
Improving Competence: Building a Safer Future

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Background



- Grenfell Fire 14th June 2017
- 72 fatalities
- Worst residential fire since the second world war
- Host of circumstances led to rapid fire spread
- Part of the mix – Failings in Competence across those working on Higher Risk Residential Buildings (HRRBs)

Government Actions taken post Grenfell



Ministry of Housing,
Communities &
Local Government

- **June 2017 - Independent Expert Advisory Panel (IEAP)**
Established by government to advise on immediate steps to ensure building safety
- **July 2017 - Industry Response Group (IRG)** – Established by government to help ensure the construction industry meets the challenges brought about by the Grenfell Tower fire. Member bodies are:
 - Build UK
 - The Construction Industry Council
 - The Construction Products Association
- **August 2017** - Government announces commission of an Independent **Review of Building Regulations and Fire Safety** to be led by Dame Judith Hackitt



Hackitt Independent review of Building Regulations and Fire Safety



Published May 2018

- 8 key focus areas:
 - New regulatory framework – independent regulator
 - Clear responsibilities – dutyholders
 - Three project 'gateways', planning, site start, occupation
 - More rigorous enforcement
 - **Higher competence levels**
 - More effective product testing
 - Better information – fire safety file / handover information
 - Better procurement

Chapter 5 of the Hackitt Review - Competence



- Critical of existing competence
 - skills
 - knowledge
 - experience
- Focus on Higher Risk Residential Buildings (HRRB) but applicable to all
- No coherent approach
- 4 recommendations (out of 53)

Chapter 5 of the Hackitt Review - Competence



Sets a challenge to industry

- Provide improved set of competencies within 1 year

or

- Government will mandate an imposed system

Competence Steering Group (CSG)

- Established in August 2018 under the auspices of the Industry Response Group
- Tasked with taking up the Hackitt review challenge on raising competency for those working on HRRBs
- HRRBs – Residential buildings 18m or more in height

Competence Steering Group (CSG)

- Largest alliance of UK built environment organisations ever to work together
- 150+ Institutions, associations and businesses across full spectrum of construction. 300+ people directly involved = £9m+ resource contributed from industry
- Dame Judith Hackitt – Recommended 10 areas of competence to be addressed
- The CSG have extended this to 12 areas of competence
- 12 Working Groups since formed to develop enhanced competence frameworks

Competence Steering Group (CSG)

The Working Groups are:

- WG1 - Engineers
- WG2 - Installers
- WG3 - Fire engineers
- WG4 - Fire risk assessors
- WG5 - Fire safety enforcing officers
- **WG6 - Building standards professionals**
- WG7 - Building designers, including architects
- WG8 - Building safety managers
- WG9 - Site supervisors
- WG10 - Project managers
- WG11 - Procurement professionals
- WG12 - Products

Competence Steering Group (CSG)

What the working groups have covered:

- Appraising competent frameworks that already exist
- Developing additional competence frameworks for general construction and operation
- Developing additional competence frameworks specific to those working on HRRBs
- Setting out the frequency that they need to be assessed and by whom
- Each working group set out how they will implement change that will have a positive impact on culture
- Focus not just on Fire Safety – also competencies considered for all aspects of building life safety
- Framework could be extended to all buildings not just HRRBs

Competence Steering Group (CSG)

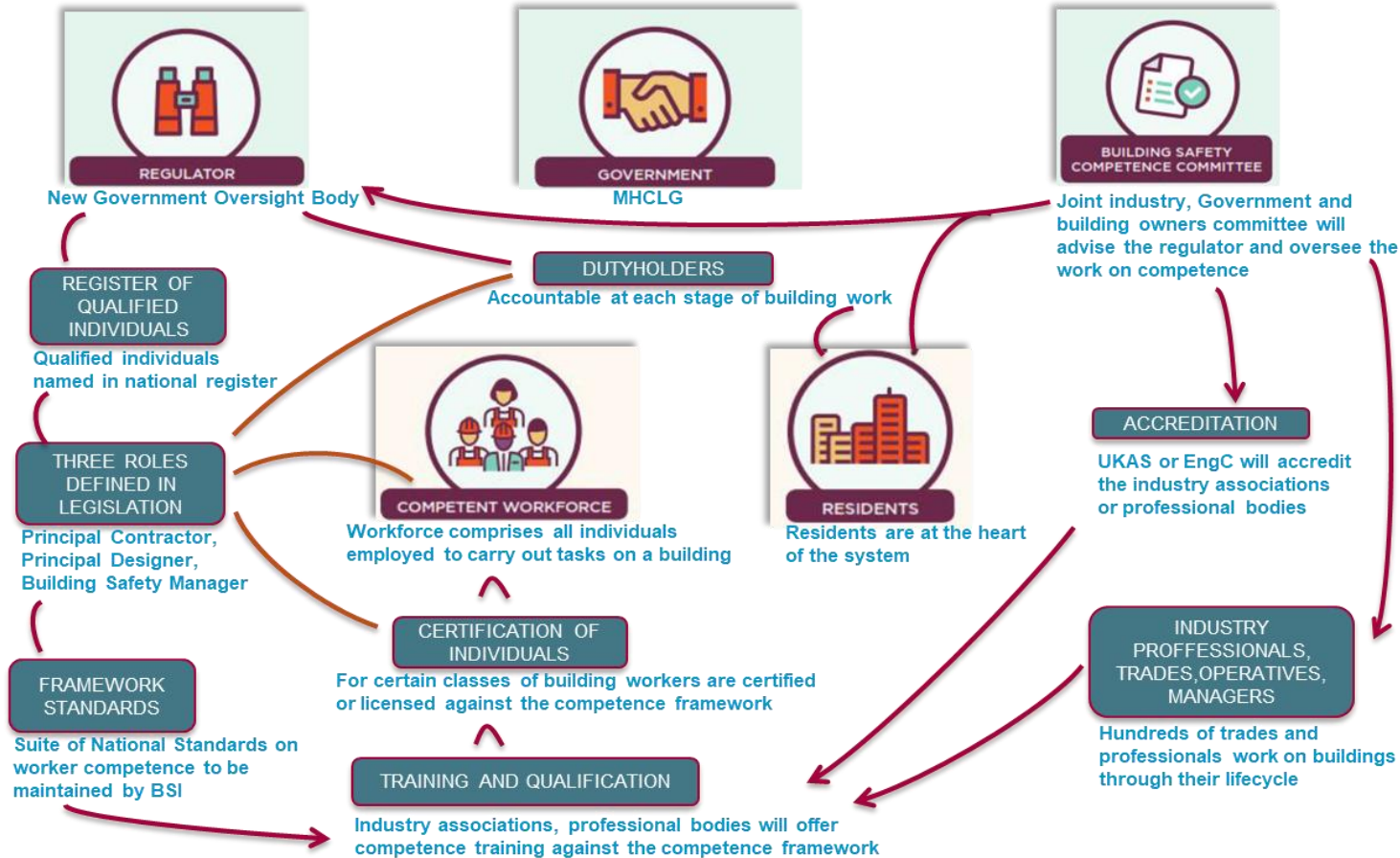
- **Hackitt Review** – recommended an **overarching competence body** in order to bring independence
- As a result the **CSG** formed:
 - **Working Group 0 - Overarching Competence Body** to
 - develop the role and remit,
 - deliver a consistent approach to raising and overseeing competence standards within each discipline and
 - support the delivery
- **Main proposal of WG0** – Role of overarching competence body to be taken by a new **Building Safety Competence Committee**

Building Safety Competence Committee (BSCC)

The BSCC will:

- Drive competence by developing new national competence standards and robust assessment frameworks
- Challenge relevant sectors to provide equivalent accreditation systems
- **Raising the bar** - bottom up approach for the workforce and top down for key roles (**dutyholders**) of
 - **Principal Contractor**
 - **Principal Designer**
 - **Building Safety Manager**

Overarching Competence System Map



Working Group 6 – Building Standards Professionals (BSPs)

- Who are the Building Standards Professionals?
 - Building Control Surveyors
 - Building Control Officers
 - Building Control Inspectors
- Currently employed by either:
 - a public body – Local Authority Building Control or;
 - a private body – Approved Inspector

Working Group 6 – Building Standards Professionals (BSPs)

Individual BSPs are currently:

- educated to degree level or equivalent
- have many years experience in Building Control
- members of a professional body, CABE, CIOB or RICS
- may additionally be members of other specialist bodies such as IFE
- qualifications once gained are not periodically reviewed, however;
- CPD is undertaken and monitored as part of professional membership

Working Group 6 – Building Standards Professionals (BSPs)

Public and private sector BSPs:

Currently

- **Approved Inspectors** are registered with **CICAIR** (licence renewal every 5 years)
- **LABC** may operate under the LABC Standards scheme

Working Group 6 – Building Standards Professionals (BSPs)

Key recommendations of WG6 – BSPs

- That a competence framework rated in four bands be adopted:
 - **Level 1 – Awareness** - The BSP has a basic knowledge of the subject and how it relates to their role
 - **Level 2 – Appreciation** – The BSP has general knowledge of the subject but may require specialist input from others
 - **Level 3 – Understanding** – The BSP has sufficient knowledge of the complexities involved, in order to make independent decisions and assessments controlling compliance of typical building works relating to an **HRRB** including utilising input from other specialists
 - **Level 4 – Comprehensive** – The BSP has sufficient detailed knowledge and skill to make decisions on complex issues relating to the design and construction of **HRRBs** and the ability to commission and interrogate specialists where necessary

The above supported by a [matrix of detailed specific competencies](#)



Working Group 6 – Building Standards Professionals (BSPs)

Key recommendations of WG6 – BSPs

- BSPs to have their HRRB competence validation carried out by independent assessors or assessing bodies.
- Assessors / assessing bodies to have third party accreditation (i.e. UKAS or equivalent)
- BSPs to meet the standards for CPD of their professional body
- Formal peer view of competence of BSPs to be undertaken at least once every 5 years
- Reassessment undertaken by independent assessment / interview by a suitably recognised body, i.e. professional members organisation
- Organisations that employ BSPs to have effective quality management in place to identify professionals who can work on HRRBs and manage workload

Raising the bar consultation – Interim Report

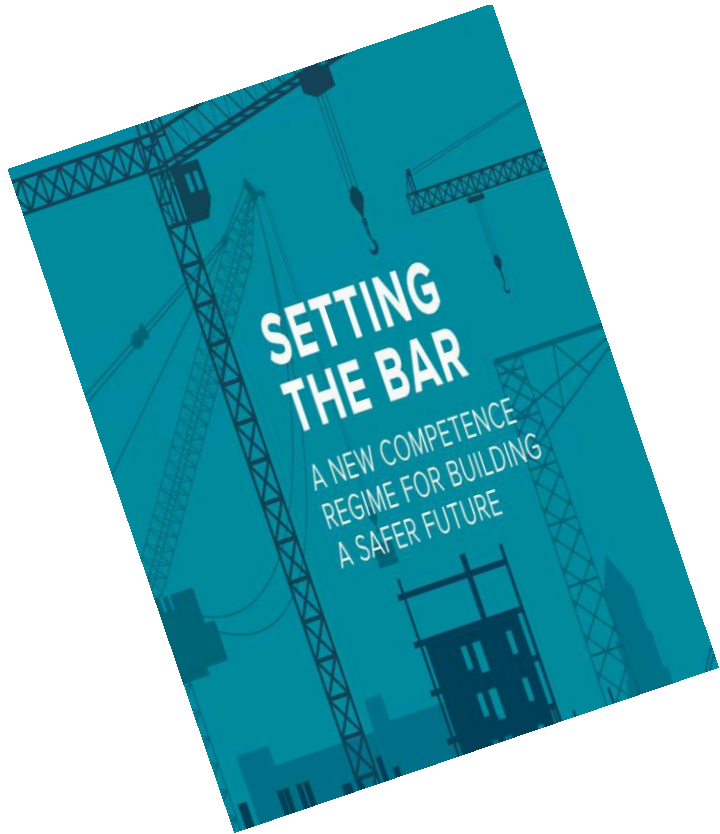


- Published for Consultation
- 82 responses reviewed by CSG & WGs
- Final report published October 2020

Raising the bar consultation – summary key points

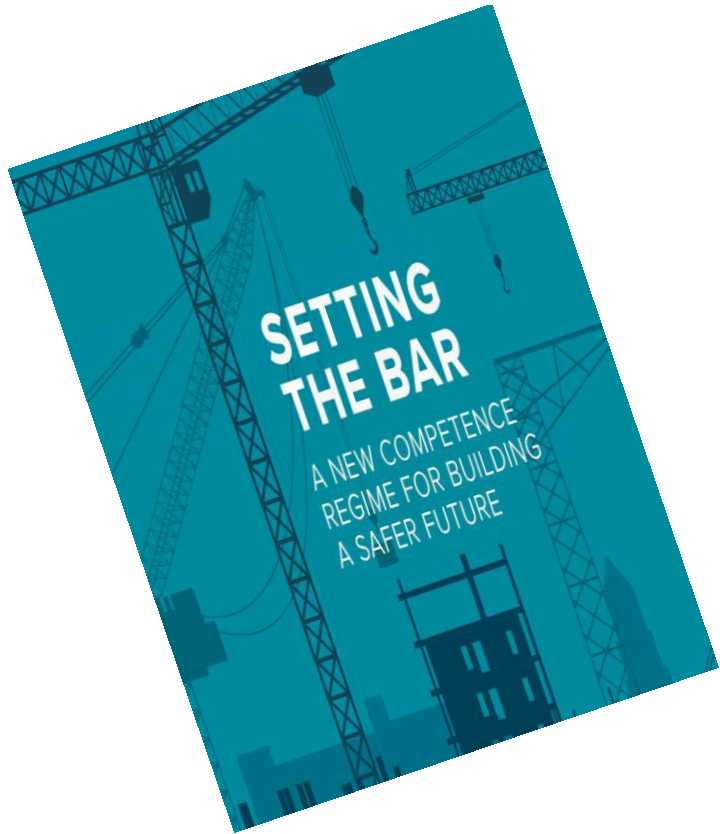
- A new oversight body to be created - the [Building Safety Competence Committee](#)
- Mandate individuals working on [HRRBs](#) to be registered/certified by a recognised professional/or certified body
- All organisations, including professional bodies, subject to a [rigorous system of oversight by a body such as UKAS or the Engineering Council](#)
- The [building safety regulator](#) to hold and maintain a register of those qualified to perform the [key roles](#)
- The period of reassessment to be no less than every five years.
- Common principles of continuing professional development ([CPD](#))
- Fire safety CPD materials to explain basic fire science to be available to anyone working on [HRRBs](#) or managing occupied HRRBs

Setting the Bar – October 2020



- a **new competence committee** sitting within the Building Safety Regulator
- a **national suite** of competence standards – including new sector-specific frameworks developed by 12 working groups
- arrangements for **independent assessment** and reassessment against the competence standards
- a mechanism to ensure that those assessing and certifying people against the standards have appropriate levels of oversight

Setting the Bar – October 2020



The national suite of competence standards will encompass:

- a British Standard for an overarching competence framework;
- PAS standards for three regulated roles; and
- a series of sectoral competence standards that provide specific requirements for individual disciplines, roles or activities

Industry Competence Committee

The Government has asked HSE to establish a new building safety regulator



The regulator will have 3 main functions:

- to oversee the safety and standard of all buildings,
- directly assure the safety of higher-risk buildings; and
- **improve the competence of people responsible for managing and overseeing building work**

The Draft Building Safety Bill sets out three advisory Committees including the Statutory Industry Competency Committee

- To be established, at the earliest, in October 2022
- Interim Industry Competence Committee established June 2021



Interim Industry Competence Committee



The remit of the IICC will include

- To advise on the strategic direction to improve, monitor and encourage industry competence, building on the work of the Competence Steering Group (CSG), to provide alignment with the developing regulatory framework and avoid dilution and duplication of effort
- To provide advice to the shadow BSR on the development and delivery of products set out in scope of the Building Safety Programme
- To lay the groundwork for establishing the formal committee



Thank you

Any questions?

