

Phase one – Addressing fundamental issues

Total phase time: 9 Months

Recommendation – Assurance of Competency Route	Action	Responsible party	Other parties	
Continue to gather evidence and data on different installer sectors.	Produce a list of all installers expected to work on a HRRB.	WG2	Early Adopters Group	
	Gather specific evidence and undertake mapping of Individual Accredited Third Party Certification schemes.	WG2	Industry	
	Continue gathering evidence from installer sectors on their competence framework.	WG2	Industry	
	Each installer sector needs to check if something different is needed for HRRBs	WG2	Industry	
Agree Level 2 qualification as the minimum training standard required for fire systems installers.	Standard set by Sector Skills Body (SSB) in agreement with other industry bodies.	WG2	Awarding Bodies, Build UK, FSF, SSBs	
Agree to follow agreed 'educational' terminology when developing training and qualifications.	Glossary of educational terms to be developed.	Ofqual/ Institute for Apprenticeships and Technical Education		
	CITB to develop a directive/guidance around language usage in relation to construction sector training and qualification in consultation with other non-CITB sectors.	CITB, non-CITB sector bodies (e.g. electrical, mechanical, plumbing)	Awarding Bodies, WG2	
	Develop a directive/ guidance around language usage in relation to fire sector training.	Awarding Bodies	FSF, WG2	
	Training providers and industry to recognise and adopt the agreed language.	WG2	Awarding bodies, SSBs	

Training not equivalent to Level 2 qualification should be mapped or converted into the required qualification.	Work with affected sectors to turn training in to Level 2 or 3 qualifications.	WG2	Awarding Bodies, SSBs	
Where a Level 2 qualification does not exist, one should be developed.	CSCS and partner schemes to identify the active and passive fire occupations where there isn't a Level 2 qualification.	CSCS, relevant partner schemes		3 months
	Work with sectors which do not have a Level 2 qualification to identify best practice and agree how to meet the agreed standard.	WG2	Awarding Bodies, Build UK, FSF, SSBs	12 months
Cards featuring the CSCS logo should only be available to applicants demonstrating that they hold a minimum Level 2 qualification or 3 qualification.	CSCS to start issuing new cards to operatives with a minimum Level 2 or 3 qualification.	CSCS, relevant partner schemes	WG2	1 Month
	CSCS and industry to agree their position for holders of training and qualifications no longer recognised in addition to new training as a result of the implementation plan.	CSCS, relevant partner schemes	Industry, WG2	5 years
Agreement made for UKAS, or other equivalent body, to audit CSCS.	Regular audit process proposal presented and approved by the CSCS Board.	CSCS	UKAS, WG2, CITB, EngC, BAFE	12 months
Where they do not exist, industry to develop technical standards which competence can be assessed against.	Identify which active and passive systems have technical standards and which do not.	WG2		3 months
	Develop technical standards for installers, for systems which do not have them.	Relevant sectors	BSI, WG2	2 years
	Develop accredited third-party certification schemes for assessing competence to the agreed industry standards.	Relevant sectors	BSI, WG2	6 months
	Implement accredited third-party certification schemes for assessing competence to the agreed industry standards.	Relevant sectors	BSI, WG2	12 months

Phase two – Standardising content

Recommendation – Assurance of Competency Route	Action	Responsible party	Other parties	Timeframe
Review fire safety content in all relevant Level 2 or 3 qualifications and update training delivered.	Relevant SSB to systematically update National Occupational Standards (NOS) with the required content.	SSB	WG2	12 months
	Where other qualifications exist, the relevant sector and Awarding Bodies to update the required content.	WG2	Awarding Bodies, Industry, SSBs	12 months
	WG2 to identify current training lacking the required fire safety content.	WG2		3 months
	Industry to develop fire safety video content to be taught.	WG2	Industry	6 months
	Relevant SSBs and Awarding Bodies to update existing Level 2 or 3 qualifications with industry agreed content.	WG2	Awarding Bodies, Industry, SSBs	3 months
<p>For each system, update the relevant qualifications in the following areas:</p> <ul style="list-style-type: none"> - product interactions between relevant systems (including system failures). - additional training required specifically for HRRBs. 	Identify training requiring updates to product interactions.	WG2	WG12	12 months
	Industry to develop product interaction content to be taught.	WG2	WG12	6 months
	Update training to include a module on product/system interaction.	WG2	Awarding Bodies, Industry, SSBs	6 months
	Ensure suitable fire and additional HRRB safety questions are included in the Health, Safety and Environment test for all cards carrying the CSCS logo.	CITB, CSCS		12 months

Occupational Work Supervision NVQ Level 3.	WG2 scope expanded to agree common training for task supervisors.	WG2		6 months
	Map Occupational Work Supervision to other supervisory modules in Level 3 qualifications.	WG2	SSB	12 months
	Update supervisory modules which do not meet the agreed standard.	WG2	SSB, Industry, Awarding Bodies	12 months
Agree a robust industry-wide programme for CPD, in the form of refresher training and the maintenance of individual skills.	Principles for CPD, in the form of refresher training and the maintenance of individual skills, to be agreed.	WG2		12 months
	Each sector to agree its CPD / refresher training.	WG2	Industry	12 months
	Framework for implementation of CPD agreed.	WG2	Industry	12 months
Supporting assessors	Investigate further industry requirements to support the knowledge and skills of industry assessors.	WG2	Awarding Bodies, Industry, SSBs	12 months
Early Adopters Group to undertake robust trial using CSCS/partner schemes smart technology to ensure right operatives on site to undertake the right job.	Early Adopters Group to undertake a trial to assess their ability to understand an operative's skills, qualifications and experience via the information contained on the CSCS smart card. To identify areas for improvement and opportunities for expansion.	Early Adopters Group	Early Adopters Group, CSCS, Industry, WG2	6 months

Phase three – Wider implementation

Recommendation – Assurance of Competency Route	Action	Responsible party	Other parties	Timeframe
Rollout across wider construction industry.	CSCS to produce a list of other installer occupations without a Level 2 qualification.	CSCS, partner schemes	WG2	3 months
	Use CSCS list of occupations to engage with industry. Prioritise the rollout of the programme based on this list.	CSCS, Industry		
	“Educational terminology” to be used as guidelines for other sectors.	WG2	Awarding Bodies, Industry, SSBs	12 months
	Repeat phase one and two processes for other occupations.	WG2	Awarding Bodies, Industry, SSBs	5 years
	Raise awareness of CSCS logo to domestic audience (householders and domestic contractors).	Industry Response Group	Government, Industry	2 years