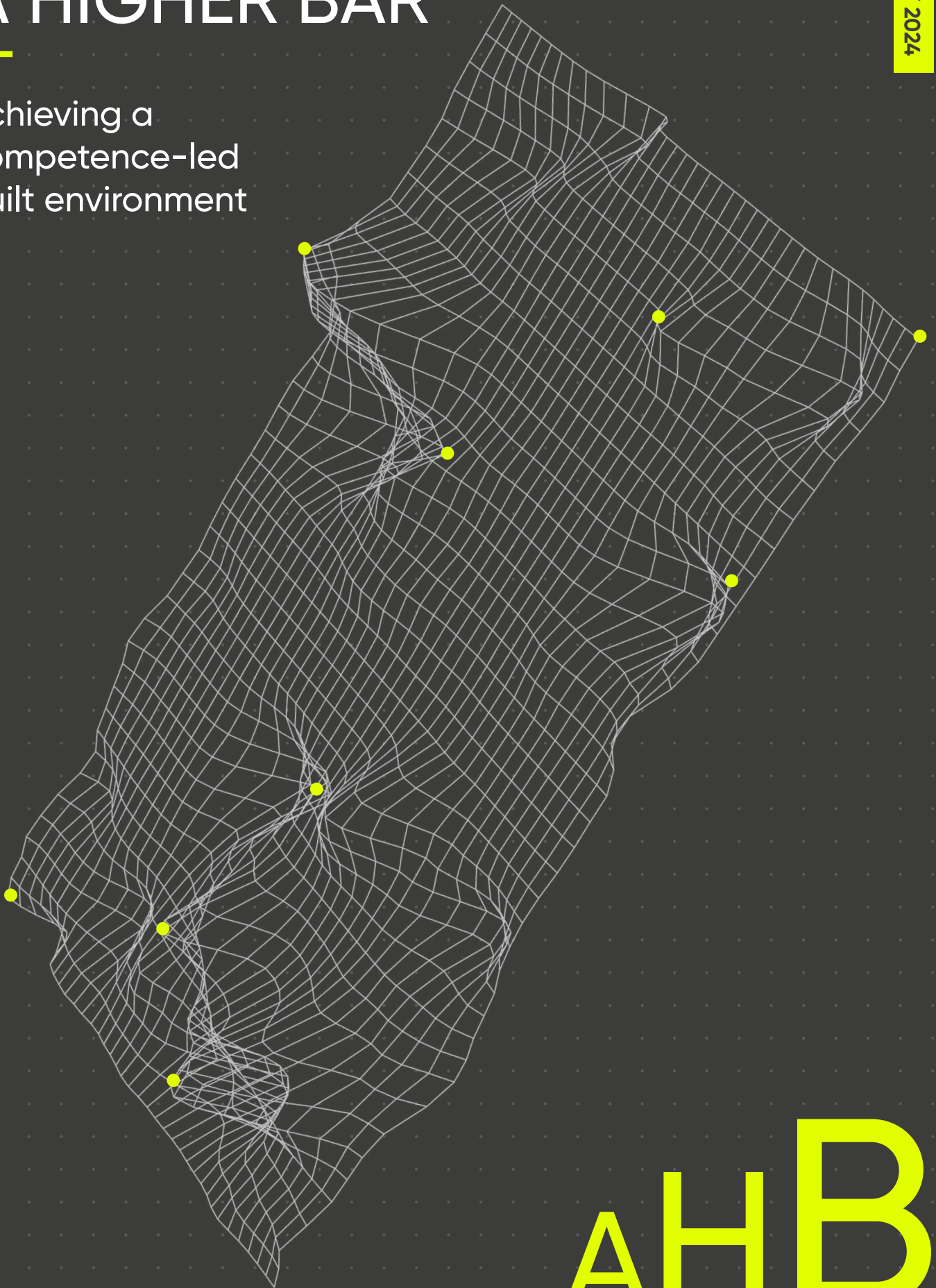


# A HIGHER BAR

Achieving a  
competence-led  
built environment



# AHB

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# 04

## FOREWORD

Graham Watts OBE  
Chair  
Competence Steering Committee

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# FOREWORD

Graham Watts OBE

CHAIR  
COMPETENCE STEERING COMMITTEE

I have chaired 67 meetings of the Competence Steering Group (CSG) over a period of five years. In cricketing terms, it will, however, be 67 and out, since I am standing down as the CSG transitions into a new environment (with the Construction Industry Council handing over the management of the Group to the Building Safety Regulator as a sub-set of the statutory Industry Competence Committee) and with a new title (the Industry Competence Steering Group).

Our work over these past five years – spanning, of course, the pandemic – has been documented in a trilogy of reports: *Raising the Bar* (August 2019); *Setting the Bar* (September 2020); and this report, *A Higher Bar* (February 2024). It has been an immense amount of work, overseen by 12 working groups and several other task-and-finish groups, involving some 400 people from more than 150 organisations. Having worked in the sector for 45 years, I can confidently state that there has never been a project that has galvanised so much support from across so many organisations, bringing together the construction industry trade bodies, the professional bodies from the wider built environment, the fire safety sector and organisations for those who own and/or manage buildings. The continuation of the body in its new form (and many of the working groups) will ensure a crucial legacy of cross-sector cooperation.

There will be many other legacies of our work in terms of standards (BSI Flex 8670 and three underpinning PASs with two more in development); organisations (the Building Safety Alliance is a direct descendent); publications and guides (over 30 and counting, many of which are referenced in this and our preceding reports); the Industry Competence Committee itself; and, of course, the many competence frameworks that have been developed by the Working Groups.

None of this would have been possible without the dedicated, largely voluntary, contributions of many people. The chairs and secretaries of the Working Groups are all credited in this report and the members of the CSG are listed

in an annex. I would like to pay particular credit to Denise Chevin who has acted tirelessly as both secretary of the CSG and editor of our three reports. During the course of our work, Denise was appointed as an MBE and that recognition was thoroughly well deserved for this work alone. I would also like to thank Peter Caplehorn and Peter Yates who have served as deputy chairs over the past 5 years and to Hanna Clarke, Richard Harral and Gill Hancock who have led the work that will help to secure the future of the CSG within the BSR. I am delighted that important continuity will be established as Hanna and Gill have been appointed as respectively chair and deputy chair of our successor body. It seems particularly appropriate for a new era in construction that three men have been replaced by two women!

Two other women, Clare Price of BSI and Katy Turff of the Engineering Council have also been towers of strength throughout the process, as have all the Working Group chairs and secretaries. It has been a relatively easy job to chair an organisation that has had so much support and has therefore achieved a great deal. Of particular importance is the fact that all of our work has been funded (more than £13 million at the last count) by industry and not a penny has been received from government.

But, of course, it is never enough. Progress has been hard-fought and there have been plenty of stumbles along the way. It has all taken longer than expected and there is still much to do as identified in the various challenges listed by the working groups in this report. There is a need to improve coordination amongst the sectors to avoid gaps and duplication and linking to, as yet unclear, statutory requirements is vital. The training to implement the competence frameworks has lagged behind and is now vital to make the difference that is needed.

My final thank you is to Dame Judith Hackitt without whom none of this would have happened. Her report addressed problems in the industry that had been in plain sight for years and gave the impetus for work to begin on improving competences across the board.

I am handing over this baton to Jon Vanstone and members of the Industry Competence Committee, and I wish Hanna, Gill and the members of the new Industry Competence Steering Group every success in continuing to improve the competences of everyone involved in planning, designing, constructing, maintaining and managing the built environment.

**Graham Watts OBE**

29 January 2024



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# PART 1

# PART 1

## An overview of progress

### Introduction

This report charts the progress of the Competence Steering Group (CSG) following the publication of *Setting the Bar* in October 2020.<sup>1</sup> Since that report was published, much has changed and many of its recommendations to improve industry competence and bring about culture change have come to fruition. There is still some way to go of course, but we are reassured that a greater understanding of the gap in competence and the need to improve is galvanising interest and action across the sector.

It is timely to present this report now for two reasons. The first is that primary legislation has been set out in the Building Safety Act<sup>2</sup> and the hugely ambitious means of rolling it out and policing it under the aegis of the new Building Safety Regulator is being built from the foundations up.

The main thrust of the Act is aimed at ensuring those involved in the development, certification, design, construction, management, maintenance, and ownership of residential buildings recognise their responsibilities within a wider system for delivering safe buildings and restoring confidence to residents.

New measures contained in the Act such as the start of the registration of residential buildings of 18 metres or more and the registration of building inspectors have already come into effect, and industry will need to start delivering against them. At the time of writing, some secondary legislation was still to appear, but we can now see enough of the picture to grasp how the industry is expected to change to help prevent another Grenfell tragedy – including raising its levels of competence.

The work of the CSG and its 12 constituent Working Groups (WGs) has both contributed to this new regulatory landscape and developed the frameworks and standards which

<sup>1</sup> Setting the Bar, a New Competence Regime for Building a Safer Future, Competence Steering Group. October 2020  
<https://www.cic.org.uk/shop/setting-the-bar>

<sup>2</sup> The Building Safety Act (received Royal Assent in April 2022)  
[Department for Levelling Up, Housing and Communities, July 2022](https://www.gov.uk/guidance/the-building-safety-act)  
<https://www.gov.uk/guidance/the-building-safety-act>

different occupations must attain and will be measured against. The 12 Working Groups have produced their own progress reports which can be read in Part 2.

Secondly, it is also timely to report on progress as the CSG itself is transitioning into a new phase, both in its work and in its administration. Having drawn up for the most part competence frameworks, the focus on many of the Working Groups will move into delivery, helping to embed these new standards into industry practice in the design, construction and management of higher-risk buildings and beyond. As we have set out in our two previous reports, the CSG is not limited to developing competence for those working on buildings in scope of the Act but is looking to raise competence across the entire built environment.

In terms of facilitation, since the autumn of 2021 we have been working closely with the Building Safety Regulator's Interim Industry Competence Committee, chaired by Jon Vanstone, thus ensuring alignment of goals and approaches. This interim committee has now stood down to be replaced by a permanent Industry Competence Committee (ICC), also chaired by Jon Vanstone and the new Group will continue to liaise with the ICC. Several members of the CSG, to be known as the Industry Competence Steering Group (ICSG) have been appointed to the ICC and so continuity is assured.

Going forward, facilitation of the CSG will pass from the Construction Industry Council to the Industry Competence Committee – a committee reporting into the Building Safety Regulator. As it does so the nature of the relationship will continue to be one of collaboration. The work of the new CSG will remain independent and will continue to be industry driven. There is more detail in the section entitled **Next Steps**.

## HEADLINE PROGRESS IN SETTING A FOUNDATION OF A COMPETENCE-LED BUILT ENVIRONMENT

- The CSG recommended setting up a new Industry Competence Committee within the Building Safety Regulator to oversee competence in the built environment sector. This has been in an interim format since June 2021 and it has now transitioned to a permanent basis
- The CSG has promoted the principle that competence requirements should apply across the built environment sector, rather than just focussing on higher-risk buildings. This has been embraced by the Building Safety Act and adopted by the British Standards Institution (BSI) committee developing competence standards in the built environment (CPB/1) where a wider range of standards are starting to emerge
- The CSG supported the systemic approach proposed in *Building a Safer Future*<sup>3</sup> and contributed to the development of BSI Flex 8670 v3.0:2021-04. *Built Environment. Core criteria for building safety in competence frameworks. Code of practice* (soon to be published as a full British Standard BS 8670) which embeds the 'building as a system' principle and sets out the top-level principles and establishes a common language for competence. This is then used by other frameworks as a foundation, including the three published PAS documents. These are competence requirements for two of the dutyholder roles under the Building Safety Act, namely Principal Designer and Principal Contractor and a PAS for building safety management

<sup>3</sup> Building a Safer Future, Independent Review of Building Regulations and Fire Safety: Final Report, Dame Judith Hackitt, May 2018  
[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/707785/Building\\_a\\_Safer\\_Future\\_-\\_web.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/707785/Building_a_Safer_Future_-_web.pdf)

New competence frameworks or other competence arrangements have been developed for each of the occupational areas addressed by the Working Groups – including the development of other new standards and PAS documents

The CSG has placed a great deal of emphasis on the importance of competence of those responsible for maintaining and operating buildings in occupation, which we might argue significantly influenced inclusion of Part 4 of the Act. CSG also supported Dame Judith Hackitt's recommendation for a role of building safety manager, which has been a strong focus for several Working Groups and, in particular, Working Group 8. Following the removal of the requirement for a building safety manager from the Building Safety Bill, Working Group 8 has adapted its focus to building owners and operators and how they manage competence, and promoted the formation of the Building Safety Alliance which is focused on buildings in occupation

WG1's work on safety case/safety management systems, and a targeted webinar series is also aimed at those managing safety in occupied buildings

## Competence Steering Group (CSG)

The CSG was set up to research and propose solutions for competence shortcomings identified in the Hackitt Review *Building a Safer Future* (2018), published in the wake of the Grenfell Tower fire in June 2017. Around 400 people have been directly involved with the CSG's work, drawn from some 150 institutions and associations across the full spectrum of the built environment, fire safety sector and building owners and managers.

*Building a Safer Future* identified a lack of consistency in the processes and standards for assuring the effective collaboration, training, skills, knowledge and behaviours of those working on higher-risk buildings. It described these shortcomings as a major flaw in the current regulatory system.

The CSG mission has been to raise standards of competence across those working in the built environment and in doing so restoring confidence to residents and occupants that their buildings are safe.

Over the past five years the CSG has assembled an unprecedented coalition of organisations from across the built environment and fire safety sectors and organisations representing building owners and managers.

The CSG has produced two reports about its work: the interim report *Raising the Bar*<sup>4</sup> in August 2019 and *Setting the Bar* in September 2020. Both set out ambitions for creating new competence frameworks across 12 different disciplines, which have been spearheaded by a dozen Working Groups. The CSG tackled the challenge of raising competence standards by focusing on the 10 disciplines set out in *Building a Safer Future*, plus two further groups (procurement professionals, and construction products competence). *A Higher Bar* is the final in the CSG's trilogy of reports and should be read in conjunction with the previous reports.

<sup>4</sup> *Raising the Bar*, Interim report, Competence Steering Group, August 2019  
<https://www.cic.org.uk/shop/raising-the-bar-interim-report>



## The 12 Working Groups are:

- WG1: Engineers**
- WG2: Installers**
- WG3: Fire Engineers**
- WG4: Fire Risk Assessors**
- WG5: Fire Safety Regulators**  
(known previously as the Fire and Rescue Services)
- WG6: Building Control**  
(work subsumed into the Future of Building Control Group set up by DLUHC)
- WG7: Designers**  
(including architects and those working for specialists)
- WG8: Building Safety Alliance**  
(known previously as Building Safety Managers)
- WG9: Site Supervisors**
- WG10: Project Managers**
- WG11: Procurement Professionals**
- WG12: Construction Products**

An additional Working Group, known as WGO, was also set up within the CSG to look at overarching competence standards. This work was then passed over to the BSI to develop the suite of National Standards.

Each of the Working Groups started at a different place, dependent on the structure and competence arrangements in those disciplines for working on higher-risk buildings. Some disciplines already had mature competence systems (engineers and designers, for example) from which an

extension could be made to cover the specialism of higher-risk buildings. Other disciplines had a plethora of competence systems, which needed to be assessed and reviewed. But even those with mature competence arrangements have identified and proposed improvements to support the Building Safety Act requirements.

## The Building Safety Act and competence

The Building Safety Act received Royal Assent in April 2022 and is the largest and most significant piece of legislation for the built environment in over 50 years and will be a driver for raising competence. The legislation enables two new regulators (the Building Safety Regulator and the National Regulator for Construction Products). While there is a new more stringent regime for buildings in scope, the competence duties are in reference to those working on all buildings.

In August 2023, further statutory legislation was published requiring that:

- Dutyholders must demonstrate the competence of their workforce (ie, whole supply chain)**
- Dutyholders must ensure clients are aware of their duties before beginning work**
- Organisations must be able to demonstrate that individuals within their workforce are not working outside of their competence**

It is recognised by the CSG that the sector is not ready for the significant changes and continued support will be needed.

## A system for competence

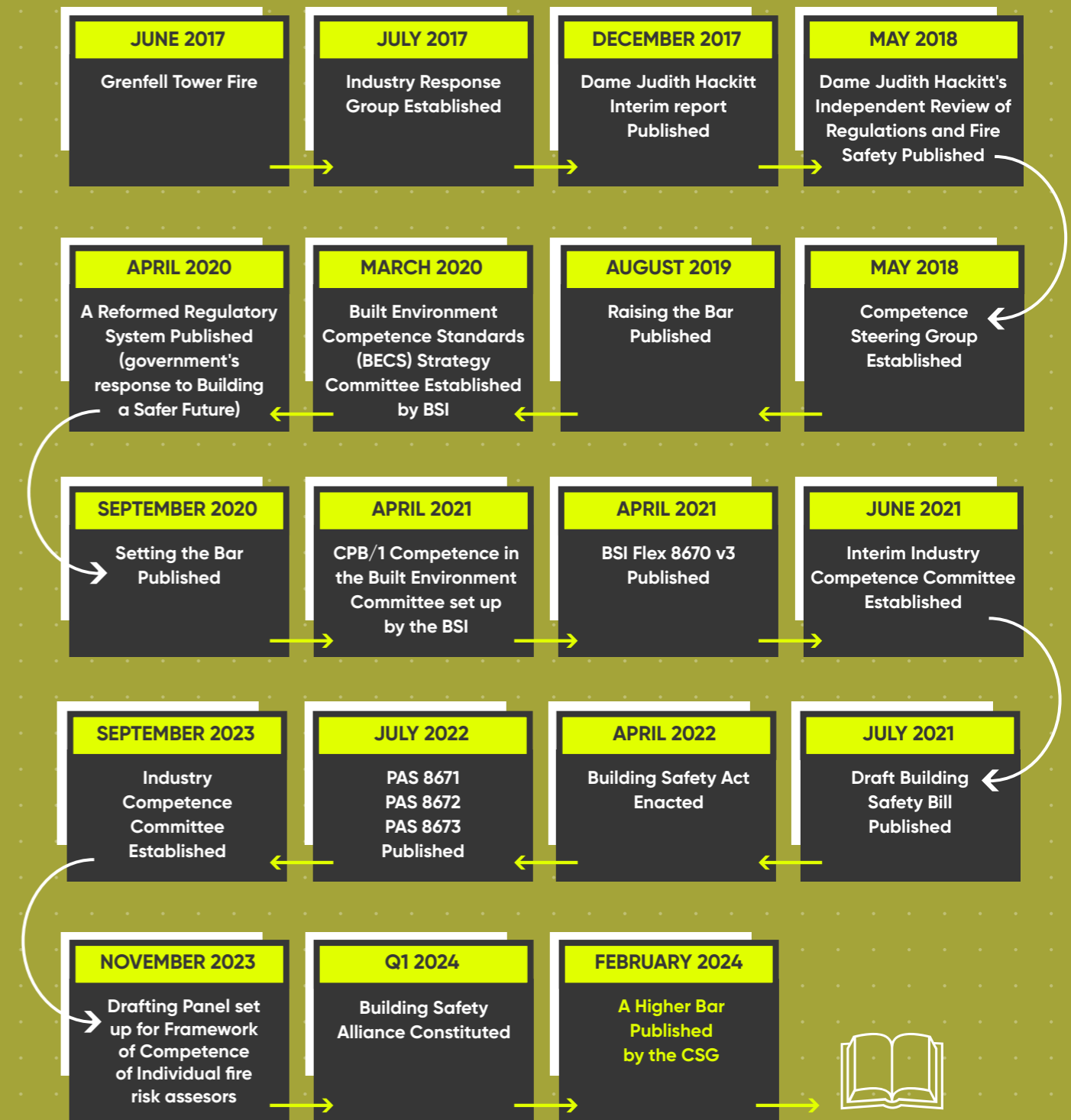
To summarise briefly, the proposed overarching system of competence envisaged by the CSG and described in **Setting the Bar** is made up of four key elements, all of which are now either in place or under development. These are:

- **A new competence committee sitting within the Building Safety Regulator**
- **A national suite of competence standards—comprising,**
  - A British Standard for an overarching competence framework
  - PAS standards for regulated roles, and
  - A series of specific competence standards
- **Requirements for individual disciplines, roles or activities**
- **Arrangements for independent assessment and reassessment against the competence standards**
- **A mechanism to ensure that those assessing and certifying against the standards have appropriate levels of oversight**

The new suite of National Standards fosters improved competence by imposing requirements on dutyholders, which then cascade into competence requirements through safety critical roles in project teams. These competence requirements are in time intended to extend their scope from higher-risk buildings to become standard practice.

At each gateway under the new arrangements, the Building Safety Regulator is not only expected to examine proposals but also to look rigorously at the competence of the people who have developed those proposals. For the Principal Contractor, for example, that would also include all the people in their supply chain. In **Setting the Bar**, CSG called for all those working in higher-risk buildings to be assessed to be certified as competent.

## SELECTIVE TIMELINE OF CSG AND RELATED BUILDING SAFETY ACTIVITIES



## A British Standard for an overarching competence framework and PAS standards

The British Standard BS 8670 (currently being converted from BS Flex 8670 v3.0:2021-04) is designed to establish the principles and a common language for competence and provide a framework for two of the dutyholder roles under the Building Safety Act, namely Principal Designer and Principal Contractor. The standard also provides a template for other competence standards going forward.

Building safety managers are no longer considered a duty holding role. However, the Accountable Person has a duty to:

- **Prevent a building safety risk happening, with building safety risk defined as 'spread of fire and/or structural failure'**
- **Reduce the seriousness of an incident if one happens**

To satisfy these duties, it is expected that they would need a form of building safety management in place with the appropriate competence, and PAS 8673:2022 would be the obvious place to identify that those fulfilling such a role have such competence.

The development of BS Flex 8670 v3.0:2021-04 and the BSI PAS documents PAS 8671:2022 for Principal Designer and PAS 8672:2022 for Principal Contractor, and PAS 8673:2022 for the management of safety in residential buildings, have been developed in close collaboration with the CSG.

This work was initially developed through an additional working group for Overarching Competence before being transitioned to become part of the BSI. These documents underpin the work the industry has done to develop competence in the design/contractor/owner/occupier accountable roles. The development and progress of these

documents is set out in more detail by BSI sector lead, Clare Price, in Part 2 on page 33.

In its role as the National Standards body, BSI has established a new BSI Technical Committee, CPB/1 Competence in the Built Environment, to steer the development of new standards. For example, a new British Standard for the competence of individual fire risk assessors is under development, as is a standard for construction products competence.

## A national suite of competence frameworks and solutions

The frameworks which have been developed by the 12 Working Groups provide the skills, knowledge, experience and behaviours (known as SKEB) needed to carry out specific roles, as well as introducing a more rigorous approach to the training and assessment needed.

The work has been largely designed by the relevant Working Groups. There is some difference with regards to the stage they have reached, due to the scale of the task and the very different nature of the Working Groups. For example, the need to raise competence levels in procurement (WG11) is being undertaken by professional bodies coordinated by the Chartered Institute of Purchasing and Supply (CIPS). These bodies have developed a programme of CPD for their respective members to be able to extend their existing qualifications that will deal with procurement within higher-risk buildings.

At the other end of the spectrum are the installers in WG2, which represents over 100 different trade bodies with associated training and qualifications. This Working Group has concentrated its initial work on six safety-critical occupations for fire safety. All six priority groups have been developing their occupation's competence frameworks, including a SKEB Statement, a route to competence, and an implementation plan.

WG12, for construction products competence has been unique in its challenge as it is not designing a framework for a specific occupation or profession, but designing core criteria for any individuals that impact the decisions for the selection, use or maintenance of construction products. As such, their work has an impact on all professions and occupations across the built environment and it will take time to be integrated across the board.

The next step for these competence frameworks is for them to be developed across the different occupational groups.

Therefore, in nearly all the areas, while the framework is in place, the means for competence to be tested and for qualifications to be awarded, are still to be set up. WG5, focusing on fire safety regulators is one exception, where the new levels of competence are now being implemented.

Some Working Groups have evolved to adapt to changed circumstances. The activities of WG6, concerning building control, was overtaken by the review of the profession, and was subsumed into that programme of work to develop new professional standards. Similarly WG8, for building safety managers, has also evolved into a new body called the Building Safety Alliance drawing on members from across the residential industry. The CSG is proud to have been heavily involved in the development of these bodies and initiatives, which will be an ongoing legacy of our work.

## Independent assessment and reassessment against the competence standards and appropriate levels of oversight

The CSG's view has been in line with that of the Independent Safety Steering Group<sup>5</sup>, in that an important element of achieving a competence-led built environment is for there to be an appropriate level of independent assessment and oversight. There are three elements to this:

- **The assessment of an individual's competence against their occupational framework which will be carried out by an assessment organisation, such as a professional institution**
- **It was the CSG's recommendation that those assessing and certifying against the standards and frameworks should also have appropriate levels of oversight. The CSG has been pleased to see that some of the Working Groups have been progressing these arrangements of their own accord, including WG5 for fire safety regulators, which has put in place third-party validation through the Institution of Fire Engineers Contextualised Auditors Register**
- **As set out in our recommendations in Setting the Bar the CSG was also of the view that the Industry Competence Committee would have an overarching view of the development of competence, setting out the timeframe requirements for assessment and reassessment as well as providing a watching brief, including that a framework remained up to date, and new frameworks met the necessary levels of skills, knowledge, experience, and behaviour**

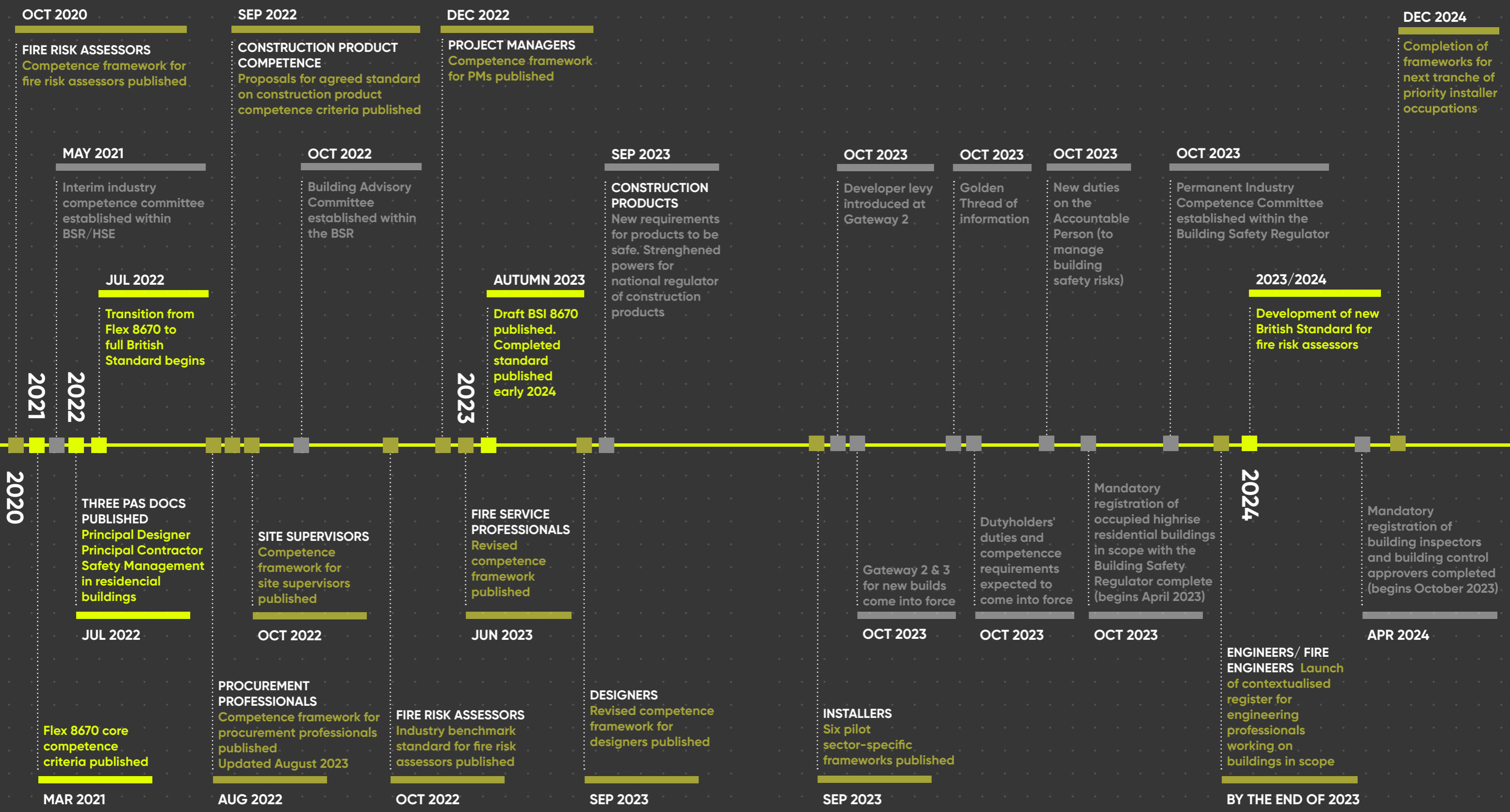
A follow-on action for the new ICSG as it moves under the umbrella of the Industry Competence Committee might be to look at alternative ways of doing this, or consider how each of the disciplines is proposing to do it, if left to their own devices.

<sup>5</sup>The Industry Safety Steering Group (ISSG) was formed in 2018, with Dame Judith Hackitt as chair, to measure the 'progress of culture change in the built environment industry'.

# TIMELINE

for competence activity

- BSI work
- Working Groups
- Government safety legislation / Building Safety Regulator



## Lessons learned

In a desire to expedite the next phase of development, we have drawn up what we believe are the main lessons learned in reaching this stage, as below, so that those engaged in whatever discussions that are to follow may benefit from our experience.

- **Maintaining close and ongoing engagement of a wide range of different bodies over an extended period is essential**
- **New organisations joining a group at later stages must be efficiently familiarised with progress to date via an in-depth induction**
- **Progress will be swifter if ‘what good looks like’ is defined at the outset, and clear work processes laid down**
- **Be aware from the outset that involvement will be intensive and time-consuming. Relying on volunteers rather than paid officials slows progress**
- **Decisions and positive outcomes are easier when there is a clear government mandate**
- **Design boundaries have become blurred over recent years, and the issue of where responsibility lies is at the heart of the current debate. The new inter-dependencies between product/systems manufacturers, architects and specialist contractors pose a major challenge to post-Grenfell reform**
- **Constructive feedback is integral to developing good solutions. The more varied the perspectives, the better the outcome. However, a balance must be struck between the need for full consultation while at the same time delivering outcomes in a timely fashion**

## Next Steps

In recognition that the CSG has been working for over five years and in response to the changing legislative landscape it was decided to review the structure and identify a strategy for future progress and how best to continue to support the sector. A CSG Strategy Group, chaired by Hanna Clarke (WG12) was established.

In coming up with a way forward, there is a consensus that the CSG should continue to play a pivotal role in the evolution of competence of the built environment and that the CSG uniquely brings together so many different industries and disciplines across the built environment. It has strengthened cross-collaboration, learning and the language of competence, and has fostered a joint commitment to continued improvement of competence.

There is also an acknowledgement that the task is far from complete. Where frameworks have been developed there is still a huge task of implementation, the iterative learning and cross-collaboration of the CSG is still in progress, and there remain areas of the industry that need to be addressed. There is also the challenge of ensuring the work is both recognised and accessible.

The CSG has forged close collaboration between the Health and Safety Executive (HSE), the emerging Building Safety Regulator (BSR) and the Interim Industry Competence Committee to ensure that solutions developed reflect the requirements of the Building Safety Act and are aligned with these bodies. There has been no duplication of work but a joint goal of supporting a sea change of competence in the built environment.

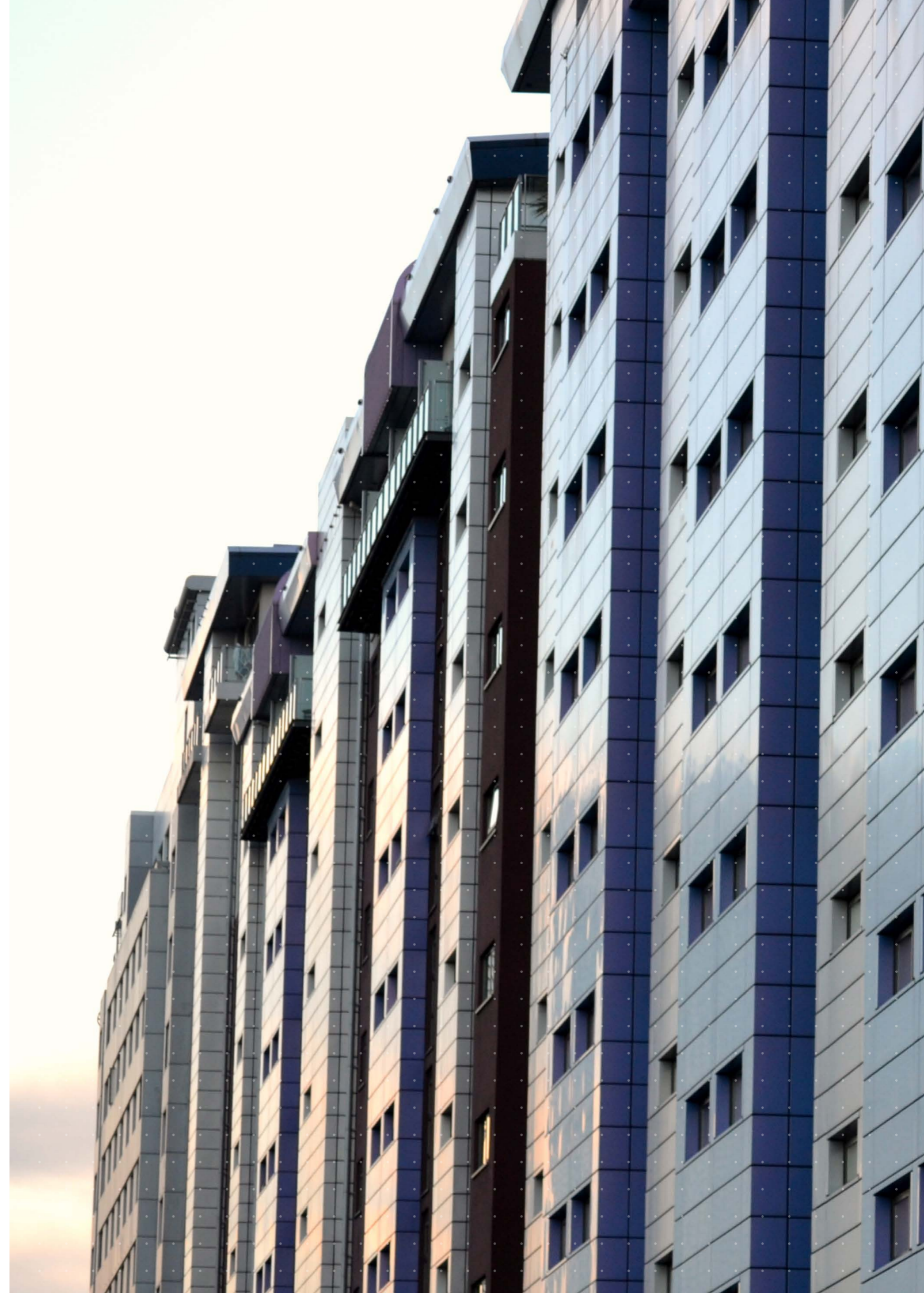
To this end, the CSG sought a formal relationship with the Building Safety Regulator, the Industry Competence Committee and the Construction Leadership Council (CLC)<sup>6</sup>. The Building Safety Regulator and the CSG have agreed in principle that the CSG will become a formal working group of the Industry Competence Committee and will be renamed

<sup>6</sup> The Construction Leadership Council was formed in 2010 and brings together the major trade organisations, professional bodies and relevant government departments to ‘lead a new era of delivery in the built environment’. The CLC and the ICC have established an Industry Competence Leadership Forum that brings all relevant bodies together and meets regularly.

as the Industry Competence Steering Group. The terms of reference for the new group are due to be laid before the Industry Competence Committee for agreement.

The aspiration is that a relationship with the Building Safety Regulator and Industry Competence Committee will bring confidence to the industry in the work being developed and encourage those not already involved to join the initiative.

It is proposed that Working Groups will continue to operate under the leadership of the appropriate sector.





**PART 2**



# PART 2

## BSI Built Environment Competence Standards programme

### *Clare Price, sector lead, BSI on the development of the overarching standards*

People have the right to expect that buildings and their immediate environment are designed, built and maintained in a safe way. Occupants need to have confidence and trust in the people responsible for ensuring that their interests are properly considered, and that safety is a priority. Competence of all who provide services and products throughout the life of a building is key to achieving this.

This is one of the reasons that following the publication of Raising the Bar in 2019, the Department for Levelling Up Housing and Communities (then called The Ministry for Housing, Communities and Local Government) contracted the British Standards Institution (BSI) to run a programme to develop a suite of National Standards, as recommended by CSG WG0.

The standards' programme supports industry reform, in line with the new Building Safety Act. The standards are intended to minimise safety risks and improve protection to consumers and occupants, including residents and others in and about buildings. In supporting this government regulation, the documents help drive the much-needed culture change in the industry that was demanded by Dame Judith Hackett in *Building a Safer Future*, her review of Building Regulations and fire safety following the Grenfell fire.

BSI's aim is to provide consistent standards for industry so that buildings can be procured, designed, constructed, managed and maintained by a competent workforce. The programme is designed to establish the principles and a common language for competence and provide a framework for two of the dutyholder roles under the Building Safety Act (Principal Designer and Principal Contractor) and also building safety management. Its ongoing purpose is to

develop further standards for competence in response to industry need.

The programme to date has included a sponsored project running from April 2020 to July 2022 which drove a standards development programme and delivered the following.

***PAS 8670 v3.0:2021-04. Built environment. Core criteria for building safety in competence frameworks. Code of Practice***

This is essentially a framework for frameworks which sets out core building safety competence criteria, including fire safety, structural safety and public health, to be included in industry-specific frameworks for individuals working in the built environment. It is applicable to buildings of all types and scales.

It is intended to support wider industry reform with the ultimate objective of minimising safety risks and improving protection to consumers and occupants, including residents, in and about buildings. It will facilitate the progressive development of a more consistent approach in the development and use of competence frameworks across the built environment.

It is for use by those with responsibility for the development, maintenance or application of sector-specific competence frameworks for roles, functions, activities or tasks undertaken by individuals where these are critical to and directly influence safety in and around buildings. This includes competence frameworks for technical and non-technical roles, and for individuals working under their own authority as well as under the supervision of other competent individuals.

***PAS 8671:2022 Built environment. Framework for competence of individual Principal Designers. Specification (shortened to PAS 8671:2022)***

This specifies competence thresholds that individuals are expected to meet when delivering or managing the

dutyholder functions of the Principal Designer, and additional competences for working on higher-risk buildings. Areas of competence include appropriate behaviour; legislative and regulatory framework for compliance; management of design work compliance; and technical framework for compliance.

***PAS 8672:2022 Built environment. Framework for competence of individual Principal Contractors. Specification (shortened to PAS 8672:2022)***

This specifies competence requirements for the dutyholder role of Principal Contractor. It also describes specific competences common to Principal Contractors and those which are additional for those undertaking the role on higher-risk buildings. It covers roles and responsibilities; skills, knowledge and experience; behaviours and ethics; additional competences for higher-risk buildings; and limits of competence.

***PAS 8673:2022 Built environment. Competence requirements for the management of safety in residential buildings. Specification (shortened to PAS 8673:2022)***

This specifies competence requirements for managing safety in residential buildings and other developments incorporating residential accommodation. It also gives guidance on detailed competences and the assessment of competence. It covers competence and commitment in regard to building structures and building systems, including building services; interaction of systems and components; operational practices necessary to maintain buildings safe for occupants; risk management; managing the golden thread of information, including other digitalised information; managing change, including the consequences of human behaviour; leadership, communication and planning skills; and personal commitment to ethical behaviour and professional standards.

## New technical committee

In its role as National Standards body, BSI has established a new BSI Technical Committee, CPB/1 Competence in the Built Environment. It was established in April 2022 to oversee the development and maintenance of British Standards. The committee is responsible for defining, developing and delivering standardisation outputs for the competence of those involved in the procurement, design, construction, management and maintenance of buildings, including higher-risk buildings as defined under the Building Safety Act.

The committee is constituted from stakeholders across the built environment sector. It includes representation from government, the devolved administrations, the Building Safety Regulator, industry bodies such as the Construction Industry Council and CSG, certification bodies, professional bodies and trade associations as well as those stakeholders, such as residents, who will be affected by the standards under development.

Since being formed, the committee has created a drafting panel to undertake the conversion of BSI Flex 8670 v3.0 to BS 8670.<sup>7</sup> Publication of the draft British Standard is expected in early 2024. Building on the work of CSG WGs 4 and 12, the committee is also developing two new British Standards on the competence of individual fire risk assessors,<sup>8</sup> and construction products competence<sup>9</sup> and an additional British Standard on the organisational management of competence is under discussion.

CPB/1 is currently undertaking a strategic review of its positioning and alignment with legislation and wider industry activity. As part of this work, it is looking at how it can continue to communicate effectively and support cultural change. A key part of this activity will be the relationship with the new ICSG. BSI has been represented on the CSG and looks forward to continued collaboration with the ICSG and the individual Working Groups in order to respond effectively to industry needs and develop the standards it needs in this important area.

<sup>7</sup> <https://standardsdevelopment.bsigroup.com/projects/9022-06761>

<sup>8</sup> <https://standardsdevelopment.bsigroup.com/projects/9023-08200>

<sup>9</sup> <https://standardsdevelopment.bsigroup.com/projects/9023-08052>

## WG\_01 Working Group 01 | ENGINEERS

George Adams | *Chair*

Katy Turff | *Secretary*

### SCOPE

*Building a Safer Future* included a proposal that relevant professional engineering institutions should work with the Engineering Council to develop a contextualised standard for chartered and incorporated engineers working on higher-risk buildings. This primarily focused on the lead integration of the engineering of life safety systems within these buildings.

Since the publication of *Setting the Bar* WG1 has focused on the following:

- **Advising the Engineering Council on development of a contextualised standard and registration for engineering professionals working on higher-risk buildings**
- **Developing a series of 12 webinars to support building managers and engineering professionals to produce safety case reports for higher-risk buildings already in occupation**
- **Reviewing and considering industry feedback**
- **Preparing to move to a Building Safety Alliance Panel with support from the Engineering Council**
- **Coordinating and providing insight with users of higher-risk buildings and industry representatives**
- **Integrating WG3 into WG1**
- **Contributing to the Engineering Competency matrices with the Chartered Institution of Building Services Engineers (CIBSE)**

## Organisations

WG1 is a representative body of the engineering professions in the built environment. Its core membership includes: Building Engineering Services Association (BESA), Chartered Association of Building Engineers (CABE), Chartered Institution of Building Services Engineers (CIBSE), Engineering Council, Institution of Civil Engineers (ICE), Institution of Engineering and Technology (IET), Institution of Fire Engineers (IFE), Institution of Gas Engineers and Managers (IGEM), Institution of Mechanical Engineers (IMechE), Institution of Structural Engineers (IStructE) and Safety and Reliability Society. The group also includes representatives from DLUHC and HSE, and has benefitted from the additional participation of representatives of other key stakeholders.

It was established early on that building services engineers often have overall responsibility for coordination and integration of the dynamic engineering systems including life safety systems, at design and construction stages. This is particularly the case in refurbishment and operational maintenance.

## Progress

### **Contextualised standard and registration for engineering professionals**

The contextualised register was expected to be launched by the end of 2023. Admission is through assessment of competence to the **Engineering Council Standard UK-SPEC contextualised for Higher Risk Buildings (HRB)**<sup>10</sup> by a professional engineering institution with the appropriate licence from the Engineering Council.

The UK-SPEC HRB standard was published in the summer of 2023 and sets out top-level competence requirements for chartered and incorporated engineers and engineering technicians, aligned to and fully meeting the **UK Standard for**

<sup>10</sup> <https://www.engc.org.uk/standards-guidance/standards/uk-spec/uk-spec-hrb/>

### **Professional Engineering Competence and Commitment v4 (UK-SPEC)**, and BSI Flex 8670 v3.0:2021-04.

UK-SPEC HRB also sets out requirements for periodic revalidation of competence.

WG1 will assume a new format going forward as the Building Safety Alliance panel reporting to, and supported by, the Engineering Council. The Terms of Reference have been established and will remain under review.

### **Safety case reports webinar series**

A series of 12 webinars has been developed covering steps in a proposed process for creating safety case reports for occupied higher-risk buildings. These include a general introduction to the Building Safety Act, fire engineering, structural condition assessment and hazard assessment. They are targeted at building management teams and engineering professionals.<sup>11</sup>

## Challenges

- **Increased engagement is needed with professional and trade bodies in the built environment regarding the forthcoming changes and greater collaboration not just in the engineering sector but also with other built environment sectors**
- **Coordination between key engineering institutions and trade bodies is needed to increase messaging about the significant changes to the industry and the need for greater structure and content on competency as being established by and with the Engineering Council**

<sup>11</sup> The webinars developed by WG1 can be viewed here <https://www.imeche.org/industry-sectors/construction-building-services/Building-Safety-Webinar-Series>

- There are time constraints on key individual experts to comment on emerging supplementary legislation, provide and update webinar content and continuing to develop the contextualised standard
- There needs to be better cross-coordination of the building safety reform programme and of the Building Safety Act, Fire Safety Act<sup>12</sup> and supporting legislation relative to engineering aspects including existing legislation such as the Regulatory Reform (Fire Safety) Order<sup>13</sup>

## Future Milestones

- **Q1 2024** | First engineering institutions licensed to assess competence using UK-SPEC HRB.
- **Q1 2024** | Engineering Council Building Safety Advisory Panel established.
- **Q1 2024** | Contribute to the mapping of the ICSG.
- **Ongoing** | Enhance the understanding of the importance of engineering systems in the life safety of technology systems to occupants.

<sup>12</sup> <https://www.gov.uk/government/publications/fire-safety-act-2021>

<sup>13</sup> <https://www.gov.uk/government/calls-for-evidence/the-regulatory-reform-fire-safety-order-2005-call-for-evidence/outcome/the-regulatory-reform-fire-safety-order-2005-summary-of-responses-accessible-version>

## WG\_02 Working Group 02 | INSTALLERS

Andrew Eldred | *Chair*  
 Faye Burnett | *Secretary*

### SCOPE

Since the publication of *Setting the Bar* the focus of WG2 has been on confirming the path to competence for six pilot occupations to deliver on its first recommendation. This was that the industry should adopt a framework for all the installer occupations working on higher-risk buildings that can be applied to other project types.

The framework will comprise:

- **Accredited third-party certification of companies**
- **Level 2 or 3 qualifications for individuals**
- **A card scheme such as, but not limited to, the Construction Skills Certification Scheme (CSCS)**
- **CPD refresher training and the maintenance of individual skills**
- **All installers having a core knowledge of fire safety in buildings with training to be standardised and made mandatory**

WG2 subsequently reiterated these recommendations and developed them further in its *Key Principles for the Development of Sector Specific Frameworks for Installers*, issued in June 2021.

## Organisations

WG2 is made up of 60 individuals from a range of organisations across the installer disciplines. This includes small medium and large contractors, Build UK, trade associations, the Construction Industry Training Board (CITB), DLUHC and The Institute for Apprenticeships and Technical Education.

The WG2 reporting group is made up of:

- Acting chair | **Andrew Eldred** | Electrical Contractors Association and Construction Leadership Council
- Secretariat | **Faye Burnett** | Mace
- **Dennis Davis** | Fire Sector Federation
- **Dawn Hillier** | CITB
- **Jessica Marston** | CITB

Each of the six priority occupations are made up of a chair, a secretariat and different organisations representing that occupation:

- **Domestic plumbing and heating**
- **Dry lining**
- **Fire detection and alarms**
- **Fire stopping**
- **Rainscreen cladding**
- **Roofing**

## Progress

### *Fire safety in buildings training*

Following an industry-wide consultation exercise, CITB, Build UK and the Fire Sector Federation have developed a free to use, online training course to provide a core knowledge of fire safety in buildings, focussing on the importance of compartmentation and maintaining the integrity of building elements installed by other trades. WG2 has engaged with the six priority groups, CSCS and other CSCS Alliance card schemes, and this course was rolled out to the six priority installer occupations during autumn 2023.

## Competence

In May 2022, WG2 published a **Competence Framework – Installers Pilots Report (Phase 1)**<sup>14</sup> benchmarking the existing competence arrangements of six pilot installer occupations which have the potential to significantly impact life safety. The objective was to confirm the current competence arrangements, compare them to WG2's Key Principles and BSI Flex 8670 v3.0:2021-04 **Core criteria for building safety in competence frameworks. Code of practice**, and identify any gaps.

Using this Phase 1 report, all six priority groups have been developing their occupation's competence frameworks, including SKEB statements, a route to competence, and an implementation plan, which is defined as a programme and timetable for each occupation to achieve full compliance with competence framework requirements, including delivery of the necessary training and assessment infrastructure. These will vary depending on the occupation.

The draft competence frameworks including a route to competence, the SKEB statement and an implementation plan for the six priority occupations were completed and published by the end of 2023.

Work in a further 18 sectors within the Envelope Super Sector was launched in September 2023.

WG2 has also developed a how-to-guide and set of template documents to enable any installer group to develop its own competence framework. These were also published before the end of 2023.

<sup>14</sup> <https://www.constructionleadershipcouncil.co.uk/wp-content/uploads/2022/05/WG2-Phase-1-Report-17-May-2022.pdf>

## Challenges

There are several challenges facing the group as it looks to implement the frameworks and extend them into the next phase. These include:

- **Understanding of what a competence framework and route to competence should look like**
- **Disagreements between different trade associations, membership organisations and the industry and aligning the view of what competence should be**
- **Scaling up the process to encompass all installer occupations (estimated to be at least 100)**

## Future Milestones

- **Q1 2024** | Launch of Interiors and Engineering Services Super Sectors.
- **Q1 2024** | Publication of final WG2 report.
- **End 2024** | Launch of all five Super Sectors and the development of 40 more draft competence frameworks.

## WG\_03 Working Group 03 | FIRE ENGINEERS

**Mostyn Bullock** | *Chair*  
**Peter Wilkinson** | *Secretary*

### THE EVOLUTION OF WORKING GROUP 3

WG3 brought together fire engineers from a broad range of bodies, companies and practices to discuss competency of fire engineers and competency in fire engineering. The organisations represented were: Institution of Fire Engineers (IFE), National Fire Chiefs Council (NFCC), Institution of Structural Engineers (IStructE), Building Research Establishment (BRE), Society of Fire Protection Engineers (SFPE), Fire Industry Association (FIA), Chartered Institute of Architectural Technologists (CIAT), Collaborative Reporting for Safer Structures (CROSS-UK) and various fire engineering practices.

Group members continue to work with the Engineering Council and other relevant professional engineering institutes to develop a consistent approach to contextualised registration of professional engineers, including fire engineers (see WG1 report).

The RIBA Plan of Work is accepted as an industry standard template for managing projects and WG3 continues to meet with and encourage the Royal Institute of British Architects (RIBA) to incorporate the fire engineer role in the Building Safety Plan of Work – a fundamental aspect of the three Gateways, set out in the Building Safety Act.

WG3 continues to work with CROSS-UK to incorporate fire safety into the reporting system. With continuing support from DLUHC, CROSS-UK launched a new website and revised reporting process in March 2021. This provides a route to receive reports relating to fire safety events and/or concerns. The updated CROSS system, which includes fire safety, launched at the end of March 2021.<sup>15</sup>

After more than two years' operation, CROSS-UK has received and processed a sizable, varied and rich stream

<sup>15</sup> <https://www.cross-safety.org/uk/news-and-events/collaborative-reporting-for-safer-structures-uk>

of fire safety reports. Promotion of the scheme to wider construction stakeholders is in progress with routine presentations and other marketing activities to encourage sign up and encourage reporting.

Going forward, WG3 is being subsumed into WG1.

## WG\_04 Working Group 04 | FIRE RISK ASSESSORS

Dennis Davis | *Chair*

### SCOPE

WG4 initially embarked on developing (and preparing for its introduction) a methodology for demonstrating or proving competence of fire risk assessors, including those fire risk assessors undertaking work on higher-risk buildings. This scope subsequently expanded to providing advice on all buildings together with additional guidance to assist fire risk assessors and those with accountability for meeting emerging legislative requirements. This has included offering advice to those in government and other disciplines preparing to implement legislative or practice changes reflecting the overall aim of improving competence in fire safety.

### Organisations

The following organisations were represented: Fire Sector Federation (WG4 lead), Institute of Fire Safety Managers (IFSM), Association of Specialist Fire Protection (ASFP), British Automatic Fire Sprinkler Associations (BAFSA), BRE Global, Building Safety Alliance, British Approvals for Fire Equipment (BAFE), Fire Protection Association (FPA), Fire Officers Association (FOA), Fire Industries Association (FIA), Fire Service College, Institute of Fire Prevention Officers (IFPO), Institution of Fire Engineers (IFE), Local Authority Building Control (LABC), Ministry of Defence, National Fire Chiefs Council (NFCC), National Trust, National Security Inspectorate, Security

Systems and Alarms Inspection Board, United Kingdom Accreditation Service (UKAS), Warringtonfire, together with 12 companies providing risk assessment services.

### Progress

Progress has been aimed at seeking to professionalise the existing unregulated fire risk assessment sub-sector. WG4 in open forum has:

- Reviewed existing guidance
- Clarified clear SKEB expectations
- Identified and sought to resolve weaknesses identified in the Grenfell Tower Inquiry and targeted areas for improvement outlined in the *Building a Safer Future* strategy and building safety regime
- Developed and offered guidance to assist all dutyholders

This has resulted in new or revised publications freely available on the Fire Sector Federation website<sup>16</sup>:

- *A Benchmark Standard for Fire Risk Assessors (2022)*
- *A decision matrix to assist making a step 1 decision on external wall systems - Initial External Wall Assessment Guide (2022)*
- *Creation of a public reference for third-party assured fire risk assessors - Fire Risk Assessors National Listing (2021)*
- *Revisions of advice on personal emergency evacuation planning - a Safe Escape Checklist (2021)*
- *Advice for accountable persons on fire safety - Fire Safety Managers Guide (2021)*
- *A full revision of extant fire risk assessor industry advice - Industry Approved Code of Practice for Fire Risk Assessors (2020)*

<sup>16</sup> <https://www.firesectorfederation.co.uk/>



### An update of existing information to guide Accountable Persons to select an assessor-Choosing a Fire Risk Assessor (2020)

Associated with this mainstream activity has been participation and cooperation with other competence activities. For example, this includes the development of British Standards with the BSI's CPB/1 Committee for Competence in the Built Environment, such as BSI Flex 8670 v3.0:2021-04 and PAS 8671:2022, PAS 8672:2022, PAS 8673:2022 and PAS 9980:2022 Fire Risk Appraisal.<sup>17</sup>

WG4 has also been working with WG2 and WG12 on issues such as installer competence, fire safety training and pilot assessment schemes and procurement competence.

WG4 is to become the foundation of an Industry Engagement Group to assist the developing Home Office/Fire Sector<sup>18</sup> Federation Joint Project Board, which has been operational over the past year to advance individual fire risk assessor competence through a conformity assessment process.

The outcomes of this Board will support the introduction of a competence requirement to be introduced under the Building Safety Act<sup>18</sup>, in effect a mandated standard for fire risk assessors, initially for HRB and Care buildings.

## Challenges

Through CPB/1 a new British Standard entitled **Framework for competence of individual fire risk assessors. Code of Practice** is being progressed. After public consultation, which received positive support, this proposal has been approved for development and a drafting panel has been formed, which commenced work in November 2023.

Working alongside the Home Office, WG4 is also continuing to develop a strategic implementation programme to implement legislative requirements affecting fire risk assessment. These activities involve raising awareness of

<sup>17</sup> <https://www.bsigroup.com/en-GB/standards/pas-9980/>

<sup>18</sup> Section 156 (4)

legal changes and improving fire risk assessor competency through third-party accreditation.

The programme includes future governance arrangements and opportunities for proficient assessors to transition and develop careers. Underlying the programme is the aim to increase available capacity and improve professional standards of fire risk assessors. This work is intended to enable a clear demonstration of competence in practice and so provide greater public assurance of the role and capabilities of fire risk assessors.

Progress has also continued with WG2 and CITB to develop fire safety training for construction industry adoption. This is described in more detail in the earlier report from WG2.

## Future Milestones

- **2024** | Development of a new British Standard entitled **Framework for competence of individual fire risk assessors. Code of Practice.**

## WG\_05 Working Group 05 | FIRE SAFETY REGULATORS

Adreena Parkin-Coates | *Chair*

### SCOPE

In 2019 WG5 revised the existing competence framework for fire safety regulators and was reassembled for the framework review in 2022. Further work on competence and capacity of fire safety regulators within fire and rescue authorities has been conducted by the Protection Reform Unit of the National Fire Chiefs Council (NFCC). All relevant aspects are included below.

- **The development of BSI Flex 8670 v3.0:2021-04 and the current conversion through to a British Standard**
- **The suite of PAS documents PAS 8671:2022, PAS 8672:2022 and PAS 8673:2022 which set competence standards for the regulated roles of Principal Designers, Principal Contractors and for those managing the safety of residential buildings**
- **Membership of the BSI CPB/1 BSI committee for Competence in the Built Environment**
- **Assisting with the development of competence criteria for fire risk assessors**
- **Membership of the Interim Industry Competence Committee**
- **Acting as a consultee for government surveys, calls for evidence, consultations on proposed primary and secondary fire safety legislation which have included recommendations or requirements on competence standards**

### Progress so far

Besides working with the CSG, NFCC in conjunction with the fire and rescue authorities, has also been involved in the competence initiatives of other occupations.

NFCC has also led changes including those below.

### Revisions to the competence framework for fire safety regulators

The revised Competence Framework for Fire Safety Regulators 2020<sup>19</sup> was published in February 2020 and has subsequently been re-revised with publication in June 2023.<sup>20</sup> The main changes to the draft document are as follows:

- **The framework has been revised to, as far as possible, align with best practice guidance contained within BSI Flex 8670**
- **A paragraph has been included for enforcing authorities to assist in safeguarding from legal challenge related to the competence of fire safety regulators (FSR)**
- **Clarity has been given around the role and the knowledge required for fire safety regulators to achieve competence**
- **Definitions of key terms have been clarified**
- **The fire safety regulator roles have been clarified in relation to their competence and third-party validation**

### Third-party validation

Third-party validation is now in place through the Institution of Fire Engineers Contextualised Fire Risk Auditors Register. Numbers on the register are currently small but it is anticipated that the scheme will build as the framework continues to be embedded in fire and rescue authorities and an increased number of reviewers for the scheme become available.

### Qualifications

A revision to key existing fire safety qualifications is in progress. These include the level 3 certificate in fire safety and the level 4 certificate and diploma in fire safety. In addition, a new level 2 qualification has been created and published for fire and rescue personnel who carry out fire safety checks.

<sup>19</sup> [https://ifsm.org.uk/wp-content/uploads/FSF\\_ACOP\\_National-Framework-FRACompetency\\_Nov2020.pdf](https://ifsm.org.uk/wp-content/uploads/FSF_ACOP_National-Framework-FRACompetency_Nov2020.pdf)

<sup>20</sup> [https://nfcc.org.uk/wp-content/uploads/2023/08/Competence\\_Framework\\_final\\_280623.pdf](https://nfcc.org.uk/wp-content/uploads/2023/08/Competence_Framework_final_280623.pdf)

### Apprenticeships

The fire safety apprenticeship standards for fire safety advisor, fire safety inspector and fire safety engineer have been published. The fire safety inspector apprenticeship standard and the fire safety advisor apprenticeship standard have recently been revised and published for use. The fire safety engineer apprenticeship is now being delivered through two universities.

### Capacity

NFCC has worked with government departments to secure grant funding to assist with the capacity and capability issues of fire safety regulators within fire and rescue authorities because of new work burdens associated with the introduction of new or amended fire safety legislation.

NFCC has also worked with an external recruitment agency to roll out a national recruitment campaign for fire safety regulators for all fire and rescue authorities to fill existing vacancies and assist with the recruitment of new fire safety regulators required to work as part of a multi-disciplinary team with the Building Safety Regulator.

The external recruitment agency has also produced an employee value propositions report to assist fire and rescue authorities in identifying potential solutions to the retention of fire safety regulators and fire safety engineers.

## Challenges

There are many influencing factors which affect the work on competence standards for fire safety regulators including the following:

### Competence standards

The additional competence of fire and rescue authorities' fire safety regulators in the new building safety regime will need to be included in revised competence standards however, these activities are not sufficiently defined by the Building Safety Regulator to date.

### Grenfell Tower Inquiry Phase 2

The Phase 2 recommendations from the Grenfell Inquiry have yet to be published. These may create additional competence requirements for fire safety regulators in due course.

### Qualifications revisions

The fire safety qualifications review is ongoing. The additional competence requirements for the new building safety regime are still to be fully identified and will need to be considered for inclusion in the revised qualifications.

### Third-party validation

The roll out of third-party validation across fire and rescue authorities is taking time due to the currently limited number of reviewers. NFCC and the Institution of Fire Engineers are working to increase the number of reviewers so that more applicants can be accommodated through the process.

### BSI Flex 8670 v3.0:2021-04

This document is currently being converted to a British Standard and although the revised competence framework has been aligned (as far as reasonably practicable) with this document, there may be changes that need to be made to align with the latest version.

## Future Milestones

- **2024** | Completion of the fire safety qualifications review.

## WG\_06 Working Group 06 BUILDING CONTROL PROFESSIONALS/ FUTURE OF BUILDING CONTROL GROUP

Wayne Timperley | *Chair*

### THE EVOLUTION OF WORKING GROUP 6

The review of building control and the subsequent transition to the Building Safety Regulator as the regulator of all building control meant that the work of WG6 was subsumed into other bodies and organisations, hence this report does not follow the same report format as the other working groups.

WG6 comprised a cross section of interested parties from both within building control and those who tended to work most closely with building control professionals including designers, engineers, contractors, fire and rescue services and fire engineers. Between 2018 and 2020, WG6 developed a competence framework that fitted the narrative from the CSG, which at the time focussed on competence in fire safety of buildings.

WG6 had always aspired to go beyond fire safety competence, but due to time constraints the expansion to other aspects of building safety/performance, compliance and enforcement was to be left for a later date.

DLUHC approached the leading representative bodies for building control professionals in February 2020 (prior to the *Setting the Bar* report being published). The approach was made to consider the expansion of the competence framework beyond that of fire safety and so the Future of Building Control Group was formed with a brief to consider proposals for a unified regulatory framework for building control bodies and their professionals, including the need to register the building control profession.

This group comprised representatives from the professions. These were: Chartered Association of Building Engineers (CABE), Chartered Institute of Building (CIOB), Royal Institution of Chartered Surveyors (RICS) as well as those from the Association of Consultant Approved Inspectors (ACAI), Construction Industry Council (CIC), Construction Industry Council Approved Inspectors Register (CICAIR), Local Authority Building Control (LABC) and National House Building Council (NHBC). Many of the participants had also been closely involved in the work of WG6. Consequently, and to prevent duplication of effort, all members of WG6 were invited to participate in the work of the Future of Building Control Group.

### *Future of Building Control Group*

The work of the Future of Building Control Group culminated in the publication of the collaborative report, *Recommendations on the future regulation of the Building Control Sector and Profession in England*<sup>21</sup> published in June 2020, four months before the publication of *Setting the Bar*. The report made 11 recommendations concerning the direction of the future profession.

Since the creation of the Future of Building Control Group and the subsequent submission of the report to DLUHC, much of the work of developing both the regulatory system and competence framework for building control professionals has been carried out by both DLUHC and the HSE – as the Building Safety Regulator and regulator of the building control profession – with collaborative input from all the participants who were either a part of WG6 or the Future of Building Control Group.

Over the intervening period, WG6 has continued to have a seat on the CSG to maintain an understanding of the work of the group and contribute to any discussion relating to competence within the industry and the interaction with Building Regulations and building control, where necessary.

<sup>21</sup> <https://www.labc.co.uk/business/resources/recommendations-future-regulation-building-control-sector-and-profession-england>

Since Royal Assent of the Building Safety Act in April 2022, WG6 members have continued to participate either individually or collectively with the development of the regulatory framework for the building control profession. Involvement in key activities are set out below:

- **Building Inspector Competence Framework Consultation (England), published by HSE October 2022 with the latest reiteration published in April 2023<sup>22</sup>**
- **Building Inspector Competence Framework Consultation (Wales), published by Welsh Government in November 2022<sup>23</sup>**
- **Building Control Operational Standards Rules Consultation (England), closed on 25 October 2022 with the next iteration published in April 2023.<sup>24</sup> A similar document has been consulted upon for application to the building control system proposed for Wales**
- **Code of Conduct Consultation for registered building inspectors (England), closed on 17 Feb 2023 and was published as a draft in May 2023. It sets out the conduct expected of individuals who are to be registered as a building inspector and regulated by the Building Safety Regulator.<sup>25</sup> A similar consultation has also taken place for Wales**
- **Professional Conduct Rules for Registered building control approvers (England) was published by the HSE in May 2023<sup>26</sup> and sets out the conduct expected of those private companies/individuals who wish to be registered with the Building Safety Regulator to carry out a building control role. A similar consultation has also taken place for Wales**

<sup>22</sup> <https://www.hse.gov.uk/building-safety/building-control/building-inspector-competence-framework.htm>

<sup>23</sup> <https://www.gov.wales/building-inspector-competence-framework-bicof>

<sup>24</sup> <https://www.hse.gov.uk/building-safety/building-control/operational-standards-rules.htm>

<sup>25</sup> <https://consultations.hse.gov.uk/bsr/code-of-conduct-for-registered-building-inspectors/>

<sup>26</sup> <https://consultations.hse.gov.uk/bsr/conduct-rules-registered-building-control-approver/>

## WG\_07 Working Group 07 | DESIGNERS

Richard Harral | *Chair*

### SCOPE

WG7 was originally constituted as comprising designers (including architects) and primarily focused on the lead designer role in higher-risk buildings amongst engineers, architects and architectural technologists.

In 2022, following the Building Safety Act becoming law, WG7 undertook a review of its scope. Taking into account the dutyholding regime instituted under the act, WG7 agreed to look to expand its scope to consider all designers within the supply chain as defined in the Building Safety Act and Dutyholding Accountable Persons Regulations.

As a result, WG7 has sought to involve a much wider group of stakeholders from within the supply chain including organisations representing contractor designers, sub-contractor designers, product and system designers. This is a significant expansion of the Working Group's scope and has promoted the launch of a strategic review to consider how the industry should manage design competence in the supply chain. The group is open to other organisations with an interest in design competence.

### Organisations

The following organisations are currently represented on WG7: Architects Registration Board (ARB), Chartered Association of Building Engineers (CABE), Chartered Institute of Architectural Technologists (CIAT), Royal Institution of Chartered Surveyors (RICS), Royal Institute of British Architects (RIBA), CSG WG1 Engineers, Construction Products Association (CPA), Build UK and the Guild of Architectural Ironmongers (GAI).

## Progress

WG7 published an initial framework for lead designers on higher-risk buildings in June 2020. This has been superseded by the publication of PAS 8671:2022 **Framework for competence of individual Principal Designers. Specification** which builds on many aspects of the original WG7 framework for higher risk buildings, but which covers the Principal Designer role in both higher-risk building and non-higher-risk building projects.

In addition, WG7 consulted on a framework for designers to comply with the requirements of the regulations and plans to publish an updated final framework once the Duty holding and Appointments Regulations are published. This framework sits under PAS 8671:2022 and provides a framework for procedural and legal compliance to be adapted by individual design disciplines or professions.

The designer framework has been shared and used as a template for a contractor/site supervisor framework published by WG9 to support contractor and sub-contractor site supervisors comply with the duty holding requirements for contractors.

PAS 8671:2022 and the WG7 designer frameworks are foundational documents to assist industry integrating competence requirements into everyday practice. In addition, the individual WG7 member organisations are all progressing individual schemes to assure designer competence – updates on progress by each relevant organisation since publication of **Setting the Bar** are provided below.

### · **Architects Registration Board (ARB)**

ARB has issued guidelines to all UK architects which set out the areas in which they should be competent if they are involved in fire and life safety design. These guidelines were drafted to reflect the designer competence framework developed as part of the **Raising the Bar** report.

In 2024, ARB will be launching its new continued professional development (CPD) scheme, made possible because of legislative changes brought about by the Building Safety Act. All architects in the UK will be required to carry out CPD that is relevant to their practice, and it is proposed that there will be mandatory topics of building safety and sustainability included within that scheme. If that is the case, then the previously issued guidelines will be updated to reflect the competence developments with regards to designers.

ARB is also consulting on a new set of competence outcomes required to be met by students to qualify as an architect. Again, these competence outcomes reflect the skills, knowledge, experience and behaviours set out in the legislative frameworks supporting the Building Safety Act.

### · **Chartered Institute of Architectural Technologists (CIAT)**

#### **Principal Designer competence framework**

CIAT has created a competence framework for the role and functions of Principal Designer for both higher risk and non-high-risk buildings mapped against BSI Flex 8670 and PAS 8671, with the intention of introducing two registers for chartered architectural technologists to undertake the Principal Designer role. This framework requires final validation and will be subject to secondary legislation and the operational requirements of the Building Safety Regulator.

The framework is now being converted into working scheme manuals and guidance documents for candidates and assessors. This will include details of performance criteria and range for each competence followed by an assessment specification to include performance and knowledge evidence. The process (including evidence, assessment methods, verification etc) will be piloted and tested for its workability and useability.

Finalising this activity, including training assessors and piloting the scheme cannot progress until the secondary

legislation has been enacted, and the agreed and approved systems are in place. This is necessary and essential for competence-based qualifications.

### **Associated work**

The Quality Assurance Agency Subject Benchmark Statement for Architectural Technology was reviewed in 2022. This document directly informs CIAT's educational standards which all chartered architectural technologists must demonstrate, as well as its Accreditation standards for undergraduate and postgraduate degrees in architectural technology. As a key member of the document review group, CIAT insisted on the explicit inclusion of building safety in line with legislative and practice standards. To ensure continued alignment to the QAA document, CIAT is reviewing its professional standards framework for chartered architectural technologists and its accreditation requirements accordingly, to fully integrate building safety. This will ensure CIAT members and graduates from CIAT-accredited programmes are cognisant of building safety requirements as designers at any level or stage within a design project. CPD requirements also form part of this review so that CIAT members maintain their currency vis-à-vis building safety.

### **Chartered Association of Building Engineers (CABE)**

#### **Higher-risk building engineers' registration**

CABE has worked with the Engineering Council to develop a contextualised registration process for its members working as building engineers based on a bespoke competence framework known as UK-SPEC HRB (see WG1 report).

This will enable CABE members to be assessed against testing and comprehensive competence criteria specifically relevant to higher-risk buildings and to be entered onto a publicly accessible register held by the Engineering Council.

CABE is the first professional engineering institute to receive an Engineering Council license extension to enable its members to be third-party registered to work on higher-risk buildings in this way.

CABE will establish a specialist section for members qualifying against this framework which will cover generalist building engineering activities on higher-risk Buildings who will also be entered on a publicly accessible register held by the Engineering Council.

The higher-risk building assessment regime will be subject to third-party oversight on an annual basis, and CABE members on the register will be subject to an enhanced competence management requirement and revalidation every five years.

CABE is also exploring a joint panel with the Institution of Fire Engineers to assess engineers against the Fire Discipline annex of UK-SPEC HRB.

#### **Update to the CABE competence framework**

CABE has also updated its core membership competence frameworks to reflect the requirements of BSI Flex 8670 v3.0:2021-04 and from February 2023 the significantly enhanced requirements set out in the latest framework will be used as the basis of competence assessment for all CABE members.

Academic accreditations will be expected to reflect the requirements of the revised CABE competence framework that will drive enhanced focus on fire safety, structural safety, public health and public safety competences as well as behavioural competences in educational curricula.

CABE is also developing a revised membership structure which will progressively establish additional competence tests or accreditations for more specialised areas of building engineering practice and establish additional specialist sections for these professional groups/disciplines. This enables CABE to set higher standards and impose additional

requirements (eg for conduct or CPD) on these groups to ensure competence is maintained and developed.

### • **Royal Institute of British Architects (RIBA)**

RIBA has continued to make progressive changes in its approach to educational and professional development to reflect the need for improved competence, particularly on life safety issues.

#### **Education**

In August 2020, RIBA published *The Way Ahead*,<sup>27</sup> a document setting out a new RIBA education and professional development framework, incorporating new education themes and values and mandatory competences. There are six education themes and values, and for the first-time health and life safety (including fire safety) is identified as a distinct element of study at RIBA parts 1 and 2, rather than being subsumed within wider regulatory compliance topics.

In September 2021, these new education and values were incorporated into revised RIBA Validation Procedures, the guidelines used by RIBA visiting boards to assess the outcomes of RIBA validated programmes of study in architecture, strengthening the position of health and life safety within the requirements to achieve validation.

#### **Continuing Professional Development**

RIBA Council has endorsed the implementation of the first mandatory competence – which will be health and life safety (including fire safety) – and for the past 18 months RIBA has been piloting an online assessment of this mandatory competence. Over 500 chartered architects had participated in the pilot test by the autumn of 2023.

It is the intention that initially this will become a mandatory competence for any RIBA chartered member who acts as a designer as defined under the *CDM Regulations 2019 and the Building (Appointment of Persons, Industry Competence*

<sup>27</sup><https://www.architecture.com/knowledge-and-resources/resources-landing-page/the-way-ahead>

*and Dutyholders) Regulations*, when enacted. This core competence is underpinned by publication of the RIBA Health and Safety Guide which is currently being updated to reflect the requirements of the new Building Safety regime as enacted.

#### **Principal Designer certification scheme**

RIBA has been fully engaged with the BSI built environment competence standards programme. In particular, by contributing knowledge and expertise in the development of the Principal Designer competence standard, PAS 8671:2022.

RIBA has put in place a programme to develop a certification scheme for Principal Designers based on PAS 8671:2022 and subject to independent third-party accreditation in accordance with ISO/IEC 17024:2012. Approximately 150 chartered architects are currently undergoing the initial CPD training stage of the RIBA certification system and we hope to certify the first Principal Designers by early 2024.

#### **Collaboration with ARB**

ARB is currently in the process of undertaking a review of initial education and training and the development of a new CPD scheme (see earlier ARB report). RIBA seeks to work closely with ARB to avoid any inconsistency in its education and CPD requirements and to work together to strengthen competence in health and life safety in ARB course prescription and RIBA course validation criteria and our respective CPD schemes.

### • **Royal Institution of Chartered Surveyors (RICS)**

RICS reviewed its existing qualifications and ethical procedures to meet the recommendations of WG7. Competences have been reviewed and the fire safety competence is a core competence in building control and building surveying.



RICS provides ongoing support to its membership by providing up-to-date regulatory and technical advice through several means, such as, by maintaining a comprehensive fire safety hub<sup>28</sup>, building safety advice centre and up-to-date technical content through its *Built Environment Journal*<sup>29</sup>, to ensure professional competence is maintained and cover the work members carry out, and that existing members are well equipped with the rapidly changing regulatory and technical landscape.

RICS has led a global coalition of over 80 fire safety leadership organisations and launched an internationally consistent approach<sup>30</sup> to the safety and management of buildings, with the aim of saving more lives by reducing risk and preventing devastating fires.

RICS has also developed a comprehensive Ofqual level 6 Cladding External Wall System training programme and has been delivering and upskilling the profession on external walls systems since January 2021.

### • *WG7 Horizon scanning*

However, despite the significant progress already being made, WG7 has recognised that there is a need to look more strategically at how design is managed in the supply chain in the longer term. Having expanded the scope of the membership to reflect this wider scope, WG7 has started to develop a strategy for longer term work to drive continuous improvement on designer competence.

This does however raise a wide range of complex questions that expand beyond traditionally accepted designer roles. Now that the ICSG is to be reconstituted as a formal working group of the Industry Competence Committee, WG7 has agreed to engage with the Industry Competence Committee in establishing how best to develop a longer-term roadmap for its work.

<sup>28</sup> <https://www.rics.org/news-insights/current-topics-campaigns/fire-safety>

<sup>29</sup> <https://www3.rics.org/uk/en/journals/built-environment-journal.html>

<sup>30</sup> <https://www.rics.org/news-insights/international-fire-safety-standards>

## Challenges

The sector is gearing up for the implementation of key aspects of the Building Safety Act. The priority at the current time is focused on areas of higher risk, that is in developing qualification and assessment pathways for designers working on higher-risk buildings. In general, this means that there is reduced resource to look at longer-term issues in the immediate term.

That said, PAS 8671:2022 and the WG7 framework (once finalised) do extend in application and scope beyond higher-risk buildings and provide foundations to build upon. The key design-led professional bodies (RIBA, CIAT and RICS alongside the professional engineering institutes such as CABE, Institution of Structural Engineers (IStructE) and the Chartered Institution of Building Services Engineers (CIBSE) have parallel initiatives in train to improve competence standards although these require closer coordination. The proposed strategic review of design in the supply chain will provide a roadmap for longer-term activity.

While WG7 members have worked to raise awareness of the need to meet dutyholding and competence requirements to deliver safer outcomes, a key concern remains that awareness that these requirements apply to all building work, not just higher-risk buildings, remains low. Further work is required to raise awareness in this respect.

Design activities have been significantly dispersed within the supply chain primarily to reduce cost. Design and build contracting has progressively shifted responsibility to complete aspects of design – or to undertake significant aspects of re-design – away from qualified design professionals on to contractors and subcontractors. The wider design competence landscape is therefore both complex and to a degree dysfunctional.

The dutyholding regime in the Building Safety Act has far-reaching implications for anyone in the supply chain who is defined as a designer within that complex and dysfunctional

supply chain. There is a need to re-evaluate and re-set the way that design responsibility is managed beyond setting standards for the established design professions.

This will require extensive collaboration amongst professional and trade bodies and engagement with both the Industry Competence Committee and Building Safety Regulator to establish the most appropriate way forward.

## Future Milestones

- **Early 2024** | Publication of revised WG7 designer competence framework.

## WG\_08 Working Group 08 BUILDING SAFETY MANAGERS BUILDING SAFETY ALLIANCE

Anthony Taylor | *Chair*  
Sofie Hooper | *Secretary*

### SCOPE

WG8 was formed as part of CSG in July 2018, and was tasked with delivering the competence framework for the role of the building safety manager, as outlined in Dame Judith Hackitt’s report *Building a Safer Future*.

The original WG8 report was included (as annex A) in the CSG’s interim report *Raising the Bar* (August 2019) and then published as *Safer people, safer homes: Building Safety Management* (June 2020)<sup>31</sup> and included, as annex 8A, in the CSG’s following report *Setting the Bar* (September 2020).

WG8’s report contained several recommendations, in addition to the required competence framework for the building safety manager. The competence framework was handed to BSI and, after further development, was published in July 2022 as PAS 8673:2022.

<sup>31</sup><https://www.iwfm.org.uk/static/2982a227-ec7f-47e0-9c799a2a81e299dd/Safer-people-safer-homes-building-safety-management.pdf>

The role of the building safety manager (as set out in the Building Safety Bill), was removed from the draft legislation in 2022, just before the Building Safety Act received Royal Assent. However the duties falling to the (Principal) Accountable Person remained. As a result, the then draft of PAS 8673 was extensively re-written to remove the building safety manager but to set out the competences necessary to support (Principal) Accountable Persons in fulfilling their duties. The final document was published as **PAS 8673:2022 Built environment. Competence requirements for the management of safety in residential buildings. Specification**. Members of WG8 supported the BSI on both the steering group and the wider consultative groups.

As noted above, WG8’s report made additional recommendations that were deemed necessary to facilitate the successful implementation of the new regulatory regime, and as such the Building Safety Alliance was formed in March 2021. Initially the membership of this voluntary group was formed by representatives of WG8.

The Building Safety Alliance was established to provide a cross-sector forum for those that live in, work and/or provide services to occupied residential buildings.

The vision of the Building Safety Alliance is to deliver safe buildings for residents and society at large. It aims to do this in a number of ways:

- **Bringing together representative bodies and organisations with one voice to deliver on its vision**
- **Driving culture change, competence and best practice throughout the occupation phase, through collaborative working**
- **Bringing together resources for the betterment of the sector**
- **Promoting excellence in safety management in residential buildings, including promotion of residents’ voice and PAS 8673:2022**

- Delivering a cross-industry independent master scheme for validation of competence against which assessment schemes, training and ongoing upskilling, should be developed to encourage improvement in safety management competence and business culture across the built environment, but particularly for residential buildings. Collaboration with wider resident groups will be an important element.**
- Supporting the implementation of the Building Safety Act, the Fire Safety Act and the amended Regulation Reform (Fire Safety) Order.**

We anticipate the organisation to remain flexible and agile to meet the needs of the occupation phase and collaboration will remain at the core of its mission. The Alliance has grown to approximately 70 representatives from residents' groups, public and private sector housing providers, owners, insurers, professional institutions, and trade bodies.

Representatives of HSE/Building Safety Regulator/DLUHC, the Welsh Government and UKAS (the national accreditation body) attend Alliance meetings in an observer role to hear any concerns and to assist the deliberations.

The Alliance has initiated several special interest groups to develop and promote matters that the forum wish to progress, as described below:

**Setting up as a legal entity**

The Building Safety Alliance has agreed funding through the three principal professional bodies within the occupied residential sector: the Property Institute, the Institute of Workplace and Facilities Management, and the Association for Project Safety, with further funding and the full support of the Construction Industry Council. This will facilitate the creation of formal legal entities to carry the work into the future and to put in place the appropriate governance regime to ensure that it has a sustainable future for the longer term.

Each of these founder organisations will provide trustees that will form the initial board and governance of the charitable incorporated organisation (CIO) which is to be formed in Q1 2024 and which will be known as the Building Safety Alliance CIO. The legal structure of the Building Safety Alliance will be a charitable incorporated organisation as the overarching entity, within which the charity will own and operate a wholly owned not-for-profit subsidiary company limited by guarantee (the Building Safety Alliance Ltd).

The purpose of the Building Safety Alliance Ltd is to remain a not-for-profit commercial organisation which will have the aim to fund the work of itself and the charity, thereby providing a sustainable future for both.

**Progress**

WG8 fulfilled its role by delivering the draft competence framework for the building safety manager to the BSI. All work undertaken within the Building Safety Alliance's special interest groups are discussed with representatives of DLUHC/Building Safety Regulator as appropriate.

The Alliance has formed, and will continue to form, a number of special interest groups each of which comprises volunteer experts and is tasked with dealing with specific matters that the Alliance's supporters have raised. These groups may be both short-term 'task and finish' groups, or more permanent, as for example special interest group 1.

**Special interest group 1 – Governance and Constitution**

Tasked with evaluating and formulating the most appropriate legal framework with which to develop the Alliance.

**Special interest group 2 – Blue Sky Thinking**

Formed to gather representation from the occupied residential sector to prioritise the work that should be addressed by the

Alliance. Its guidance was taken, and the other special interest groups inaugurated to undertake the work.

### **Special interest group 3 – Golden Thread and Data Integration**

This group assembled recognised expertise from the Alliance to assist development of some fundamental best practise to facilitate data interaction and management. This has included ‘The List’ which sets out a practical methodology to collate and assure information and prepare it for interoperability between systems as required by the new building safety regime. The group’s task is to create a minimal viable product for less sophisticated organisations to respond to the requirements of the golden thread, safety case. This group is also evaluating what strategic steps may be necessary to achieve fully interoperative systems to digital maturity in 10 years.

### **Special interest group 4 – Client-Side requirements for Competence**

This group is drawing up guidance to build on the work being undertaken across the built environment to improve the competence of the workforce. It has three aims:

- **To aid those specifying works/contracts to set an easily recognisable standard of competence they require of individuals delivering the work, especially aiding those who may not know what to look for**
- **To aid those procuring the work against a specification to set the standard of competence they require of individuals delivering the work. This could then be used by organisations tendering for the work to assure their client that they can, and will, deliver the appropriate staff to deliver the work**
- **That those (for example, property/building/facility managers) who are responsible for managing works within the building can easily check that the person presenting themselves to undertake the work is truly competent to do so, again using an easily recognisable standardised set of criteria**

### **Special interest group 5 – Measuring Organisational Capability**

Special interest group 5 is tasked to develop guidance, and then a scheme, to measure competence and organisational capability. Initial work has gained consensus on the meaning of organisational capability between the Alliance specialist interest group and a sub-group working under CPB/1 on the organisational management of competence.

The BSI has encouraged the Building Safety Alliance to proceed with the development of an organisational capability management scheme based upon their standard scheme template.

Work will be fed back into the CPB/1 workstream with the BSI possibly incorporating it into a standard process development at some point in the future.

## Challenges

Resources are limited and dependent on volunteers giving up their own time and expertise.

## Future Milestones

- **Q1 2024** | Establishment of the legal entity.
- **2024** | Publishing commonly accepted guidance in good time for the forthcoming regime.
- **2024** | Publishing ‘The List’ as a tool to assist SMEs to develop a safety case.
- **TBA** | Potentially, the facilitation of competence testing and a register of certificated organisations and individuals with the appropriate governance regime to manage it.

## WG\_09 Working Group 09 | SITE SUPERVISORS

Peter Dawber | *Chair*

Lyndsey Montgomery | *Secretary*

### SCOPE

The scope of WG9 has been to develop competence frameworks for site supervisors and the additional roles of construction project manager and independent construction assessor.

### Organisations

The following organisations were represented on the Working Group: Chartered Institute of Building (CIOB), Institution of Structural Engineers (IStructE), Construction Industry Training Board (CITB) Institute of Clerks of Works and Construction Inspectorate (ICWCI), Institute of Workplace and Facilities Management (IWFM), Solvere, Kier, ISLE Consult, MAPL, London Square and Colorminium (London).

### Progress

In its submission to CSG's *Raising the Bar* and *Setting the Bar* WG9 made three recommendations, these are detailed below and have been completed as shown:

■ **A framework for construction project managers – this has been met by PAS 8672:2022, for which the chair of WG9 was the industry lead on its development**

■ **A competence framework for site supervisors (the eyes and ears of the construction manager on site) – this has now been completed and will be available, free to access on the CIOB website**

■ **The need for a role of an independent construction assessor. This proposal was presented twice to the Independent Safety Steering Group<sup>32</sup> chaired by Dame Judith Hackitt. However, the ISSG preferred a process rather than an individual. A process has been developed but requires funding for it to be created as a PAS. However, in the meantime, the chair and deputy chair of WG9, were part of the collaboration with the CIOB and RIBA which produced a freely available technical guide 'A Guide to Managing Safety Critical Elements in Building Construction'<sup>33</sup>. The deputy chair of WG9 was the guide's technical author**

Once the steering groups for PAS 8671:2022, PAS 8672:2022 and PAS 8673:2022 began, WG9 felt it sensible to suspend work on its site supervisors' framework since this individual would be directly supporting the Principal Contractor and the competence they needed. The WG9 chair was the industry lead for PAS 8672:2022 and, given the time commitment required, this seemed a sensible approach.

On completion of the PAS, WG9 was reformed and has completed the site supervisors' framework. It has been designed to reflect the competences required of the onsite lead representative of the Principal Contractor and those required of the lead individual delivering a work package on the project.

WG9 recognises that the next stage will be the adoption and implementation of the frameworks as well as providing updates and responses to feedback from its use. To facilitate this, an agreed 'hub' needs to be established which hosts these frameworks and records who has accessed them and when they were accessed. Given this is being currently considered and developed by CSG the work of WG9 has been suspended until the 'hub' has been developed and the ICSG has been established to succeed the CSG.

<sup>32</sup> The Industry Safety Steering Group (ISSG) was formed in 2018, with Dame Judith Hackitt as chair, to measure the 'progress of culture change in the built environment industry'

<sup>33</sup> <https://www.ciobacademy.org/product/a-guide-to-managing-safety-critical-elements-in-building-construction/>

## Challenges

There needs to be a media and communications campaign to promote the existence of the framework and a mechanism to support its use and revision if necessary. There is still a lack of knowledge of the need to have competent individuals at all levels and types of construction. Professional and trade bodies who represent construction managers and site supervisors can and should take a lead in this.

The style and format of the site supervisors' framework is reflected in PAS 8672:2022 but there will need to be to a common style with other CSG WG frameworks. This can commence once sufficient frameworks are complete. There also needs to be compatibility with the framework(s) from WG2 for Installers since the installing team will have a supervisor who should have competences consistent across the two roles.

Finally, given the breadth, range and complexity of roles within the site delivery of a project some work is required to map all the roles covered by the WG frameworks to identify any gaps in roles and duties and where there is duplication in activities to ensure they use consistent language, style and structure.

Achieving this will be a major editorial challenge and can only commence once all frameworks are sufficiently advanced.

## WG\_10 Working Group 10 | PROJECT MANAGERS

Charles Egbu | *Chair (until Oct 2023)*

Gill Hancock | *Chair (from Oct 2023)*

Steven Thompson | *Secretary*

### SCOPE

The scope of WG10 was as follows:

- **To consider the need for a competence framework for project managers in the built environment**
- **The design and development of the competence framework for project managers within the built environment, as defined in the Building Safety Act, and in alignment with BSI Flex 8670 v3.0:2021-04**

## Organisations

The following organisations were represented on the Working Group: Leeds Trinity University, Chartered Institute of Architectural Technicians (CIAT), Osborne, Faithful +Gould, John Burke Associates, Sunbeam, Association of Project Management (APM), Royal Institute of British Architects (RIBA), Chartered Institution of Civil Engineering Surveyors (CICES), BRE, HSE and Royal Institution of Chartered Surveyors (RICS).

## Progress

The main focus of WG10 has been on developing the competence framework for project managers in the built environment.

The initial starting point for the preparation of a competence framework for project managers was the existing competence frameworks of professional bodies, that could be adapted to take account of the requirements for project manager competence when working in the

built environment. A sub-group was formed to provide a common alignment of APM, CIOB and RICS, which were the significant bodies involved in the training and accreditation of project managers.

Following the formation of an expert panel to seek views on those competences to be included, it was decided that the aligned project manager competence framework should be redrafted.

Output from an expert panel was prepared and formulated into a revised project manager competence framework. The specification document is based on the guiding principles of **BSI Flex 8670 v3.0:2021-04** and is currently being prepared for public consultation.

Since its inception in 2018, WG10 has been chaired by Professor Charles Egbu. However, due to work commitments Charles stood down from being chair in October 2023 and was succeeded by Gill Hancock. In addition to his role as Secretary of WG10, Steven Thompson became Vice-Chair.

## Challenges

WG10 is seeking to understand the relationship with the other Working Groups so that a common approach is taken to the required output in each case, and a common understanding of the timescale to completion that is required across them all. The group is still working very much in a 'WG10 silo' and needing guidance as to the bigger picture of the handover requirements of the Industry Competence Committee.

In addition, WG10 still needs to understand the aligned requirements for third-party accreditation and re-accreditation of the project management community and the interface between this issue and the pre-existing provisions within the competence frameworks of the three professional bodies.

The need to reach out to other professional bodies who also train and register project managers and who are not currently involved also needs to be resolved. Whilst WG10 believes that it has captured (within CIOB, APM, and RICS) the vast majority of those who call themselves project managers, there are others who consider themselves likewise (in the design and engineer communities, for example).

With the role of the project manager within the built environment being such a generic title – this being anyone who 'manages' a 'project' and with both terms open to considerable debate – WG10 is concerned that its consideration of the project manager competences is too narrow. This is because they only focus on the activities (typically) undertaken by a consultant project manager appointed by a client to manage the works (and potentially) the other members of the design team. This is something that will be addressed when the framework is issued for public consultation.

## Future Milestones

- **Q1 2024** | Completion of a competence framework for project managers (taking account of consultation responses)

## WG\_11 Working Group 11 PROCUREMENT PROFESSIONALS

Amanda Boustred | *Chair*

### SCOPE

WG11 is chaired by the Chartered Institute of Procurement and Supply (CIPS) and is focused on the procurement lead.

A procurement lead with a comprehensive procurement competence level is needed at every stage of the RIBA Plan of Work. The focus during 2023 has been to develop a method for assessing and accrediting a procurement lead to a comprehensive level and to influence the built environment sector to mandate a nominated procurement lead at the commencement of all projects.

WG11 recommends that the procurement lead sets out a procurement strategy which establishes the procurement principles that will be required to be adopted for all stages of, and by all participants in the project.

The procurement lead also provides an appropriate level of oversight to ensure that all initial and subsequent procurement processes throughout the duration of the project comply with these principles.

Implementing a mandated procurement lead role will require a culture change in the construction sector, and work is needed to raise awareness of the new competence requirements for procurement activities to ensure appreciation and compliance.

### Organisations

The following organisations were represented on the Working Group: Chartered Institute of Procurement and Supply (CIPS), Chartered Institute of Building (CIOB), Royal

Institute of British Architects (RIBA) and Royal Institution of Chartered Surveyors (RICS).

### Progress

In *Setting the Bar*, WG11 set out a proposed approach to improve procurement competence for people involved in any procurement in higher-risk buildings and across the built environment.

The competence framework developed as part of this report has been finalised, and WG11 has reflected on the responses received during the consultation period as to how it will assure improvement in procurement practice throughout the built environment. The framework is being reviewed and updated by a small team of procurement professionals who are expert across the built environment. There have been minor changes from the *Setting the Bar* report, mainly ensuring that the construction context is more evidenced. The working group expects to have a final version by Q1 of 2024.

### Challenges

- **How to influence the introduction of a mandated procurement lead role across the built environment, which will require a culture change across the built environment**
- **How to raise awareness of the new competence requirements for procurement activities to ensure appreciation and compliance**
- **How to understand holistically what success looks like following the Grenfell tragedy given all the contributions from so many people**
- **Recognising the hours and hours of contribution from volunteers who offer that time so generously and free of charge**



## Future Milestones

- **Q1 2024** | Updated version of *Raising the Bar* – Procurement Professional.
- **Q1 2024** | Campaign to raise awareness of a pilot to be run in 2024 for assessing the competence of those undertaking the procurement lead role which will lead to accreditation.
- **Q1 2024** | Accreditation process for assessing the procurement lead will be ready to pilot.
- **Q2 2024** | Review of the accreditation pilot.

## WG\_12 Working Group 12 CONSTRUCTION PRODUCTS

Hanna Clarke & Douglas Masterson | *Joint Chairs*

### SCOPE

Working Group 12 (WG12) was formed for the following reasons.

- To create a solution to ensure that everyone using or otherwise working with construction products is competent and can demonstrate their competence to others
- To support the implementation of the solution across the built environment sector
- To ensure the consensus voice of product manufacturers and distribution industries is represented in the holistic built environment sector conversation about competence. This is with the aim of collaborating and informing the direction of travel

## Organisations

Organisations represented on the group were as follows: Construction Products Association (CPA), Guild of Architectural Ironmongers (GAI), Finishes and Interiors Sector (FIS), Chartered Institute of Architectural Technologists (CIAT), CCF, Single Ply Roofing Association (SPRA), Kingspan Insulation, Wates Construction, Construction Industry Training Board (CITB), Thermal Insulation Contractors Association (TICA), United Kingdom Accreditation Service (UKAS), BIM Group UK, Door and Hardware Federation (DHF), Liquid Roofing and Waterproofing Association (LRWA), Association for Specialist Fire Protection (ASFP), British Woodworking Federation (BWF), National Association of Rooflight Manufacturers (NARM), Warringtonfire, Knauf Insulation, Fire Sector Federation (FSF), Cambridge Fire Research and the Glass and Glazing Federation (GGF).

## Progress

In September 2022, WG12 published *Built environment – Proposed construction products competence standard – White paper*.<sup>34</sup> The white paper described the following:

- Proposals for an industry-agreed standard that covers the core criteria that should be achieved, demonstrated and maintained by all individuals making choices concerning construction products at all levels in the built environment sector
- Proposals for a methodology to define how those core level criteria can be mapped by industries within the built environment sector consistently to their competence frameworks
- How industries and organisations can use these principles to demonstrate their workforce has the appropriate competence to meet their duties, accountabilities and responsibilities with construction products

<sup>34</sup> <https://www.constructionproducts.org.uk/news-media-events/news/2022/september/wg12-white-paper-published/>

The proposed standard is applicable to a number of activities:

- **Designing, marketing or selling construction products**
- **Providing technical support for construction products**
- **Specifying construction products or designing with construction products**
- **Procuring construction products or services that provide/use construction products**
- **Handling or installing construction products**
- **Supervising, managing, inspecting or verifying other functions around construction products**
- **Exchanging information about construction products**
- **Owning, maintaining or decommissioning construction products**
- **Those who hold regulated, dutyholding or statutory roles over built environment assets**
- **Regulating the built environment**

The proposed standard described five core levels of criteria of construction products competence aimed at individuals according to their responsibilities and accountabilities. Additionally, the white paper identified a six-step programme for the implementation of the proposed standard into the built environment sector and its industries.

Having published the paper and received overwhelmingly positive feedback and support from both the Building Safety Regulator and the Office for Product Safety and Standards, WG12 has now received approval from BSI for development of a British Standard based on the principles developed within the white paper.

## Challenges

Having published the white paper, WG12 is entering 'Phase 2'. It has identified six main areas to concentrate on. These are as follows:

- **Lead and support the development of a BSI standard in construction product competence**
- **Engagement and communications with regulators, different industries within the sector, insurers and other stakeholders to ensure they are aware of the white paper, can contribute to a standard public consultation, and are ready to engage and implement the standard**
- **Proof of concept – further testing the usability of the proposed standard now the white paper is published and there is a wider pool of participants engaging with it**
- **Support and embed implementation – identifying bottlenecks, issues and gaps in demonstration and where possible, developing solutions and guidance where appropriate**
- **Organisational management of competence-lead/contribute to CPB/1 work on either creating a code of practice for the management of competence or identify where this information can be easily found. This includes identifying appropriate standards of behaviour for individuals**
- **Continue to contribute / collaborate into the ICSG, Industry Competence Committee, BSI and other competence initiatives**

## Future Milestones

- **2025** | Publish BS 8670-2 Core criteria for construction product competence.
- **Ongoing** | Establish a construction products competence peer support group to support any of those wishing to improve this competence in their organisation or industry.



# ANNEXES

# MEMBERS OF THE COMPETENCE STEERING GROUP

(at 13.12.2023)

NATIONAL FIRE CHIEFS COUNCIL (CHAIR, WG5) – ADREENA PARKIN-COATES  
NATIONAL FIRE CHIEFS COUNCIL – ALEXANDER THOMAS  
CHARTERED INSTITUTE OF PURCHASING AND SUPPLY (CHAIR, WG11) – AMANDA BOUSTRED  
ELECTRICAL CONTRACTORS ASSOCIATION (CHAIR, WG2) – ANDREW ELDRED  
HEALTH & SAFETY EXECUTIVE – ANDREW MOORE  
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- STUART YOUNG – DEPARTMENT FOR BUSINESS AND TRADE
- WAYNE TIMPERLEY – LOCAL AUTHORITY BUILDING CONTROL (CHAIR, WG6)



# ORGANISATIONS & ACRONYMS USED IN THIS REPORT & OTHER STYLE CONVENTIONS

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ASSOCIATION OF PROJECT MANAGEMENT	-	APM
ARCHITECTS REGISTRATION BOARD	-	ARB
ASSOCIATION OF SPECIALIST FIRE PROTECTION	-	ASFP
BRITISH APPROVALS FOR FIRE EQUIPMENT	-	BAFE
BRITISH AUTOMATIC FIRE SPRINKLER ASSOCIATIONS	-	BAFSA
BUILDING ENGINEERING SERVICES ASSOCIATION	-	BESA
BUILDING RESEARCH ESTABLISHMENT	-	BRE
BRITISH STANDARDS INSTITUTION	-	BSI
BUILDING SAFETY REGULATOR	-	BSR
BRITISH WOODWORKING FEDERATION	-	BWF
CHARTERED ASSOCIATION OF BUILDING ENGINEERS	-	CABE
CHARTERED INSTITUTE OF ARCHITECTURAL TECHNOLOGISTS	-	CIAT
CHARTERED INSTITUTION OF BUILDING SERVICES ENGINEERS	-	CIBSE
CONSTRUCTION INDUSTRY COUNCIL	-	CIC
CONSTRUCTION INDUSTRY COUNCIL APPROVED INSPECTORS REGISTER	-	CICAIR
CHARTERED INSTITUTION OF CIVIL ENGINEERING SURVEYORS	-	CICES
CHARTERED INSTITUTION OF BUILDING	-	CIOB
CHARTERED INSTITUTE OF PROCUREMENT AND SUPPLY	-	CIPS
CONSTRUCTION INDUSTRY TRAINING BOARD	-	CITB
CONSTRUCTION PRODUCTS ASSOCIATION	-	CPA
CONTINUING PROFESSIONAL DEVELOPMENT	-	CPD
COLLABORATIVE REPORTING FOR SAFER STRUCTURES	-	CROSS-UK
CONSTRUCTION SKILLS CERTIFICATION SCHEME	-	CSCS
COMPETENCE STEERING GROUP	-	CSG
DOOR AND HARDWARE FEDERATION	-	DHF
DEPARTMENT FOR LEVELLING UP, HOUSING AND COMMUNITIES	-	DLUHC
FIRE INDUSTRY ASSOCIATION	-	FIA
FINISHES AND INTERIORS SECTOR	-	FIS
FIRE OFFICERS ASSOCIATION	-	FOA
FIRE PROTECTION ASSOCIATION	-	FPA
FIRE SECTOR FEDERATION	-	FSF
GUILD OF ARCHITECTURAL IRONMONGERS	-	GAI
GLASS AND GLAZING FEDERATION	-	GGF
HEALTH AND SAFETY EXECUTIVE	-	HSE
INDEPENDENT SAFETY STEERING GROUP	-	ISSG
INDUSTRY COMPETENCE COMMITTEE	-	ICC
INDUSTRY COMPETENCE STEERING GROUP	-	ICSG
INTERIM INDUSTRY COMPETENCE COMMITTEE	-	IICC

- ICWCI** – INSTITUTE OF CLERKS OF WORKS AND CONSTRUCTION INSPECTORATE
- ICE** – INSTITUTION OF CIVIL ENGINEERS
- IET** – INSTITUTION OF ENGINEERING AND TECHNOLOGY
- IFE** – INSTITUTION OF FIRE ENGINEERS
- IFPO** – INSTITUTE OF FIRE PREVENTION OFFICERS
- IFSM** – INSTITUTE OF FIRE SAFETY MANAGERS
- IGEM** – INSTITUTION OF GAS ENGINEERS AND MANAGERS
- IMECHE** – INSTITUTION OF MECHANICAL ENGINEERS
- ISTRUCTE** – INSTITUTION OF STRUCTURAL ENGINEERS
- IWFM** – INSTITUTE OF WORKPLACE AND FACILITIES MANAGEMENT
- LABC** – LOCAL AUTHORITY BUILDING CONTROL
- LRWA** – LIQUID ROOFING AND WATERPROOFING ASSOCIATION
- NARM** – NATIONAL ASSOCIATION OF ROOFLIGHT MANUFACTURERS
- NFCC** – NATIONAL FIRE CHIEFS COUNCIL
- NHBC** – NATIONAL HOUSE BUILDING COUNCIL
- RIBA** – ROYAL INSTITUTE OF BRITISH ARCHITECTS
- RICS** – ROYAL INSTITUTION OF CHARTERED SURVEYORS
- SPRA** – SINGLE PLY ROOFING ASSOCIATION
- SKEB** – SKILLS, KNOWLEDGE, EXPERIENCE AND BEHAVIOURS
- SFPE** – SOCIETY OF FIRE PROTECTION ENGINEERS
- TICA** – THERMAL INSULATION CONTRACTORS ASSOCIATION
- UKAS** – UNITED KINGDOM ACCREDITATION SERVICE
- WG** – WORKING GROUP

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