

The logo for CDM2007.org is a vertical banner. It features a red background with a white oval in the center. The text 'CDM2007' is written in large, bold, green letters within the oval, and '.org' is written in smaller green letters to its right. The banner is decorated with various colored squares (yellow, grey, olive green) and a white square at the bottom.

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CDM2007 IMPACT

**The state of implementation of
CDM2007 by the UK property,
building and construction
industries**

**AN OPINION SURVEY REPORT
by CDM2007.org
1st September 2009**

Whilst the CDM2007 Impact survey shows some real progress by the public and private sectors in fulfilment of their CDM2007 duties, it also identifies a number of areas of concern.

Among them:

54% of CDM2007 Duty Holders are not confident that their peers understand their CDM2007 responsibilities

47% have concerns that colleagues are NOT competent to carry out their CDM2007 duties

Clear leadership on CDM2007 from the top, by the chief executive, is not seen in 64% of organisations represented



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1 CDM2007 Impact Survey

1.1 Introduction

It is more than two years since the introduction of the Construction (Design and Management) Regulations 2007 (CDM2007), in April 2007. Their purpose was to bear down yet further on unacceptable levels of avoidable work related accidents, injuries and deaths.

During July 2009 CDM2007.org conducted an opinion survey among CDM2007 duty-holders working across the UK property, building and construction, and related industries.

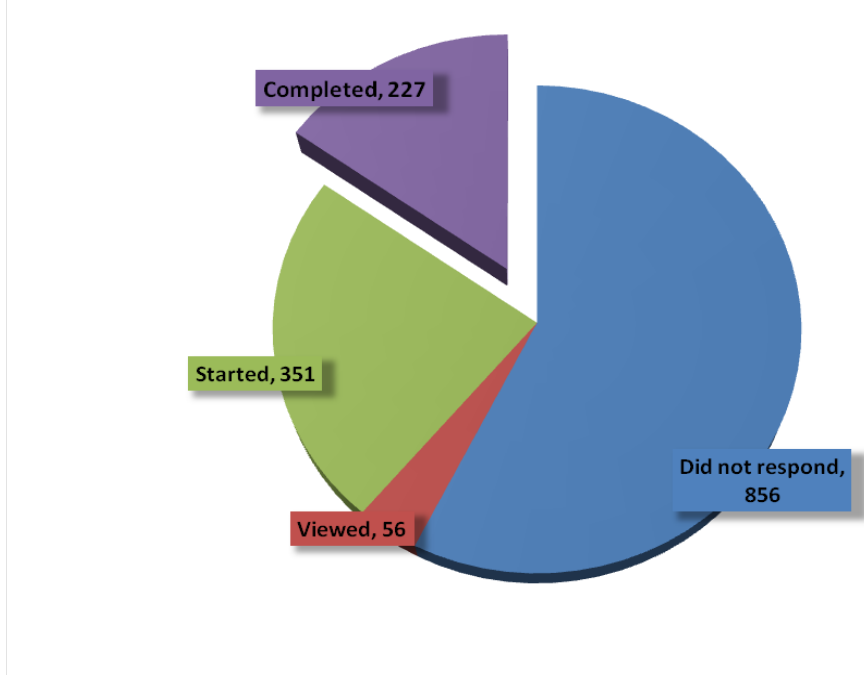
CDM2007.org is an award winning digital training organisation. Originally established by the London Borough of Bromley in preparation for the introduction of the Regulations, CDM2007.org became an autonomous Business Project serving the public and private sectors, in May 2007.

1.2 About the survey

The CDM2007 Impact survey was conducted online via the CDM2007.org website and attracted 227 responses from individual professionals employed in over 180 public and private sector organisations and professional practices operating in the UK

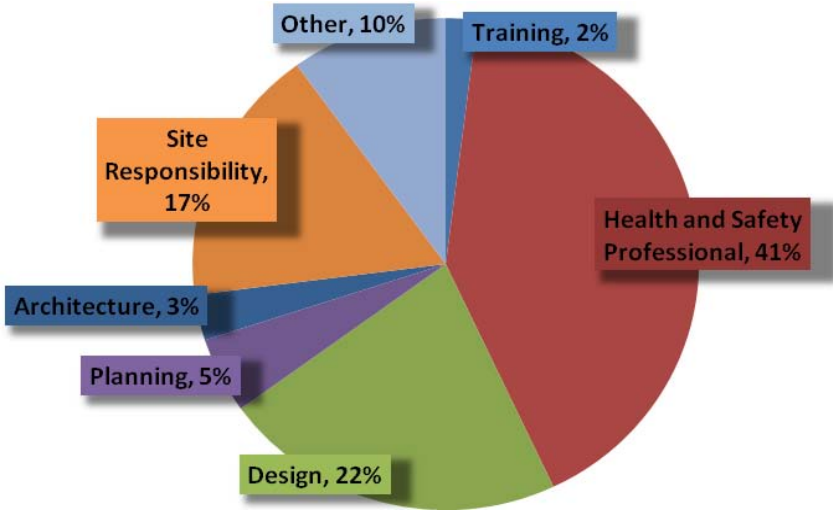
Those responding to the survey questionnaire elected to do so and should, therefore, be seen as offering useful indicative perspectives only.

Figure 1: Split of respondents v. non respondents and incompletes



227 Survey participants included a large contingent of Health and Safety professionals (41 per cent) plus strong representation from those with Site (17 per cent) and Design (22 per cent) responsibilities. Other contributors came from Planning (5 per cent), Architecture (3 per cent), Training (2 per cent) and other (10 per cent) disciplines.

Figure 2: Survey participants by role



1.3 Survey aims

The survey affords a 'snapshot' as to the extent of effective and appropriate implementation of the CDM2007 Regulations nationwide. It aims also to contribute to the understanding by organisations with CDM2007 obligations of some of the main process and operational areas that may need attention. This is the first in a planned bi-annual series,

1.4 Methodology

A qualitative approach has been adopted, making use of a brief questionnaire (Comprising 14 questions requiring 'YES/No/Not Aware' responses).

Questionnaire construction, data collection and results analysis has made use of Microsoft desktop applications and Question Pro software to collect and filter the options for the results. Interpretation of the results is by CDM2007.org in association with the Hannover Consultancy.

It should be noted that the results of the CDM2007 Impact survey offer indications only of the extent, depth and quality of implementation. The survey findings, notably where they point to significant areas for further improvement, cannot be regarded as authoritative but, in view of the sample size and nature, afford reasonable and useful pointers to areas and issues bearing closer and deeper examination and, very possibly, action.

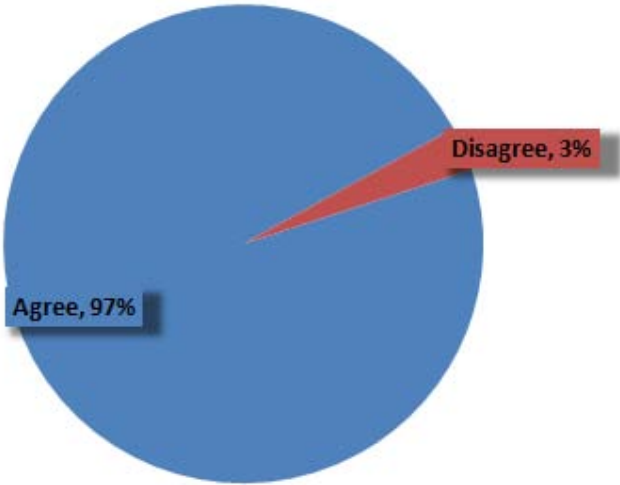
2 Survey results

According to the first CDM2007 Impact survey, full and effective implementation of the regulations may not yet be embedded in a significant minority of organisations operating in the UK's property, building and construction and related sectors.

2.1 Survey Respondents

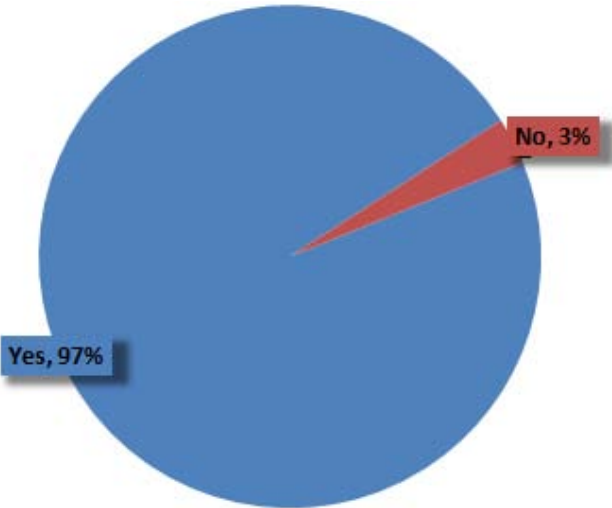
Virtually all of the survey respondents are committed to the CDM2007 cause. They appear to understand their responsibilities for turning CDM2007 into reality inside their own organisations, enterprises and practices. As an informed and committed group of people at the frontline, their voices are particularly worth hearing

Figure 3: ‘The Implementation of CDM2007 is a critical step towards improving health and safety in our industry’



Sample: all respondents

Figure 4: Do you understand what the CDM2007 regulations are and how they affect you?

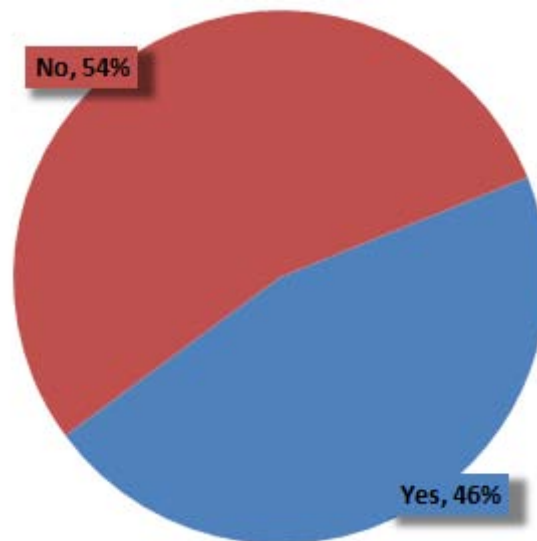


Sample: All respondents

2.2 Understanding CDM2007 Responsibilities

Over half (54 per cent) of the 227 CDM2007 duty-holder participants in the survey (who completed the online questionnaire in full) are not confident that duty holding management colleagues at all levels inside their organisations understand their CDM2007 responsibilities. Opinion does not of course equal fact. However it is a reasonable proposition that the perceptions of this informed group, based on their own experience, should be given particular credence.

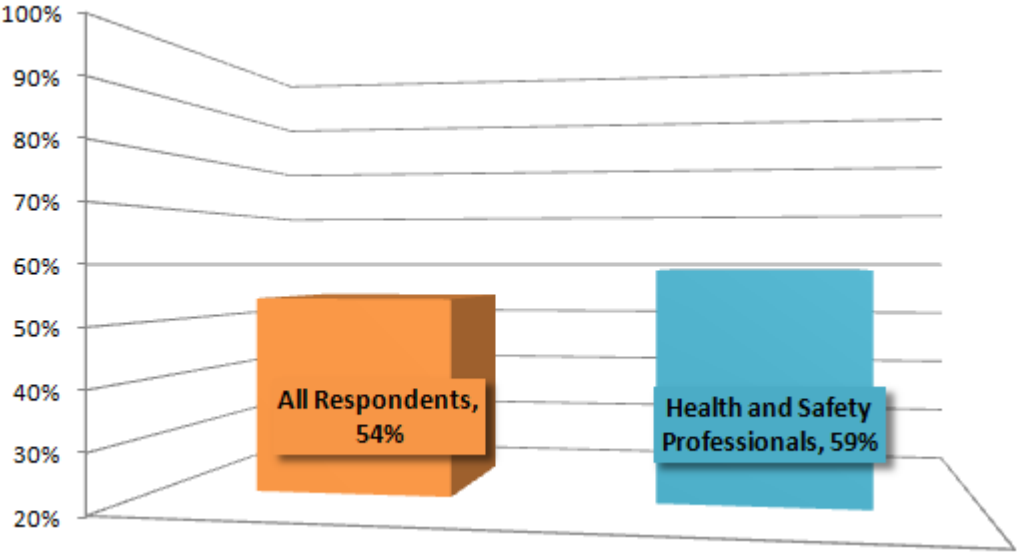
Figure 5: Are you confident that managers at all levels in your organisation understand their CDM2007 responsibilities?



Sample: all respondents

Within the overall sample, the views of those 88 Health & Safety professionals, who are particularly close to CDM2007-related matters, show an even lower level of confidence. Almost six in ten (59 per cent) of this group say they are not confident that colleagues, at all levels, understand their responsibilities.

Figure 6: Are you confident that managers at all levels in your organisation understand their CDM2007 responsibilities? (Not confident: Health and Safety professionals vs. all respondents)

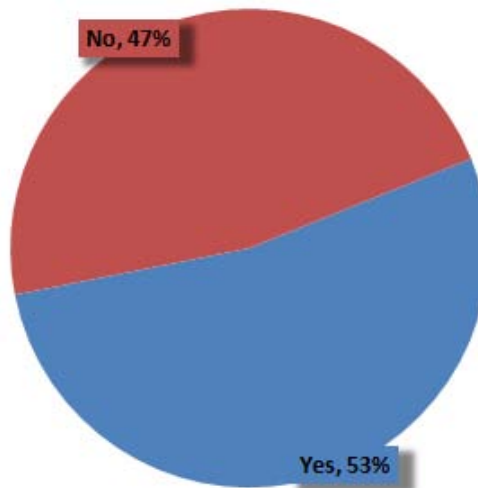


Sample: Health & Safety professionals / all respondents

2.3 Confidence about organisation-wide competence

Almost half of all survey participants (47 per cent) also appear to doubt whether their duty-holder colleagues across the organisation are competent to carry out their CDM2007 obligations.

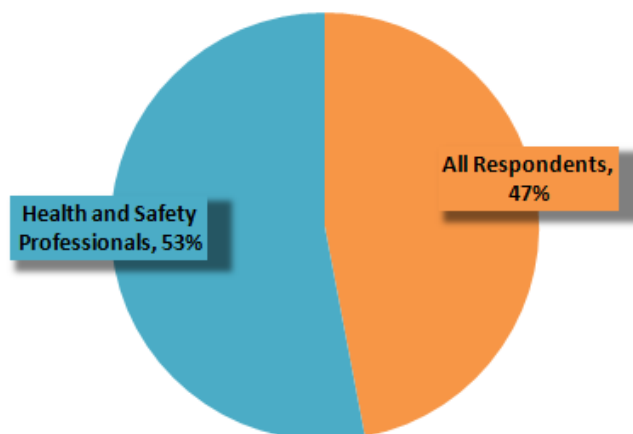
Figure 7: Are you confident that the managers are competent to carry out their duties under CDM2007?



Sample: all respondents

Significantly, again, among specialist Health and Safety professionals surveyed, this negative perception is even more widely held, with 53 per cent reporting no confidence in their fellow managers, at all levels, having CDM2007 competence. Clearly, then, from an organisation-wide viewpoint, for many of those enterprises represented via survey participants, a considerable amount of progress still needs to be made.

Figure 8: Are you confident that the managers are competent to carry out their duties under CDM2007? (Not confident: Health & Safety professionals vs. all respondents)

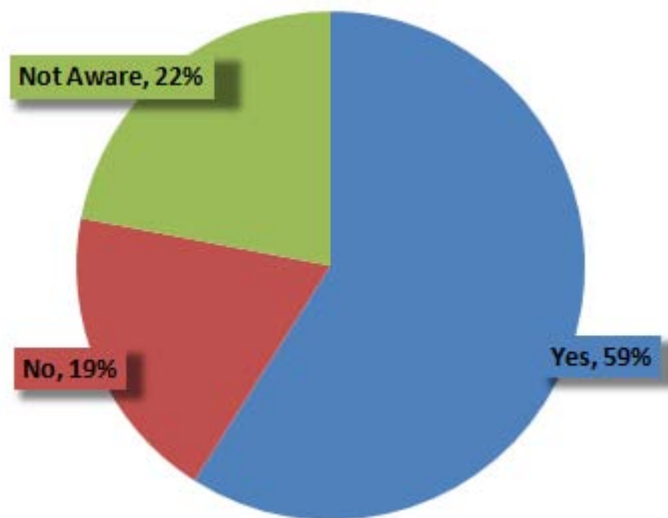


Sample: Health & Safety professionals/ all respondents

2.4 Leadership

Almost six in ten (59 per cent) respondents see positive recognition and priority being given to CDM2007 by their boards and chief executives. However, that means a sizeable number of participants consider this not to be the case (19 per cent) or don't know (22 per cent).

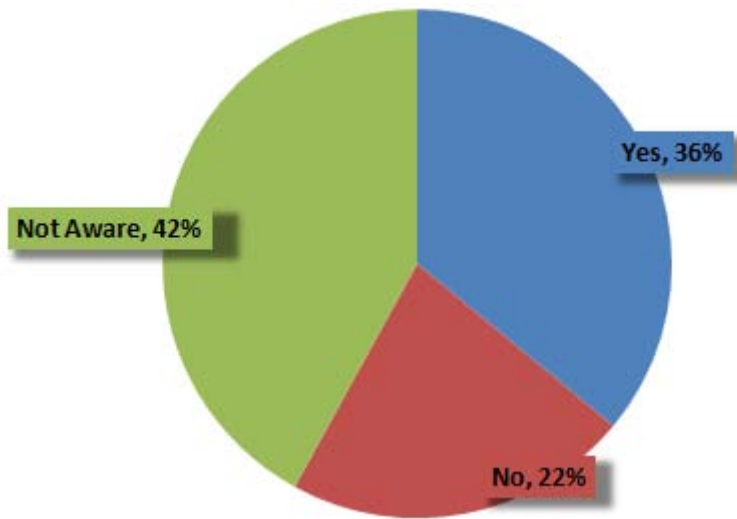
Figure 9: Is CDM2007 given positive recognition and priority at CEO and Board level in your organisation?



Sample: all respondents

In less than four in ten organisations represented (36 per cent of respondents) are chief executives viewed as actively sponsoring CDM2007. A lack of leadership at the top, in substance or visibility, appears to be an area for attention for a substantial minority of organisations.

Figure 10: Does Your Chief Executive actively sponsor CDM2007 at Board and Executive level?



Sample: all respondents

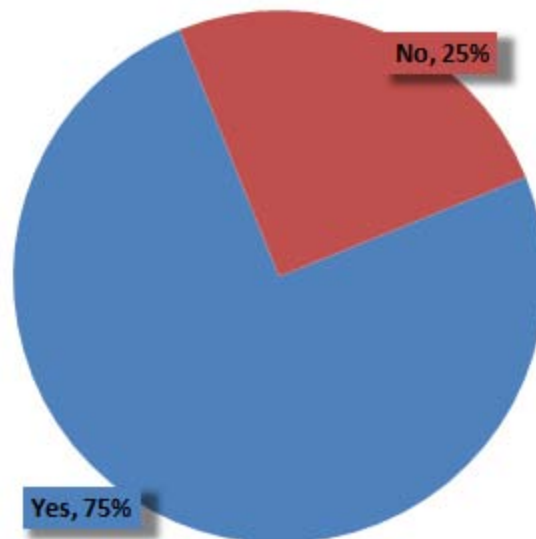
Among those (54 per cent of the survey sample) who had said they are not confident that their fellow duty-holders understand their CDM2007 responsibilities (Section 2.2. above), only one in four (24 per cent of this group) report that their chief executive actively sponsored CDM2007 at Board and Executive levels. Significantly, also, half of this same group (49 per cent of them) see no positive CDM2007 culture in their organisation (see 2.6 below) – approaching double the ‘no’ rate among the overall survey sample (28 per cent). Visible leadership from the top appears to contribute to effective implementation. Non-visible leadership may well detract.

2.5 Policy and lines of responsibility

While leadership from the top on CDM2007 implementation may not be clearly seen in some organisations, the great majority of respondents report that their organisations have, nevertheless, taken measures to establish a clear policy (75 per cent) and to establish an evident (74 per cent) responsibility chain at all appropriate levels of competence.

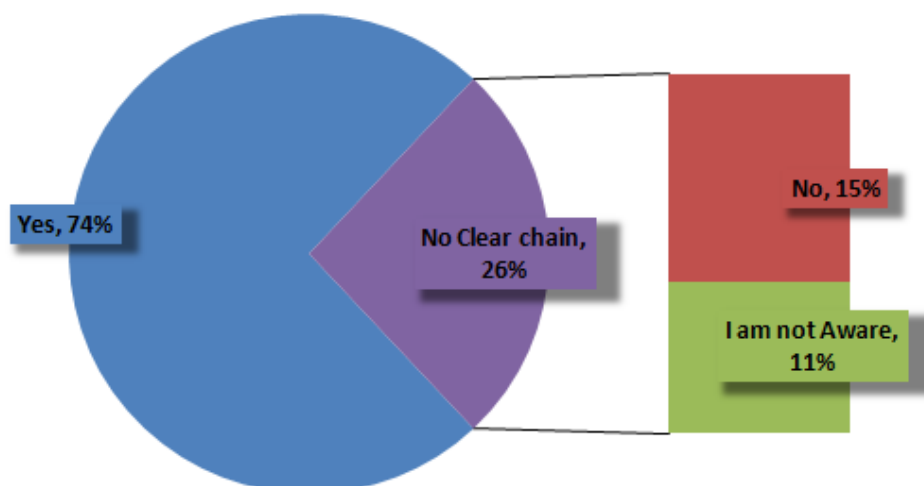
Conversely, one in four respondents (25 per cent) say that their organisations do not have clear CDM2007 policies. A similar number (26 per cent) are not aware of any clear chain of CDM2007 responsibility – even if such does exist.

Figure 11: Do you see a clear policy for CDM2007 implementation in your organisation?



Sample: all respondents

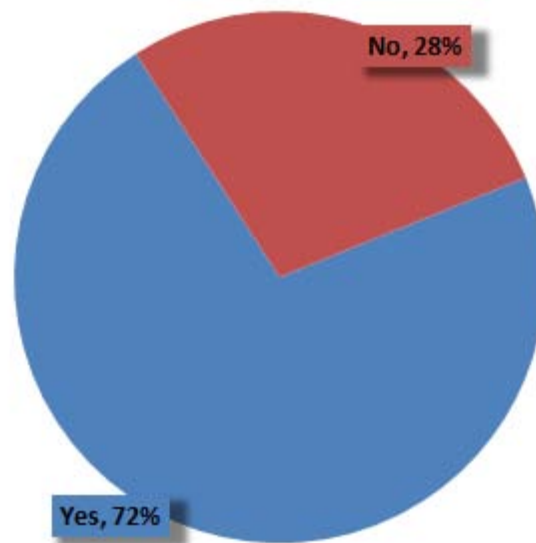
Figure 12: Is there a clear chain of responsibility for ensuring appropriate levels of competence in your organisation?



2.6 Embedding CDM2007 cultures

Perhaps not surprisingly, (in view of section 2.5 above), a similar proportion of survey participants (72 per cent) report a positive CDM2007 culture of awareness and informed activity inside their organisations. Or, to express this another way, more than one in four (28 per cent) of those surveyed report no CDM2007 culture in their organisations.

Figure 13: Would you say there is a CDM2007 culture (a positive climate of awareness and informed activity) in your organisation?

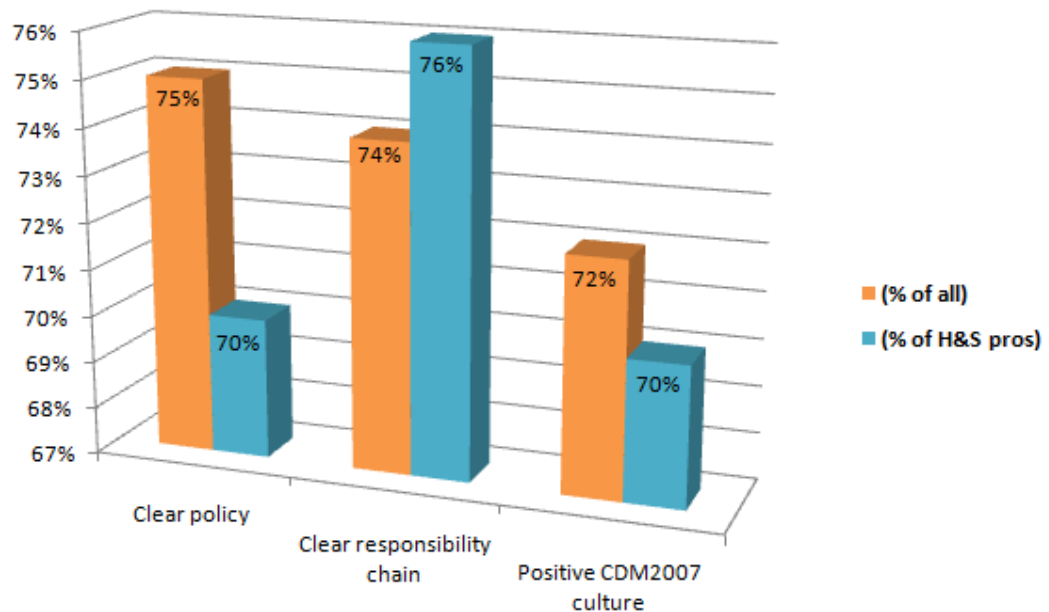


Sample: all respondents

2.7 Linkages: policy, responsibility, culture and training:

The broadly similar figures for those who have clearly visible CDM2007 policies, chains of responsibility, and cultures would tend to suggest these may well be, largely, the same organisations. (The Health & Safety specialist professionals appear to find clear organisational policies a little less in evidence than the survey sample as a whole)

Figure 14: Organisations with CDMA2007 policies, responsibility chains and cultures (all respondents vs. H&S professionals)



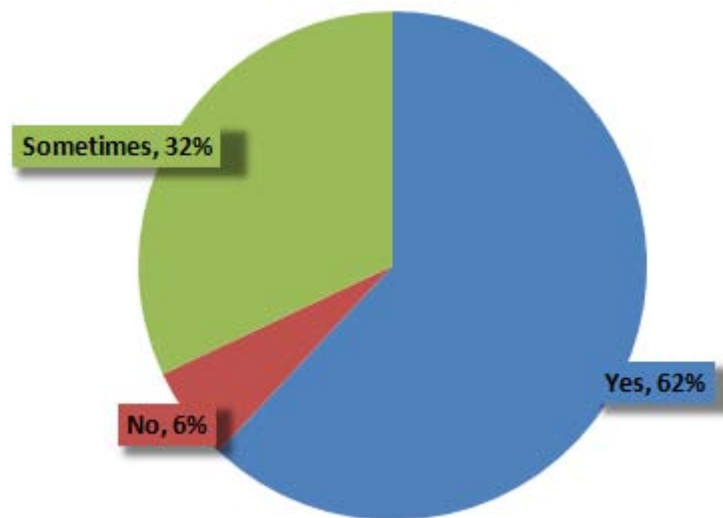
Sample: Health & Safety professionals / all respondents

Among those reporting that their employers had established a clear chain of CDM2007 responsibility, almost nine in ten of them (88 per cent) also pointed to there being a clear policy for implementation. In addition, almost the same proportion of them (87 per cent) viewed their organisations as having positive CDM2007 cultures. And even more of this group (93 per cent) said that CDM2007 was reflected in their organisations' workforce related programmes, such as training, performance management and professional development

2.8 Linkages: from practical support to confidence in others

As one moves downstream from policy into implementation 'at the coalface' within organisations, just over six in ten (62 per cent) of respondents say they are getting the support and resources they need to carry out their own CDM2007 duties. Conversely, nearly four in ten respondents say they are adequately supported only sometimes (32 per cent) or not at all (6 per cent).

Figure 15: Are you getting the support and resources you need to carry out your own duties under CDM2007?



Among the 62 per cent of the survey sample receiving appropriate CDM2007 support nearly seven in ten of them (67 per cent of this group) have confidence in the competence of their duty-holder colleagues elsewhere in the organisation. That compares with the 53 per cent figure for all respondents (see section 2.3 above).

3 Survey conclusions

Those employers who have implemented clear CDM2007 policies, chains of responsibility, positive cultures, and appropriate support and resources to duty-holders appear to be broadly the same organisations. That appears to indicate a significant gap, albeit with some overlaps, in the deployment of effective measures for compliance between this larger group and others.

As many as one in four employers may well be making a significant effort in these recessionary times but, from survey participants' feedback, that effort does not appear to be close to adequate.

Lack of clear and visible leadership on CDM2007 from the top of the organisation is not uncommon, may be unhelpful, and appears to correlate with organisations who are significantly deficient in a number of CDM2007 areas from policy through to implementation.

The majority of organisations represented by respondents may be doing better than the minority in embedding CDM2007 good practice, but the survey findings suggest that at least some, if not most, of them cannot yet be assured they have in place fully effective and appropriate CDM2007 processes and operations on an organisation-wide basis. For some, the personal and corporate risk rating for effective CDM2007 compliance may need reviewing.

4 Contact details

Further information or requests for a printed copy of the report can be obtained from:

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5 Appendices

5.1 Press release

The following press release regarding this survey was released on August 21st 2009.



21 August 2009

**CDM2007 IMPACT SURVEY REVEALS DEFICIENCIES IN
IMPLEMENTATION ACROSS UK PROPERTY, BUILDING AND
CONSTRUCTION INDUSTRIES**

It is more than two years since the introduction of the Construction (Design and Management) Regulations 2007 (CDM2007), in April 2007. Their purpose was to bear down yet further on unacceptable levels of avoidable accidents, injuries and deaths. According to the first CDM2007 Impact Survey, effective implementation of the regulations still looks to be some way off for a significant minority of organisations operating in the UK's property, building and construction and related sectors.

The survey was carried out online during July by CDM2007.org, the award winning CDM2007 digital training organisation. It reveals that over half (54 per cent) of the 227 CDM2007 duty-holder participants in the survey are not confident that their management colleagues across all levels inside their organisations understand their CDM2007 responsibilities. Almost as many (47 per cent) doubt whether those colleagues are competent to carry out their CDM2007 duties.

Significantly, among specialist Health and Safety professionals surveyed, that opinion is even more strongly held, with 53 per cent of them lacking confidence in fellow managers, at all levels, having CDM 2007 competence.

Those taking part in the survey included a large contingent of Health and Safety professionals (41 per cent) plus strong representation from those with Site (17 per cent) and Design (22 per cent) responsibilities. Other participants came from Planning (5 per cent), Architecture (3 per cent), Training (2 per cent) and other (10 per cent) disciplines.

“Our sample is sufficiently large to offer useful indications of the current state of CDM2007 implementation. All of those who have contributed regard CDM2007 as critical to improving health and safety in the building and construction industries. They understand their responsibilities for turning CDM2007 into reality inside their own organisations, enterprises and practices. As an informed and

committed group of people at the frontline, their voices are particularly worth hearing”, said Steve Dalby, Business Director of CDM2007.org

“Most of the survey participants are reporting good progress, however a substantial minority seem to be telling us that there is still plenty of room for improvement on the part of their employers” said Dalby

Senior Level Support

Almost six in ten (59 per cent) respondents see positive recognition and priority being given to CDM2007 by their boards and chief executives. However a sizeable number of participants either say this is not the case (19 per cent) or don't know (22 per cent). In less than four in ten organisations represented (36 per cent of respondents) chief executives are viewed as actively sponsoring CDM2007.

While leadership and communication appear to be significant areas needing attention for some organisations, many more (75 per cent) are reported as having set out clear policies for CDM2007 implementation. And a similar number (74 per cent) have clear chains of responsibility in place at all appropriate levels of competence. Perhaps not surprisingly, more than seven in ten respondents (72 per cent) also see a positive CDM2007 culture of awareness and informed activity inside their organisations.

Conversely, one in four respondents (25 per cent) say that their organisations do not have clear CDM2007 policies. A similar number (26 per cent) are not aware of any clear chain of responsibility. Approaching one in three (28 per cent) of those surveyed report that there is no CDM2007 culture.

Support Leads To Confidence

Over six in ten (62 per cent) of respondents are getting the support and resources they need to carry out their own CDM2007 duties. Those who are being given appropriate support also tend (67 per cent of them) to have greater confidence in the competence of their duty-holder colleagues elsewhere in the organisation. On the other hand, 38 per cent of all respondents are adequately supported only sometimes or not at all.

Amongst those reporting that their employers had established a clear chain of CDM2007 responsibility, almost nine in ten of them (88 per cent) also pointed to there being a clear policy for implementation. In addition, almost the same proportion of them (87 per cent) viewed their organisations as having positive CDM2007 cultures. And even more of this group (93 per cent) said that CDM2007 was reflected in their organisations' workforce related programmes, such as training, performance and professional development

“It appears that those employers who have implemented clear chains of responsibility and implementation policies, positive cultures and appropriate support and resources to duty-holders are broadly the same organisations. That may leave a significant gap between them and others. As many as one in four employers could well be doing a significant amount in these recessionary times, but not enough and not well enough.

“As to the majority of organisations represented, the survey suggests they may be doing better than the minority in embedding CDM2007 good practice, but at least some of them cannot yet be too confident they are taking enough effective measures, nor that these are in place throughout their operations” said Dalby.

Ends

Issued 21 August 2009 by Hannover Consultancy on behalf of CDM2007.org, a business project of the London Borough of Bromley,

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Notes to Editors:

The CDM2007 Impact Survey will be published on 1 September at www.CDM2007.org . The survey supports the establishment of a CDM2007 community - to share experiences and raise the culture of health and safety thereby reducing fatalities and injuries within the building and construction industries and bringing about safer communities.

Launched in May 2007, CDM2007 was originally developed as a business project by the London Borough of Bromley, and provides unified on-line modular CDM2007 training to public and private sector organisations and enterprises across the UK. The training addresses the need to provide credible proof of competence, in accordance with the CDM2007 Regulations and Corporate Manslaughter & Corporate Homicide Act 2007.