



## DID YOU KNOW?

There was a 42 per cent increase in the number of hand arm vibration (HAV) non-compliance cases recorded in 2016, according to a recent report from the Building Safety Group. In a recent case, Thanet District Council was fined £250,000 by the HSE for not protecting workers from HAV risks. Contact Crendon Insurance Brokers Ltd for guidance about how you can prevent your employees from developing HAV syndrome.

## Mind the Gap: Gender Pay Reporting Begins

The construction industry has the largest gender pay gap of any UK industry, as women make 23.3 per cent less than men, according to the Office of National Statistics. Under the new gender pay gap regulations, if you employ at least 250 workers, you will be required to disclose the pay gap between your male and female employees. These amounts must be made publicly available on your company's website for at least three years. Whilst the regulations came into force in April, you won't have to publish your company's data until April 2018.

But, that does not mean that your company should wait until 2018 to take any action, as you are responsible for compiling data starting on 5th April 2017. Your company should begin preparing now in order to ensure that you are able to adequately capture all the necessary pieces of information for your report. To help you compile your data, the Advisory, Conciliation and Arbitration Service (ACAS) has released a gender pay reporting [guide](#).

Since this information will be made available to the public, it will surely affect retention rates. Treat this as an opportunity, as financial experts predict that by equalising the gender pay gap, it could potentially add £150 billion to the economy by 2025. For additional guidance, contact **Crendon Insurance Brokers Ltd** today.

## Easily Avoid Costly and Damaging Project Delays

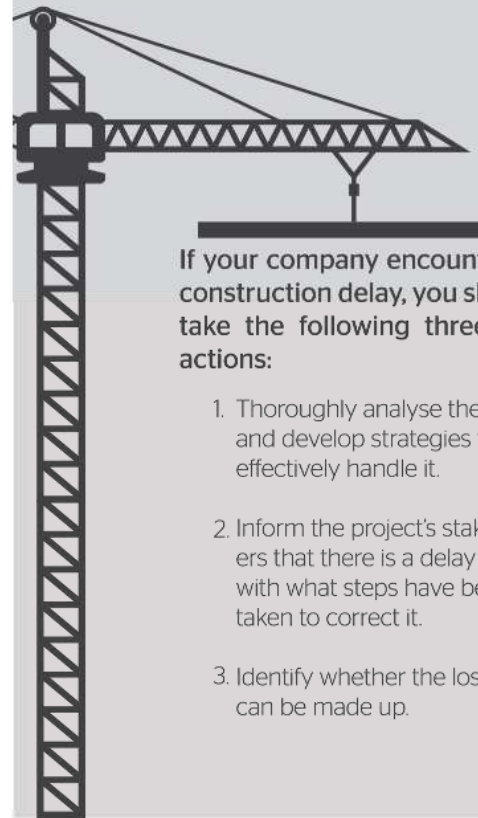
Delays can be an all too common occurrence during a construction project. Depending on the type and scope of the project, the consequences of these setbacks can be severe. Not only could the cost of the project inflate, but your company's reputation may also be tarnished. In general, there are three main causes of delays, which include the following:

1. Over-optimism and too much complexity
2. Weakness in organisational design and capabilities
3. Poor execution

Fortunately, there are several straightforward strategies to ensure that your company is able to avoid these common pitfalls and meet its deadlines. These strategies include the following:

- Conduct regular comprehensive risk assessments to identify potential setbacks and hazards.
- Consult Crendon Insurance Brokers Ltd to help shore up any gaps in your cover. This may include extensions indemnifying your company in the event of a costly delay.
- Develop easily manageable construction checkpoints along with a timeline to ensure that you meet all of your deadlines.

## 3 ACTIONS TO COUNTER A CONSTRUCTION DELAY



If your company encounters a construction delay, you should take the following three key actions:

1. Thoroughly analyse the delay and develop strategies to effectively handle it.
2. Inform the project's stakeholders that there is a delay along with what steps have been taken to correct it.
3. Identify whether the lost time can be made up.

Provided by:

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