

## Competence in Construction Report

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**CATEGORY:**  
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Following the launch of a Government strategy in July 2013 to drive up standards of competence and quality in the UK construction industry, the Construction Industry Training Board has published its report *Competence in Construction*. The report concludes that:

- Definitions of 'competence' vary within the construction industry, but the term means broadly the ability independently to perform a role or task to the required standards
- Individual competence in construction consists of occupational skills and knowledge, health & safety skills and knowledge, continuous improvement and human factors such as situational- and risk-awareness
- An individual's qualifications can never relieve management and supervisors of their duties and responsibilities
- From a health & safety viewpoint, competence includes not just safety from injury and death, but the prevention of occupational diseases and ill-health
- Despite improvements since 2011, employers remain dissatisfied with the unnecessary complexity, confusion and costs of the certification cards scheme
- To be confident of competence, training must be supported by inspection and refreshed at appropriate intervals
- Supervisors need support and training on health & safety, person-management skills, coaching and mentoring

The report recommends:

- Agreement on an industry-wide Framework for Competence
- Establishing a new Construction Competence Council ('CCC') to help develop this Framework
- Establishing a Secretariat to progress CCC decisions, report back on developments and issues, suggest improvements, maintain communication with card schemes and develop and maintain the database of cardholders
- A CCC consultation with the industry on a common standard for cards
- Funding the CCC through a percentage of each card fee

What this means for you

This report aims to simplify the law and reduce red tape. It falls short of attempting to draft an industry-wide Framework for Competence, but makes some suggestions about how to set about devising one. As such it makes a useful contribution to the ongoing efforts to simplify certification schemes and promote safety throughout the construction industry.