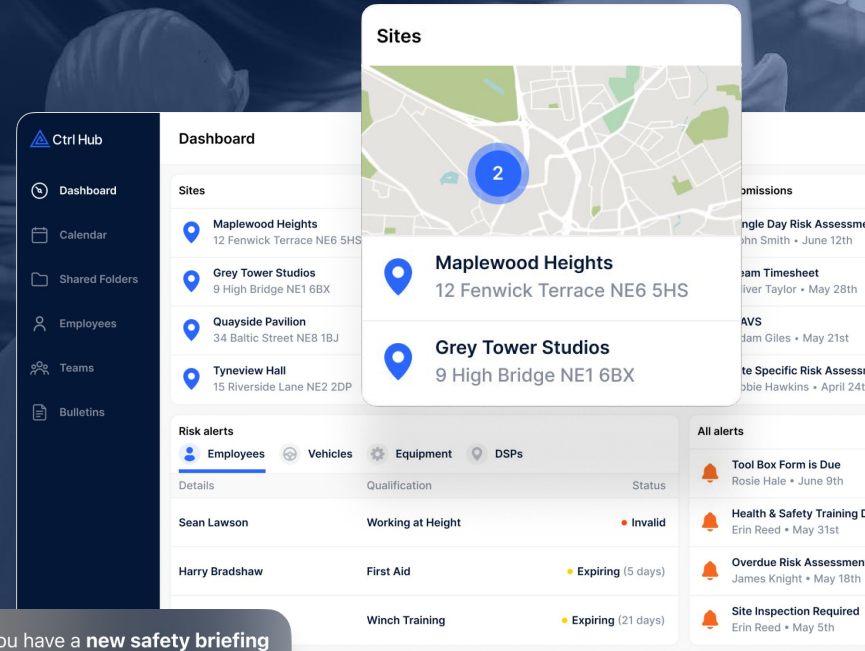


Date: 20 April 2026

# What the HSE Expects From You and Your Contractors

## A 2026 Update


A Ctrl Hub webinar



The screenshot displays the Ctrl Hub dashboard interface. On the left is a dark navigation sidebar with icons for Dashboard, Calendar, Shared Folders, Employees, Teams, and Bulletins. The main content area is divided into several sections:

- Sites:** A map showing a location with a blue circle containing the number '2'. Below the map is a list of sites:
  - Maplewood Heights: 12 Fenwick Terrace NE6 5HS
  - Grey Tower Studios: 9 High Bridge NE1 6BX
  - Quayside Pavilion: 34 Baltic Street NE8 1BJ
  - Tyneview Hall: 15 Riverside Lane NE2 2DP
- Risk alerts:** A table with tabs for Employees, Vehicles, Equipment, and DSPs. The 'Employees' tab is active, showing a list of alerts:

Details	Qualification	Status
Sean Lawson	Working at Height	Invalid
Harry Bradshaw	First Aid	Expiring (5 days)
	Winch Training	Expiring (21 days)
- All alerts:** A vertical list of alerts on the right side of the dashboard, including:
  - Tool Box Form is Due (Rosie Hale • June 9th)
  - Health & Safety Training (Erin Reed • May 31st)
  - Overdue Risk Assessment (James Knight • May 18th)
  - Site Inspection Required (Erin Reed • May 5th)

 You have a new safety briefing to review by tomorrow.

# Introductions

## Speakers



**Mark Lisgo**

Managing Director  
**Ctrl Hub**



**John Heslop**

HM Principal Inspector of Health and Safety  
**Health and Safety Executive**

# Agenda

1. Introduction
2. The Legal Framework
3. Engaging the Workforce
4. Evidencing Compliance
5. Q&A
6. Close

# The Legal Framework

## The Legislative Basis

Health & Safety at Work Act 1974

Management of Health & Safety at Work Regs 1999

## What dutyholder responsibility actually means

Appointing a contractor does not transfer liability

## What inspectors expect to see by role

- Site Manager
- Head of H&S
- Board level



# Engaging the Workforce

## Legal requirement - not soft option

Regulation 5 of the Management Regs and the Health and Safety (Consultation with Employees) Regulations 1996

## The questions that the HSE asks

- How does your workforce raise health and safety concerns, and what happens next?
- Can you show examples of concerns raised and how they were resolved?
- How are workers involved in producing or reviewing risk assessments and method statements?
- What consultation mechanisms exist, safety reps, worker forums, toolbox talks?
- How does engagement work with contracted and sub-contracted workers, not just direct employees?



# Engaging the Workforce

## Engagement in the Supply Chain

The duty extends beyond direct employees, principal contractors must have mechanisms for sub-contracted workers to raise concerns

## Best Practice Tips

- Regular updates or meetings; either in-person or virtual
- Ensuring the workforce feel heard and valued
- Appropriate method for sharing information

*Good engagement means sharing information and genuinely involving the workforce in finding solutions to reduce health and safety risks*



## Core Company Competency

Details Holders Activity Log

### Details

DETAILS		SIGN-OFF	
Label	Core Company Competency	Reviewing Manager	Ash Harrison
Recognition	Qualification	Approving Manager	Ash Harrison
Recognises	Employee		
TAGS			
• No Tags Assigned			

### INDUCTION

DBS Check	Every 10 years	Qua
Driving Licence	Every 10 years	Qua
Induction	Non-Renewable	Qua

### CORE QUALIFICATIONS / CERTIFICATION REQUIRED FOR THE ROLE

Asbestos Awareness	Every 5 years	Qua
First Aid	Every 3 years	Qua
Manual Handling	Every 3 years	Qua
Mask Fit Test	Non-Renewable	Qua

### ADDITIONAL STC COMPETENCIES (WHERE APPLICABLE)

CIT (Crisis Intervention)	Every 5 years	Qua
CPCS	Every 5 years	Qua
Emergency Works	Every 3 years	Qua
Environmental Awareness	Every 5 years	Qua

# Evidencing Compliance

Four evidence categories:

- Training Needs Analysis
- Skills Matrices
- Meeting Records
- Action Logs



# Q&A

# Contact Details



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The screenshot shows the Ctrl Hub dashboard with a dark blue sidebar on the left containing navigation options: Ctrl Hub, Dashboard, Calendar, Shared Folders, Employees, Teams, and Bulletins. The main content area is titled 'Dashboard' and is divided into several sections:

- Sites:** A list of four sites with location pins: Maplewood Heights (12 Fenwick Terrace NE6 5HS), Grey Tower Studios (9 High Bridge NE1 6BX), Quayside Pavilion (34 Baltic Street NE8 1BJ), and Tyneview Hall (15 Riverside Lane NE2 2DP).
- Site map:** A map showing the locations of the sites, with blue circles labeled '2' and '3' indicating specific points of interest.
- Risk alerts:** A section with tabs for Employees, Vehicles, Equipment, and DSPs. The 'Employees' tab is active, showing a table of alerts:

Details	Qualification	Status
Sean Lawson	Working at Height	Invalid
Harry Bradshaw	First Aid	Expiring (5 days)
Laura Thomas	Winch Training	Expiring (21 days)

- Form submissions:** A list of recent form submissions, including Single Day Risk Assessment (John Smith, June 1), Team Timesheet (Oliver Taylor, May 2), HAVS (Adam Giles, May 2), and Site Specific Risk Assessment (Abbie Hawkins, Apr).
- All alerts:** A list of alerts with bell icons, including Tool Box Form is Due (Rosie Hale, June 9), Health & Safety Training (Erin Reed, May 31), Overdue Risk Assessment (James Knight, May), and Site Inspection Request (Erin Reed, May 5).