ESTATES COMPLIANCE ARRANGEMENT (ECA)

ECA 01 - Fire Compliance

UNIVERSITY OF LINCOLN

1.0 Policy Link (Level 1 Document)

This arrangement has been written in line with the University of Lincoln Strategy for Fire Safety Management which can be found at: Health and Safety Department (sharepoint.com)

2.0 Purpose

The purpose of this arrangement is to ensure that the fire integrity of all relevant UoL Estates Department managed buildings is fully maintained, inspected, and managed throughout general use and subsequent and inevitable alterations.

3.0 General

The Regulatory Reform (Fire Safety) Order 2005, implements a risk-based approach to fire safety. It requires the Responsible Person to ensure Fire Safety Risk Assessments are carried out, implement appropriate fire protection measures, and maintain a Fire Management Plan. The University Registrar is named as the Responsible Person for all areas of the University under the Regulatory Reform (Fire Safety Order) 2005.

The Director of Estates has delegated responsibilities for ensuring that effective physical systems and resources are in place and available for the control and management of fire safety in relation to the University of Lincoln. It is the role of the Estates Department to ensure that all fire equipment is maintained and inspected correctly.

The Regulatory Reform (Fire Safety) Order 2005 Part 2 paragraph 17 places a direct and legal obligation on the University to undertake regular maintenance and inspection of all items incorporated into a building's fire protection such as:

- Fire alarm systems.
- Fire doors and shutters/curtains.
- Emergency lighting systems.
- Smoke extract systems.
- Fire dampers.
- Firefighting dry mains.
- Emergency refuge communications systems.
- Emergency evacuation equipment.
- Fire evacuation lifts.
- Fire extinguishers or other firefighting equipment.

When a new or refurbished property is handed over to the Estates Department, all relevant fire system PPMs must be in place from the date of handover.

The statutory checks that are required to be undertaken at various intervals provides governance to the Duty Holder that the organisation is compliant. A matrix in appendix 5 of this ECA outlines the statutory fire checks with the required intervals to be compliant with current legislation. The matrix also states who the UoL lead is for each check.

Building Fire Strategies

The Estates Department will identify which buildings require a Fire Strategy and agree this with the Fire Safety Officer and instruct a competent fire safety specialist to produce these. Fire

compartmentation sample surveys may also be instructed if there is sufficient evidence of breaches. Fire strategies should be formally reviewed every five years and where significant changes are required these will be carried out by a competent fire safety specialist.

Building Fire Strategies for new acquisitions

When a property is acquired, either through new build, freehold or leasehold, licence, major refurbishment or other means the Estates Compliance Team must be involved to ensure that if a Fire Strategy is required it is provided or updated as part of the project work or property negotiations

4.0 Procedure

Active fire protection

The Estates Department will provide and maintain to relevant standards the active and passive fire systems necessary to identify and respond to an incident and to enable quick escape including:

- Fire detection.
- Emergency lighting.
- Smoke control.
- Fire suppression.
- Fire hydrants.
- Structural and building fabric fire protection.

Maintenance

All fire protection measures will be maintained in accordance with statutory requirements, manufacturers' instructions, SFG20 guidance (where applicable), and any risk-based maintenance strategies implemented by the Estates Department. This maintenance is recorded on the University's CAFM system.

Fire safety signage

The Estates Department will provide, fit and maintain fire safety signage to ensure legal conformity.

Working on fire alarm systems

Please see Appendix 4.

Fire precautions tests, inspection check sheets

The Estates Department (subcontracted through the relevant qualified contractors) will carry out regular fire safety tests of the fire alarm, emergency lighting and emergency call points within buildings.

Records of Testing

All tests, inspections and maintenance should be recorded on the University's CAFM system and fire logbooks, this includes a record of any battery replacement.

Responsibility for completing information in the fire logbooks is shared across multiple parties within the University (Estates, Security, Accommodation, Health and Safety Team, Students' Union). The fire logbooks should be updated with all the relevant information by the responsible party as the events occur, including records of activations.

The Estates Compliance Team will carry out regular reviews of fire log books with the aim to review all fire log books annually. Any discrepancies outside of the responsibility of the Estates Department will be reported to the Health and Safety Department for action. Testing and logging of results will be managed and maintained by the Estates Department on the University's CAFM system. Appendix 5 outlines the checks that are being undertaken.

Fire Risk Assessments

The University of Lincoln's Health and Safety Department are responsible for the preparation and publication of Fire Risk Assessments (FRA) for all University buildings/ structures. Please contact the Health and Safety Department for more information on FRAs.

Changes to buildings

Any changes (including new penetrations) required or recommended to fire compartmentation lines shown in the extant fire strategy for a building must be identified as part of the Space Change Review or Minor Projects Board or major project processes and completion evidence submitted to the Estates Compliance Team.

Any changes or breaches to a compartment wall must be made good to the appropriate level of fire resistance as noted on the fire strategy drawings. Fire door signage should also be updated to match the fire strategy drawings.

All fire compartments plus any changes and additional fire stopping will be recorded on the Bolster System.

Fire strategy drawings will be updated annually for any changes to fire compartmentation lines and fire doors. Any major changes to fire compartmentation as part of refurbishment or maintenance will need to be reflected in an updated fire strategy. The Health and Safety Department must be informed of changes to assess the impact on Fire Risk Assessments.

Permits to Work on fire alarm systems

The fire preventative measures installed within buildings are interlocked and form a 'complete package'. As such the knock-on effect must be taken into consideration before allowing any parts to be removed or reduced, even temporarily. For this reason, work on the fire alarm systems must be controlled under the Permit to Work system where applicable. In unoccupied buildings (e.g., weekend work) the fire alarm systems must be capable of partial or ideally full reactivation if the building is to be left vacant with no people in it for longer than 12 hours. This rule can only be breached with prior notification and approval from the University's insurers.

Please see ECA 05 PTW Compliance for more information.

Reporting of Incidents

Any fire incident/alarm activation resulting in smoke or flames, whether damage is evident or not, and any near miss resulting in damage by charring or overheating, such as radiated heat from a

heater or light source, or the overheating of electrical wiring necessitating wiring repairs, must be reported to the Health and Safety Department (MISHAP procedure) and the Estates Support Desk giving a contact name and telephone number.

If the Estates Department are not available, then Security should be informed on 01522 886062. Lightning strikes must also be reported.

5.0 Estates Department points of contact

Contact the Estates Compliance Team for clarification or further guidance on these arrangements.

6.0 Associated Documents

Internal

Level 2 Associated Documents

Reference	Title
ECA 02	Contractor Management Compliance
ECA 05	Permit to Work Compliance

Level 3 Documentation

Reference	Title
N/A	Space Change Review process
N/A	Minor Projects Board process

External

Source	Title
Legislation	Health & Safety at Work Act 1974
Legislation	Workplace (Health, Safety & Welfare) Regulations 1992
Legislation	Management of Health and Safety at Work Regulations 1999
ACOP	Provision and Use of Work Equipment Regulations 1998
Legislation	Regulatory Reform (Fire Safety) Order 2005
Legislation	The Fire Safety (Employees' Capabilities) (England) Regulations 2010
Legislation	The Management of Health and Safety at Work and Fire Precautions (Workplace) (Amendment) Regulations 2003
Legislation	The Building Regulations 2010 Approved Document B: Fire Safety Volume 2 - Buildings other than dwellings 2019 edition
British Standard	BS EN 1366-2:2015 - Fire resistance tests for service installations. Fire dampers
British Standard	BS 5266-1:2016 - Emergency lighting. Code of practice for the emergency lighting of premises.
British Standard	BS 5306-3:2017 - Fire extinguishing installations and equipment on premises. Commissioning and maintenance of portable fire extinguishers. Code of practice
British Standard	BS 5499-4:2013 – Safety signs. Code of practise for escape route signing
British Standard	BS 5839-1:2017 - Fire detection and fire alarm systems for buildings. Code of practice for design, installation, commissioning, and maintenance of systems in non-domestic premises

7.0 Change history

Version	Date	Summary of changes made
1	19/03/2021	ECA creation
2	07/06/2021	Internal Review Board Check
3	02/03/2022	SJ and RW final review
3.1	12/09/2022	RW updates
4	19/06/2023	Included statutory checks matrix

8.0 Appendixes

Appendix	Title
1	Statutory testing of fire extinguishers
2	Specification, maintenance, and inspection of fire doors
3	Fire door inspection checklist
4	Working on fire alarm systems
5	Statutory fire checks matrix

APPENDIX 1

Statutory testing of fire extinguishers

The Estates Department are responsible for ensuring that fire extinguishers are inspected and serviced regularly. The Estates Department subcontracts the task of carrying out an annual service of firefighting equipment and ensures that every piece of fire equipment is recorded on the university's CAFM system.

Inspection regime

The Estates Department operates an annual inspection and service regime. This is conducted on all known fire extinguishers (including P50) and fire blankets by a contractor appointed on behalf of the Estates Department.

A certificate of inspection and maintenance is issued after the servicing has been completed in each building. This will be added to the site logbook, recorded on the University's CAFM system, and audited alongside the fire alarms every three months by the Estates Department.

This is further backed up by monthly inspections of all firefighting equipment in University controlled student accommodation by the SAS technicians and Imtech in academic buildings.

Change of use

When the use of the building/room changes significantly, it will be picked up during the planning stages to ensure that the use is recorded and has not increased the fire risk. Please contact the Health and Safety Department who will confirm whether the new use increases the fire risk/loading and whether any additional fire safety equipment/FRA is required.

Additional fire extinguishers

If any extra fire extinguishers are required on a temporary basis, a small stock of tested equipment is maintained, and they can be loaned out as required. This can be arranged through the Estates Support Desk. A minimum of one week's notice is required to get the equipment and numbers delivered to the site in time.

Discharge or tamper

If fire extinguishers have had the tamper seals removed, been discharged, or the dials indicate in the red zone then report the exact location via the University's CAFM system. The Estates Department will arrange to get it rectified as a priority maintenance task.

APPENDIX 2

Specification, maintenance, and inspection of fire doors

The Regulatory Reform (Fire Safety) Order 2005 Part 2 paragraph 17 places a direct and legal obligation on the University to undertake regular maintenance of all items incorporated into a buildings fire protection including fire doors and shutters/curtains annual check to BS8214.

Specifying fire doors

The specification of fire doors should only be undertaken by persons with appropriate expertise.

ALL FIRE DOOR TYPES, DESIGNS SHOULD BE DELIVERED AND INSTALLED AS PER THE FIRE DESIGN TEST CERTIFICATE, WHICH SHOULD BE AVAILABLE FOR EACH DOOR TYPE INSTALLED.

It is important when specifying a fire door assembly to provide a full description of the element in addition to the level of fire resistance required.

The description should include all the following, as any of these can affect the potential fire resistance of the fire assembly:

- Overall size.
- Size and number of leaves.
- Mode of operation.
- Size and number of any glazed openings.
- Details of the building hardware.
- Details of the frame.
- Presence of any over panels, fanlights, side panels etc.
- Type of intumescent strip and/or smoke seals
- Presence of any performance seals i.e. acoustic or insulation.

As the constituent parts of a fire door often interact in quite subtle ways, any changes from the original tested specification can significantly alter the performance of the installed assembly. In order to maintain the performance of doors subsequently, the quality of materials, components and workmanship should be carefully monitored and controlled.

Marking

All fire doors should be clearly and permanently marked with their declared fire resistance period either immediately after manufacture or inspection, or before dispatch. A convenient way of providing this information is by means of a colour-coded permanent label or plug.

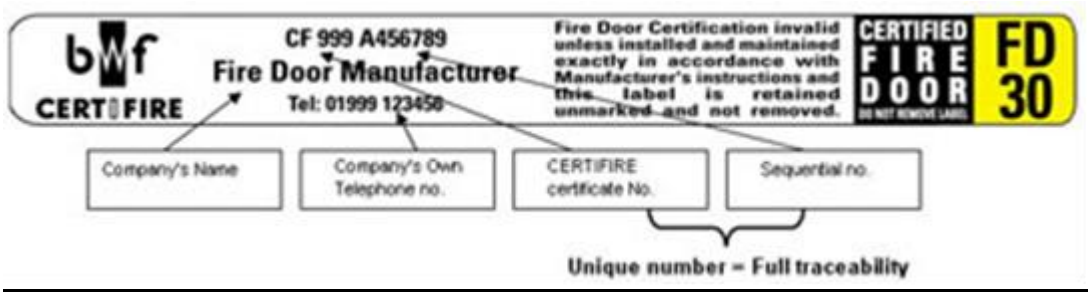
BWF Scheme

B.W.F. Scheme for identification of fire resisting door leaves in accordance with BS 476 Part 8: 1972.

Fire Resistant Ratings	Intumescent Necessary	Intumescent Not Necessary Green Core
30/20 (White background)		
30/30 (Yellow background)		
60/60 (Blue background)		
With specified Intumescent In frames or doors 30/30	White Background Blue Core	

Remember – Red Core or Blue Core means Intumescent must be fitted in accordance with manufacturers instructions either in the door or frame.
Green Core means you can carry on fixing as Intumescent has been fitted under lipping.
TRADA having similar coding system with a tree shape as centre core.

Certifire Scheme



Fire door inspections

Bolster system

The Estates Department uses the Bolster system to record all inspection work to fire doors. It is a mobile app-based system that assists installers and surveyors to adhere to industry standards and automate fire door reporting. The system can track every part of a fire door's history from manufacture through to installation, inspection and maintenance. Photos can be added at every stage to create a complete record of the door's history. This system is managed by the Maintenance Team.

Each door should be inspected on a six monthly rolling basis.

Every fire door will be issued with a QR code sticker for management as shown below:

The following matrixes are used to risk assess our fire doors:

Severity of failure		Academic fire door location risk		
		Low - 1	Medium - 2	High - 3
		Other fire doors	Fire hazard rooms	Means of escape
		All other fire doors	Plant, comms rooms, kitchen, electrical risers	Dead ends, protected stairs, protected lobbies
1	Non Fire Rated Hinges	1 - Minimal risk	2 - Minimal risk	3 - Low risk
	Screws Missing			
	Defective Hinges			
	Gaps < / > 3mm			
	Closer needs adjusting			
	Keep - minor adjustment			
	Lock/Latch - minor adjustment			
2	Hinge missing (Only 2 Hinges)	2 - Minimal risk	4 - Low risk	6 - Medium risk
	Hinges packed with cardboard			
	Incorrect Signage or none			
	Hinges poorly fitted - gaps			
	Drop bar needs adjustment			
	Door has dropped - re-hang			
	Frame - More fixings required			
3	Door vent - non intumescent	3 - Low risk	6 - Medium risk	8 - Substantial risk
	Letter box - not fire compliant			
	Incorrect seals fitted			
	Fire strips partially missing < 50%			
	Glazing bead missing			
	Glazing bead pinned, not screwed			
	Hinges/Closer losing oil - Replace			

4	Non fire rated glazing fitted Non fire rated side panels fitted Incorrect door type fitted? Replace defective drop bar Re-fix lipping along door edge Large gaps- Fit new lipping Door swings wrong way - re-hang	4 - Low risk	8 - Substantial risk	12 - Significant risk
5	Replace defective door closer Door will not close into frame No intumescent /smoke strips Intumescent strips painted over Poor fire stopping around frame Frame loose incorrectly fitted Large hole drilled through door	5 - Medium risk	10 - Substantial risk	15 - Significant risk

Severity of failure		Accommodation fire door location risk		
		Low- 1	Medium - 2	High - 3
		Other fire doors Cross corridor and other doors	Means of escape Studio bedrooms, dead ends, protected stairs, protected lobbies	Fire hazard Cluster Kitchens
1	Non Fire Rated Hinges Screws Missing Defective Hinges Gaps < / > 3mm Closer needs adjusting Keep - minor adjustment Lock/Latch - minor adjustment	1 - Minimal risk	2 - Minimal risk	3 - Low risk
2	Hinge missing (Only 2 Hinges) Hinges packed with cardboard Incorrect Signage or none Hinges poorly fitted - gaps Drop bar needs adjustment Door has dropped - re-hang	2 - Minimal risk	4 - Low risk	6 - Medium risk

	Frame - More fixings required			
3	Door vent - non intumescent	3 - Low risk	6 - Medium risk	8 - Substantial risk
	Letter box - not fire compliant			
	Incorrect seals fitted			
	Fire strips partially missing < 50%			
	Glazing bead missing			
	Glazing bead pinned, not screwed			
	Hinges/Closer losing oil - Replace			
4	Non fire rated glazing fitted	4 - Low risk	8 - Substantial risk	12 - Significant risk
	Non fire rated side panels fitted			
	Incorrect door type fitted?			
	Replace defective drop bar			
	Re-fix lipping along door edge			
	Large gaps- Fit new lipping			
	Door swings wrong way - re-hang			
5	Replace defective door closer	5 - Medium risk	10 - Substantial risk	15 - Significant risk
	Door will not close into frame			
	No intumescent /smoke strips			
	Intumescent strips painted over			
	Poor fire stopping around frame			
	Frame loose incorrectly fitted			
	Large hole drilled through door			

The Estates Department use these by multiplying the location risk by the severity of failure to determine the overall risk rating, which is then used to prioritise and package together any remedial fire door works.

APPENDIX 3

Fire Door inspection checklist

The following checklist is used to inspect the fire doors by our competent inspectors,

Fire door inspection

Door label

Door ref
FR rating
Door set type
Has the fire door got a third-party fire door scheme label or plug fitted?
Yes - Please give details of type of label manufacturer used
No - Can you confirm that the door is in fact a fire door and has been proven as such

Door leaf

Leaf configuration
Enter the height of the door leaf (mm)
Enter the width of the door leaf (mm)
Enter the thickness of the door leaf (mm)
Lipping thickness (mm)
Does the door leaf sit against the door stop and is it free from distortion
Is the door free from damage including dents
Door finish type
Door signage

Door frame

Door frame section sizes width (mm)
Door frame section sizes thickness (mm)
What are the centres for the fixing of the door frame
Is the door frame firmly attached to the wall
What is the supporting construction
Does the frame have a single rebate
Is the doorstop planted

Leaf to frame gaps

Leaf to frame gap head (mm)
Leaf to frame gap closing edge (mm)
Leaf to frame gap meeting edge (mm)

Leaf to frame gap hinge edge #1 (mm)
Leaf to frame gap hinge edge #2 (mm)
Leaf to frame gap sill (mm)

Intumescent/smoke/acoustic seals

Are intumescent seals in place (if yes, the below questions appear)
Seal type
Seal size
Are the seals well attached inside the rebate of the frame or door leaf
Are the seals continuous around the frame
Are the seals free from damage
Are the seals interrupted

Hinges

Are there a minimum of 3 hinges fitted
Enter the top hinge position details
Enter the mid hinge position details
Enter the bottom hinge position details
Enter the fourth hinge position details
Have the hinges been bedded on or bypassed with a suitable fire protection material
Hinge type
Are all the screws the correct size
Are the hinges free from metal fragments and oil leakage, which are signs of wear
Are the hinges free from packing

Door closers

Does the door have a closer? (if yes, the below questions appear)
Open the door to 5 degrees or 75mm. Does it close and engage with the latch
Is the closer correctly attached to the door and frame
Is the closer free from damage and not leaking
If unlatched, does the closer hold the door in line with the frame and intumescent seal
If hung in pairs, do they close in line if both opened and released together (optional)

Hold open device

Does the door have an electronically powered hold open device (if yes, the below questions appear)
Does the hold open device release the door when required

Lock and latch

Does the door have a lock and/or latch (if Yes, the below questions appear)

Has the lock case been encased in a suitable fire protection material
Does the latch hold the door firmly in place without rattling

Glazing and glass

Does the door leaf contain a vision panel(s) (if yes, the below questions appear)
Is the edge protection on both sides of the glass
Is the intumescent continuous to the glass and bead
Is the beading hardwood timber
What are the bead fixing centres
Is the glass free from damage and cracking
What is the type of glass in the vision panel
Is the area of the glass present within the maximum size specified by the manufacturer

Side and overpanels

Are there side and overpanels installed (if yes, the below questions appear)
Panel type
Is a glass edge protection system present
Is the beading hardwood timber
What are the bead fixing centres
Is the area of the glass present within the maximum size specified by the manufacturer

APPENDIX 4

Working on fire alarm systems or sprinklers

Working on fire alarm systems

Work on fire alarm systems must be controlled, as not controlling could lead to a very serious risk to life. Failure to control can also affect the University's infrastructure services which may in turn affect the business continuity of the University.

Most of the fire alarm systems utilised within the University of Lincoln are addressable. In other words, specified areas can be isolated to allow Hot Works or maintenance to be carried out. The only exceptions are Witham House on the Brayford campus, and most buildings on the Riseholme Campus. For the areas that are not addressable it would be necessary to switch off zones within the system or in the worst case the fire alarms system for the whole building.

Working on sprinkler systems

Reactive or maintenance work on sprinkler systems must be controlled, as it can reduce the fire safety in a building while the system is isolated. Work on sprinklers must be carried out under a permit to work (see ECA-05) and Lincolnshire Fire & Rescue Service must be informed by emailing risk.management@lincoln.fire-uk.org and fire-safety@lincoln.fire-uk.org, stating the location, area (e.g. a specific floor), reason and expected period of inoperability.

Once the work has been completed and the sprinkler system is back in normal operation, email the addressees again to let them know.

Testing of the fire alarm system

The Estates Department are responsible for ensuring that fire alarm systems are inspected and serviced regularly. The Estates Department subcontracts the testing the fire alarm systems, which should be recorded on the University's CAFM system and fire logbooks.

Fire alarm systems are tested weekly to ensure that there has not been any major failure, and that the fire alarm system is in working order. Manual call points are tested in rotational order to ensure all locations are tested regularly.

Definitions

A fire alarm system can consist of two or more of any of the following components. Work on any part is a permit to work controlled activity: a smoke, heat, aspirating, flame, or beam detector attached to a sounder or warning beacon and or plant shut down valves, or lifts to an interface or control panel.

A heat, smoke, aspirating or beam detector can only be "disabled" from either the local fire alarm panel or the central module in the security office of the Minerva building (only for Brayford campus).

This procedure only covers hard wired components and systems; it does not cover battery powered or standalone components. Simply masking or covering the detector is not fool proof and will not guarantee a false activation will be averted and tend to be forgotten and not removed, as such:

THE COVERING UP OF DETECTORS IS NOT ALLOWED AT ANY TIME.

The sounders for the fire alarm systems are not addressable individually and can only either all be silenced as a whole building or as per the sounder circuits.

Responsibilities

It is the responsibility of the person requesting the work to ensure that a PTW has been requested at least five days in advance of the isolation being required. The weekly fire alarm testing is exempt from this requirement.

Hot Works are not to commence until notification has been received from the maintenance contractor or authorising role that the relevant areas have been isolated, (where applicable).

It is the responsibility of the Person in Charge of Works (PICOW) to ensure that the fire alarm system is reinstated at the end of the hot or dusty works every day.

Recording

All isolations must be recorded in Section 4 (events log) of the Fire Log Book, whether located in the building or centrally.

Restrictions

A check must be carried out prior to any isolation with the Estates Department to ensure that the isolation is approved. Any work disabling fire detection equipment within sleeping accommodation, is to ensure that it will not be left disabled overnight, whilst people are sleeping within that room or building.

Isolating any components during the day in non-accommodation buildings is permitted, providing contingency planning has allowed for additional fire watches and reviewing the building occupancy.

Only competent trained personnel (or any appointed fire alarm engineer) can carry out isolations/work on the fire alarm systems.

A fire alarm component can only be isolated for a manned shift in an occupied area. Longer periods can be permitted providing both the University insurance company and the Security team have been informed in advance via email to insurance@post01.lincoln.ac.uk as well as securitysupervisor@lincoln.ac.uk

APPENDIX 5 - Statutory Checks Matrix

Checks	Daily	Weekly	Monthly	3 -monthly	6-monthly	Annually	Check completed by	Information stored	UOL lead
Fire Doors	N/A	N/A	**Yes**	**Yes**	**Yes**	N/A	Inviron Accommodation Technicians	Bolster Paper (H&S Sharepoint in future)	Senior Building Surveyor
Fire Alarms	N/A	**Yes**	N/A	N/A	**Yes**	N/A	Inviron	*The Weekly Fire Alarm testing is recorded on Paper, stored in Invion cabinet. The PPM 6 monthly checks are held on Planon.*	Senior M&E Engineer
Emergency Lighting	N/A	N/A	**Yes**	N/A	N/A	**Yes**	Inviron sub contractor (Black & White Fire & Security)	Planon	Senior M&E Engineer
Extinguishers	N/A	N/A	N/A	N/A	N/A	**Yes**	Inviron sub contractor (Black & White Fire & Security)	Planon	Senior M&E Engineer
Firefighting Lifts	N/A	N/A	N/A	N/A	**Yes**	N/A	Morris Vermaport	Planon	Senior M&E Engineer
Sprinkler Systems	N/A	**Yes**	**Yes**	N/A	**Yes**	**Yes**	Inviron sub contractor (Black & White Fire & Security)	Planon	Senior M&E Engineer
Refuge Comms	N/A	**Yes**	N/A	N/A	**Yes**	N/A	Inviron	Planon	Senior M&E Engineer
Fire Drills	N/A	N/A	N/A	N/A	**Yes**	N/A	H&S	H&S SharePoint	Fire Officer
False Alarms	**Yes**	N/A	N/A	N/A	N/A	N/A	Security	H&S SharePoint	Fire Officer

Rising Mains Checks	N/A	N/A	**Yes**	N/A	N/A	**Yes**	Monthly - Accommodation Annually - Inviron sub contractor (Black & White Fire & Security)	Paper *Planon*	Senior M&E Engineer
Evac Chairs	N/A	N/A	N/A	N/A	N/A	**Yes**	Inviron and Supplier	Planon	Senior M&E Engineer
Fire Dampers	N/A	N/A	N/A	N/A	N/A	**Yes**	Inviron	Bolster	Senior Building Surveyor