

CDM Regulations for Theatres

The HSE have recently informed the entertainment world that they will now have to comply with Construction Design and Management regulations 2015 (CDM), including erection and dismantling of temporary structures

The HSE acknowledge that they have not actively enforced the current CDM in the entertainment industry, but have recently been advised that a blanket policy of not enforcing regulations in a particular sector is unlawful.

Regulations came into force on 06 April 2015, and this guidance is designed to help Production managers, who among others will be responsible under the Regulations, to arrange their duties within the legal framework.

Generally, much of the work conducted on theatre and events, is currently enforced by the Local Authority. The enforcement authority for Construction work however is the HSE, except in a few specified circumstances. So Theatre and event construction sites would most likely be inspected by HSE Construction inspectors, rather than the Local Authority.

This draft guidance takes a different approach to ensuring that those engaged to carry out temporary construction work are suitable, using language which more closely reflects theatre industry practice rather than the consultation draft.

The HSE point out that there are a number of key elements to securing health and safety to satisfy CDM temporary construction including:

- a) Managing the risks to health and safety by applying the general principles of prevention
- b) Appointing the right people and organisations at the right time
- c) Making sure everyone has the information, instruction, training and supervision they need to carry out their work in a way that secures health and safety
- d) Duty holders co-operation and communicating with each other and co-ordinating their work:
- e) Consulting workers and engaging with them to promote and develop effective measures to secure health, safety and welfare.

CDM Duty holders- Who are they	A summary of roles and duties under CDM
Clients The producer, Organisations Company or individuals for whom a construction project is carried out	Make suitable arrangements for managing a project This includes making sure: <ul style="list-style-type: none">• Other principle duty holders are appointed• Sufficient time and resources are allocated• Make sure• Relevant information is prepared and provided to other duty holders• The principal designer and principal contractor carry out their duties
Chain of responsibilities as identified within the theatre	THEATRE BOARD, PRODUCERS, <ul style="list-style-type: none">• Legal responsibility for health and safety• Must produce health and safety policy; ensure co-operation, co-ordination and communication• Make arrangements for the consultation and involvement of employees in health and safety matters• Allocate adequate resources to health and safety. Select and appoint competent crew; allocate responsibilities for health and safety at key stages of production to competent individuals

<p>Designers – usually appointed by the Producer: are those who as part of a business, prepare or modify designs for a theatrical set, product or system relating to the construction work</p>	<p>When preparing or modifying designs, to eliminate, reduce or control foreseeable risks that arise during the production:</p> <ul style="list-style-type: none"> • Construction • The maintenance and use of a set once it is built • Provide information to other members of the project team as reasonably practicable, to help them fulfil their duties
<p>Principal designers Designers Production Managers Freelances Sole traders TSM appointed by the projects involving more than one design.</p> <ul style="list-style-type: none"> • Such as lighting • Costume design • Wigs • Props. <p>Usually an individual with sufficient knowledge, experience and ability to carry out the role</p>	<p>Plan, manage, monitor and coordinate health and safety in the pre-construction phase of a project. This includes</p> <ul style="list-style-type: none"> • Identifying, eliminating or control • Foreseeable risks • Ensuring sub-contractors carry out their duties; • Prepare and provide relevant information to • Other duty holders; • Liaise with the Production Manager 9if they are not the PM0 help in the • Planning, management, monitoring and coordination • of the construction phase
<p>Principal Contractors Production Manager TSM: A contractor (often freelance) appointed by the producer or Company to coordinate the construction (build) phase of a project to a state of handover 9sign off) for a performance</p>	<p>Plan, manage, monitor and coordinate the construction phase of the production to include pre-rigs, get ins, fit ups, strikes, and get outs. This includes</p> <ul style="list-style-type: none"> • Liaising with the Client, Producer, • Preparing the construction phase plan and suitable risk assessments • Organising cooperation between any sub-contractors and coordinating their work • Coordinating work generally • Ensure a suitable fit up, inductions are provided, health and safety, and welfare facilities are provided
<p>Production manager Key person</p>	<p>Will devise a “schedule” for fit ups- coordinate all activities, ensure the project is adequately managed</p>
<p>Chain of Responsibilities Production Manager/ Technical Managers</p>	<ul style="list-style-type: none"> • Ensure risk assessment is carried out; plan implement and monitor health and safety throughout the production • Activities include; risk assessment and adoption of control measures; selection of competent crew, set design and build, insurance, emergency arrangements; accident and incident reporting and investigation, training, safe systems of work, welfare provision; safety preparations for fit up work.
<p>Sub-contractors Often freelance, Painting, rigging, welding, carpentry can be either an individual or company</p>	<p>To plan, manage and monitor construction work under their control so that it is carried out without risk to health and safety. Comply with directions given to them by the design team.</p>

Supervisors heads of departments and senior crew	<ul style="list-style-type: none"> • Individuals, who have experience, skills & knowledge Mangers, supervisors, senior crew members, delegate responsibility for applying health and safety standards throughout the production
Workers Often Casuals- are the people who work for or under the control of contractors or sub-contractors on a theatre stage site	<p>They must</p> <ul style="list-style-type: none"> • Be consulted about matters which effect their health, safety and welfare • Take care of their own health and safety and others who may be affected by their actions • Report anything, they see which is likely to endanger either their own or others health and safety • Cooperate with their fellow workers, and other duty holders
Inductions	Apart from the regular fire, first aid training evacuation plan, should be suitably inducted for all those not familiar with the building.
Regulators	<ul style="list-style-type: none"> • HSE have taken the theatre construction phase as theirs • Local authorities look after the public when on site
Liabilities	When there are Duty Holders and Duties there will be liabilities so it's down to the Duty Holder to correctly discharge that duty
Experienced Crew	Use safety equipment, follow safety procedures, report accidents and incidents
Self employed individuals	Organise and manage own work, carry out risk assessment of their activity, co-operate and co-ordinate with others who may be affected by work activity
Rehearsal room/ workshop	Owner/occupier of the premises where work is carried out is responsible for providing and maintaining a safe place of work with safe access and egress
Contractors	Suppliers of services and/or equipment are responsible for provision of services or equipment in a safe condition, with trained, competent operators, Risk assessment and provision of relevant information,
Inexperienced workers/trainees	Need to take reasonable care of themselves and others who could be affected by their activities. Will need special supervision

General principle of prevention

These principles are a requirement of the Management of Health and Safety at Work Regulations and apply to all industries. The requirement to risk assessing is well known within the theatre industry and would normally form part of the safety file.

Cooperating, Communicating and Coordinating

The production manager must coordinate their work effectively to ensure health and safety. Safety should underpin each and every production meeting.