Insert Sector Group Name

Consultation

Date:

Rev:

PLEASE NOTE: This document was prepared by the Fire Stopping Priority Occupation under Phase 2 of the Working Group 2 Competence Framework project.

**Please use this document as an example, but only use what you need to. Text drafted by the Fire Stopping Group has purposefully been left for you to use or remove, but this does not mean that it has to be used.**

Executive summary

*Overview of main points – to be completed after all sections drafted*

Contents

[1 Introduction 5](#_Toc136540360)

[1.1 Drivers for change 5](#_Toc136540361)

[1.2 Addressing competence 5](#_Toc136540362)

[1.3 The criticality of firestopping 6](#_Toc136540363)

[1.4 The Firestopping Specialist Sector Group (FSSG) 6](#_Toc136540364)

[1.5 Organisational capability and individual competence 7](#_Toc136540365)

[1.6 The structure of this document 7](#_Toc136540366)

[2 Context 8](#_Toc136540367)

[2.1 Purpose 8](#_Toc136540368)

[2.2 Scope 8](#_Toc136540369)

[2.3 Activity based competence 9](#_Toc136540370)

[2.4 Benchmarks for individual competence 9](#_Toc136540371)

[2.5 Alignment to other passive fire protection installation activities 11](#_Toc136540372)

[2.6 Registration of competence 11](#_Toc136540373)

[3 Functional map and framework of competencies 13](#_Toc136540374)

[3.1 Development background 13](#_Toc136540375)

[3.2 The functional map and framework of competencies 13](#_Toc136540376)

[3.3 Mapping to other standards and frameworks 13](#_Toc136540377)

[4 The standard for competence 14](#_Toc136540378)

[4.1 Initial validation of competence 14](#_Toc136540379)

[4.2 Revalidation of competence 14](#_Toc136540380)

[4.3 Ability to check competence of individuals validated against the framework 14](#_Toc136540381)

[4.4 Target audiences 15](#_Toc136540382)

[4.5 Proposed routes to competence 15](#_Toc136540383)

[4.6 Relationship to organisational capability 21](#_Toc136540384)

[4.7 Ongoing monitoring and maintenance 21](#_Toc136540385)

[5 Implementing the standard 22](#_Toc136540386)

[Appendix 1 – Level descriptors 24](#_Toc136540387)

[Appendix 2 – Functional map and framework of competencies 25](#_Toc136540388)

[Appendix 3 – Mapping 26](#_Toc136540389)

[Appendix 4 – Terms & definitions 27](#_Toc136540390)

This document has been prepared in good faith, however no representation, warranty, assurance or undertaking (express or implied) is or will be made, and no responsibility or liability is or will be accepted by FSSG or its component members, in relation to the adequacy, accuracy, completeness or reasonableness of its contents. All and any such responsibility and liability is expressly disclaimed to the full extent permitted by the law.

This document is provided as is and is to be used at the recipient’s own risk.

The recipient is advised to consider seeking professional guidance with respect to its use of this document and its associated supporting information.

This document is not intended to constitute a contract. Users are responsible for its correct application.

Compliance with this document cannot confer immunity from legal obligations.

# Introduction

## Drivers for change

In 2017, the Grenfell Tower fire created shockwaves throughout the built environment sector and generated a great deal of focus on deficiencies in both construction practices and the capability of the construction workforce.

It was recognised in the report of Dame Judith Hackitt, ‘Building a Safer Future: Independent Review of Building Regulations and Fire Safety’[[1]](#footnote-2) (also known as the Hackitt Report) that a simple, more effective regulatory framework would be required to deliver change. This included moving to an ‘outcomes-based’ model, rather than a prescriptive rules-based model based on complex and detailed guidance. To achieve this, competent people who are capable of understanding their responsibilities for safety & integrity and thinking for themselves are required.

Since the publication of that report the Government introduced and continues to implement regulatory changes, not least of which are updates to fire safety legislation and the introduction of the Building Safety Act. This legislation enshrines the need for a competent workforce within it and introduces the Building Safety Regulator to promote individual competence and organisational capability.

## Addressing competence

The Competence Steering Group (CSG) was set up in 2018 following publication of the Hackitt Report, with a key focus on improving the competence of those working in the construction and fire sectors. It identified two key aspects of providing assurance of competence at a sector level: organisational capability and individual competence. These aspects need to be addressed in different ways in order to ensure that competent people are in place within organisations which are capable of operating safely and effectively.

Amongst other outputs, CSG drove the development of standards and guidance materials for competence frameworks in the built environment. This includes BSI Flex 8670, a code of practice for the development of competence frameworks for the built environment[[2]](#footnote-3).

CSG established 12 working groups, each focussing on developing approaches to competence for specialisms within the built environment sector. Working group 2 (WG2) was initially formed to specifically address the competence of individuals installing fire safety systems and was subsequently extended to cover all installers working in construction and the built environment.

WG2 identified six priority occupation groups to act as pilots for development of individual installer competence frameworks and an initial report was produced outlining existing competence arrangements[[3]](#footnote-4). Within this, Specialist Firestopping Installers were identified as a priority for development.

## The criticality of sector

*Insert text*

## The Sector Group

Add details of the group, how it aligns with key principles[[4]](#footnote-5), names of participating organisations and special thanks.

## The structure of this document

This document has been created to set out an intended ‘future state’ for individual competence for firestopping specialists. It sets out activity-based definitions for competence in activities related to firestopping, and approaches to initial validation and revalidation of competence, along with a high-level plan to close the gap between the arrangements in place today and that future state. This is set out in four sections:

* ***Context***

This section provides information on the applicability of this document, and contextual information which has informed the development of subsequent sections. This includes the purpose and scope of the work carried out in terms of occupation, building types and geographical area, and information on existing qualifications and other mechanisms of building or measuring competence.

* ***Functional map and framework of competencies***

This section sets out the activities carried out within firestopping, and the benchmark for competence within them in terms of skills, knowledge, experience, and behaviour.

* ***Standard for competence***

This section includes details of how competence will be validated and revalidated against that standard to ensure both initial competence and currency of competence.

* ***Implementing the standard***

This section sets out expected actions required to turn the future state into a reality, including development of new qualifications and determination of mechanisms for on-going confirmation of competence. In some cases this includes feasibility studies and/or further consultation to determine development requirements and ensure that the direction of travel taken continues to be fit for purpose.

# Context

## Purpose

The purpose of this work is to create a single industry approach to developing, measuring, and validating the competence of those undertaking specialist firestopping occupations. This comprises all those who carry out installation-related activities, including supervisory and management activities specifically related to firestopping installation.

This will ensure that defined arrangements are in place by which competence of firestopping specialists can be objectively measured and confirmed, increasing fire safety.

The intention is that further developments within passive fire protection should align with the work of the sector group, using it as a basis for addition of activities and competencies related to installation of other types of passive fire protection.

This document and its underpinning details are designed for use for a variety of purposes, including:

* Development of industry wide tools for measuring and validating competence
* Development of organisational approaches to evidencing workforce competence
* Alignment and/or recognition of existing training, assessment, qualifications
* Development of new training, assessment, qualifications, and occupational standards
* Strengthening arrangements for organisational capability through third party certification schemes

## Scope

### Occupational relevance

This approach to competence has been designed for those in specialist firestopping occupations undertaking installation-related activities. This includes supervisory and management activities specifically related to firestopping installation.

The work required to cover the full scope of activities within firestopping installation has been split into two phases.

This document applies to the first phase of work, which includes activities which may apply to those in the following occupations:

* Specialist Firestopping Installer
* Firestopping Team Leader
* Firestopping Supervisor

The second phase of work is yet to be scheduled and will focus on more complex activities related to firestopping carried out by those in less specialist supervisory roles.

It is acknowledged within this document that the competencies addressed for specialist firestoppers apply equally to those carrying out firestopping work as a part of their related activities. Consideration has been given to the reusability of the standard for those installers of firestopping outside of the specialist occupations. Furthermore, it is desirable to embed the standards for firestopping competence set out here within other sector competence frameworks.

### Limitations and exclusions

The design and specification of firestopping is specifically excluded, as design responsibility does not site with those installing firestopping products and systems.

This document is specific to firestopping installation; installation of other passive fire protection measures is not included.

### Building types

The requirements set out in this document apply equally to those installing firestopping in higher-risk buildings (HRBs) and other building types.

Although design and specification of firestopping for HRBs may differ from that required for non-HRBs, the installation of the firestopping products and systems selected is consistent no matter the building type. As a result it is expected that the competence requirements set out here would apply to all firestopping specialists, regardless of the type of building being worked on.

### Geographical scope

This proposals in this report have designed to apply to the whole of the UK.

## Activity based competence

The work carried out by firestoppers is diverse. In initial research, more than 15 types of firestopping products or systems were identified, each with potentially distinct installation requirements. The exact combination of these on which a specific installer will undertake work will depend on their employer’s scope of work and the types of projects that they secure. The role of each firestopper will therefore differ from individual to individual and organisation to organisation. The scope of each role may also change over time as the mix of work undertaken expands or contracts. This makes a single occupational definition of a Specialist Firestopping Installer (and by extension a single, linear route to competence) challenging.

To account for this complexity, an activity-based definition of competence has been used. This allows statements for skills, knowledge, experience, and behaviour (SKEB) to be defined per activity undertaken. Installers and installer organisations are then able to choose the activities that are relevant to their work and ensure that they meet the competence requirements for those activities. This will prevent barriers to demonstration of competence from being created through introduction of requirements which cannot be met by all installers.

## Benchmarks for individual competence

### Occupational standards

There are currently few consistent benchmarks for competence in place across the range of firestopping activities carried out.

Existing National Occupational Standards (NOS) were examined as part of the development of the functional map and framework of competencies. These were found to be limited and generic in nature, with a lack of sufficient detail to ensure the consistent development and measurement of appropriate competence for firestopping. As a result, these were considered to be no longer fit for purpose and updated SKEB statements were created.

CITB has made plans to redevelop the NOS in line with the work of FSSG to ensure that appropriate provision is available for the sector.

Some short-duration training standards (owned and maintained by CITB) exist in relation to firestopping and have been considered as part of the development work carried out. These set out knowledge and skills required, but do not consider the requirements for experience and behaviour which need to be included as part of the competence framework. These standards do not conflict with the approach set out here and, with some amendments, may be able to form the basis of further unit-based awards or recognition of training requirements in future.

### Existing qualifications

Similarly to the NOS, the work of FSSG has identified that the existing Level 2 vocational qualification in passive fire protection (Level 2 Diploma in Associated Industrial Services Occupations (Passive Fire Protection)) is no longer fit for purpose. CITB has made plans to redevelop the qualification structure to ensure that appropriate provision is available for the sector, in line with its planned NOS review.

At the present time no qualification design has been completed. Consideration needs to be given to how units might be created and grouped to provide an initial qualification which isn’t unnecessarily burdensome to the learners or their employers. Due to the diverse roles of Firestopping Specialist Installers, special care needs to be given to producing qualifications without barriers to access created by including multiple types of firestopping which might not be carried out by all installers. Types of firestopping may need to be grouped to allow for qualification achievement.

A review of funding of level 2 qualifications is currently underway, led by the Institute for Apprenticeships & Technical Education (IfATE). Through that process, FSSG has expressed its support for continuation of funding for the existing level 2 qualification in passive fire protection until a replacement qualification, or qualifications, are in place.

### Additional / alternative qualifications

A feasibility study for development of an apprenticeship for the Firestopping Specialist Installer role has yet to be carried out. Although consultation so far suggests that employers would make use of an apprenticeship if one existed, this idea has been abandoned previously in the past due to the lack of available resource to complete the process. Consideration also needs to be given to whether the scope of the role would meet the minimum requirements for an apprenticeship or whether alternative provision would need to be made. If the entire scope of firestopping is included then it may be difficult to gain employer commitment, but without it the scope of the programme may not meet minimum requirements. Development of an apprenticeship, or otherwise, would be contingent on the findings of that feasibility study.

Where new sector entrants cannot access apprenticeship schemes, employers do not wish to support their development, or where an alternative entry route is required, a Specialist Applied Skills Programme (SAP) may be more appropriate. SAPs (commissioned by CITB) are specifically developed to create structured new entrant programmes of training and assessment leading to achievement of a vocational qualification in areas not currently covered by Apprenticeship Standards. Consideration is still required about how this might take shape or what the implications might be for the individuals and their employers.

Both an Apprenticeship and a SAP route have been set out within the proposed routes to competence.

It is clear that however qualifications are constructed the whole scope of firestopping cannot be encompassed in one qualification which is fit-for-purpose for all firestoppers. Additional activity-based competence will need to be added to ensure that the whole scope of an individual’s firestopping work is covered by their competency record. A flexible way for firestoppers to add new competencies to the scope of the job role is essential, to allow for these to be added on top of minimum qualification requirements for initial validation, or to allow them to be added at a later stage following scope extension of the role. This has been reflected in the proposed routes to competence and is a consideration which has implications for any of the routes proposed. Whether approved training or formal qualification units are the best approach to achieving this will need to be determine through further work.

### Capacity and capability for qualification delivery

The current Level 2 Diploma in Associated Industrial Services Occupations (Passive Fire Protection) is targeted at experienced workers and based on assessment only. No formal training for either knowledge or skills is included. As a result, formal infrastructure for training delivery associated with the qualification is not currently in place, either through college networks or through private training providers. Consideration needs to be given to how this infrastructure can be put in place, and how that might be funded.

## Alignment to other passive fire protection installation activities

The current scope of work for FSSG is limited to specialist firestopping installation activities. These may, however, overlap with the requirements for installation of other types of passive fire protection. In addition, those considered to be Specialist Firestopping Installers may also carry out other types of passive fire protection work. In all developments, consideration should be given to whether alignment or aggregation of firestopping with other passive fire protection training opportunities and qualifications would offer a more holistic solution for the individuals who need to demonstrate their competence.

## Registration of competence

Due to the differing scope of activities between Specialist Firestopping Installers. Any record of competence needs to be flexible enough to provide granular information, clarifying the specific activities in which each individual has demonstrated competence. As a result, it is clear that a single registration of competence at an occupational level is not fit for purpose in this case.

This points to the need for an industry-specific, activity-based register which can accommodate a sufficient level of detail to allow competence to be confirmed at activity level. Such an industry-specific register will offer additional granularity and flexibility and allow for the inclusion of a range of inputs (e.g. training and qualifications) at different times.

Employers will then be able to retain responsibility for defining the specific role of Specialist Firestopping Installer, Team Leader and Supervisor within their organisation and refer back to the register as evidence of validation of competence in the activities identified. This will allow for more accurate allocation of work to those who have demonstrated the specific competence to undertake it.

Consideration must also be given to the whole scope of passive fire protection, so that shared competencies can be identified and built upon thereby reducing burden on employees and employers.

Registration of competence at occupation level may also be valuable, particularly to provide intercompatibility with other registration schemes such as the CSCS One Industry Logo action, as recommended by the Construction Leadership Council (CLC)[[5]](#footnote-6)., introduced by the Construction Leadership Council (CLC) via the Industrial Strategy: Construction 2025[[6]](#footnote-7). This allows identity and site access to be checked and is designed to ensure all those working predominantly on construction sites undertaking a recognised construction occupation are suitably qualified. During development, consideration should be given to the alignment between an industry-specific register of activity-based competence and an occupation-based register of qualifications.

Feedback also suggests that not all of the work of Specialist Firestopping Installers is in scope of CSCS, but that the activity of those individuals still needs to be included in this approach.

# Functional map and framework of competencies

## Development background

A functional map has been created which breaks down the work carried out in firestopping installation into discrete activities. These activities reflect the types of work that are undertaken and, where appropriate, include differences by product type (but not by specific manufacturer or product range).

Each activity has been assigned a level, according to its complexity. These levels have been benchmarked against national qualification framework levels and other sector and professional frameworks. More information and level descriptions can be found in Appendix 1 – Level descriptors.

Each activity has been broken down into competency statements outlining the skills, knowledge, experience, and behaviour (SKEB) required to perform that activity competently.

Where existing competence descriptors are already available (for example, National Occupational Standards (NOS) or industry training standards) these have been considered by the group throughout their development work. The parts of these considered to be fit for purpose were adopted into the framework. Where not fit for purpose, statements were amended accordingly to create appropriate SKEB statements.

Where no existing fit-for-purpose descriptors were available, input was sought from industry guidance documents, statements included in similar statements of competence from aligned sectors and/or occupations, or other development work in relation to competence.

Together, the functional map and SKEB statements set out the benchmark for competence which needs to be met and are designed to be used in conjunction with the expectations of the standard for competence set out in section 4. The routes to competence defined within that standard have been designed to demonstrate competence against this framework.

## The functional map and framework of competencies

The detailed functional map and SKEB statements can be found in appendix 2 – functional map and framework of competencies.

## Mapping to other standards and frameworks

The SKEB statements developed have been mapped against BSI Flex 8670[[7]](#footnote-8) and the emerging requirements for construction products competence as outlined in the WG12 whitepaper[[8]](#footnote-9). Details of that mapping can be found in appendix 3 – mapping.

Consideration has also been given to the contents of the whitepaper by the Joint Competence Initiative for the Building Envelope Sector (JCI), published in June 2023[[9]](#footnote-10).

# The standard for competence

## Initial validation of competence

Firestopping is considered to be critical activity in the construction, maintenance, and ongoing management of buildings. No specific legal requirements for validation or revalidation of competence in firestopping currently exist, however the Building Safety Act (2022) and associated legislation place an onus on individuals and employers to prove competence to work in critical activities in construction and the built environment.

Competence should be validated through a passive fire protection industry-specific register, responsible for collecting evidence of individuals’ ability to perform specific activities as measured against the standards set out in section 3.

Evidence should be provided that the requirements for competence have been met in the activities related to an individual’s job role, through one of the routes to competence outlined in section 4.2. This will be through a combination of:

* qualification achievement (and associated training where specified)
* additional specific training / assessment and qualification units
* demonstration of experience
* demonstration of compliance with behavioural requirements

It should also be noted that further development will be required to put those routes to competence in place. Until the point where new routes to competence are available, transitional arrangements may need to be put in place to facilitate validation of competence as an interim measure.

Where necessary this industry-specific register will share information with other third-party registers, for example CSCS for the purposes of site access.

## Revalidation of competence

Competence should be revalidated at least once every 4 years.

Revalidation should be made on the basis of continuing compliance with the requirements for each activity, as set out in the routes to competence. This includes any requirements set out for:

* Ongoing demonstration of experience
* Ongoing demonstration of behaviour
* Knowledge and / or skills based continuing professional development (CPD)
* Potential additional knowledge and / or skills requirements resulting from future changes to the competence definitions

## Ability to check competence of individuals validated against the framework

Employers, individuals, and necessary third parties will be able to validate competence of individuals through the industry-specific register for the purposes of carrying out checks on organisational capability or determining appropriate competence for work. Any such register will operate in accordance with current data protection legislation.

## Target audiences

This standard for competence is intended to address the needs of the following Specialist Firestopping occupations, with the associated recommended entry routes.

|  |  |  |
| --- | --- | --- |
| Occupation | Occupational description | Route |
| Specialist Firestopping Installer | Someone carrying out firestopping installation activities on a day-to-day basis, as the core of their scope of work. | New entrant – Apprentice |
| New entrant - unskilled |
| New entrant - partially-skilled |
| Experienced worker |
| Specialist Firestopping Team Leader\* | A person with responsibility for leading the work of one firestopping team. This would include monitoring and supporting team members still building their competence in firestopping activities. Team Leaders are also responsible for carrying out their own installation work. | Upskiller |
| Experienced worker |
| Specialist  Firestopping Supervisor\* | A person with responsibility for overseeing the work of more than one team of firestopping installers on site. This includes supervising the work of installer teams and monitoring the quality of installations on site. Firestopping supervisors may or may not carry out installation work. | Upskiller |
| Experienced worker |

\*Note that it was identified by the group that progression to Team Leader and Supervisory roles is made from the installer population and, as such, no direct entry route has currently been set out for these occupations.

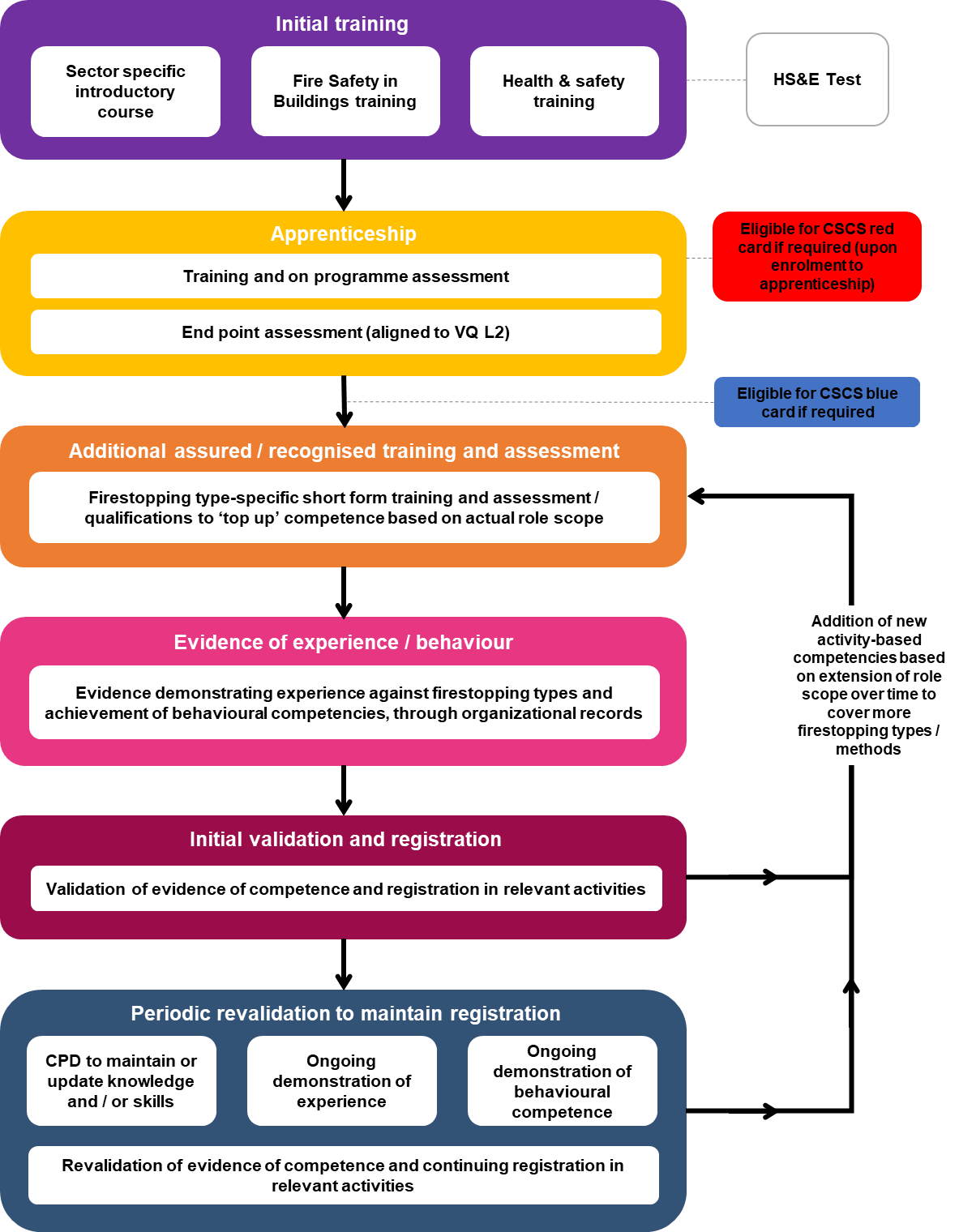
Individuals will need to meet the requirements set out in the framework of competencies (section 3) for activities relevant to their specific job role. The routes to competence described in section 4.2 set out how this can be achieved.

## Proposed routes to competence

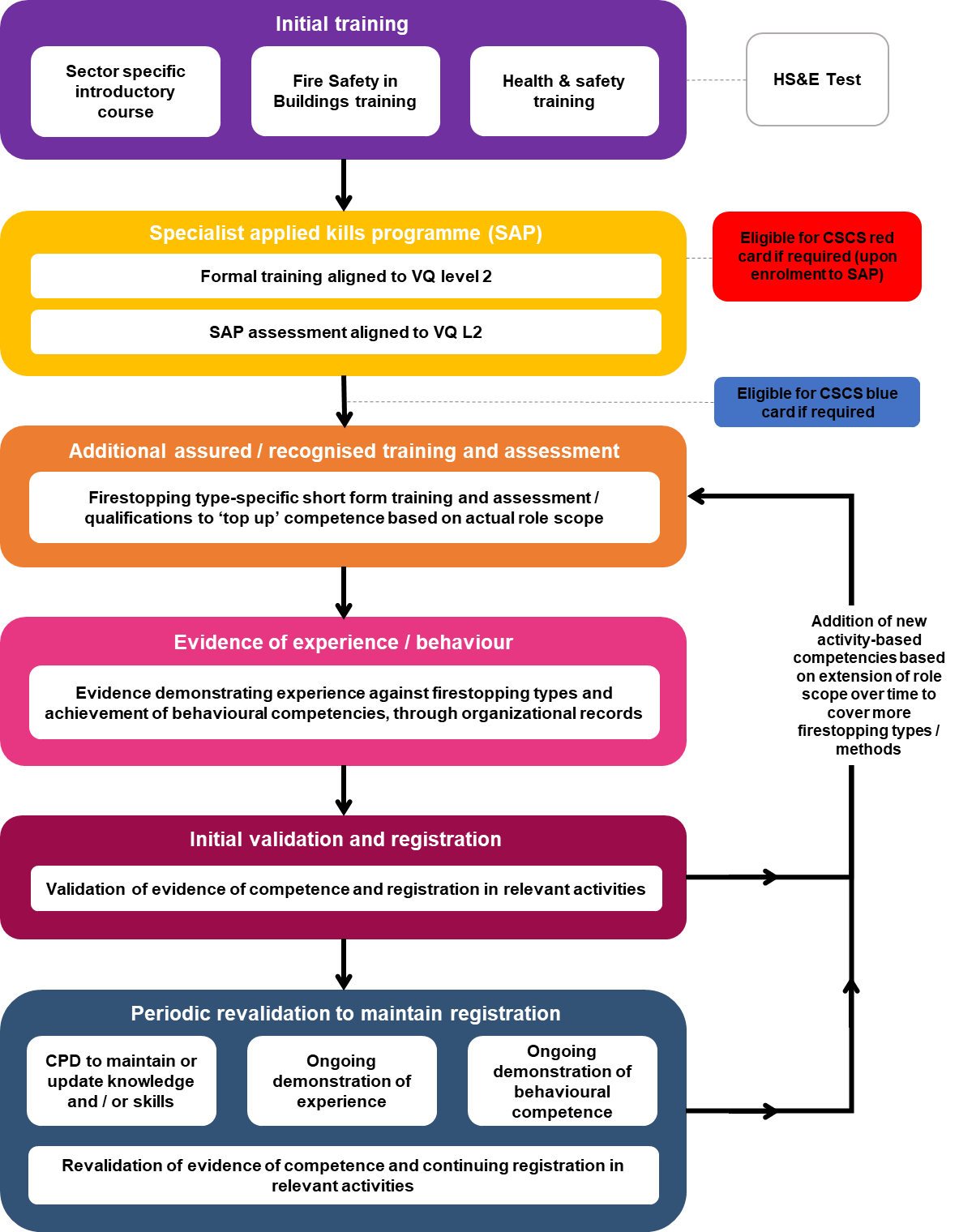
The following are routes to competence for each occupation and entry point. It is expected that an employer will define the job role relevant to their scope of activities, aligned to the relevant occupation, and that employees will be developed to that level using the appropriate route.

As the type and scope of an employer’s work changes it is possible that employees will need to extend their job role scope to cover more firestopping types or methods. Each route to competence incorporates a method for introducing additional activities which were not initially part of their job role, and hence could not previously be assessed or qualified.

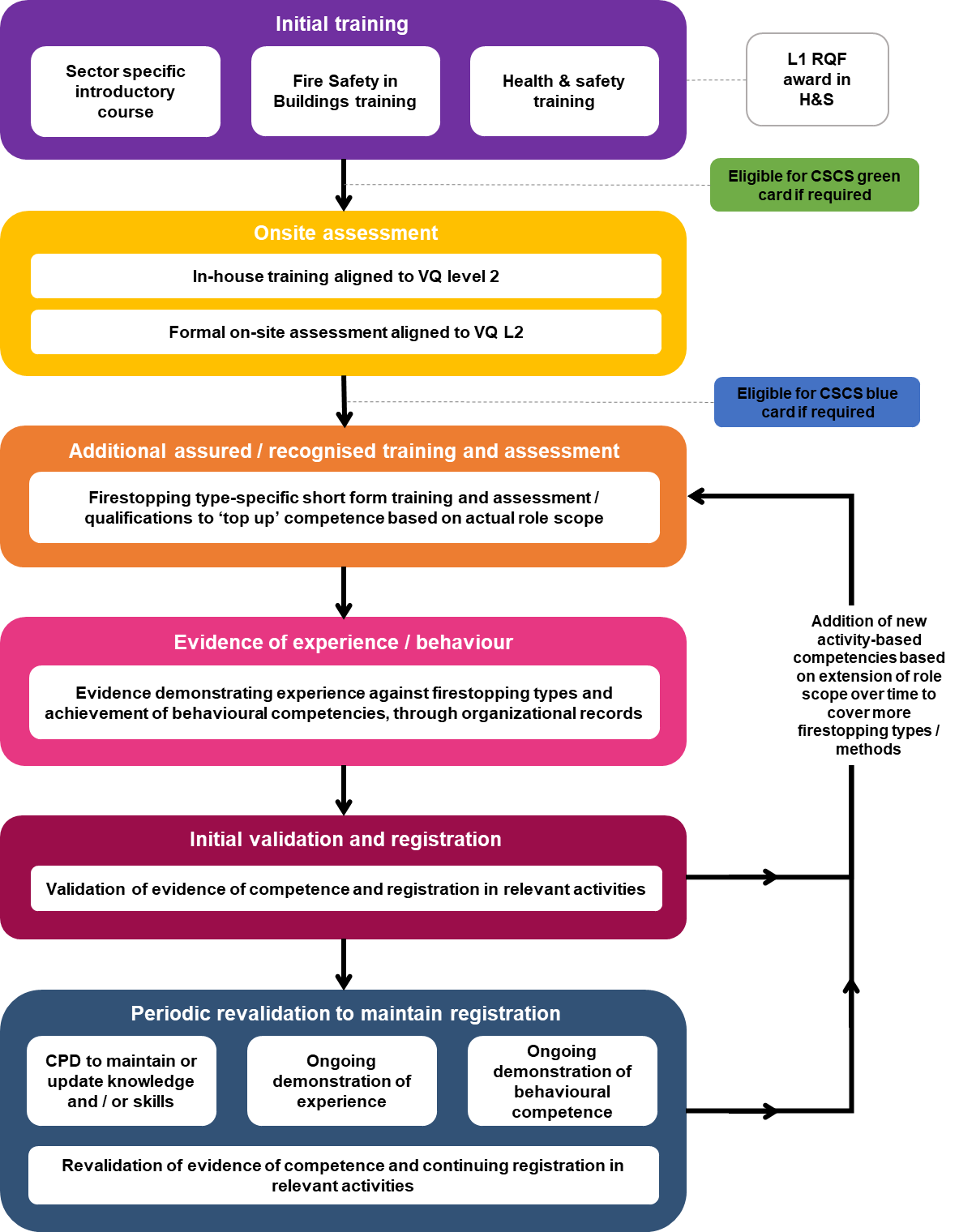
### Firestopping Specialist Installer: new entrant – Apprentice



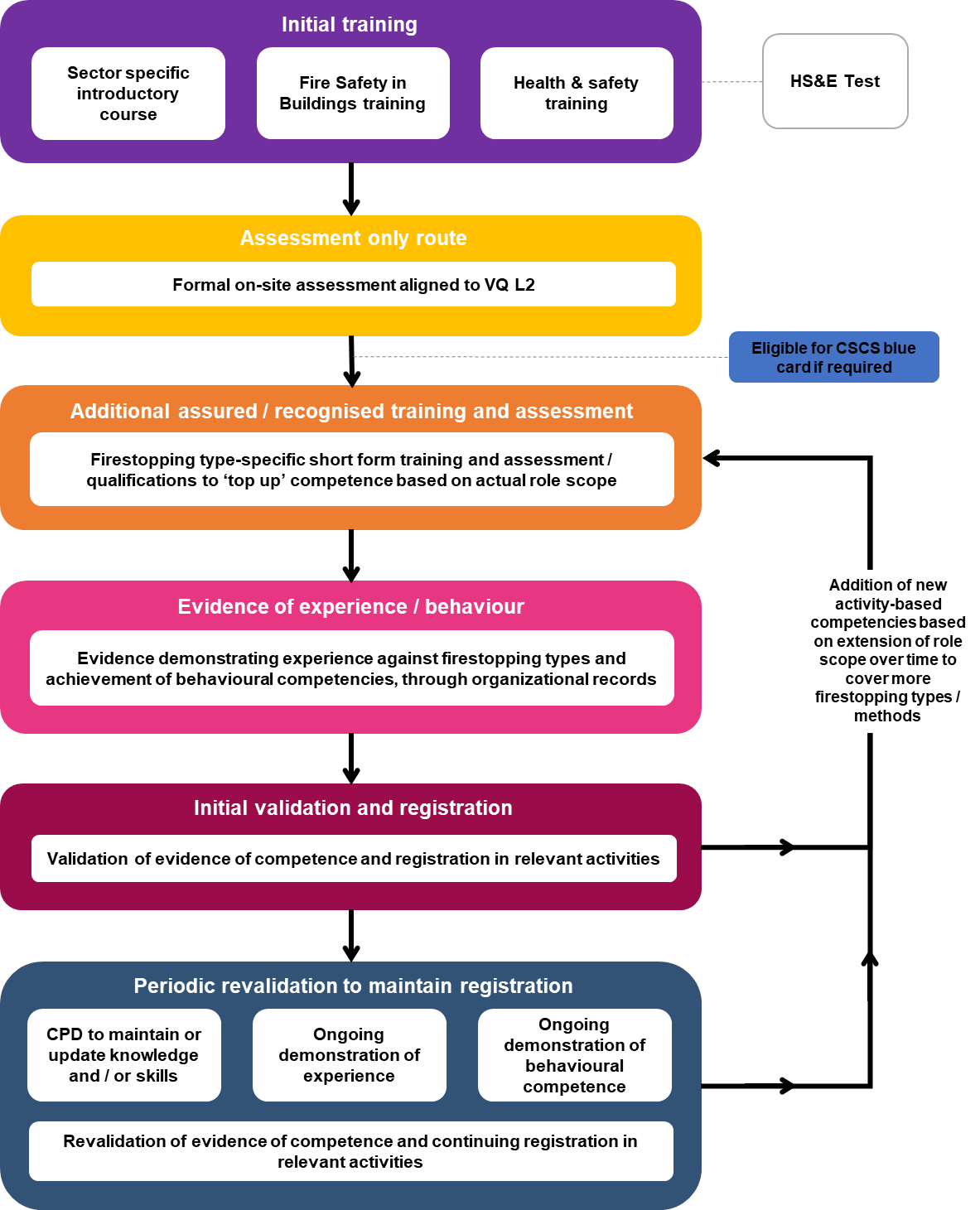
### Firestopping Specialist Installer: new entrant – unskilled



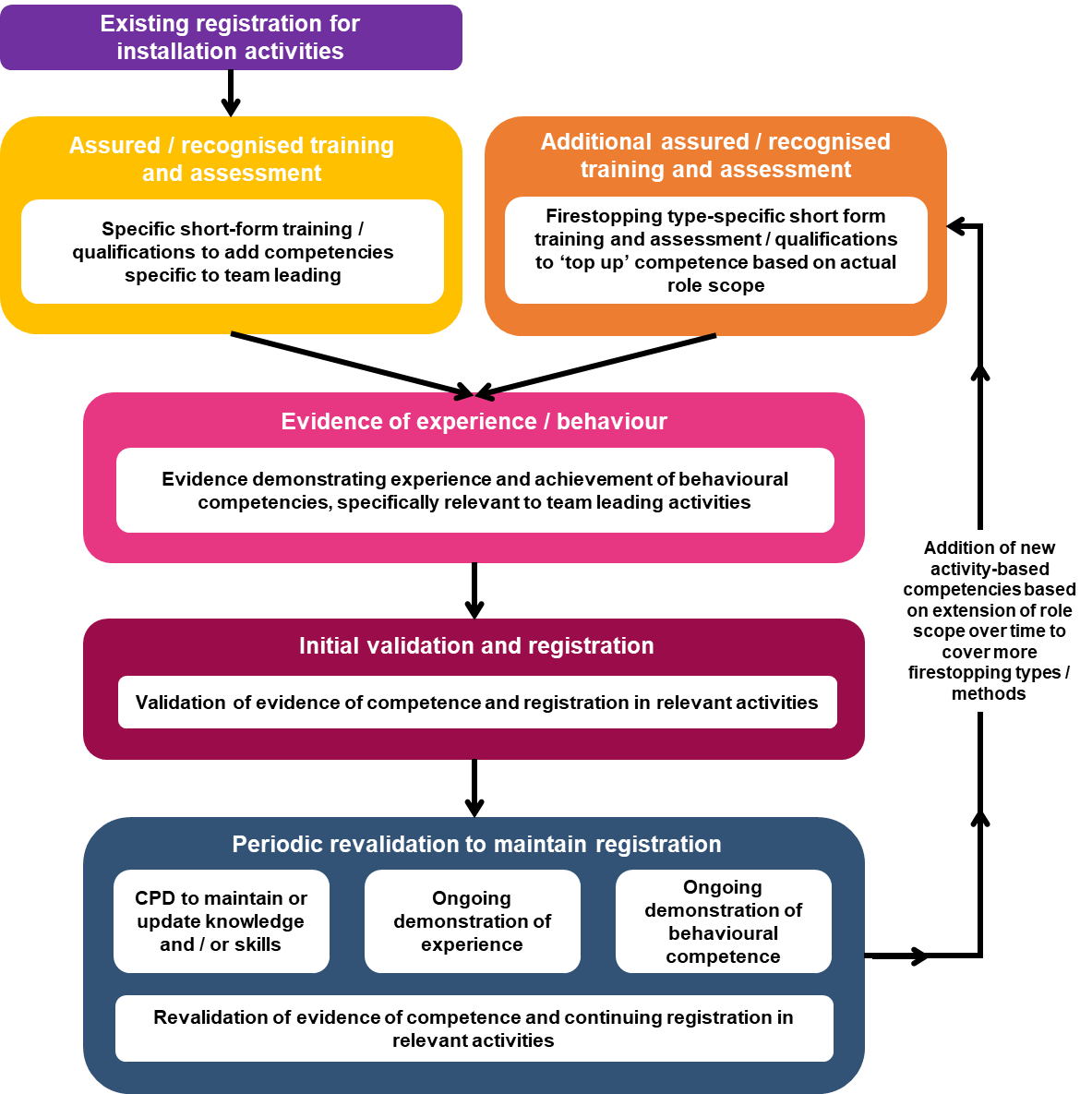
### Firestopping Specialist Installer: new entrant – partially skilled



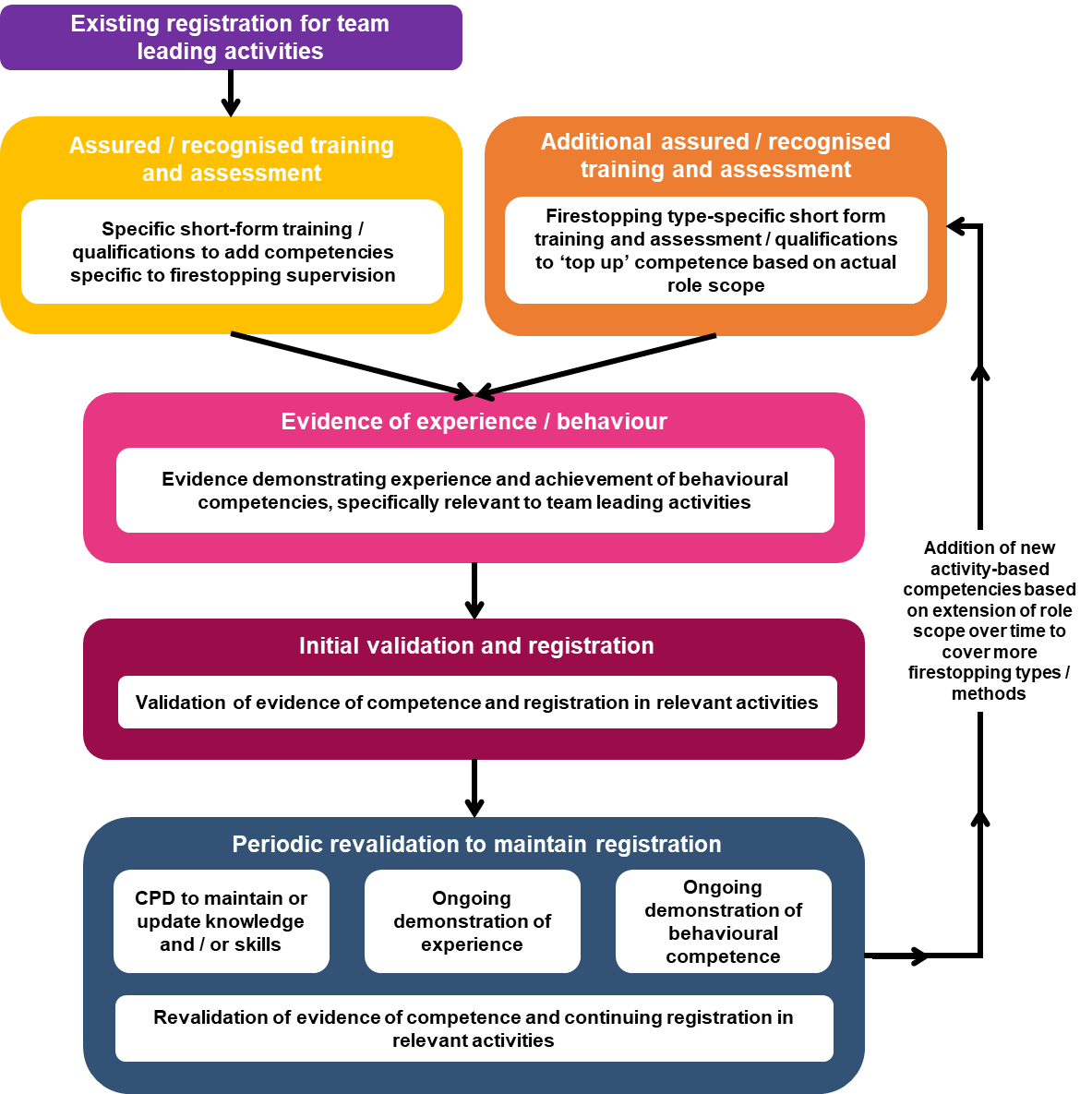
### Firestopping Specialist Installer: experienced worker



### Specialist Firestopping Team Leader – upskiller or experienced worker



### Specialist Firestopping Supervisor – upskiller or experienced worker



## Relationship to organisational capability

Alongside demonstrating the capability of individuals within their workforce, companies also need to demonstrate organisational capability. This can be evidenced through being part of a certification scheme that embeds these requirements for competence within it.

## Ongoing monitoring and maintenance

This standard will be managed and maintained by the FSSG, with practical support to and leadership of that group provided by ASFP. This includes all amendments or updates to the functional map and framework of competencies.

# Implementing the standard

It has been acknowledged that further development work will be required to put in place the proposed routes to competence for the sector. The following table sets out the next steps required to fully implement this competence standard.

It should be noted that this is list is not necessarily exhaustive, and further actions might be identified as work progresses. This is particularly true where the need feasibility studies have been identified in order to enable further action.

Where specific product development is required, estimated time required for that development to take place has been factored into the timescale outlined.

|  |  |  |  |
| --- | --- | --- | --- |
| **Activity required** | **Purpose** | **Owner** | **Target completion timescale** |
| Carry out a feasibility study for development of a Specialist Applied Skills Programme (SAP), including consideration of capacity and capability for delivery | To determine the implications of a SAP for individuals and their employers, and gauge whether this route is appropriate | CITB/FSSG | Autumn 2023 |
| Carry out a feasibility study for development of an apprenticeship for the Firestopping Specialist Installer role, including consideration of capacity and capability for delivery | To determine whether the minimum requirements for an apprenticeship could be met and gain support for apprenticeship development | TBC | Winter 2023 |
| Determine requirements and plan for development and implementation of an industry specific register for competence in passive fire protection | To determine mechanisms to record and validate competence of individuals in relation to the competence framework, including recording evidence of SKEB and transitional arrangements whilst qualifications emerge | FSSG | Winter 2023 |
| Review and update of National Occupational Standards (NOS) for firestopping | To align the NOS with revised activities and competence statements produced by FSSG | CITB | Summer 2024 |
| Review and update structure for level 2 qualification in passive fire protection / create new qualification structure specific to firestopping (including consultation with relevant awarding bodies) | To guide Awarding Bodies in developing appropriate qualifications against the new standard set | CITB | Summer 2024 |
| Determine requirements for unit-based awards or approved training in firestopping activities in addition to the defined qualification pathways | To provide a route to prove competence in additional activities over and above those in the initial qualifications undertaken | CITB / FSSG | Summer 2024 |
| Review and update requirements for on-site assessment for achievement of vocational qualifications (for experienced worker route) | To ensure that on site assessment reflects the requirements of the framework of competencies and competence standard, and includes fit-for-purpose measures of occupational competence for assessors | CITB | Summer 2025 |
| Update / create new vocational qualifications to meet the needs of firestopping specialist installers | To develop fit for purpose vocational qualifications at level 2 to contribute towards confirmation of initial competence for Specialist Firestopping Installers | Awarding Bodies | Summer 2025 |

##### Appendix 1 – Level descriptors

The activities detailed within the functional map in section 3 (functional map and framework of competencies) have been split into five levels based on the complexity of the activities. These levels are linked to levels associated with UK and European regulated qualifications frameworks and have also been benchmarked against key professional statuses. It should be noted that these descriptors are intended to provide information on the framework level and examples of alignment to other existing frameworks training, qualifications, or related products only. This does not infer that these products will necessarily appear in, or form the basis of, routes to competence.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  |  | **Existing indicators:**  The information below provides an indication of how the FSSG framework levels link to the levels set within existing regulated frameworks and professional framework, and that types of activities that sit at those levels.  [NB: this is not a list of competence requirements or routes to competence and is provided for guidance purposes only] | | |
| **FSSG framework level** | **Level descriptor** | **Regulated framework levels** | **UK-SPEC\*** | **Activity types** |
| Foundation | Operational activities undertaken, supervised or unsupervised, within existing defined procedures | EQF level 3 RQF / CQFW level 2 SCQF level 5 NQF IE level 4 |  | Installation of PFP Team leading |
| Intermediate | Supervisory and independent activities that complete tasks and address problems that, while well-defined, may be complex and non-routine | EQF level 4 RQF / CQFW level 3 SCQF level 6 NQF IE level 5 | EngTech | Supervision / site supervision Technical supervision Technical product selection Contract supervision Installer / client employed inspection |
| Experienced | Activities that broadly involved making independent decisions or taking responsibility in broadly defined, complex contexts | EQF level 5 RQF / CQFW level 4/5 FHEQ level 4/5 (HNC (L4); Foundation Degree, HND, short cycle (L5)) SCQF level 7/8 NQF IE level 6 |  | Construction site supervision Authorised signatory / relevant responsible person |
| Advanced | Activities that involved critical analysis and evaluation of different perspectives, approaches or schools of thought, and the theories that underpin them | EQF level 6 RQF / CQFW level 6 FHEQ level 6 (Batchelor's Degree, first cycle) SCQF level 9/10 NQF IE level 7/8 | IEng | Construction site management Project / contract management |
| Authoritative | Complex or strategic activities that inform the direction of work or the broader industry, including understanding the wider context and current developments, and producing change | EQF level 7 RQF / CQFW level 7 FHEQ level 7 (Master's Degree, second cycle) SCQF level 11 NQF IE level 9 | CEng | Technical product evaluation |

\* Note that this does not indicate that everything at this level contributes to UK-SPEC, or a link between its requirements and the specifications made in this framework. This is purely for indicative purposes only.

##### Appendix 2 – Functional map and framework of competencies

Functional map & framework to be embedded here

##### Appendix 3 – Mapping

##### Appendix 4 – Terms & definitions

Behaviour

Observable traits or ways of working that should be displayed. Observable things that an individual does or does not do

Competence / individual competence

Application of skill, knowledge, experience, and behaviour consistently by an individual to achieve a specific outcome

Standard for competence

Procedures & requirements for developing, measuring, validating, and proving competence against agreed skills, knowledge, experience, and behaviours required for an individual undertaking a role, function, activity, or task in order to perform their work to predetermined standards and expectations and maintain or improve their performance over time. This is sometimes referred to as a competence framework or competence standard

Continuing professional development (CPD)

Activities undertaken by an individual to maintain and develop competence, including formal and informal learning, self-assessment, obtaining feedback and identifying areas for improvement

Firestopping

Firestopping techniques encompass those used for penetration seals for services e.g. cables and pipes, linear joint seals, cavity barriers (e.g., in voids in roof spaces, above suspended ceilings, within walls and in external walls). Firestopping is also required as part of some other passive fire protection measures, including around fire door frames, around fire resisting /smoke control ducts and dampers.

Experience

Participation in relevant activities or observation of facts and events leading to acquisition, improvement or demonstration of skills and knowledge

Formal learning

Organised and structured learning against formal learning objectives

Framework of competencies

Agreed statements of skills, knowledge, experience, and behaviour against specific activities identified in the functional map

Functional map

A map of activities included in the sub-sector, split into pre-determined levels of complexity

Individual

A single human being

Informal learning

Self-directed learning, or learning from experience

Higher-risk building (HRB)

Building subject to enhanced regulatory requirements or where risks might be considered elevated (for example as a result of the physical characteristics of the building, the way in which the building is used, or as a result of human factors)

Job role

The specific combination of activities performed in a specific role, as agreed between an employee and an employer. This may change over time, or from employer to employer, or between employees of the same employer

Knowledge

Assimilation of facts, theories, and practices in relation to a given role, function, activity, or task

Occupation

The area of work undertaken by a category of employees, each of which may have a related but different job role. This is standard across the entire industry

Organisational capability

The combination of people, practices and other resources brought together by a business to allow it to function effectively and deliver value to customers and stakeholders

Qualification

A regulated programme of assessment, sometimes with aligned training, which results in the issue of a nationally recognised award being made upon completion

Revalidation

The formal process or reassessing an individual’s competence against a sector-specific framework on a periodic basis to check that competence has been maintained

Sector-specific competence framework

A competence framework relevant to a specific role, function, activity, task, trade, or discipline

Skill

The ability to perform an activity or task consistently with a specific intended outcome

Validation

The formal process of assessing an individual’s competence against a sector-specific framework

1. Building a Safer Future. Independent Review of Building Regulations and Fire Safety: Final report. Dame Judith Hackitt DBE FREng. Published May 2018. Available from: <https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/707785/Building_a_Safer_Future_-_web.pdf> [↑](#footnote-ref-2)
2. Built environment – Core criteria for building safety in competence frameworks – Code of practice. BSI. Published April 2021. Available from: <https://knowledge.bsigroup.com/products/built-environment-core-criteria-for-building-safety-in-competence-frameworks-code-of-practice/standard> [↑](#footnote-ref-3)
3. Competence Framework – Installer Pilots Report (Phase One). Competence Steering Group. Published May 2022. Available from: <https://www.constructionleadershipcouncil.co.uk/wp-content/uploads/2022/05/WG2-Phase-1-Report-17-May-2022.pdf> [↑](#footnote-ref-4)
4. Competence Framework – Installer Pilots Report (Phase One). Annex G – WG2 Key Principles for the Development of Sector Specific Frameworks for Installers. Competence Steering Group. Published May 2022. Available from: <https://builduk.org/wp-content/uploads/2022/05/WG2-Phase-1-Report-17-May-2022.pdf> [↑](#footnote-ref-5)
5. Industry Card Schemes. Construction Leadership Council. December 2020. Available from: <https://www.cscs.uk.com/wp-content/uploads/2020/12/CLC-decision-on-card-scheme-logo-01.12.20.pdf> [↑](#footnote-ref-6)
6. Industrial Strategy: government and industry in partnership – Construction 2025. HM Government. July 2013. Available from: <https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/210099/bis-13-955-construction-2025-industrial-strategy.pdf> [↑](#footnote-ref-7)
7. Built environment – Core criteria for building safety in competence frameworks – Code of Practice. BSI Flex 8670: v3.0 2021-04. BSI. Published April 2021. Available from: <https://www.bsigroup.com/en-GB/industries-and-sectors/construction-and-the-built-environment/built-environment-competence-standards/download-form/> [↑](#footnote-ref-8)
8. Built Environment – Proposed construction product competence standard – white paper. CPA. Published September 2022. Available from: <https://www.constructionproducts.org.uk/publications/technical-and-regulatory/built-environment-proposed-construction-product-competence-standard-white-paper/> [↑](#footnote-ref-9)
9. Achieving Competence in the Building Envelope Sector. JCI. Published June 2023. Available from: <https://c-a-b.org.uk/wp-content/uploads/White-Paper-Achieving-Competence-in-the-Building-Envelope-Sector-Publication-Version-09.05.23.pdf> [↑](#footnote-ref-10)