall ensure the documents and records are protected and retained for the necessary retention periods to meet any applicable contract, statutory and regulatory requirements. (Note: The Imtech default requirement for design and build documentation and records is practical completion + 12 years if not otherwise specified)

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Annex

In addition to the minimum training standards mentioned above, the following are required where specific roles or tasks are required.

Activity	Minimum Competence Standard
Asbestos Removal	HSE Licence, Industry accredited training for personnel, i.e. BOHS, ARCA, face fit test certification, medical certificate (not fitness to work).
Asbestos Analyst	P401 for individual analysts, preferable P401, 2, 3, 4. Senior competent person to hold S301 (senior analyst in lab), lab must be accredited to ISO17025 (UKAS)
Cable Detection	NRSWA, Manufacturers Training
Chainsaw Operative	NPTC (National Proficiency Training Cert) - HSE Recommended
Confined Spaces	Old Standard - City & Guilds, NVQ Level 2 – these are good until 1/4/2012 New Standard - C&G 6150/02 - Enter and Work in a Confined Space – Medium Risk (escape sets required) - C&G 6150/03 - Enter and Work in a Confined Space – High Risk (hostile environment) - C&G 6150/04 - Topman
Crane Drivers	CITB CPCS
Divers	PADI Commercial, HSE Scuba Diver, HSE surface Supply Diver, Medical Certification, face fit test certificate, HSE first aid cert (Diver Medic for offshore activities)
Dumptruck Driver	CITB CPCS, industry accredited training course, in conjunction with Client/Principal Contractor Requirements.
Electricians	JIB, apprenticeship + indentures / NVQ, plus City & Guilds or ONC/HNC or B.Tech Certificate.
Engineers / Designer	Appropriate Professional Qualification for role, CIC (Construction Industry Council) /ICE/IOSH competence training/register
Excavation-Hand	NRSWA 1991 (Relevant Parts), NVQ
Excavator Driver	CITB CPCS, industry accredited training course, in conjunction with Client/Principal Contractor Requirements.
F Gas Technician	City & Guilds Certificate in Handling Refrigerators Scheme 2078 or CITB Safe Handling of Refrigerants Reference 206710
Fire Marshals	Fire Brigade Certificate or other recognised course/provider
First Aiders	FAW, HSE Approved Courses

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Forklift Drivers	CITB CPCS, industry accredited training course, in conjunction with Client/Principal Contractor Requirements.
Gas fitter	Gas Safe (Industrial Equivalent)
LGV Drivers (<7.5t)	Category 'B' Car licence pre 1st Jan 1997
HGV Drivers (>7.5t)	Applicable category as per vehicle specifications Cat 'C' or 'C+E'
HIAB Driver	CITB CPCS, industry accredited training course, in conjunction with Client/Principal Contractor Requirements. RTITB, RHA,
Jetter Operator	Approved/Recognised course (Manufacturer specific)
Lifting Operations Responsible Person	Crane lift supervisor, Appointed Person, Industry accredited training courses
Mechanical Fitters	Apprenticeship + Indentures / NVQ, plus City & Guilds or ONC/HNC or B.Tech Certificate.
MEWPs	IPAF Certificate
Pesticide Application	City & Guilds PA1 + PA6
Pipe Fitters	Apprenticeship + Indentures / NVQ, plus City & Guilds or ONC/HNC or B.Tech Certificate.
Plumbers	JIB, apprenticeship + Indentures / NVQ, plus City & Guilds or ONC/HNC or B.Tech Certificate.
Roofers	CITB CSCS
Scaffolder	CISRS, Basic Scaffolder (non design scaffold), Advanced Scaffolder (min for all design scaffold) (CITB), SG4, System Scaffold Accreditation
Slinger /Signaller	CITB CPCS, Slinger/Signaller
Steel Erector	CITB CSCS
Street Works	NRSWA 1992 (min. one operator and one supervisor in each team)
Tractor Driver	CITB CPCS, industry accredited training course, in conjunction with Client/Principal Contractor Requirements.
Vacuum Tank Operator	Approved/Recognised course (Manufacturer specific)
Welders	Apprenticeship + Indentures / NVQ, plus City & Guilds or ONC/HNC or B.Tech Certificate.

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