

The BESA logo consists of the letters 'BESA' in a bold, white, sans-serif font, set against a dark purple rectangular background with a white border.

BUILDING ENGINEERING  
SERVICES ASSOCIATION

# BESA Noon Webinar

4 December 2020

# AGENDA

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All slides and a recording of the webinar are available on the BESA website later this afternoon

- Health & Safety Update
- Technical Update
- **Brexit: Preparing for the End of Transition**
- Q&A



# HEALTH & SAFETY & BREXIT



- In the UK, the backbone of legal protection for employees is the **Health & Safety at Work etc Act 1974**
- It has been added to and complemented by numerous **EU regulations and directives, and all of that law will remain UK domestic law following the exit from the EU.**
- **Brexit will not** result in a dismantling of health and safety standards.
- Employers should continue to **make Health & Safety compliance a priority**, regardless of Brexit, **appropriate risk management** is the only way of preventing accidents or fines for not complying.



# BREXIT EXPECTED CHANGES

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## Chemicals:-Biocides From 1 January 2021

Applications to make biocidal active substances and products available on the UK market **must be submitted to the HSE.**

## Classification, labelling and packaging of substances and chemicals (CLP)

Businesses will need to make sure they are **fully informed about their obligations and duties**

## REACH

During the transition period, **EU law continues to apply to and in the UK.**

## Interesting fact !

## Aviation safety

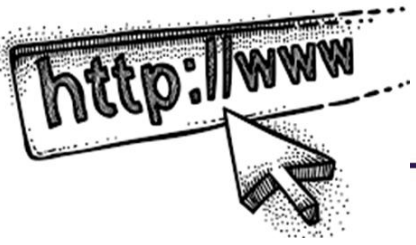
The UK will leave the European aviation safety regulator after the transition period.

The UK's membership of the European Aviation Safety Agency – which is responsible for certifying the airworthiness of planes – will end on 31 December. **The agency's powers will revert to the Civil Aviation Authority (CAA).**

# CHANGES IN THE WORKFORCE

- There will inevitably be changes in the composition of the UK workforce following Brexit.
- If the number of experienced **EU nationals working in the UK reduces**, this may result in a **shortage of skilled labour**.
- The **greater the shortage of skilled labour**, the **higher the risk that things could go wrong**, and clearly that may have a **negative impact on health and safety outcomes**.





# USEFUL LINKS

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## HSE BREXIT SITE

<https://www.hse.gov.uk/brexit/index.htm>



## GOV.COM BREXIT

Sign up for emails to get updates for what you need to do.

<https://www.gov.uk/transition-check/questions>

## BSiF

The British Safety Industry Federation (BSiF) is the UK's leading trade body within the safety industry. PPE RPE CE Mark information on the UKCA Mark and what it means for the PPE industry

<https://www.bsif.co.uk/>

# Technical Update – Graeme Fox, Head of Technical

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EU F-Gas legislation has already been enacted into UK law.....but there are things you will need to do if you want to work in the EU, including in Republic of Ireland:

Guidance from BESA & DEFRA

<https://www.thebesa.com/media/1409181/implications-on-the-f-gas-regs-nov-2020.pdf>

For engineers/technicians who want to work in the EU (incl Rep of Ire):

<http://www.epa.ie/air/airenforcement/ozone/training/brexitodsfgas/>

**This must be completed by 11pm on 31<sup>st</sup> December.** Irish EPA advising there are delays because of Covid19 so apply now!

For companies wanting to work in EU (incl Rep of Ire):

Your REFCOM certification may not be valid after 31<sup>st</sup> December

FGR Ireland can certify your company if you have Irish equivalency personnel certificates, but....

That is annual company certification not 3 yearly as ours is in the UK.

# James Sloan

Senior Policy Adviser, CBI's EU Negotiations Team





# Brexit survey results

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## **Workforce**

74% said they do not have EU workers

26% employ between 1% and 30% of EU workers

## **Labour and material shortages**

17% experiencing labour shortages at the moment (in particular HVAC and ductwork trades)

21% currently experiencing lack of materials and products (majority said it is mainly steel, electrical parts/air-conditioning, and spare parts)

38% expect shortage of materials in the next 3 months

## **Impact of new immigration system**

63% said they are aware of the new immigration rules

85% are not sure how these rules will impact their business

66% have not informed their EU workers of the new immigration rules

91% of participants do not anticipate changes in workforce due to immigration restrictions

## **Price increase**

60% said prices for materials and products have increased (most said in particular steel/copper/radiators and tubes)

77% expect further increase in the next 3 months

## Q&A

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David Frise

Chief Executive, BESA

James Sloan

Senior Policy Adviser, CBI's EU Negotiations Team

# COMING UP

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## 17 December **SHEP Work-Related Stress**

The SHEP (Safety and Health in Engineering Partnership) work-related stress webinar is designed to help SMEs effectively identify and take measures to reduce work-related stress - this is particularly important given the current circumstances we all find ourselves in.

# SUPPORT FROM BESA

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