

Construction company fined for repeated site failures

- Company failed to provide hot water and suitable rest facilities.
- Failures continued despite HSE taking action.
- Provision of suitable welfare facilities is legal requirement.

A West Midlands based construction company has been fined after Britain's workplace regulator found repeated failures at four different construction sites across the region.

A Health and Safety Executive (HSE) inspection at Ling Developments Limited's construction site at The Crest, Oldbury Park, Telford in April 2024 identified health and safety failings related to a lack of adequate welfare provision. This included the failure to provide hot or warm water in the toilets and a lack of suitable rest facilities for workers. The inspection resulted in two improvement notices being served, requiring the company to take action to comply with the law.



There was no supply of clean hot and cold or warm water on site

On three previous occasions, the company had been found to have breached the same legislation. An investigation, initiated by HSE, identified repeated failings by the company which, despite enforcement action and advice from HSE inspectors, continued to provide sub-standard facilities that contravened their legal duties.

Under The Construction (Design and Management) Regulations 2015, principal contractors have a duty to provide specific welfare facilities for construction sites. Washing facilities must include:

- A supply of clean hot and cold or warm water;
- Rest facilities must be equipped with an adequate number of tables and seating;

- Suitable arrangements to ensure meals can be prepared and eaten.

Further guidance can be found here: [Welfare: Overview – HSE](#)



The rest facilities offered to workers were also not suitable

Ling Developments Limited of Maypole House, Maypole Street, Wombourne, Wolverhampton, pleaded guilty to breaches of Regulation 13 (4)(c) of The Construction (Design and Management) Regulations 2015. The company was fined £15,858 and ordered to pay £3,858 in costs at a hearing at Birmingham Magistrates Court on 13 April 2026.

HSE Inspector Natalie Spurrier said: “The provision of suitable welfare facilities such as hot running water and basic rest facilities are the minimum all workers should expect – they aren’t a luxury.

“Our investigation found that Ling Developments Limited failed in its duty to provide the minimum standard of welfare facilities at some of its construction sites.

“Failing to comply with legal obligations such as in cases like this, places workers at unnecessary risk.

“We expect these responsibilities to be taken seriously and HSE will continue to take action when standards fall short.”

The HSE prosecution was brought by HSE enforcement lawyer Matthew Reynolds and supported by HSE paralegal officer Lynne Thomas.

Further information:

1. [The Health and Safety Executive](#) (HSE) is Britain’s national regulator for workplace health and safety. We are dedicated to protecting people and places, and helping everyone lead safer and healthier lives.
2. More information about the [legislation](#) referred to in this case is

available.

3. Further details on the latest [HSE news releases](#) is available.
4. Relevant guidance can be found here: [Welfare: Overview](#).
5. HSE does not pass sentences, set guidelines or collect any fines imposed. Relevant sentencing guidelines must be followed unless the court is satisfied that it would be contrary to the interests of justice to do so. The sentencing guidelines for health and safety offences can be found [here](#).