



**PROJECT: PROGRAMME FOR ENHANCEMENT OF SAFETY SKILLS FOR ENGINEERS AND  
PRACTITIONERS IN THE CONSTRUCTION INDUSTRY IN KENYA**

**IMPLEMENTING AGENCY: ENGINEERS BOARD OF KENYA**

**TERMS OF REFERENCE FOR:**

**Request for Expression of Interest**

**for**

**Consulting Services for Local Expert (Individual Consultant)**

**Contract No: EOI/EBK/001/2024-2025**

**Issue Date: 27<sup>th</sup> June, 2025**

**Closing Date: 4<sup>th</sup> July, 2025 at 1100Hrs EAT**

**Client:**

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## **1.0 Background**

Lloyd's Register Foundation has partnered with the Engineers Board of Kenya in a programme that aims to transform safety culture throughout the Kenyan construction industry. The project, titled 'Programme for Enhancement of Safety Skills for Engineers and Practitioners in the Construction Industry in Kenya', will support the development of curricula, courses and monitoring tools, so practitioners and workers have the capacity, capability and understanding to identify and address risks to safety on construction sites around the country. The project will include the following tasks:

### **1.1 Key Tasks**

#### **1.1.1 Task 1: Project Implementation Arrangement**

This task will involve the training of the Steering Committee to ensure that members have the same level of awareness and understanding of the project objectives, approach and expected deliverables and their roles and responsibilities at each stage of the programme. They will also be enlightened on international safety best practices will be given.

#### **1.1.2 Task 2: Develop A Curriculum on Safe Construction for Engineering Students**

The task will entail the development of a curriculum for safe construction, which will be developed specifically targeting engineering students. The curriculum will include theoretical and practical components to ensure that students receive a well-rounded understanding of safety practices in construction. This will be done in close collaboration with stakeholders from academia and industry including consultation with the council of the deans of engineering.

#### **1.1.3 Task 3: Designing Short Courses for Practitioners in the Construction Industry**

The task involves the development of short courses to provide targeted safety training for practitioners in the construction industry, including workers on construction sites. The courses will address specific areas of concern identified in the baseline survey and will equip practitioners with the necessary skills and knowledge to implement safe annual Calendar of Activities which will make it accessible to all practitioners.

#### **1.1.4 Task 4: Developing Monitoring Tools to Assess Safety on Construction Sites**

Monitoring tools will be developed to assess safety practices on construction sites under this task. These tools will enable the collection of data and evaluation of compliance with safety regulations and identify areas for improvement.

#### **1.1.5 Task 5: Reviewing Regulatory and Institutional Frameworks and Formulating Policy**

The task will involve reviewing legal regulatory and institutional frameworks to inform formulation of policy on enhancement of safety in the built environment. The purpose of this policy will be to address any gaps identified in the baseline surveys conducted and promote a safety culture across the engineering value chain.

### **1.2 Overview of the Project**

Kenya records an estimated 64 deaths per 100,000 workers in the construction industry. This has been attributed to a variety of factors including weak safety culture, lack of training and resources for recruits, and ineffective operational procedures on site. These factors are exacerbated by inadequate investment in occupational health and safety, with studies estimating that the majority of construction companies in Nairobi allocate less than 1% of the budget to health and safety requirements.

This program aims to address these issues at source through partnership and collaboration with various stakeholders. The Engineers Board of Kenya will deliver three targeted work packages focused on analysing and identifying gaps in construction training, industry and policy. Findings from the first phase will inform content of a suite of resources. These include a new curriculum for apprentices and improved training for practitioners. The training will improve safety consciousness amongst Kenyan engineers and construction workers. Monitoring and evaluation throughout the project will help develop a set of regulatory frameworks that will raise standards throughout the engineering value chain.

### 1.3 Project Objectives

The primary aim of the programme is to implement skills for safety initiative that will reach engineering students, construction workers and professionals leading to a safer construction of Kenya's critical infrastructure. The specific objectives are listed below:

- i. Develop a curriculum for safe construction specifically targeting engineering students;
- ii. Design short courses for practitioners in the construction industry including workers on construction site, to enhance their safety skills;
- iii. Develop monitoring tools to assess safety practices on construction sites; and
- iv. Review regulatory and institutional frameworks and formulate policy to promote safety culture across engineering value chain.

### 1.4 Project Scope

The scope of work is to develop three work packages, each focusing on a specific level: academia, industry and policy.

The project will cover the following specific tasks:

- i. **Inception Workshop/ Training** - The aim of the workshop will be to review the objectives and methodology for implementation of the programme and get insights on international best practise, ensure the entire team understands the objectives, approach, deliverables, roles and responsibilities;
- ii. **Work Package 1 (Academia)** - Development of safety curriculum for engineering students which will include theoretical and practical components to bring an understanding of safety practices in construction;
- iii. **Work Package 2 (Industry)** - This will involve designing short courses for practitioners in the construction industry including construction site workers and development of monitoring tools to assess safety on construction sites to

enable the evaluation of compliance with safety regulations and identify areas for improvement

- iv. **Work Package 3 (Policy)** - Review of regulatory and institutional frameworks to identify gaps in safety culture and formulate policy to promote safety culture across the engineering value chain.

## 2.0 Project Management Arrangement

The Project team consists of:

- i) Engineers Board of Kenya (EBK) being the lead agency and the Project Manager appointed by the Registrar.
- ii) Project Steering Committee. The steering committee will help with implementation of various aspects of the project including oversight, risk management, stakeholder consultations. Clear terms of reference defined for the committee.
- iii) International Expert whose role is to provide global insights, best practices, and technical leadership to support the enhancement of safety skills in Kenya's construction industry. This role is crucial to aligning Kenya's Occupational Health and Safety (OHS) practices with international standards
- iv) Local Expert will provide critical technical and contextual input to enhance the development and implementation of safety-related components in the Programme. This includes supporting risk assessments, developing locally relevant training materials, and promoting the adoption of best practices in the Kenyan construction and engineering sectors

### 2.1 Objective of The Assignment

The consultancy objective is to offer high-level consultancy support in designing, guiding, and aligning safety skills development in Kenya's construction sector with international safety standards (e.g., ISO 45001, OSHA), through:

- i. Curriculum development for engineering students;

- ii. Short course design for practitioners;
- iii. Monitoring tool creation; and
- iv. Policy and regulatory framework enhancement.

## **2.2 Scope of Services and Specific Tasks**

The Local Expert will support the Programme through the following tasks:

- Conduct safety risk assessments in engineering workplaces and construction sites.
- Develop context-specific training materials and guidelines on occupational health and safety (OHS) best practices.
- Provide technical recommendations for the continuous improvement of safety frameworks and implementation of the safety programme.
- Support the design and delivery of training to practitioners and students.
- Liaise with local institutions, industry stakeholders and regulatory bodies to ensure relevance and compliance with Kenyan OHS requirements.

## **3.0 Duration and Location of The Assignment**

The Program will be undertaken for a period of nine (9) calendar Months. The Local Expert time input is 5 months (intermittent). The location of the assignment will be in the Republic of Kenya.

## **4.0 Reporting Requirements and Timelines for Deliverables**

The Local Expert will report to the Project Manager appointed by the Registrar by providing regular updates on event progress, performance metrics, weekly, and recommendations with monthly reports. The monthly report will highlight the tasks performed, challenges, and specific recommendations on key action that should be taken to meet the target deliverables and accelerate the project implementation as well as its success. The Local Expert shall also, where required, prepare a summary of status report(s) of the activities completed. All reports prepared shall be reviewed and submitted to the Project Steering Committee for approval.

## 5.0 Payment Schedule/Remuneration

The Local Expert shall be remunerated on a monthly rate as per the Engineers (Scale of Fees for Professional Engineering Services) Rules, 2022. Payment shall be made upon submission and approval of reports submitted with monthly timesheet, with a supporting invoice, as the basis for payment for the services.

## 6.0 Minimum Qualification and Experience Requirements

| Requirement  | Description                                                                                                                                                                                                                                                                         |
|--------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Academic     | <ul style="list-style-type: none"><li>• Bachelors degree in Engineering.</li><li>• Masters degree in Engineering or Occupational Health &amp; Safety, or a related field is an added advantage.</li></ul>                                                                           |
| Professional | <ul style="list-style-type: none"><li>• Registered as a Professional Engineer with the Engineers Board of Kenya (EBK) or an equivalent body.</li><li>• Registered with the Directorate of Occupational Safety &amp; Health Services (DOSHS) or equivalent as an assessor.</li></ul> |
| Experience   | <ul style="list-style-type: none"><li>• Minimum of five (5) years of experience in safety management, preferably within the engineering or construction sectors.</li><li>• Proven experience in conducting safety risk assessments and developing training programs.</li></ul>      |
| Skills       | <ul style="list-style-type: none"><li>• In-depth understanding of Kenyan occupational safety laws and alignment with international standards (e.g., ISO 45001, OSHA).</li></ul>                                                                                                     |

| Requirement | Description                                                                                                           |
|-------------|-----------------------------------------------------------------------------------------------------------------------|
|             | <ul style="list-style-type: none"> <li>• Excellent communication, facilitation, and report writing skills.</li> </ul> |

## 7.0 Responsibility of The Client

The client will provide all available existing information that will assist in obtaining other relevant information and materials for the assignment.

## 8.0 Responsibilities of the Consultant

The Local Expert shall be responsible for their own transport, accommodation, insurance, Airtime and other associated costs. The consultant is expected to undertake activities that will ensure that the Programme is delivered on time, meets its intended success and with the required resources.