

Attention All Offshore Scaffolders



OCA and Bilfinger Salamis confirm they will not pay for CISRS Recertification

The OCA and Bilfinger Salamis are refusing to pay for CISRS Card Renewal. For full background info please see overleaf.

Unite Position on CISRS Card Renewal

- There should be just one accreditation for scaffolders working both on and offshore. This should be the CISRS Card,
- Therefore there should be no formal dispensation for offshore companies and the offshore oil and gas industry,
- That it is the employers' responsibility to pay the costs of this essential industry health & safety training in full.

In short Unite is fighting to secure the same terms as are in the NAECI agreement as stated on Page 3 of this flyer

Next Steps

Unite have opened formal dispute procedures with the OCA and Bilfinger Salamis and we are now preparing for an industrial action ballot on this issue.

To help Unite prepare we are asking all of our members to fill out a survey to ensure our membership records are accurate and up to date. This is also a chance for you to give us your personal views on this important subject.

It is vital that you take five minutes to fill out a survey. Also, please share this flyer and the survey link with as many of your colleagues as possible.

[To complete the CISRS survey click here](#)

Get Organised, Get Active and Get your colleagues to join Unite

We know a high majority of scaffolders are already members of Unite but if you know anyone who is not a member of Unite now is the time to ask them to join.

Can you help Unite with this campaign? Please Contact derek.thomson@uniteunion.org or peter.lawson@uniteunion.org

What to do if you have recently renewed your CISRS at a personal cost to yourself, or if you need to renew in the near future.

Unite are firm in the view that paying for CISRS renewal is the employers responsibility. In short workers should not have to pay for this renewal out of their own pocket.

However, reality dictates that we are in a dispute situation, with Unite saying one thing and offshore employers saying another.

The offshore employers are refusing to pay at present. The fact is that you have to have the CISRS card in order to work.

If you have already paid for CISRS renewal fill out the relevant section of the survey: [Link](#)

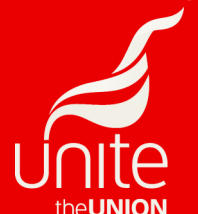
If you are due to renew our CISRS card shortly, fill out the relevant section of the survey: [Link](#)

In both instances Unite can help by supporting you to lodge a formal grievance demanding reimbursement for all costs associated with renewal, with legal backing if required.

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Background information on the CISRS dispute



On the 18th December, Unite, was informed by the OCA that they will not pay for CISRS recertification. Bilfinger Salamis have previously advised of the same position. The emails stated :

'I can confirm that I raised the matter at the OCA Board Meeting. The contractors affected by the change to the CISRS recertification are unanimous that current OCA policy stands and that there will be no payments for attending the new recertification training.

OCA are working with ECITB and government to gain accreditation for the offshore connected competence scheme as soon as possible.'

Unite believes this to be an unacceptable and dangerous position that has been adopted by these companies.

On the 8th June 2016, CISRS (Construction Industry Scaffolders Record Scheme) issued a press release announcing that from the 1st June 2017 the scheme will introduce a 2-day CPD (Continuing Professional Development) course, which will be a mandatory requirement prior to Scaffolders and Advanced Scaffolders CISRS card renewal. The HSE have raised serious concerns in regard to the scaffolding industry, identifying shortcomings in relation to keeping workforce competence up to date, not least with legislation and regulatory changes. The HSE therefore requested the introduction of CPD for scaffolders in this essential and safety critical sector. These HSE concerns cannot be ignored, and highlight in HSE's opinion the need for the ongoing development and competence accreditation of the workforce within the scaffolding industry, for enhanced site safety, and the protection of the UK public.

It would appear that offshore companies are actively engaging with ECITB to circumnavigate the CISRS CPD requirements that were introduced in July and to avoid any additional costs. This is gravely concerning given the demands for CISRS CPD has emanated directly from the HSE.

If the offshore companies want to develop further accreditation requirements for offshore scaffolders then these should be as a bolt on, and not instead of CISRS CPD, which should remain as the common accreditation for all scaffolders regardless of sector.

Any additional requirements for offshore scaffolding requirements for enhanced safety and procedures in the harsh working environment *must* be discussed with trade unions and relevant safety bodies including the HSE and step change in safety.

Offshore scaffolders will also be disadvantaged should they return to onshore working. CISRS has been the industry standard since the 1960's and sits within the CIJC (Construction Industry Joint Council) of which Unite is a leading member.

There are moves to set up a separate ACIS (Access Industry Competency Scheme) by the Scaffolding Association. Unite is opposed to this as we believe accreditation with CISRS and the newer CPD element confirm that anyone who undertakes this accreditation has the best training and experience in the industry.

CISRS is the firmly established personnel certification scheme under CSCS and any moves to establish new schemes on a cost basis would threaten to dilute trade safety and standards, introduce duplication and confusion and under mine the strong industry scheme currently in place

Unite also has concerns for workers coming back onshore to find employment. They may have to renew CISRS from their own pocket and this could be a significant burden to finding employment. Offshore companies should be supporting and funding all necessary certification for their workforce at the point of recruitment, through employment and even into redundancy if necessary. This is needed to aid workers in onward employability and employment mobility.

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What the NAECI Agreement Says On CISRS



NAECI 2016 – 2018 AMENDMENTS:

“NAECI 5.4.3 – Scaffolders Working in the Engineering Construction Industry

NAECI 16.5(a) - Contractual Severance Payment



The following amendments to the NAECI 2016 – 2018 have been agreed by the Parties and updated within the online electronic version of the NAECI which is available for download on the NJC website.

It should be noted that in all instances the online version of the NAECI 2016 – 2018 is current and takes precedence over the hard printed copy.

NAECI 5.4.3 - Scaffolders Working in the Engineering Construction Industry

With the new text underlined, this section now reads:

“The Construction Industry Scaffolders Record Scheme (CISRS) is the industry recognised scaffold training scheme (CISRS General Information Booklet CAP 609 refers). Accordingly the NJC has determined that CISRS trained scaffolders will be assimilated within the NAECI grading system in the following manner (for labourers see NAECI 5.4.2(d) and CAP 609): “

NAECI Designation	Qualifications Required	NAECI Grade
Trainee	New entrant – <i>Following company/site induction, attain:</i> (a) COTS (CISRS Operative Training Scheme) one-day course and; (b) CCNSG or CITB HS&E test or approved equivalent	1
Trainee	Upon successful completion of CISRS training Part 1	2
Trainee	Upon successful completion of CISRS training Part 2	3
Craft *	Successful completion of VQ2 and Skills Test	4
Advanced Craft *	(a) Successful completion of CISRS Advanced Scaffolder training, VQ3 and Skills Test (b) 2 years experience in NAECI Grade 4 (c) Acceptance of the obligations set out in NAECI 3.2(a) to (c)	5
Skilled Working Chargehand *	As per NAECI 5.4.2(a)	6

“ The renewal of the CISRS card is dependent on operatives completing the two day Continuing Professional Development (CPD) Course, effective from 1st July 2017, the direct cost of the course will be met by the employer, along with the applicable wages for the days spent attending the course. Additionally, where indirect costs such as travel to and from the course venue and / or overnight accommodation are incurred, then reasonable expenses shall also be met by the employer. “*

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