
Industry Response Group

Competence for Building a Safer Future

RAISING THE BAR

INTERIM REPORT

18 October 2019

IRG COMPETENCE FOR BUILDING A SAFER FUTURE

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Welcome and housekeeping

Peter Caplehorn, CPA
Co-Vice Chair, Competence Steering Group

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Housekeeping

- No fire alarm scheduled today
- In event of emergency please evacuate at your closest labelled fire exit.
- Anyone unable to use the stairs in case of an emergency should make themselves known to the fire marshals.



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Part 1: Morning Presentations

Chair: Peter Caplehorn, Vice Chair CSG, CPA

Time	Title	Speaker
10.00	Welcome and housekeeping	Peter Caplehorn – CPA, Vice Chair, CSG (WG12, WG0)
10.05	Setting the scene: What industry has been asked to do	Graham Watts – CIC, Chair, CSG
10.25	MHCLG Perspective and outcome of the <i>Building a Safer Future</i> consultation	Lindsey Lewis – MHCLG
10.45	Questions	Lindsey Lewis – MHCLG; Graham Watts – CIC, Chair, CSG
11.00	Overarching Competence Framework and the role of UKAS and EngC	Scott Steadman – BSI (WG0)
11.20	Questions and panel discussion	Katy Turff – EngC; Malcolm Hynd – UKAS; Scott Steadman – BSI (WG0)
11.35	BREAK 15 MINUTES	

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Part 2: Morning presentations (cont'd)

Chair: Peter Yates, Vice Chair CSG, LGA

Time	Title	Speaker
11.50	Introduction	Peter Yates – LGA, Vice Chair, CSG
11.55	Products and Procurement	Mike Foy – CIOB (WG11); Peter Caplehorn – CPA (WG12)
12.15	Questions and panel discussion	Mike Foy – CIOB (WG11); Peter Caplehorn – CPA (WG12)
12.25	Pre-construction	Neil Gibbins – IFE (WG3); Nabila Zulfiqar (WG7)
12.45	Questions and panel discussion	Neil Gibbins – IFE (WG3); Nabila Zulfiqar (WG7)
12.55	Construction	Nick Jarman – Stanhope (WG2); Pete Dawber, Solvere (WG9); Steven Thompson – RICS (WG10)
13.25	Questions and panel discussion	Nick Jarman – Stanhope (WG2); Pete Dawber, Solvere (WG9); Steven Thompson – RICS (WG10)
13.35	LUNCH 30 MINUTES	

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Part 3: Afternoon presentations

Chair: Graham Watts, Chair CSG, CIC

Time	Title	Speaker
14.05	Introduction	Graham Watts – CIC, Chair, CSG
14.10	In occupation	George Adams – SPIE UK, EngC (WG1); Dennis Davis – FSF (WG4); Antony Taylor – Avison Yong (WG8)
14.40	Questions and panel discussion	George Adams – SPIE UK, EngC (WG1); Dennis Davis – FSF (WG4); Antony Taylor – Avison Yong (WG8)
14.50	Inspection	Andreena Parkes-Coates – NFCC (WG5); Wayne Timperley – LABC and Manchester City Council (WG6)
15.10	Questions and panel discussion	Andreena Parkes-Coates – NFCC (WG5); Wayne Timperley – LABC and Manchester City Council (WG6)
15.20	Response to <i>Raising the Bar</i> and questions	Paul Nash, CIOB and Industry Safety Steering Group (ISSG)
15.55	Summary	Graham Watts – CIC, Chair, CSG
16.00	CLOSE	

Setting the scene: What has industry been asked to do?

Graham Watts OBE, Construction Industry Council
Chair, Competence Steering Group

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**39 years
361 days ago**

22 October 1979

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Overview

- At its best, highly professional industry
 - Statutory training board
 - Envious professional qualifications and reputation
- At its worst, an industry to disown
 - Rogue traders
 - Unfair payments
 - Appalling Health & Safety on sites
- Huge improvements in health, safety & welfare on sites

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But...

- Did the construction industry ever seriously consider the health, safety and welfare of those who occupied the buildings we constructed (or was it simply taken for granted)?
- Did construction (as an industry) take fire safety (as a separate expert sector) seriously?

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Barking Fire – 9 June 2019



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Notting Hill Fire – 23 August 2019



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Clapton Fire – 16 September 2019



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Life Safety

Fire Safety

- ACM
- Other forms of cladding
- Toxicity of furnishings

Water Safety

- Legionella pneumonia

Structural Safety

- Osgangs Primary School
- Large Concrete panels

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Dame Judith Hackitt on competence

“competence across the system is patchy”

“lack of any formal process for assuring the skills of those engaged at every stage of the life cycle of HRRBs”

“lack of a coherent approach”

“fragmented”

“behind other parts of the world”



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Steering Group on Competence
for Building a Safer Future

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Improving Competence
Building a Safer Future

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Raising the Bar

- Huge effort by “industry” through **Competence Steering Group:**
 - 150+ organisations from every sector
 - £7m+ resource
 - 29 meetings of the CSG in 15 months
 - 14 working groups plus various T&F groups
 - Directly engaged more than 300 people
 - 600 page interim report

Two significant workstreams:

- **Enhancing competence frameworks**
- **Establishing Role and Remit of Overarching Competence Body**

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Sets out competence frameworks for

WG1 Engineers

WG7 Building designers including architects

WG2 Installers

WG8 Building safety managers

WG3 Fire engineers

WG9 Site supervisors

WG4 Fire risk assessors

WG10 Project managers

WG5 Fire safety enforcement officers

WG11 Procurement leads

WG6 Building standards professionals

WG12 Products

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System for overseeing competence

- Key responsibilities to lie with **main dutyholders**:
 - Principal Designer; Principal Contractor; Building Safety Manager
- British Standards/PAS to govern enhanced national competence standards, assessment processes, revalidation and CPD requirements for **dutyholders** working on HRRBs; and separately for all those working on HRRBs
 - two tiers of responsibility
- Schemes (based on WG enhanced standards) to certify/qualify individuals against the national competence standards to be **accredited**
 - UKAS, the Engineering Council (or other body)
- A Strategic **Building Safety Competence Committee** is established
 - government suggests it is appointed by and hosted within the new **building safety regulator**
- A register of competent **dutyholders** to be maintained by MHCLG (building safety regulator) as the Oversight Body with the advice of the new Strategic Committee

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Proposals for reform of the building safety regulatory system

- Extension beyond fire safety
- Extension of buildings in scope
- Flexibility to extend further
- Commitment to uplift competences
- Commitment for oversight
- **Recommendations dovetail with *Raising the Bar***

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Building Safety Programme

- Make buildings safer
- Make residents and occupants feel safer in buildings
- Government is acting – Queen's Speech
- Industry must not wait for Government
- ‘Is the Regulatory Burden worth it’
.... is not a question to be asked.

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Consultation

<https://consultations.rics.org/consult.ti/Raisingthebar/consultationHome>

We want to receive your views

Consultation will close on 31 October 2019

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Thank you!

gwatts@cic.org.uk



@CICCEO
@CICtweets

Building Safety Programme

Lindsey Lewis
Deputy Director for Residents and Industry
in MHCLG's Building Safety Portfolio

Overarching Competence System and the role of UKAS and the Engineering Council

Scott Steedman, BSI (WG0)

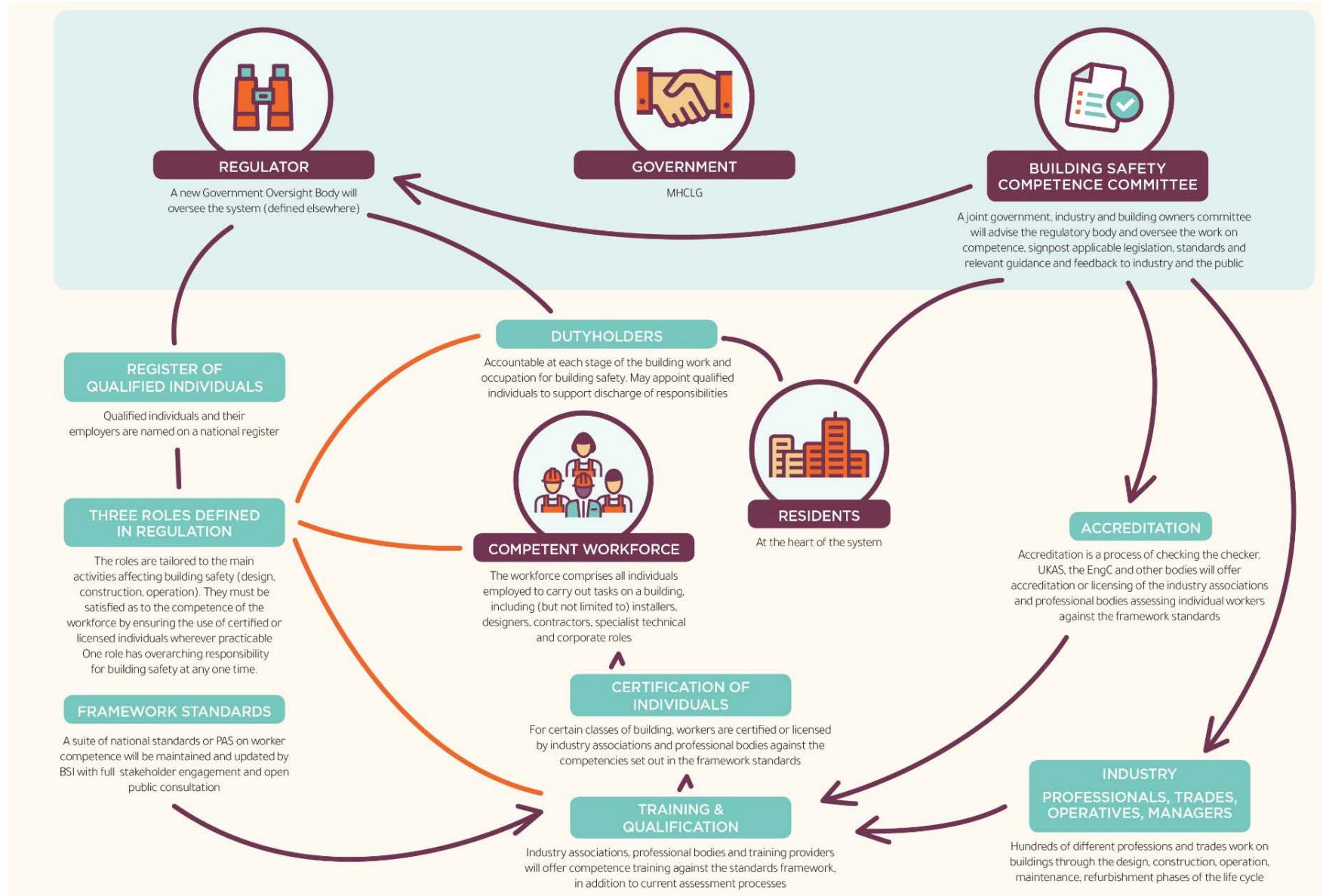
Covering:

A framework for raising the bar for the competence of individuals working on
HRRBs

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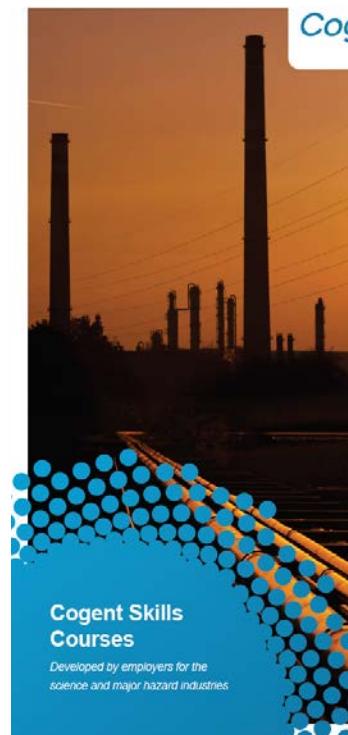
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Overarching Competence System

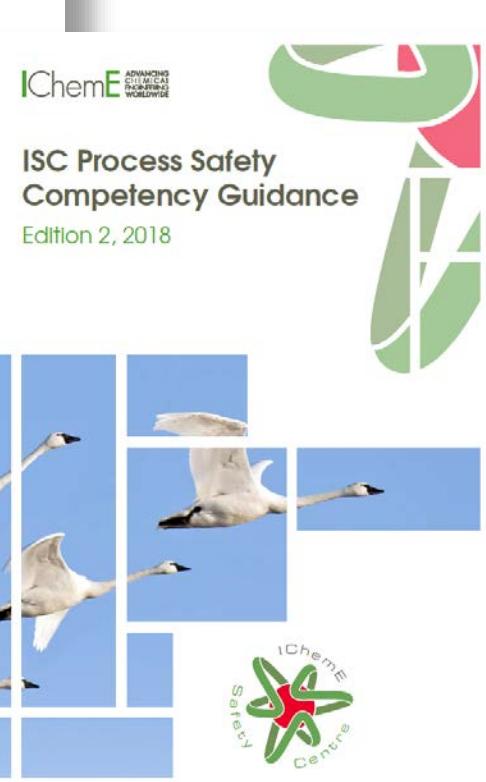


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New competences



Understanding COMAH
A guide for new entrants



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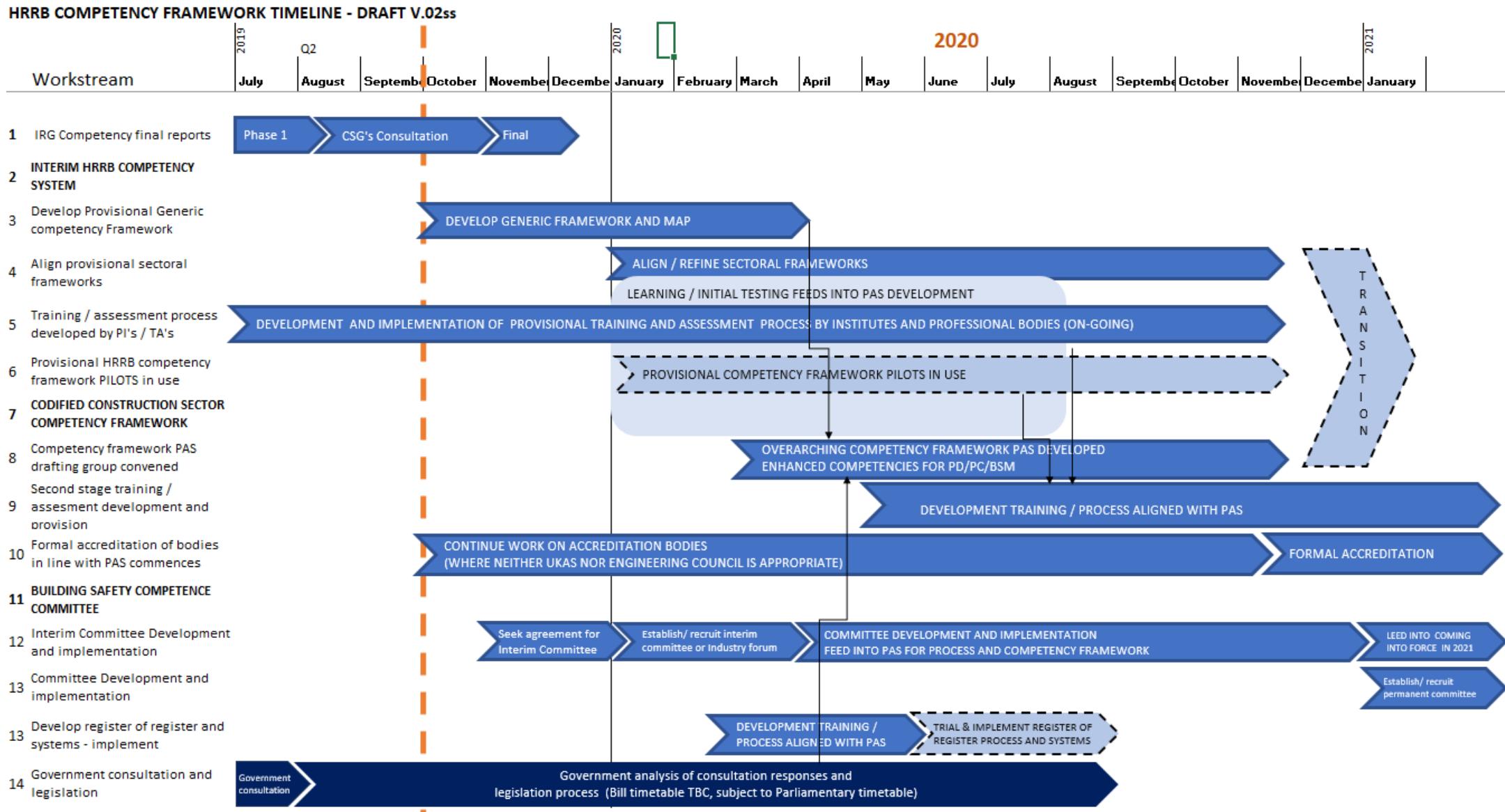
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Impact on the market - Summary

1. Create a **Building Safety Competence Committee** which brings stakeholders together to oversee future work
2. Develop **a new framework of standards** including new national standards to benchmark competence for:
 - a) the three new regulated roles (PD, PC, BSM)
 - b) certification of professionals, trades, operatives, managers by industry associations, professional bodies and training providers to work on HRRBs
3. Provide **accreditation** by UKAS, EngC and other bodies of individual training and certification schemes
4. Ensure **residents** are at the heart of the proposed processes.

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Overarching Competence System and the Role of UKAS and the Engineering Council

PANEL DISCUSSION

Lead Scott Steedman, Director of Standards, BSI

Panel: Malcolm Hynd, UKAS
 Katy Turff, Engineering Council

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BREAK

11.35 – 11.50

Products and procurement

Mike Foy, Chartered Institute of Building (WG11)

Peter Caplehorn, Construction Products Association (WG12)

Covering:

WG11 Procurement; WG12 Products

Products and procurement

Mike Foy, CIOB (WG11)

Covering:

WG11 Procurement

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Procurement issues that need addressing:

- Procurement activities are too often being carried out by individuals who are not fully qualified or fully competent
- Poor commercial practices have led to a focus on price and margin at the expense of safety.
- Numerous examples of safety being compromised for commercial gain
- A balanced approach to decision making at every stage of the sourcing, contracting and contract management process is needed

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Working Group 11 - recommendations:

- There must be a HRRB Procurement Lead with a comprehensive HRRB procurement competence level involved at every stage of the RIBA plan of work.
- The HRRB Procurement Lead will be assessed and accredited against a new procurement competence framework which identifies the capabilities and knowledge that are needed to carry out all procurement activities identified for HRRBs.
- Implementing this Procurement Lead role will need 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.

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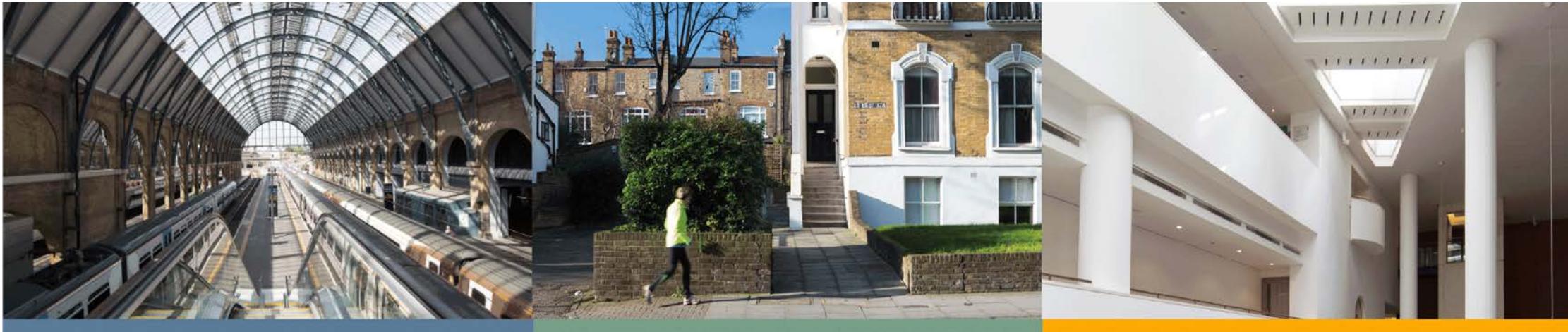
Barriers to delivery:

- Acceptance in the construction industry that procurement practices need to change to ensure there is a balanced approach to commercial decision making, taking into account safety as well as cost.
- Getting the first organisations to make necessary investments in people, education and training to raise procurement competences to the required standard.
- Investment from all of the major organisations involved in the construction supply chain to raise competence levels through training and education.
- Cascading the procurement competence-raising initiatives down through the smaller contractors
- Holding organisations to account

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Working Group 12 – Products



Peter Caplehorn
Construction Products Association

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Products are the DNA of the building

How do clients designers specifiers choose products

How do procurers understand products

How do contractors install products

How do building maintainers look after products

Many are parts of critical systems

Many built in and unseen

Competence is critical for all situations



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Product issues that need addressing

Products rarely work in isolation

Defining performance, quality and value is very complex

Many conflicting issues affect choice

Design, procurement, availability, cost all compete

Installation quality, maintenance quality

Identification of correct specification and installation critical



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To address this our system and recommendations

All products and all topics in scope

This is not about fire or high rise residential

Consider the whole building life use the RIBA Plan of Works

Include refurbishment and maintenance

Identify levels of generic competence needed –the SAKE scale

Produce a matrix based on these criteria

SAKE
Skill
Attitude
Knowledge
Experience

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Working Group 12 – Recommendations: the Matrix

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Levels of competence

The matrix identifies 5 levels of competence

Very General to Expert

These are then used across the sector to structure competence

Education training and qualification referencing

Rollout includes verification and feedback

Does not conflict with individual competence schemes

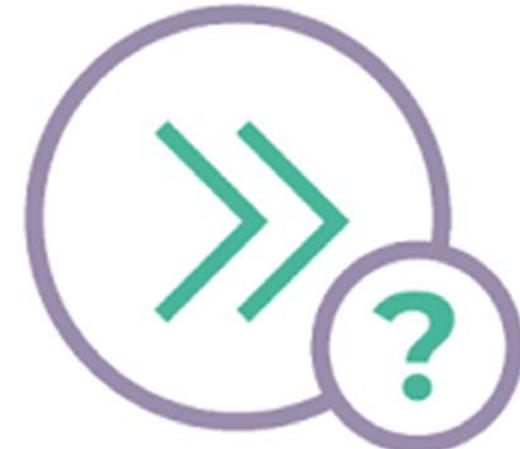


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Next steps

- Take account of consultation comments
- Test with wider selection of industry
- Draw up details and code of application
- Establish agreement across all product manufacturers
- Link to other competence work
- Link to new regulatory regime
- Link to Marketing Integrity Group
- Pilot and roll out - 5 years plus to embed



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Marketing Integrity Group

Design to directly address Hackitt comments on product information

Call for evidence to be published late October

Working on further consultation –trading standards

Produce an industry wide scheme

Encourage all to sign up

Marketing literature tech information

clear

robust

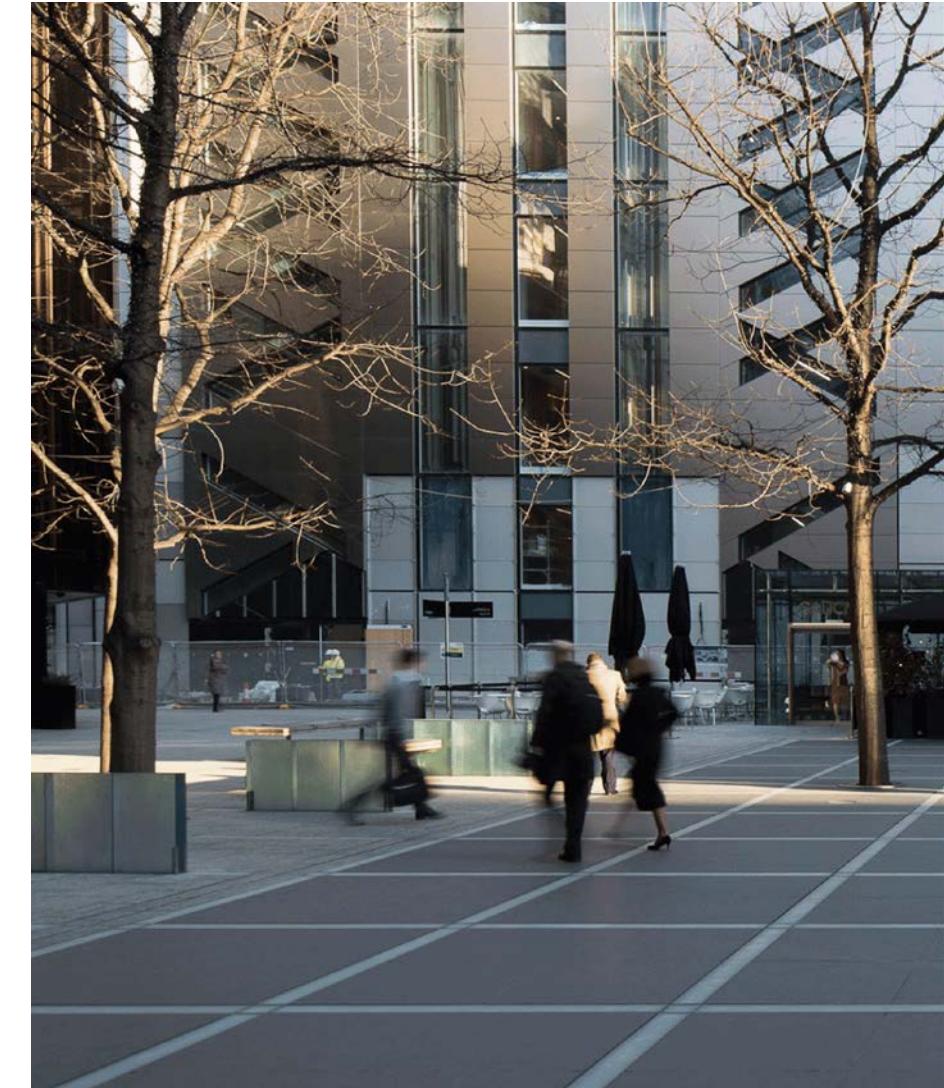
reliable



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Thank You



Pre-construction

Nabila Zulfiqar, Architects Registration Board (WG7)

Neil Gibbins, Institution of Fire Engineers (WG3)

Covering:

WG 7 Building designers, including architects; WG3 Fire Engineers

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Pre-construction

Nabila Zulfiqar, Architects Registration Board (WG7)

Covering:

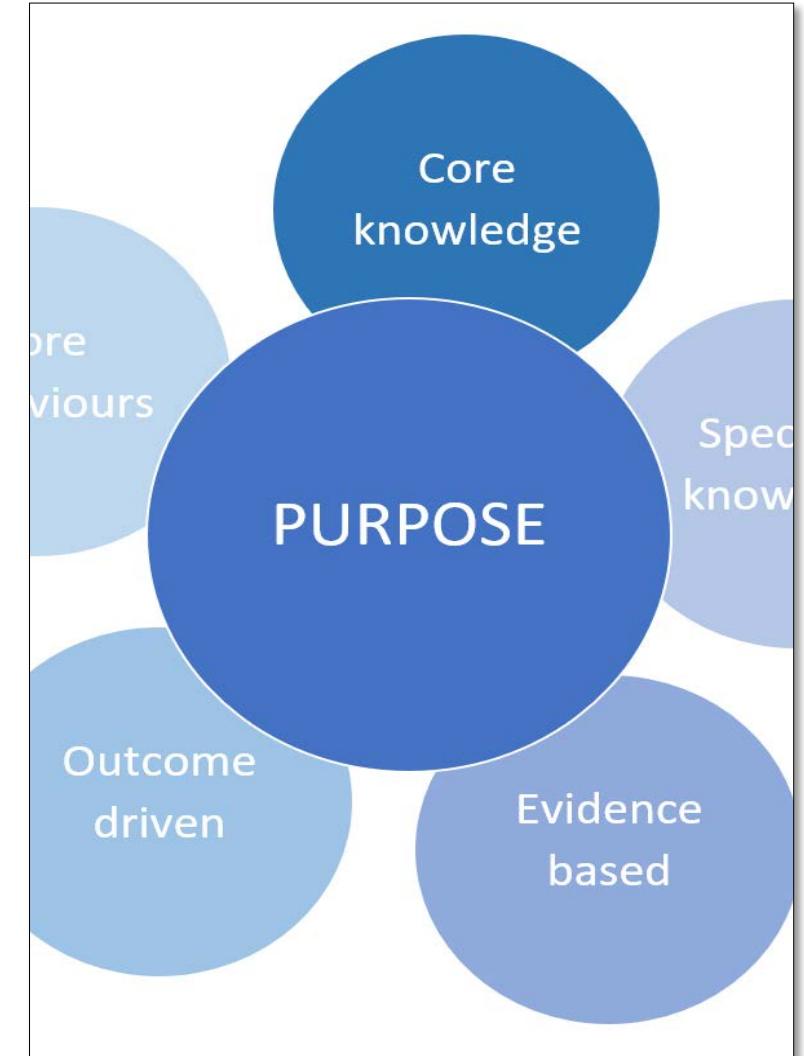
WG 7 Building designers, including architects

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Working Group 7 – Building Designers

1. **Composition** – included ARB, CIAT, EngC, IFE, RIBA and RICS.
2. **Scope** - to design a framework for assuring and maintaining standards of competence for building designers working on higher risk residential buildings.



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Current context

Role	Membership/Registration
Architects	Architects Registration Board. Royal Institute of British Architects.
Architectural Technologists	Chartered Institute of Architectural Technologists.
Engineers	Engineering Council.
Surveyors	Royal Institution of Chartered Surveyors.

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Main recommendations



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Main recommendations:

Eligibility	5 areas of competence	4 levels	Reaccreditation
<ul style="list-style-type: none">• Member of a professional body• Subject to standards and disciplinary regime• Qualifications• Experience	<ul style="list-style-type: none">• Technical• Design• Responsibility• Communication• Professional commitment	<ul style="list-style-type: none">• Awareness• Appreciation• Detailed knowledge• Comprehensive knowledge	<ul style="list-style-type: none">• 5 years• Assessment portfolio• Interview

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Issues and risks

Costs

Insurance

Simple or complex and bureaucratic?

Reserved for the few

Proportionate and targeted

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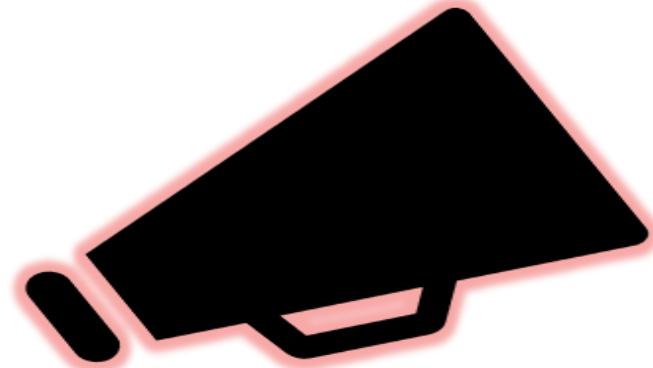
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Opportunities:

- Building designers suited to proposed statutory role of Principle Designer
- Career progression, learning and development through accreditation and reaccreditation scheme.
- Take the lead on innovation in the sector and be involved in the shaping of this new culture.
- Raise competence across professionals and trades and permeate through to work on other types of buildings.

Call to action

- Legislation effective end 2019.
- Grenfell Tower public inquiry – Phase 2 – early 2020
- There is no option to do nothing.
- This must be personal.
- Take care to get what you like or you may be forced to like what you get.



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Pre-construction

Neil Gibbins, Institution of Fire Engineers (WG3)

Covering:

WG3 Fire Engineers

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Fire engineers

Key areas of focus-

- what is expected of a Fire Engineer in the building work process;
- the means for identifying a competent Fire Engineer;
- ethical practice;
- maintenance of knowledge
- possible re-registration / re-affirmation; and
- means and practice of sharing safety critical information

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Fire engineers – working with the Engineering Council

WG3 has close links to WG1 (Engineers), with the aim of ensuring consistency on issues common to Professional Engineering Institutions (PEIs) licensed by the Engineering Council such as:

- mandatory CPD recording by registrants with audit by the PEIs;
- requirement for adherence to professional code of conduct (COPC);
- subject to disciplinary policy and procedure for breach of COPC; and
- whistle blowing policy, guidance and support for whistle blowers.

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Fire engineers – WG3 proposals for the future

- (proposed dutyholders) should appoint only professionally registered Fire Engineers to carry out safety critical work on ‘in-scope’ buildings
- The proposed new RIBA Fire Plan of Works – should include reference to the role of the Fire Engineer through all the RIBA stages
- Key Fire Engineering-related deliverables should be produced as part of the design process
- The Institution of Fire Engineers (IFE) should continue to work with CROSS (Confidential Reporting Of Structural Safety) to extend the reporting system to include fire safety matters to incorporate fire safety into the reporting system.

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Construction

Nick Jarman, Stanhope (WG2)

Peter Dawber, Solvere (WG9)

Steven Thompson, RICS (WG10)

Covering:

WG2 Installers

WG9 Site Supervisors

WG10 Project Managers

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Construction

Nick Jarman, Stanhope (WG2)

Covering:
WG2 Installers

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Installers – WG2 overview

- Recommendations
- Implications for Installer sector
- Implications for other sectors
- Call to action – your response

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WG2 Recommendations

An industry adopted framework for HRRBs. Ultimate aim for installers to have a combination of:

- Accredited Third Party Certification of companies
- Level 2 or 3 Qualifications for individuals
- Card Scheme (CSCS logo)
- CPD in the form of refresher training and maintenance of individual skills
- All installers have core knowledge of fire safety in buildings – training to be standardised and made mandatory
- (Brief for WG2: Agree a comprehensive and coherent framework for assuring competence levels for those installing and maintain fire safety and other safety critical systems for HRRBs)

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Implications for the installer sector

- Collaboration on finding consensus in use of education terminology required
- Full mapping of installer sector competence achievements against current standards – we need to know where we are currently across the HRRB sector
- Reduction required in siloed approach to training and qualifications
- Clear benefits from Third Party Certification of installer companies, however this needs to be assessed in relation to suitability for all – could be a long journey (but necessary) for some
- Up-skilling required for individuals not currently achieving a level 2 or 3 qualification
- Critical a common approach is found for assessing an installers competence at their point of work (relevant skills card) and this function is utilised
- New, readily available training for all in relation to fundamentals of fire safety in buildings should be rolled out
- Standardised approach on measuring competence – made up of knowledge, experience, behaviours

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Implications for other sectors

- Joined up approach – core integration with supervisor, project manager, product and designer disciplines required, installers are part of a team
- The installer discipline is broad (understatement), any installer can currently work on a HRRB project. How does this work when the focus is on HRRBs? Do we need to look at the whole of the installer discipline across multiple sectors for improvements?
- Learning required from other sectors to enable the installer category to evolve and innovate their approach for individual disciplines.
- How projects area procured requires review in relation to installer competence

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Call to action

- Industry collaboration and help required – the iceberg is big!
- Communication of particular individual installer competence standards achieved – help with the mapping of competence. Assessment of current macro and micro competency status key
- Sharing positive examples of what has been achieved in training, qualifications and proving competence to date – others can learn
- Assessment on the proposed plan – will it provide positive movement? Can it be improved?
- If you employ someone who is classed as an installer – check their competence. Is it appropriate for the work they are carrying out?

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Construction

Peter Dawber, Solvere (WG9)

Covering:
WG9 Site Supervisors

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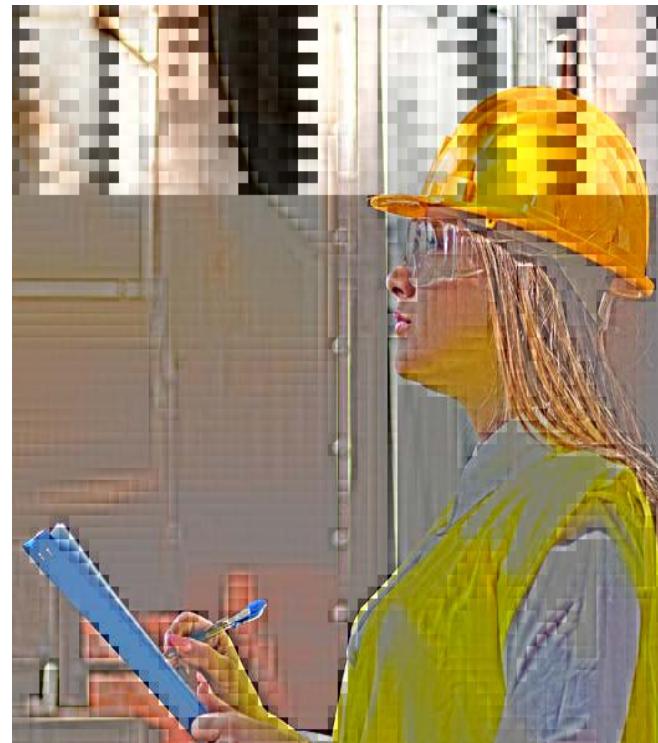
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WG9 Recommendations

CONSTRUCTION
PROJECT MANAGER



SITE SUPERVISOR



NEW ROLE - ICA
(Independent
Construction
Assessor)



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Implications for the Contracting Sector

The Construction Project Team retains full responsibility for the quality and safety of the building and will procure and oversee competent companies employing competent individuals installing appropriate materials and components.

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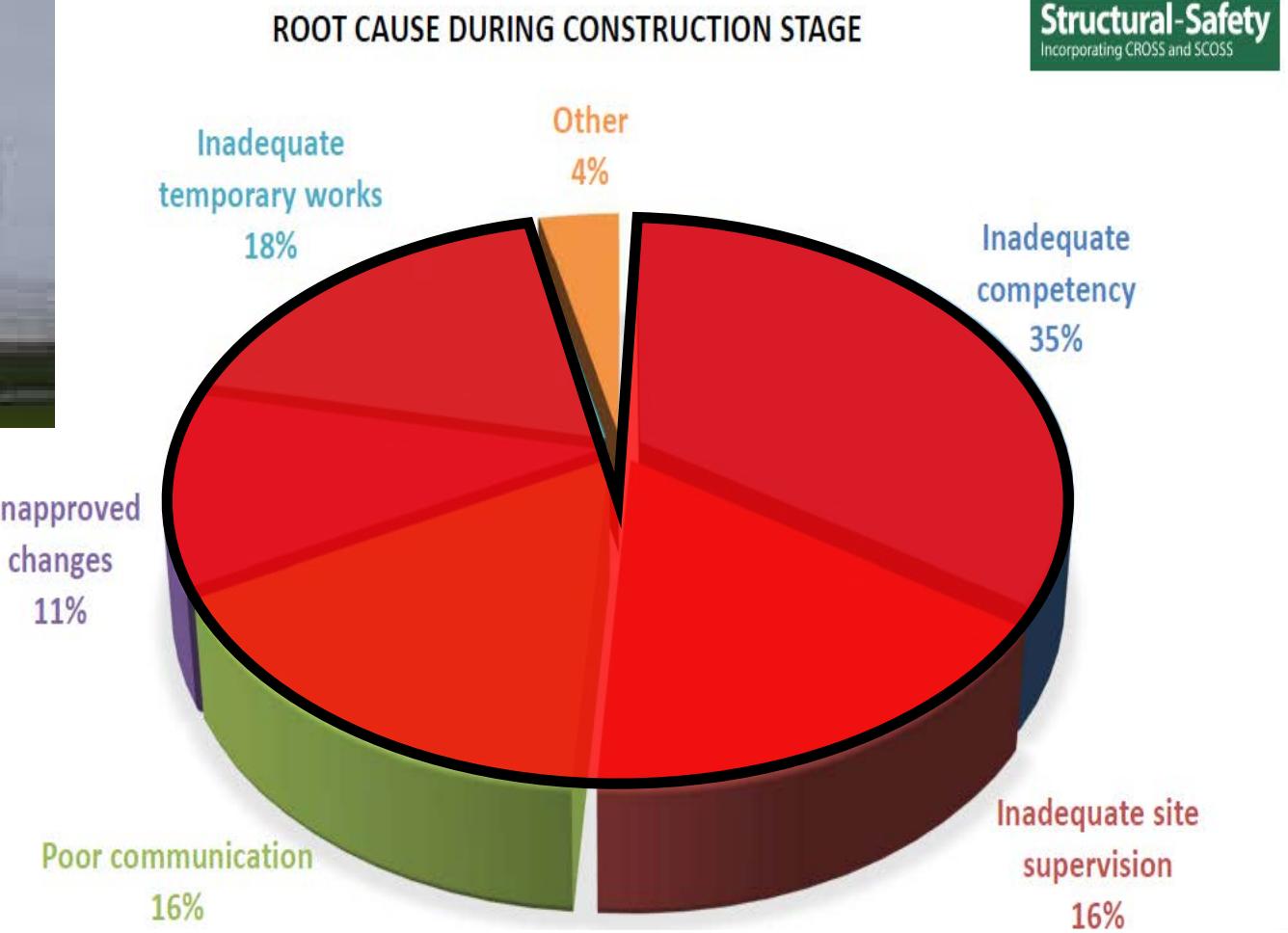
Driving Change

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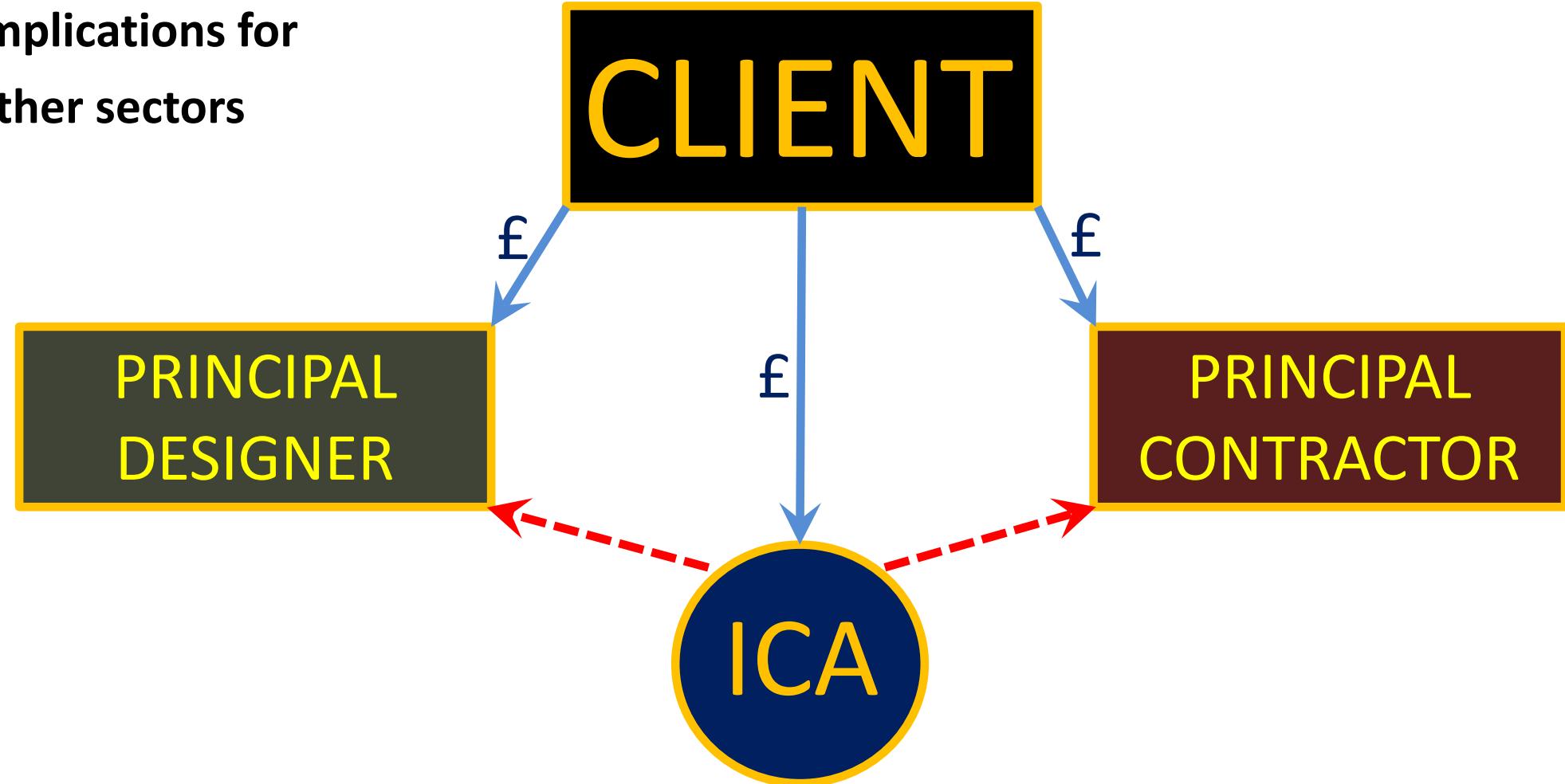
78%-
96%



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Implications for
other sectors



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WG9 – Call to action

- Are we right to split the two construction roles, are they so different?
- We believe an Independent Construction Assessor (ICA) will add value to the design and delivery process, what are the most effective routes to resource this role?
- WG9's approach requires clearly signposted 'competent' construction organisations (in all tiers) and individuals, there is a need to build registration, how?

**IF YOU KNOW OF A POTENTIAL PILOT SCHEME PLEASE EMAIL
LMontgomery@ciob.org.uk**



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Construction

Steven Thompson, RICS (WG10)

Covering:
WG10 Project Managers

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Project Managers – WG10 overview

- Recommendations
- Implications for PM sector
- Implications for other sectors
- Call to action – your response

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RAISING THE BAR – INTERIM REPORT

WG10 Recommendations

- All PMs who are to work on HRRB projects must be members of a recognised professional body (or equivalent) (R61)
- The level of competence (for PMs) should be APM ‘comprehensive’ (R62)

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WG10 Implications for PM sector

- Definition of 'PM' – challenges over terminology & function
- Need to 'upskill' competency of PM community
- Qualification / accreditation / reaccreditation
- CPD (focussed, and not generic)
- Culture change / overcoming complacency

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WG10 Implications for other sectors

- Acceptance of shared goals and challenges – *'we are all in this together'*
- Timescale for implementation – why wait for legislation?
- Application to other building types – why just HRRBs?
- Procurement model change needed – collaboration not 'risk shedding'

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WG10 Call to action

- Have we got it about right?
- Have we missed anything fundamental?
- Will you engage seriously on this matter?
- Please reply to the consultation – it really matters!

CONSTRUCTION - QUESTIONS?

Nick Jarman (WG2)

**Peter Dawber, Solvere Limited
(WG9)**

Steven Thompson, RICS (WG10)

WG2 Installers

WG9 Site Supervisors

WG10 Project Managers

**Industry Response Group
Competence for Building a Safer Future**

**RAISING THE BAR
INTERIM REPORT**

LUNCH

13.35 – 14.05

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In occupation

Dennis Davis, FSF (WG4)

Anthony Taylor, Avison Young (WG8)

George Adams, SPIE Uk and EngC (WG1)

Covering:

WG4 Fire Risk Assessment

WG8 Building Safety Manager

WG1 Engineers

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In occupation

Dennis Davis, FSF (WG4)

Covering:

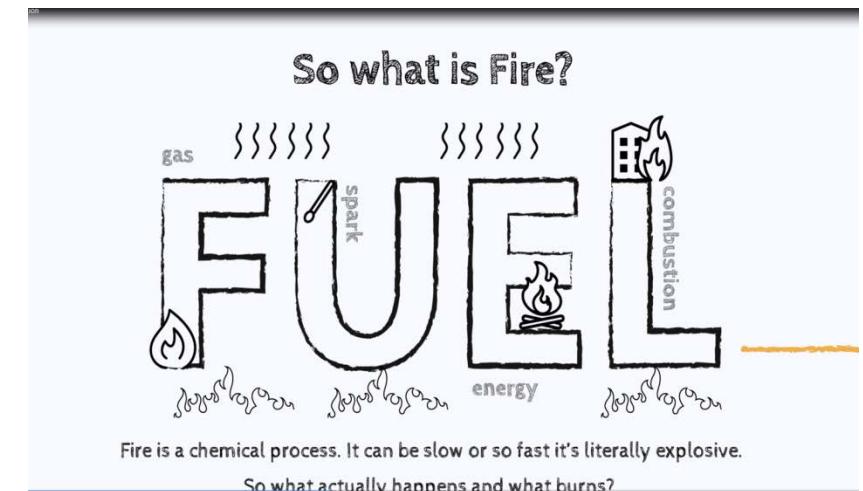
WG4 Fire Risk Assessment

FRA Quality Assurance and Fit for Purpose

- Perceptions about Fire
- Understanding Fire Risk is fundamental to Fire Safety
- Fire is a defined Process so it can be controlled
- Risk Assessment is also a well known purpose

YET

- Despite good Law questions remain on FRA Quality
- Frequent fires continue to show there is Poor Understanding
- FRA are seen as a tick box necessary exercise
- Welcome trends in declining fires and domestic deaths can mislead



Fire is a chemical process. It can be slow or so fast it's literally explosive.

So what actually happens and what burns?

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WG 4 Recommendations for Fire Risk Assessments

The need for comprehensive assessments

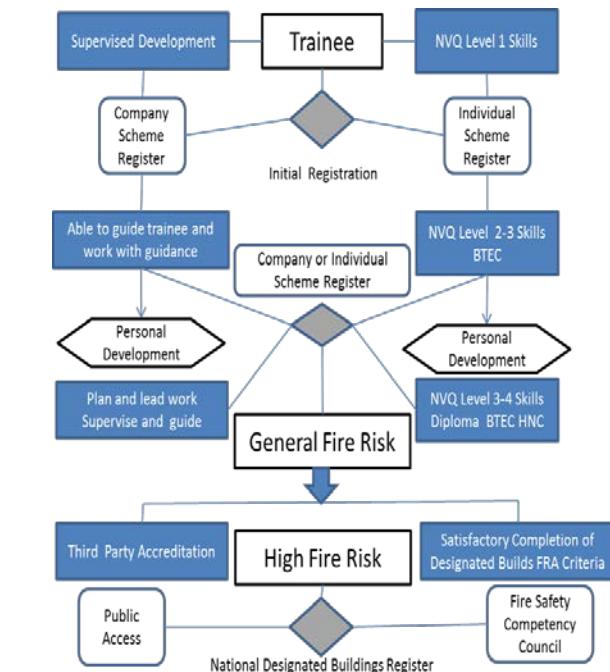
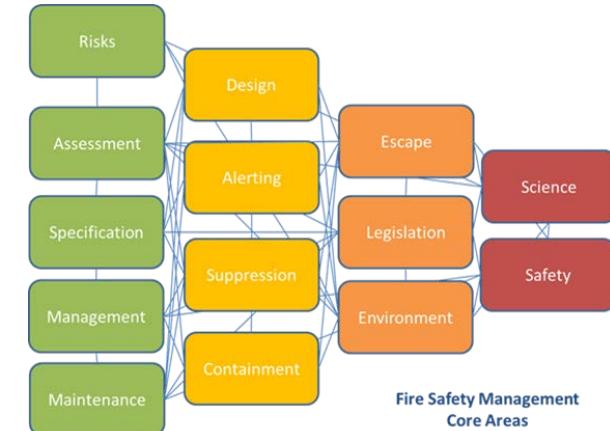
Fire safety is founded upon a comprehensive qualitative and quantitative methodological process.

Regular Fire Risk Assessments support the fire safety strategy and safety case from design stage, through construction and into occupation.

The need for qualified fire risk assessors

A statutory requirement to use only persons registered as qualified by their professional bodies is required to provide assurance.

Fire Risk Assessments must only be conducted by accredited or validated third party certified assessors operating at the highest professional standards.

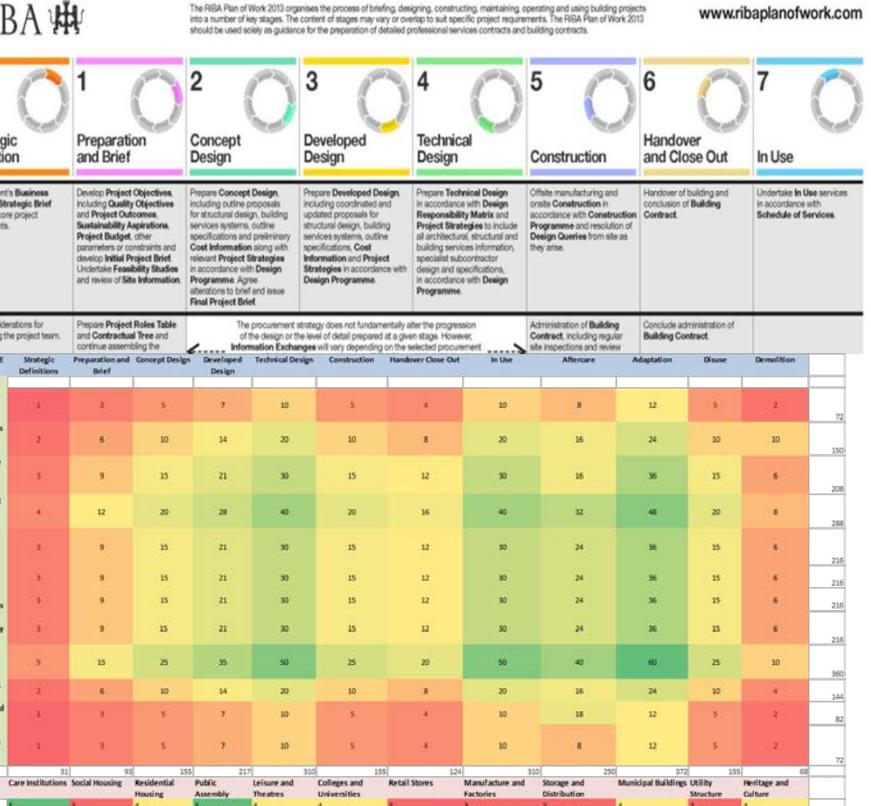


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Cross-Sector Fire Risk Assessment

- The FRA Purpose is well defined and good guidance abounds
- The FRA Process has to be methodical and comprehensive
- Professions need to interact on FRA to ensure compliance
- FRAs have to apply throughout a buildings Whole Life



YET

- Understanding FRA across sectors is patchy (2013)
- FRA based on handover inspections can be too late
- Choosing the right FRA must not be a lottery
- Cross sector education within all groups is required

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In occupation

Anthony Taylor, Avison Young (WG8)

Covering:
WG8 Building Safety Managers

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Building Safety Manager Operational Duties ‘Senior Leader’ with wide responsibilities

Holistic responsibility for:

- Fire Safety
 - Management
 - ‘Active’ & ‘Passive’ Systems
- Health & Safety
 - Water Hygiene
 - Asbestos
 - Electrical safety
 - Etc
- Resident Engagement
- Contractor appointment, monitoring and management
- Appointment of experts and competence and confidence to challenge all parties

Management Structure:

- Building License (with Conditions)
- Licenced ‘Accountable Person’
- Licence for ‘Residential Accommodation Operators’
- Licence for ‘Building Safety Manager’

National Register for all the above

Operationally:

- Appointed by AP
- Employed by RAO
- Could be a freelance consultant

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BSM Competences

A competent BSM, a person must:

- Have minimum relevant experience in managing building risk and demonstrate a relevant recognised professional qualification
- Demonstrate the requirements of the competency framework are met through assessment of:
 - Accreditation of Prior Experiential Learning, or
 - Recognised fire/life/building safety qualification related to the competency standard
- Comply with Code of Conduct
- Maintain competence through meaningful CPD
- Three-yearly resubmission for certification of competence, evidencing participation in a refresher course, relevant and meaningful CPD and adherence to the Code of Conduct



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WG 8 Recommendations for Building Safety Manager

- A senior position – competent and confident
- Competences required for BSM licence with resubmission every three years
- Licensing Structure and organisational management
 - Building Safety Regulator responsible for:
 - National Register of APs and their Licenced Buildings
 - National Register of RAOs
 - Building Safety Competence Committee responsible for:
 - setting, maintaining, assessing and delivering competence standards
 - National Register of licenced BSMs
- Strengthened right of reasonable and proportionate access to residential Units
- Safety Case and Fire & Emergency File (Golden Thread)
- Residency Engagement (including public sector broadcasting)
- Definitions of key names/phrases

Issues outstanding:

- Scope (material and ‘Whole’ Building)
- Access (reasonable & proportionate) vs duty to cooperate
- Definitions
 - Whole Building
 - Fire & Emergency File/Safety Case
 - Fire Strategy
- Public awareness of fire safety
- ‘Insurability’

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In occupation

George Adams, SPIE UK and EngC (WG1)

Covering:
WG1 Lead Engineers

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WG 1 Recommendations for Lead Engineer

Lead Engineer

- Provide expertise to ensure life safety systems are integrated
- Provide BSC with engineering support at all stages of delivery

Safety Case process

- Dynamic user friendly systems from regulated industries
- Workshop results with users

User Interface

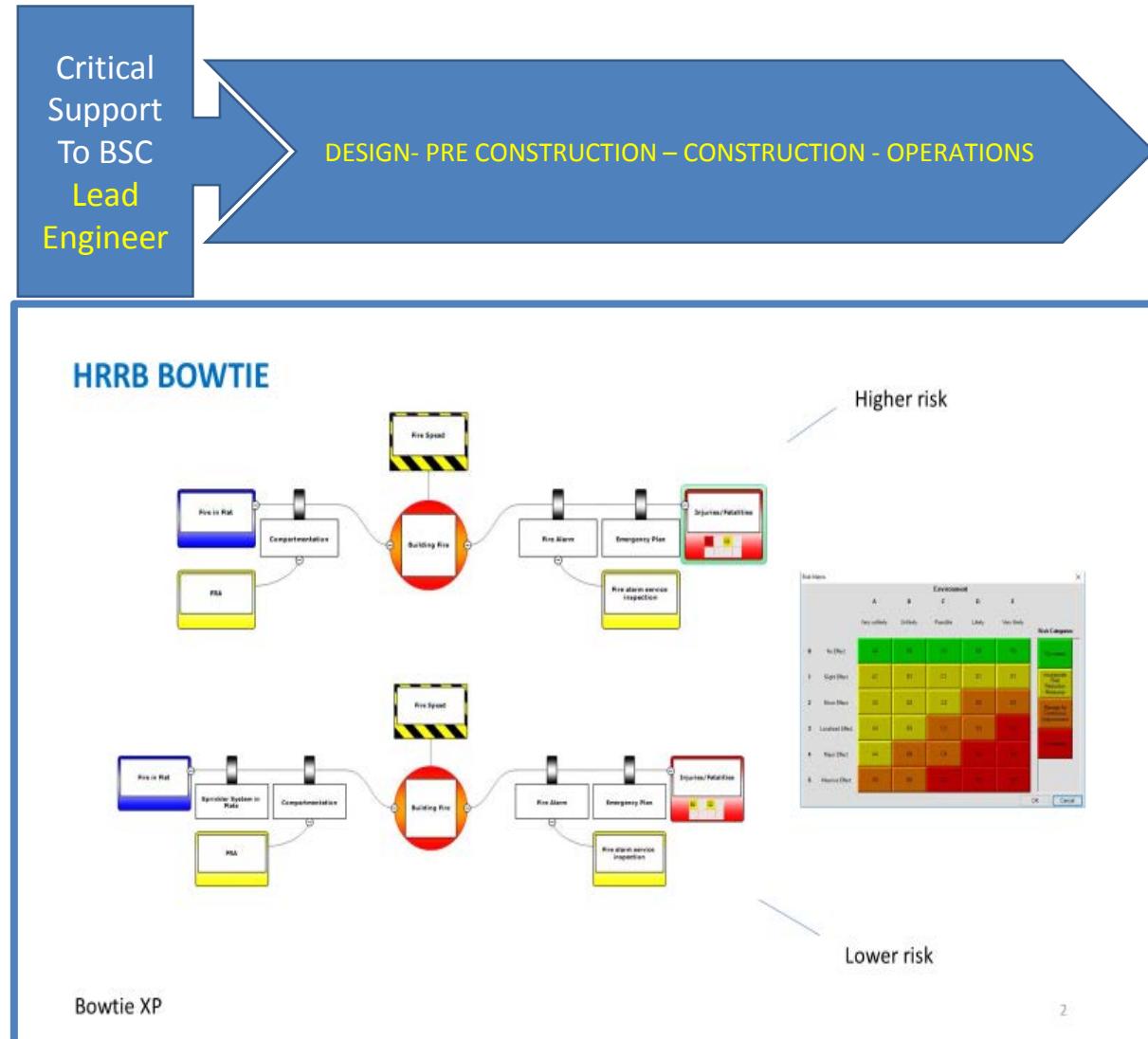
- LE and Process related with significant client operational teams
- System that engages BSC, operational team, PC, PD and LE

Integration

- LE to conduct reviews to ensure engineering testing is compliant
- LE provides operational support & compliance reviews with BSC

Continuous Expertise

- LE provides advice on technical change management to BSC
- LE provides support to BSC in maintenance and regular testing



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Dennis Davis CBE, QFSM, MPhil, CEng, FIFireE, CCM^I
Executive Officer Fire Sector Federation

Dennis is an independent adviser with an international background of fire and civil protection. His operational firefighting emergency response career beginning in the Sixties saw him become HM Chief Inspector of Fire Services for Scotland after service as Chief Fire Officer for Cheshire, UK, with professional contributions including President of the Institution of Fire Engineers and UK Chief Fire Officers and currently Special Adviser to the International Fire and Rescue Services Association. Within the Federation Dennis's technical roles involve leading competency work, fire research and statistics and international affairs.



Anthony Taylor: Hon RICS, MSc, CMIOSH, MIIRM, MBCI, PIEMA, OSHCR, EurOSHM

Anthony is the Group H&S Director for Avison Young (UK) and the Independent Chair of the Industry Response Group (IRG) Working Group 8 (BSM) – responding to the recommendations of the Hackitt Report. Anthony is also Chair of the RICS H&S Advisory Group, the IRPM H&S Committee and past Chair of the Managing Agents Property H&S Forum. Anthony has worked within the construction and insurance industries, for a global tour operator and most recently in the real estate sector. His experience includes for operational risk management, H&S, business resilience, emergency planning and GRC.



George Adams: BSc Hon Env Eng, FCIBSE, CEng, Past President CIBSE

George is a practicing Engineering and Energy Director of SPIE UK, a member of the UK Engineering Council Board, a non-exec board member of BSRIA and Past president of CIBSE. He has delivered designs and construction of engineering services to many iconic and famous buildings throughout his career from airports, high rise residential, Hospitals, high Tech manufacturing, tunnels, energy centres and data centres. He has maintained a strong industry involvement in research and in engineering culture for better performing buildings having a significant experience in transforming poor performing buildings.



Inspection

Adreena Parkin-Coates, National Fire Chiefs Council (WG5)

Wayne Timperley, LABC and Manchester City Council (WG6)

Covering:

WG5 Fire Safety Officers

WG6 Building Standards Professionals

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Inspection

Adreena Parkin-Coates, National Fire Chiefs Council (WG5)

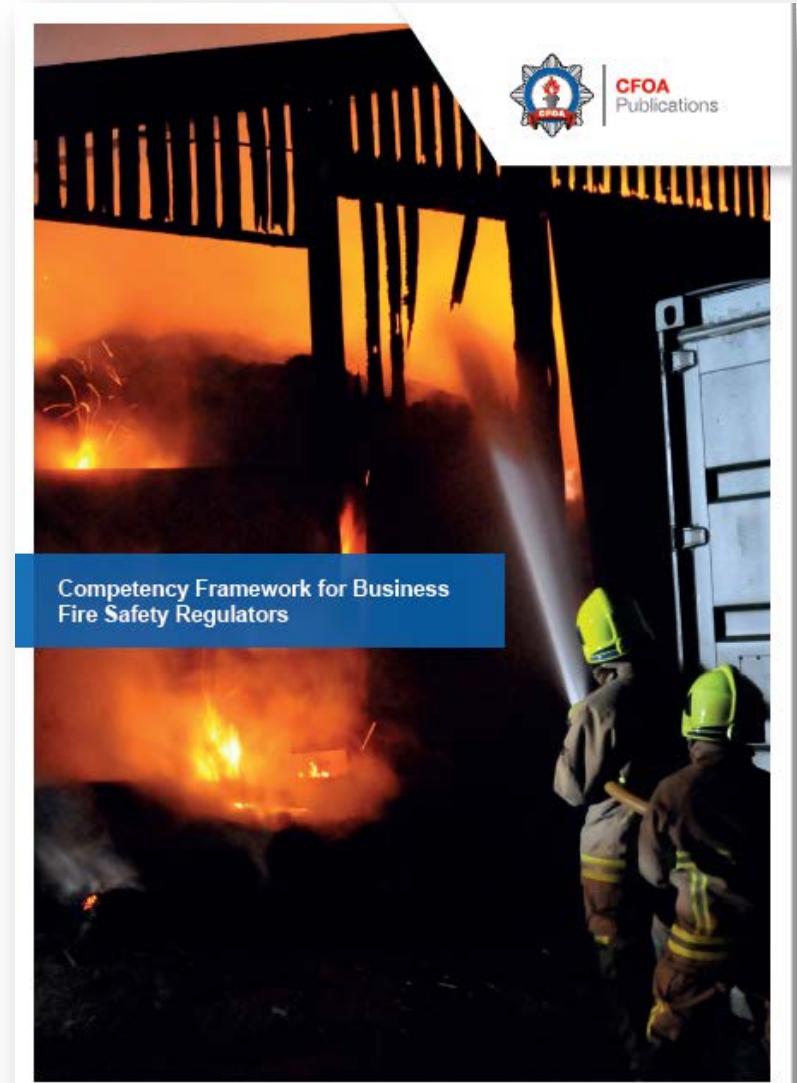
Covering:
WG5 Fire Safety Officers

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Introduction

- FRS in UK already had an existing Competency Framework
- Published in 2013
- Covers competency standards for all FSOs & all regulated premises
- FRS are not required to adopt the Competency Framework
- National Occupational Standards for fire safety

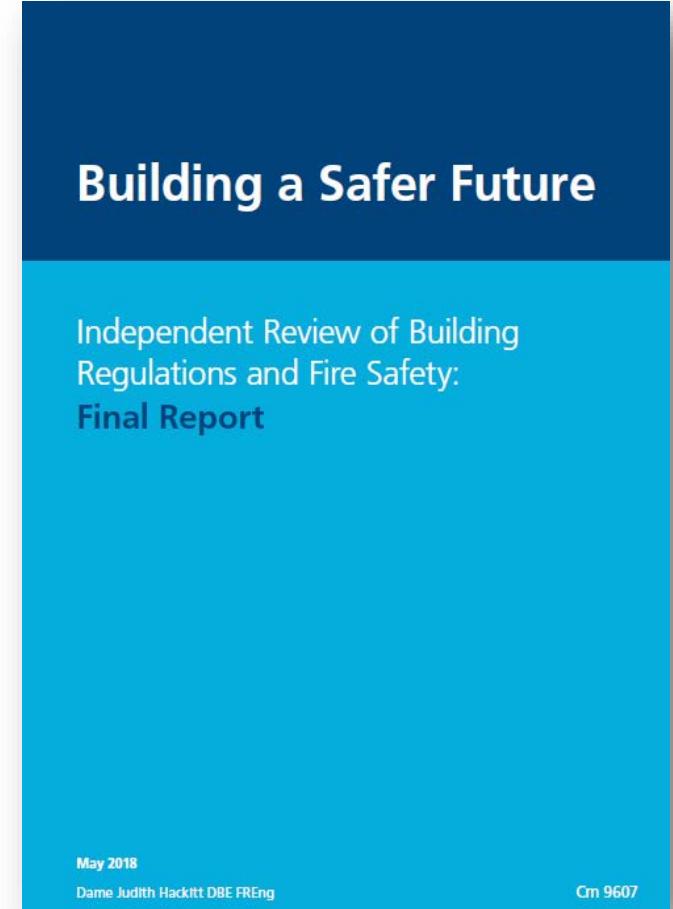


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Building a Safer Future

- National Occupational Standards for fire safety
Issues with the existing competency framework
 1. Requires review
 2. Recognised prior learning from previous training needs to be undertaken



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Building a Safer Future

3. The Competency Framework should be issued as a Fire Standards Board Standard
 4. FSOs should be accredited with a nationally recognised professional body



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Raising the Bar

- Roles and responsibilities have been clearly defined including level of qualification and competence
- Code of conduct based upon the Competency Steering Group ‘Principles of Competence’.



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Raising the Bar

- Internal quality assurance
- Competence standards of those undertaking quality assurance
- Enhance knowledge may be required for specialist premises (e.g. hospitals)
- Continuous professional development



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Barriers to delivery

1. FRS limited budgets – cost implication to adoption of the Framework
2. FRS Fire Engineer resources limited
3. Capacity of Professional Body to deliver 3rd party registration of FSOs
4. No incentive for FSOs to register with Professional Body
5. National Occupational Standards for fire safety refresh

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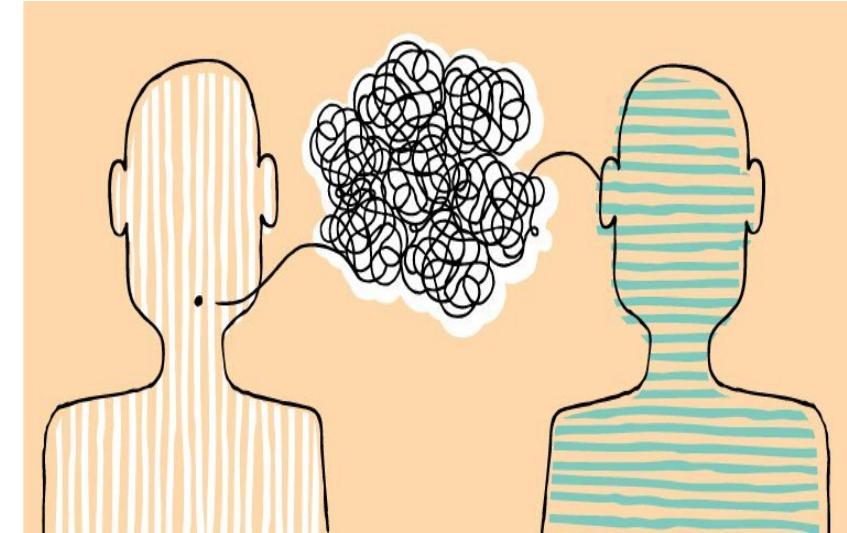
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Delivery

Consultation open:

- Competency Framework
- Revised National Occupational Standards

Closing date 31 October 2019



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Inspection

Wayne Timplerley, LABC and Manchester City Council (WG5)

Covering:

WG5 Building Standards Professionals

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Who are we?

Working group 6 membership is drawn from these organisations:

- Chartered Association of Building Engineers
- Chartered Institute of Architectural Technicians
- Chartered Institute of Building
- Construction Industry Council Approved Inspectors Register
- Institution of Fire Engineers
- Institution of Structural Engineers
- Local Authority Building Control
- National Fire Chiefs Council
- National House Building Council
- Royal Institute of Chartered Surveyors

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Who are Building Standards Professionals?

- Local Authority or Approved Inspector.
- Compliance assessment/inspection.
- Educated to degree level.
- Professional membership.

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The problem

- Reassuring residents
- Demonstrating competence
- Consistency in competence
- Coherent means of confirming competence
 - Dame Judith Hackitt: '*Increased levels of competence are an integral part of the proposed new regulatory framework.*'

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Our recommendations

- Adopt the competency framework for all Building Standards Professionals working on HRRB.
- Validate competence by impartial assessing bodies.
- Review competence at least once every 5-years and record appropriate CPD annually.
- Competence standards should be consistent across the whole industry for those working on HRRB.
- Mechanisms for assessing competence underpinned by a British Standard, UKAS certification, or Quality Management System.
- Competence assessment schemes and associated CPD must provide value for money.
- The Regulator to be responsible for controlling and maintaining the system of competence for enforcing bodies/agencies.

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Benefits – the public

- Provides reassurance that compliance is being dealt with competently in protecting the safety and interests of the public and residents of HRRB in particular.

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Benefits – the individuals

- Enhances personal development
- An opportunity to improve professional and personal standing
- Supports the selection of people with the right skills and behaviors for the role.

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Benefits – organisations

- Translates vision, mission and values into easily understandable behaviours.
- Employers can understand the competence of their staff, can deploy them and succession plan effectively.
- Presents a common format, which is simple to understand and provides a consistent language across organisations.
- Provides the basis for measurable and standardised people management processes.
- Provides a foundation for developing professionals.
- Promotes effective compliance with legislation within the built environment.

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Benefits – business / industry

- Promotes quality and consistency across our sector
- Provides assurance
- Supports businesses through surety on appropriate compliance standards

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Challenges

- Timing to introduce the competences
- Costs
- Availability of accredited organisations
- Implementing the competency framework and embedding it into culture

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Next steps

- Feedback from the audience to the proposals
- Assess feedback from the consultations
- Updating the framework from the feedback
- Consider methods of validation

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Thank you

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Response to
Raising the Bar

Paul Nash
Industry Safety Steering Group

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RAISING THE BAR – INTERIM REPORT

Summary

Graham Watts OBE, Construction Industry Council
Chair, Competence Steering Group

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Thank you

We want to receive your views

<https://consultations.rics.org/consult.ti/Raisingthebar/consultationHome>

Consultation will close on 31 October 2019