

SITE COMMUNICATIONS FOR DESKLESS TEAMS

Every notice, every language, with a record.

A notice reaches every worker on site in the language they read, and you get a timestamped, printable record of who confirmed it. Phone number to sign in. No work email, no app store, no IT ticket.

[Name] [phone] [email] team-comms.com



THE PROBLEM

Sending it is easy. Being understood, and **proving it, is the hard part.**

"Half the site doesn't speak English and the toolbox talk goes in one ear."

"Our lads don't have work email, and nobody will install another app."

"When someone leaves they still see everything on the WhatsApp group."

"I can't prove they were told."

"The chase is the hard part. Who's still outstanding?"

"The sign-off sheet is in English. So is the talk."

These are the recurring statements TeamTalk was built around. If two or three of them are not true on your sites, we are the wrong supplier and this is a short meeting.

THE SCALE OF IT

Your workforce is multilingual. Your notices, and the evidence you keep, are **not**.

57%

of London's construction workforce was born outside the UK: about **196,000 people**. Nationally it is 15.7% and rising. On a single site it is often far higher, and you already know your own number.

ONS Census 2021, construction (SIC F) by country of birth, custom cut via the ONS Census API: 195,883 of 340,992. National figure: ONS Annual Population Survey Oct 2023 to Sep 2024, published 26 February 2025 (ad hoc 2666), 336,695 of 2,138,827, including the self-employed

COLOUR, NOT A HARD NUMBER

Managers themselves report it higher

Construction and project managers asked about their own workforces reported non-English-speaking workers averaging **34%**, with one answer as high as **75%**. Twelve respondents. Treat it as what managers say, not as a statistic: it is a **practice-journal pilot study, n=12**, not peer-reviewed research.

Tagg & Phua, School of the Built Environment, University of Reading, "Why language comprehension gaps are a safety risk in construction", *RICS Built Environment Journal*, 30 March 2026. Practice-journal pilot study, n=12.

The duty is not to issue the information. It is to make it **comprehensible**, and to be able to prove you did.

Management of Health and Safety at Work Regulations 1999

REGULATION 10(1)

“comprehensible and relevant information” on risks, protective measures and emergency procedures.

Information issued in English to a worker who does not read English is arguably not comprehensible. Regulation 12 extends the same duty to employees of outside undertakings on your premises, which is the answer to "subcontractors are not our employees".

Construction (Design and Management) Regulations 2015

REGULATION 15(8), WITH 13(4)(A)

Every contractor must give workers *“appropriate supervision, instructions and information”*, including emergency procedures and risks arising from other contractors.

It binds every contractor on site, not only the principal contractor. Regulation 15(9) reads like a list of post templates: induction, emergency procedure, risk briefing, contractor interface, statutory notice.

Health and Safety at Work etc. Act 1974

SECTION 40

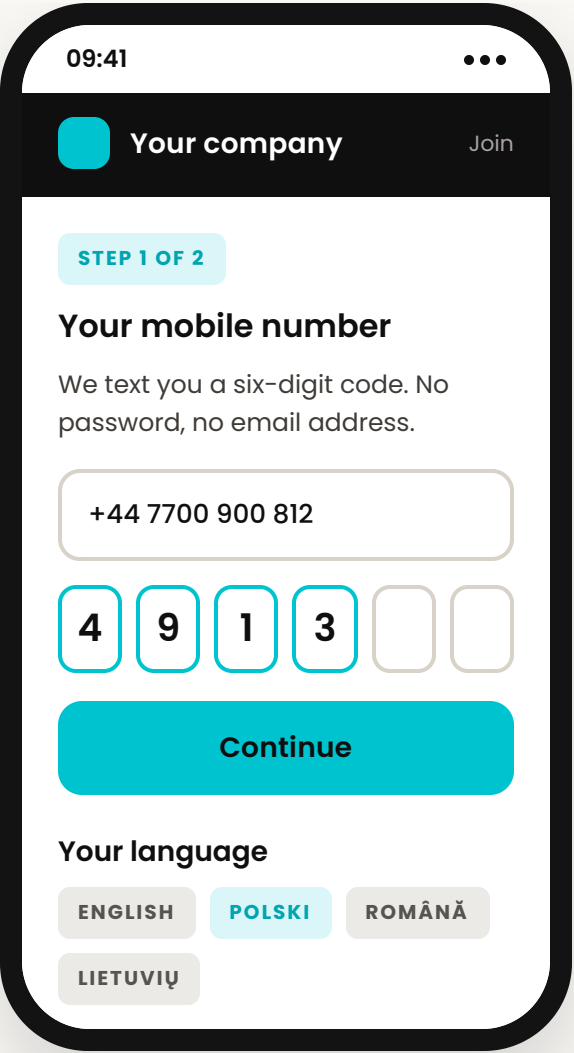
“It shall be for the accused to prove ... that it was not practicable or not reasonably practicable to do more than was in fact done”.

Section 40 puts the burden on the employer to prove it did what was reasonably practicable. A per-person, timestamped, language-stamped confirmation is evidence for that. It is not a defence on its own. So the question is simply: what is your evidence, and what language was it in?

HSE, *Employing migrant workers: help with language issues*, updated 4 June 2024: "Employers have a duty to provide comprehensible information to workers. This does not have to be in writing or even necessarily in English, as long as work instructions, risks, safety measures and emergency procedures are clearly communicated to all workers." HSE's own list of acceptable means includes video and "use professional translation software or free online tools". [hse.gov.uk/migrantworkers/employer/help-with-language-issues.htm](https://www.hse.gov.uk/migrantworkers/employer/help-with-language-issues.htm) · This slide quotes the law. It is not legal advice; your HSEQ lead maps it to your obligations.

WHAT TEAMTALK DOES

Three screens. Join the site, read it in your language, prove it landed.



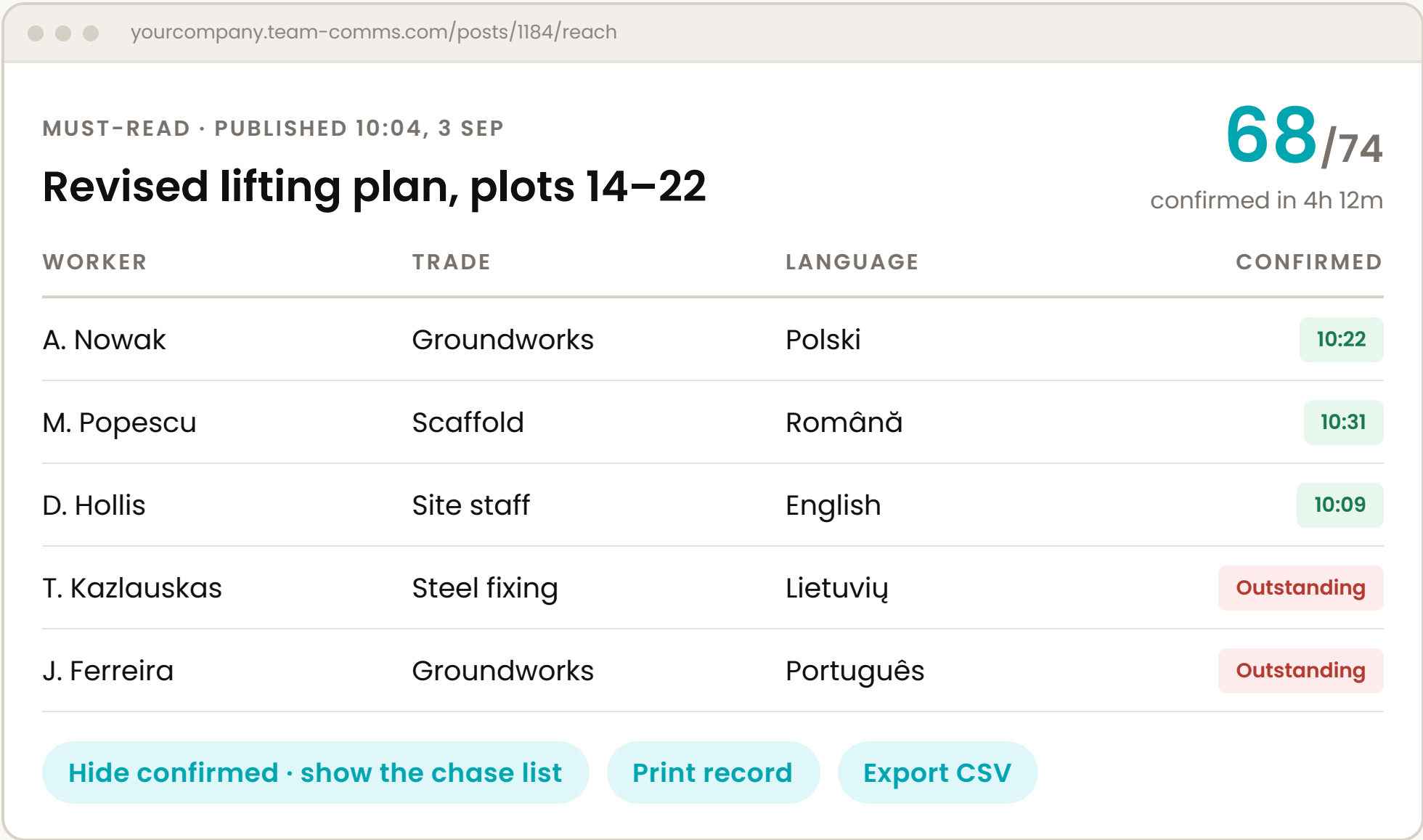
The join card

Scan the QR on the cabin door, type a mobile number, pick a language. About 20 seconds, no app store.



The translated notice

Published once in English. Delivered in each worker's language, captions included. Confirm only unlocks once the whole notice has been on screen.



The reach record

Per post and per worker, timestamped, printable, exportable. The same page is the chase list: hide everyone who has confirmed and you are left with the six people to find.

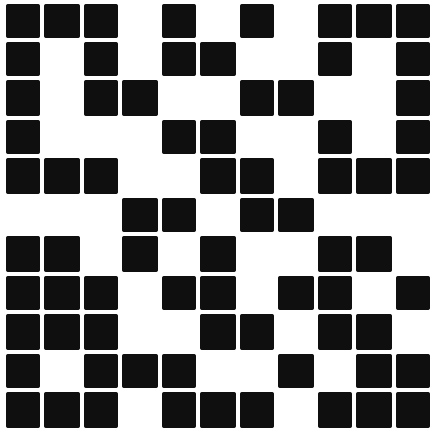
ONBOARDING

A site goes live in one break. The join card does the work.

Your company · Riverside Wharf

Join the site notices

Dołącz · Alătură-te · Prisijunk



Scan it. Put in your mobile number.

Choose your language. That's it.

BEFORE THE BREAK

Print the join card. It carries your logo, your colours and your site name.

MINUTE 1

A worker scans the QR on the welfare cabin door with their own phone.

MINUTE 2

They type their mobile number and the six-digit code they are texted.

MINUTE 3

They pick their language once, and add the app to their home screen.

SAME DAY

The first must-read lands, with push notifications on the lock screen.

Nothing to install

It is an installable web app. No app store account, no download over site wi-fi, no storage on an old handset. On iPhone, add to home screen to get push (iOS 16.4 or later).

Nothing to remember

Phone number and a texted code. No email address is required to add anyone. A sign-in lasts 30 days, so most workers log in about once a month.

Nothing to unpick later

Set a leaving date and access is revoked, mid-session if need be. Their confirmation record stays with you as evidence. Bulk import if you already hold a list.

The toolbox-talk record, without the clipboard, and in the language they actually read.

yourcompany.team-comms.com/workers/nowak-a/record

BRIEFING RECORD · PRINTED 3 SEP 2026

Your company
Riverside Wharf, phase 2

A. Nowak

Groundworks · Riverside Wharf · reads Polish · enrolled 6 Jan 2026

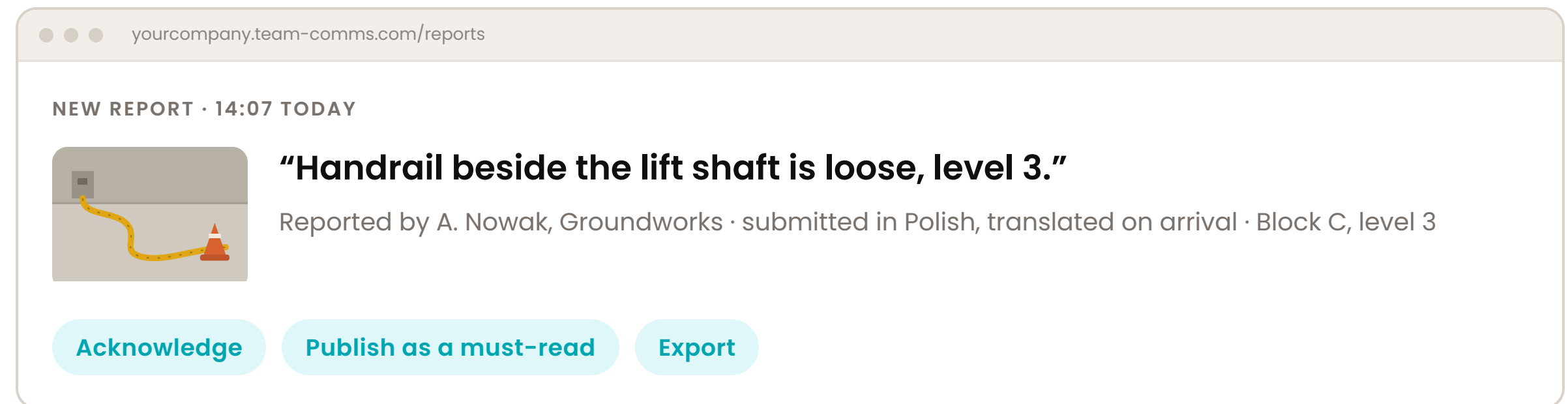
NOTICE	DELIVERED IN	PUBLISHED	CONFIRMED
Revised lifting plan, plots 14–22	Polski	3 Sep 10:04	3 Sep 10:22
Hot works permit suspended, block C	Polski	28 Aug 07:30	28 Aug 07:41
Toolbox talk: manual handling	Polski + video captions	21 Aug 07:15	21 Aug 07:52
Emergency procedure, revised muster point	Polski	14 Aug 12:00	14 Aug 12:36
Site rules, revision 4	Polski	2 Aug 08:00	2 Aug 08:14

5 of 5 must-reads confirmed · median 22 minutes from publication · full history exportable as CSV

- ✓ **Per worker, not per group.** A named person, a named notice, a date and a time. Not a blue tick, not a signature on a sheet.
- ✓ **In the language it was delivered in.** The record shows which language each person received. A sign-in sheet cannot.
- ✓ **Confirmation is gated.** The button only unlocks once the whole notice has been on screen, so it is an act, not a reflex.
- ✓ **The chase is automatic.** Hide everyone who has confirmed and the page becomes your outstanding list.
- ✓ **Print it or export it.** A per-person record, or a CSV for the whole post. Nothing sits behind a paid reporting add-on.

Said honestly: a confirmation proves an affirmative act, not comprehension. We do not sell it as legal cover. We sell it as materially better evidence than anything else you can produce today, because it is per person, timestamped, and in a language the worker reads.

The same channel runs the other way. A photo, a sentence, a location, under a minute.



It works in their language too

A worker writes in Polish, Romanian or Portuguese. It arrives translated. The barrier to reporting a near miss is usually not willingness, it is having to compose it in English in front of a supervisor.

On or off, per company

Reporting is a switch your administrator controls. If you already run a near-miss system, leave it off and use TeamTalk for notices only. If you don't, this is the cheapest way to start.

WHERE THIS FITS

Keep WhatsApp for the banter. Move anything you would have to defend.

Stays on WhatsApp

Fast, informal, nobody will ever ask you to produce it.

- The gate code has changed
- Who is bringing the bacon rolls
- The lift is out, use the stairs
- Running ten minutes late
- Photos of the finished pour, for the group's own satisfaction

Moves to TeamTalk

Anything you might have to evidence to an inspector, an insurer, a principal contractor or a tribunal.

- Toolbox talks and site inductions
- Method or lifting plan changes
- Site rules and revisions
- Emergency procedures and muster points
- Permit suspensions and area closures
- Recalls, allergen and hygiene notices

Blue ticks are not a record

They can be switched off and cannot be exported. A tick means displayed on a device, not read.

Broadcasts fail silently

Only people who have saved your number receive a broadcast, and a list holds 256 contacts.

The group leaves with the foreman

The group, the history and every mobile number leave with him. No offboarding, and no system of record.

WhatsApp's message translation, shipped September 2025, is a reader action set per chat: "translations occur on your device where WhatsApp cannot see them", so nothing is reported back to a sender, and its help page adds the feature "is currently not available on the WhatsApp Business App". Sources: blog.whatsapp.com/introducing-message-translations; faq.whatsapp.com/2338676069842964, [/653415899610349](https://faq.whatsapp.com/653415899610349), [/861663048350950](https://faq.whatsapp.com/861663048350950). Checked 28 August 2026.

Not the only way to broadcast. The only one that translates on publish and includes the export.

CAPABILITY	WhatsApp group or broadcast	Microsoft Teams F1 + Viva, £3.84 pupm	Blink £2.95–£3.75 pupm	Paper sign-off sheets the incumbent record	TeamTalk from £180 per site
Translated by the sender on publish	Reader-initiated	Reader-initiated	Yes, advanced tier	No	Yes, on every plan
Per-worker confirmation you can export	No	Capped at 20, not in eDiscovery	Yes; reporting and export may be a paid add-on, confirm their current plan	Yes, on paper	Yes, included
Video with captions in their language	No	No	No captions	No	Yes
Works with no work email and no app store	Yes	Needs a licensed identity each	Phone or group code	Yes	Phone number and a QR card
Access ends when the worker leaves	No	Yes, via IT	Yes	n/a	Leaving date, revoked mid-session
UK data residency	No	Available	AWS Ireland, Sydney and Oregon; no UK region	The filing cabinet	United Kingdom (AWS London, eu-west-2)
Priced so every operative is covered	Free	~£23,000/yr for 500 workers	Per seat, every seat	Cost is the supervisor's time	Per site or per band, never per seat

Blink is a good product: it does mandatory reads with CSV export and phone or group-code activation. Its published pricing lists "reporting and exporting data" as a separately priced add-on, so reporting and export may be a paid add-on on Blink; confirm it against their current plan rather than asserting it. Advanced multi-language publishing sits in Pro (joinblink.com/pricing/features/critical-communications). Blink's help centre names its regions as AWS Ireland, Sydney and Oregon, with no UK region (Blink help centre, checked 28 Aug 2026). Microsoft 365 F1 £2.30 + Viva Employee Communications and Communities £1.54 = £3.84 per user per month, annual (microsoft.com/en-gb). Teams read receipts work in "1:1 and group chats 20 people or fewer" and "aren't captured in eDiscovery reporting" (learn.microsoft.com/microsoftteams/messaging-policies-in-teams). All checked 28 August 2026.

What TeamTalk is not, so you do not find out in month three.

- Not a rota, a timesheet or a payroll tool.
- Not an induction, competence or RAMS system. If you run HandsHQ, HammerTech or Procore, keep them: we are the comms layer, not the system of record.
- Not document control.
- No native App Store or Google Play listing. The installable web app is the product. On iPhone, push works once the worker adds it to the home screen.
- No single sign-on and no SCIM today. Users are added by join card, bulk import or by hand.
- No offline posting. Reading works offline where the browser has already cached the notice.
- Machine translation, reviewable before you publish. Excellent for short, plain notices. Not a certified translation, and not something to lean on for contract wording.
- A confirmation proves an affirmative act, not comprehension. We will not tell you otherwise.
- Web push is best effort, which is why we do not leave it there. **Every plan includes a critical-SMS allowance of two posts per worker per month**, sent by SMS alongside the push at no extra cost. Above the allowance, SMS is 8p a message, and it is the only metered item on the price list.
- No customers to name yet. You would be early, which is why the pilot is priced and structured the way it is.

If any of these is a blocker rather than a caveat, tell us now and we will say so rather than sell round it.

You hold names and phone numbers of people you do not employ. Here is exactly where they go.

What we hold

Name, mobile number, optional email, chosen language, group membership, and the content people post. Photographs attached to hazard reports may show people. Nothing else: no contacts, no device inventory, and **no background or continuous location. Hazard reports carry a location the worker types or picks, and nothing else.**

Where it lives

United Kingdom (AWS London, eu-west-2). Servers managed through Laravel Forge. Tenant isolation at the database layer. TLS in transit, encryption at rest on AWS volumes and S3. Daily backups, retention agreed in the contract. Admin impersonation for support is logged.

Who else processes it

AWS (hosting and storage), Twilio (SMS verification), OpenAI (translation), Mux (video and captions), Pusher (real-time), Mailgun (email). The list is published and you get notice of changes.

Transfers out of the UK

Twilio and Mux are certified under the UK Extension to the EU-US Data Privacy Framework. The translation transfer to OpenAI runs under an International Data Transfer Agreement with a transfer risk assessment. **Post text, comment text, direct message text and hazard report text are sent for translation. No names, phone numbers or identifiers accompany the text.**

Leavers and deletion

Access ends on the leaving date, revoked mid-session. Their confirmation record stays with you as evidence, which is more than the WhatsApp group manages in either direction. Tenant deletion on request within 30 days; backups age out.

What we send you today

Data processing agreement, privacy notice, sub-processor list, one-page security summary, insurance certificates and our answers to your standard supplier questionnaire. Cyber Essentials: **[status, confirm before sending]**.

PRICING

Priced on the unit you already budget in: a site, or a band of workers. Never per seat.

Site £180 per site per month Up to 100 enrolled workers on the site, everyone on it, however many languages. Overage £1.60 per worker per month. £2,160 a site for the year, everyone on it.	Company £550+ per month, unlimited sites Banded by enrolled workers: £550 up to 250 · £950 251–500 · £1,600 501–1,000 · £2,600 1,001–2,000. Re-banded at renewal only, never mid-term, so a busy month never produces a surprise invoice.	Enterprise £3,600+ per month, quoted per estate Over 2,000 workers, or anyone needing single sign-on, a formal security review or a bespoke service level agreement.
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Included on every tier, with no add-ons

Translation into any language · video with translated captions · confirmed receipt and chase lists · printable records and CSV export · hazard reporting · join cards and bulk import · scheduled posts and drafts · user groups · leaver lockout · your branding on your own subdomain · unlimited managers · implementation, always £0.

The only things that change the number

- ✓ Monthly rather than annual billing: **+15%**.
- ✓ Every plan includes a **critical-SMS allowance of two posts per worker per month**. Above it, SMS is **8p a message**: the only metered item.
- ✓ Ex VAT, 12-month term, invoiced by Paces

For context, the cheapest credible Microsoft stack for tracked frontline comms is Microsoft 365 F1 at £2.30 plus Viva Employee Communications and Communities at £1.54, so £3.84 per user per month on an annual commitment, and it still caps read receipts at 20 people. Published UK prices, checked 28 August 2026.

THE OFFER

A 60-day proof of reach. £2,500 fixed. Miss both of the first two criteria and we refund it.

Price	£2,500 + VAT, fixed, invoiced on signature. Sized so a divisional budget holder can approve it, and structured so your procurement team can run in parallel: the supplier pack goes to them the same day.
Scope	One region or division: up to 3 sites and 250 enrolled workers, in every language they need.
Duration	60 days from launch day, not signature. Checkpoint at day 14, formal review at day 30, decision meeting at day 60.
Credit	100% creditable against year one of an annual contract signed within 30 days of the pilot ending. The year-one price is printed on the pilot agreement.
Paper	A three-page agreement with the DPA attached. No portal, no implementation fee.

THE FOUR SUCCESS CRITERIA, AGREED IN WRITING BEFORE WE START

- 1

At least 70% of enrolled workers logged in within 14 days.
- 2

At least 85% confirmed receipt on mandatory posts within 72 hours.
- 3

At least 2 posts per site per week, sustained across the 60 days.
- 4

A compliance export accepted by your HSEQ lead as an evidential briefing record.

The fee is refunded only if both criterion 1 and criterion 2 are missed. We would rather find out in 60 days than argue about it in year two.

How criteria 1 and 2 are measured, written into the pilot agreement before launch day. If more than 10% of the phone numbers you supply fail validation, criterion 1 is measured against the deliverable list. Excluded from the measurement: sites where you have not published two posts a week, sites where the launch actions on your side are incomplete, and workers added in the final 14 days. · Why paid rather than free: a free pilot has no internal owner, no budget line and no deadline, so it drifts until the first site manager's holiday.

NEXT STEPS

Four things, and the first one takes half an hour.

1

Thirty minutes on a real phone

With your site manager in the room. We publish a notice from your world, it lands in Polish, someone confirms it, and we print the record. If it does not convince him, it will not convince the site.

2

Your tenant, your colours

We set up a space on your own subdomain with your logo and the languages actually spoken on your sites, before the pilot starts. No cost, no commitment.

3

Choose three sites and a date

Ideally sites at or near mobilisation rather than mid-project, and one named owner per site. We agree the four success criteria in writing before day one.

4

Three pages and a purchase order

The pilot agreement with the year-one price on it, the DPA attached, and the supplier pack for your procurement team. Launch day is the day the join cards go up.

“Which of your sites has the most languages on it right now? Let’s start there.”



[Name]

[phone] · [email]

team-comms.com