



GUIDE

An Employer's Guide to CDM 2015

A plain-English overview of duty-holder responsibilities under the Construction (Design and Management) Regulations 2015.

Who the regulations apply to

CDM 2015 applies to **all construction work** in Great Britain, regardless of size, duration or whether the client is commercial or domestic. If you are having building work done, you almost certainly hold duties.

The duty holders at a glance

Duty holder	Who they are	Core duties
Client	The organisation or individual for whom the project is carried out	Make suitable arrangements for managing the project; appoint the Principal Designer and Principal Contractor in writing; provide pre-construction information; ensure welfare is provided; notify HSE (F10) where required.
Principal Designer	The designer appointed to control the pre-construction phase	Plan, manage and monitor pre-construction; identify and eliminate foreseeable risks; coordinate designers; prepare and hand over the health and safety file.
Principal Contractor	The contractor appointed to control the construction phase	Plan, manage and monitor construction; draw up and keep the construction phase plan live; ensure site induction, welfare and site security; consult and engage the workforce.
Designers	Anyone who prepares or modifies a design	Eliminate, reduce or control foreseeable risks through design; provide information about remaining significant risks.
Contractors	Anyone who carries out or manages construction work	Plan, manage and monitor their own work; comply with directions from the Principal Contractor; ensure workers are informed, instructed, trained and supervised.
Workers	Anyone working on the project	Take care of themselves and others; report anything that could endanger people; cooperate and use what is provided correctly.

When is a project notifiable?

You must notify HSE using form F10 where construction work is scheduled to **last longer than 30 working days and have more than 20 workers on site at any one time**, or where it will **exceed 500 person days**.

The three key documents



- **Pre-construction information** — everything already known about the site and the project that affects health and safety. Issued by the client, assembled with the Principal Designer.
- **Construction phase plan** — how the work will be managed safely. Required on *every* project, including single-contractor domestic jobs. Must be in place before work starts and kept current.
- **Health and safety file** — information for anyone carrying out future work on the structure. Handed to the client at project close and kept for the life of the building.

Practical client checklist

- Appoint duty holders in writing, before design work begins.
- Check competence: ask for organisational capability, individual qualifications and relevant experience — not just an SSIP certificate.
- Allow realistic time and budget; most CDM failures start as programme pressure.
- Ask to see the construction phase plan before mobilisation and confirm welfare is in place on day one.
- Hold a monthly duty-holder review and record decisions.
- Do not accept handover without the health and safety file.

Blackstone Safety Group acts as Principal Designer and CDM advisor on projects across the UK. Talk to us before the design freezes — that is where the value is.