

Plant Sector Representative Organisation (PSRO)

Notes of the Board Meeting held 17th September 2024

A meeting of the Board of the Plant Sector Representative Organisation (PSRO) was held online at 10.00am on Tuesday 17th September 2024.

In Attendance

CECA - Chair

HBF

CPA

Build UK

SPOA

CECA

CLC (*for Item 3 only*)

Secretariat

CPA

Apologies

FPS

CECA

NFDC

Item 1 – Welcome and Introductions

1.1 The Chair welcomed everyone and also representation from the CLC who had agreed to attend to explain the WG2 Super Sector Competence project. They further welcomed the two new CPA representatives.

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 on the agenda.

Item 3 - CLC Building Safety Routes to Competence Project – role of the PSRO

3.1. The CLC representative explained that they were currently acting as the WG 2 Super Sector Programme Director under the direction of the CLC and the Industry Competence Steering Group.

3.2. They gave a detailed presentation that outlined the CLC Building Safety Routes to Competence Project. This involved the establishment of Super Sectors of which Civil Engineering was one. Sitting within the Civil Engineering Super Sector stream was Plant and it has been agreed that the PSRO should facilitate the necessary development work – managed by CPA. It was agreed that the presentation should be distributed with the notes of the meeting. **Action: Secretariat.**

3.3. The development work required analysing existing routes to competence, producing Skills, Knowledge, Experience and Behaviours (SKEB) statements for each occupation, carrying out a gap analysis of the existing routes to competence against the SKEB's and making recommendations for updating as considered necessary.

3.4. The Secretariat explained that work had started to progress and meetings have been held with CLC and CITB. They had begun looking at the most effective way of presenting the plant operator SKEBs. Given the amount of categories of plant and equipment in existence, it requires careful consideration, including around scope of equipment types. CLC advised referring to the strategy document that had been provide to assist with determining functions and scope. The example provided around Fire Stopping was considered useful.

3.5. They advised that it was the intention to use an 'expanded' PSRO TRG to lead the development work and was considering the additional representation required. **Action: Secretariat.**

3.6. The Chair wished to thank the CLC and others involved for the immense amount of work carried out to-date. It was a very large and complex project spanning the whole of the industry and they considered it vital that clients, Tier 1 contractors, employers, federations, associations, providers and others needed to engage to help with the workload and ensure robust consultation.

Item 4 - PSRO Formation Update - including limited company registration and appointment of directors and persons of significant responsibility

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

4.2. A FPS Director nomination was still awaited. Previous CPA and Build UK representatives have now been removed as Directors and replacement nominations are being arranged

4.3. It was confirmed that SPOA will currently not be nominating a second Director to replace their previous second representative. Build UK agreed to consult with colleagues and confirm their position. **Action: Secretariat to make the necessary changes with Companies House.**

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

Item 5 – External Relationships and Development Update: CITB (MoU, Training Standards and Joint PSRO Seminar)

5.1. The Secretariat reminded members of the MoU that is in place between the PSRO and CITB. The original scope covered 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 has now been renewed for a further twelve months and extended to cover the joint working required on the Super Sector Competence project.

5.2. They further gave an update on the development of the CITB Training Standards. Use of these will allow those employers who use a CSCS-logged plant schemes to apply for CITB grant support. Previously grant had been restricted to CPCS carding. The launch of the first tranche had been on a pilot basis and included eight categories of plant. The pilot had finished at the end of January 2024 and are now live.

5.3. Also explained was that during the pilot, CITB had called a meeting with the PSRO TRG as they were concerned over the low take up of these training standards. Their feedback at

that point suggested that a main concern by employers and providers was around duration and ratios. The ratios had increased slightly due to new technologies being introduced. It appeared that employers were reluctant to release employees for the greater length of time and were concerned by costs. As a consequence, employers were forgoing the CITB grant and accepting cheaper training and testing options offered by providers and certification schemes. It had agreed to let the pilot conclude without making any adjustments. CITB, for the next rollout, have requested that the PSRO support them with a series of promotional/information giving seminars in the form of three roadshows (South, Midlands and North/Scotland). The intention being to hold these in early 2025. It is hoped that these might encourage the use of the training standards by employers.

5.4. The Chair reiterated their previous 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 promote the purpose and benefits of the standards and this should also include an online webinar option, which they would be willing to chair.

5.5. CPA agreed that progress was slow and much work is required to promote their use. They pointed out that some projects, including HS2, required plant operators to undertake additional testing and considered it will be helpful if clients and Tier 1 contractors produced statements on the benefits of full training.

5.6. SPOA wondered if there were sufficient ATOs to deal with employer demand for use of the training standards. They also supported the proposal to assist CITB and offered SPOA help with finding a suitable venue in Scotland. The Chair also offered CECA support with finding venues in the South and Midlands.

5.7. It was agreed that the PSRO should support CITB with employer-based meetings to help promote the use of the plant training standards. **Action: Secretariat to liaise with CITB over the events, including dates and venues.**

Update: The following dates and regions have been subsequently agreed with CITB for 2025:

22nd January – South (Reading)

28th January – Midlands (Birmingham)

6th February – North (Leeds)

11th February – Wales (Webinar-delivery)

18th February – Scotland (Stirling)

Item 6 – CLC/CSCS Relicensing – Application for PSRO support by the current CSCS-Alliance Plant Schemes

6.1. The Secretariat re-capped for Members the background for the CSCS-logged plant schemes requiring the PSRO support. This was being made a requirement of their re-licensing by CSCS and had followed CSCS's CEO agreeing to this at the February 2024 PSRO Board meeting where they had given a presentation about the CSCS Alliance programme.

6.2. They re-covered the process for the plant schemes in gaining the PSRO support. This included them submitting a mapping of their scheme requirements against the PSRO competence framework; a mapping by TRG members of certain category specific information against CITB training standards; and an interview.

The findings of the review processes were discussed at a TRG meeting and a number of recommendations and enactment timelines were recommended accordingly. The Board was requested to consider and ratify these recommendations.

6.3. After discussion, it was unanimously agreed to provide PSRO support to a number of schemes with the proviso that the recommendations and their related timescales are adhered to through the creation of action plans to be included as part of their renewed CSCS license agreements.

6.4. It was further agreed that a meeting should take place between the Chair and CSCS to discuss the outcome of the plant scheme review programme and the resulting recommendations. **Action: Secretariat.**

Item 7 – Sub-groups

Technical Review Group

7.1. The Secretariat reported that since the last Board meeting, there has been one meeting of the TRG and much electronic-based discussions dealing with the card scheme support applications process. The Board asked that the Secretariat thank the TRG members for the hard work put in around dealing with these. **Action: Secretariat.**

Certification Bodies Sub-group

7.2. The Secretariat reported that a meeting of the Certification Bodies Sub-group was being arranged for November 5th 2024. The main purpose of the meeting will be to brief schemes over the WG2 Super Sector competence project so that they are aware of the possibility of changes to card requirements coming as a result of the work.

Item 8 - Any Other Business

Item 9 - Proposed Date of Next Meeting

9.1. The next meeting will take place around February 2025. A Doodle poll will be used to determine a suitable date. **Action: Chair Secretariat**