

## Why Train?

There are many sound reasons for training your workforce, not least a legal requirement that if breached could lead to a charge under the Corporate Manslaughter Act 2008, ending with a custodial sentence.

A compliant and competent Road Surface Treatment contractor has a legal duty of care to ensure that they have a fully trained and competent workforce, which will not only meet their legal duties, but ensure their compliance with contract requirements.

The following documents and regulations require a Road Surface Treatment contractor to train their workforce. The first seven in the list are passed before Parliament and as such are a Statute of Law:

The Health & Safety at Work Act 1974  
The Construction and Design Management Regulations (CDM) 2007  
The Management of Health & Safety at Work Regulations 1999  
The Provision and Use of Work Equipment (PUWER) Regulations 1998  
The Manual Handling Operations Regulations 1992  
The Personal Protective Equipment at Work Regulations 1992  
The Corporate Manslaughter Act 2008

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National Highways Sector Scheme 13  
National Highways Sector Scheme 12  
RSTA ADEPT Code of Practice for Surface Dressing  
RSTA ADEPT Code of Practice for High Friction Surfacing  
RSTA ADEPT Code of Practice for Re Texturing  
RSTA ADEPT Code of Practice for Surface Preservation Systems  
RSDA/CSS Code of Practice for Signing at Surface Dressing Sites  
Safety at Street Works & Road Works Code of Practice  
New Roads and Street Works Act 1991  
Traffic Signs Manual Chapter 8

Added to this is the requirement from the United Kingdom Contractors Group (UKCG) that all Supervisors and Managers shall be competent and should have relevant qualifications for their roles, such as Site Supervisor Safety Training Scheme (SSSTS) and Site Management Safety Training Scheme (SMSTS), along with relevant NVQs' ***and*** behavioural management training.

Sector Scheme 13 requires all operatives, supervisors and managers to meet minimum requirements of training and CSCS carding by having an RSTA endorsed card (See **Error! Reference source not found.**) that can be obtained through the attainment of a level of competency proven through a QCF S/NVQ Diploma assessment in the relevant field of work, carried out by an accredited RSTA Assessment Centre

However, the NVQ is ***not*** training itself, and employers need to train their operatives in their core field of work along with a variety of disciplines to enable them to complete an NVQ assessment. These disciplines can include:

- Manual Handling
- Traffic Management to Sector
- First Aid
- Chapter 8 - Signing, Lighting and

- Scheme 12D
- Fork Lift Truck
- Fire Extinguisher
- Banksman / Vehicle Marshalling
- ADR License
- Guarding Units 2 & 10
- Plant training – sweepers, rollers, loading shovels, chippers etc
- Environmental Awareness to ISO 14001
- LGV / Driver CPC

For the supervisor, design technicians and management the following disciplines should also be included for consideration:

- Site Safety Supervisor Training Scheme (SSSTS)
- Toolbox Talks Delivery Skills
- Risk Assessment Training
- Site Safety Managers Training Scheme (SMSTS)
- RSTA - The “Highways Engineers Toolbox”
- RSTA - One Day “In-House” Seminar
- Supervising Behavioural Practice