

## Plant Sector Representative Organisation (PSRO)

### Notes of the Board Meeting held 13<sup>th</sup> February 2024

A meeting of the Board of the Plant Sector Representative Organisation (PSRO) was held at 2.00pm on Tuesday 13<sup>th</sup> February 2024 by Zoom.

#### In Attendance

CECA (Chair)

HBF

CPA

NFDC

Build UK

PSRO Secretariat

#### Apologies

FPS

SPOA x 2

CECA x 2

#### Item 1 – Welcome and introductions

1.1. The acting Vice-Chair welcomed everybody and explained that - with the departure of the former Chair (CPA) - would chair the meeting until Item 4 from which point the matter of nomination of Chair and Vice-Chair would be dealt with. They went on to welcome the new Build UK representative on the Board.

#### Item 2 – Notes of previous meeting

2.1. The notes were agreed as an accurate record. There were no matters arising that were not being covered in the agenda.

#### Item 3 - PSRO Formation Update

##### ***Limited Company Registration and Appointment of Directors and Persons of Significant Responsibility***

3.1. All nominated Directors are registered with Companies House. Their member organisations are registered as Persons of Significant Responsibility.

3.2. An FPS Director nomination was still being awaited. The Secretariat explained that the CPA had two seats on the Board and that appropriate representatives will be sought at their forthcoming Council meeting. Build UK are to confirm their Director nomination in the coming weeks. **Action: FPS/CPA/Build UK to nominate Directors.**

3.3. The Secretariat confirmed that all matters such as company accounts and filing of a confirmation statement are up to-date.

#### Item 4 – PSRO Terms of Reference

4.1. The Secretariat explained the background. The updated ToR had been reviewed and agreed at a previous meeting but with the nomination of Chair and Vice-chair deferred to this meeting, the ToR would be updated post-meeting accordingly.

4.2. The Secretariat also explained that CPA had agreed to continue facilitating and funding the administration of the PSRO, including maintenance of the web domain to which acting Vice Chair wished to express CECA's thanks. All members present supported this and it was agreed that the PSRO Board's expression of thanks should be passed onto the CPA Council. **Action: Secretariat**

#### ***Nomination of Chair and Vice Chair***

4.3. The acting Vice-Chair confirmed that he was willing to act as Chair for the next three-year term. The nomination was agreed by members present.

4.4. NFDC confirmed that they were willing to act as Vice-chair for the next three-year term. The nomination was agreed by members present.

### **Item 5 - External Relationship Development Update**

#### ***CLC and CSCS***

5.1. It was mentioned that the CEO of CSCS will provide an update for agenda item 6.

#### ***Scotland and Wales***

5.2. There was nothing to report from Scotland or Wales.

#### ***HSE***

5.3. There was nothing to report from the HSE.

#### ***CITB***

5.4. The Secretariat reminded members of the MoU that is in place between the PSRO and CITB. The scope includes the development of the CITB Training Standards and the responsibilities of both organisations in their respective roles as the SSB and SRO under the CLC Requirements. The MoU finishes at the end of April 2024 but it should be possible to renew it for a further twelve months if both parties agree. It is necessary for senior representatives from both organisations to meet and discuss how effective it has been and whether it should be renewed. The Chair agreed that a meeting should be arranged to carry out this review in the coming weeks. **Action: Chair/ Secretariat**

5.5. The Secretariat gave an update on the development of the CITB Training Standards. Use of these will allow those employers who use a CSCS-logoed plant scheme to apply for CITB grant support whereas previously, grant had been restricted to CPCS carding only. The launch of the first tranche has been on a pilot basis and included eight categories of plant. The pilot had finished at the end of January 2024 and CITB were collating feedback and who would engage with the PSRO TRG.

5.6. The Secretariat further explained that during the pilot, CITB had called a meeting (early December 2023) with the TRG as they were concerned over the low take up of these training standards. CITB's feedback at that point suggested that a main concern by employers and providers was around the specified duration and ratios.

The durations had increased slightly due to a higher level of technical content being introduced, but appeared that employers were reluctant to release employees for the greater length of time and pay a slight increase in costs, despite the improved grant available. As a consequence, employers were forgoing the CITB grant and accepting reduced training and testing options offered by providers and certification schemes. The Secretariat also explained that the TRG had provided CITB with a statement that would allow flexibility to the durations and ratios, based on a set of pre-defined factors. It was agreed to let the pilot conclude without making any adjustments.

5.7. The Chair expressed concern that employers were not getting behind the introduction of the standards when their development had been driven by employer concerns over lack of consistent training required to gain a card. They felt that the PSRO should assist CITB in promoting the purpose and benefits of the standards.

5.8. The HBF considered it unusual in that employers wanted parity across schemes, yet appear unwilling to help implement it by using the training standards.

5.9. It was agreed to wait until the feedback had been fully collated and made available by CITB. The PSRO TRG should then assist with its evaluation and any resulting actions for improvement. **Action: Secretariat**

## **Item 6 – CLC/CSCS One Logo Initiative – Future Developments**

6.1. The CEO of CSCS joined the meeting and gave a formal presentation covering the following: CSCS Alliance strategic direction; CLC requirements; N/SVQ alternatives; Alliance audit outcomes and CSCS priorities.

6.2. There followed much discussion, with the main points being:

- That apprenticeships are not the only route into industry and this requires recognition when considering carding - particularly in occupations such as plant operating where there are multiple categories of plant, of which many are currently not included within the apprenticeship standard;
- The scope and complexities around the carding of the construction workforce and that the PSRO was well positioned to help simply explain this to the plant sector. This could be by way of another webinar or information giving event;
- The importance of standard-setting bodies and sector representative organisations having a role in agreeing what standards and qualifications are used to trigger the issue of cards, particularly as some are currently developing and piloting NVQ-alternatives for plant operating;
- The issue around the volume of labourer/unskilled cards issued versus skilled cards. It was necessary to agree with industry sectors what these ratios should look like. CSCS is considering a ratio of 1 labourer card to 4 skilled cards;
- That the CLC requirements will shortly be updated and it will be necessary for CSCS to issue a new license to the Alliance members to reflect any changes;
- That smart technology will play an increasingly important role with checking cards to ensure the right card for the right job;
- The combatting of fraud remains a challenge and priority for all Alliance members.

6.3. The members present considered that the issuing of a new license agreement by CSCS to the plant schemes provided an opportunity for schemes to demonstrate the support of industry through their conformity with the PSRO Competency Framework. They had gained approval to use the CSCS logo prior to the formation of the PSRO. The CSCS CEO confirmed that this was possible and would raise at an upcoming CSCS Board meeting.

6.4. It was agreed that the proposal should be put to those members who were absent from the meeting and if agreed, CSCS can be informed accordingly. **Action: Chair/ Secretariat**

6.5. The Secretariat noted that current CSCS-partner card schemes offer the same types of plant covered under other specialist plant SROs. The CSCS CEO explained that it was possible for the CSCS License Agreement to recognise multiple SROs for an occupation.

With this scenario however, it could not possible for a single SRO to make a decision with the SSB over the CLC requirements, as all relevant SROs would need to agree any decision that might be required.

6.6 Build UK stated however that it should not be the decision of the PSRO in that other SROs offering plant must also meet the requirements of the PSRO Competency Framework.

6.7. Chair thanked the CSCS CEO for a very interesting and informative presentation.

## **Item 7 – Sub-groups**

### ***Technical Review Group***

7.1. The Secretariat reported that there had been two meetings of the TRG since the last Board meeting. These had both involved CITB - one was around the low take up of the CITB training standards and what might be done to help, with the second related to technicalities over 180-degree excavator assessment. There was no action required by the Board as a result of these meetings.

### ***Certification Bodies Sub-group***

7.2. The Secretariat explained that the Certification Bodies Sub-group had not met recently as it was considered best to await further information around the updated CLC requirements and the review being carried out by DFE and IfATE over vocational qualification reform and funding.

7.2. it is anticipated that a meeting of the group will be organised to take place June/July time. **Action: Secretariat**

## **Item 8 - Any Other Business**

8.1. There were no other items of business.

## **Item 9 - Proposed Date of Next Meeting**

9.1. The next official Board meeting will take place traditionally around September. A Doodle poll will be used to identify a suitable date. **Action: Secretariat**