

## **Plant Sector Representative Organisation (PSRO)**

### **Certificating Bodies Standing Sub-Group**

#### **Notes of a meeting held 4<sup>th</sup> November 2024**

A meeting of the Plant Sector Representative Organisation's Certificating Bodies Standing Sub-Group was held at 14.30 p.m. on Tuesday 5<sup>th</sup> November 2024 online by Zoom.

#### **In Attendance**

Peter Brown (PSRO) (Chair)  
Ton Wakefield (ALLMI)  
Alan Johnson (ALLMI)  
Richard Whiting (IPAF)  
Giles Councill (IPAF)  
Phillip Renner (BRITTOp)  
John Robinson (CMPE)  
David Nicholson (CMPE)  
Alec Hands (LANTRA Awards)  
Stephanie Craig (LANTRA Awards)  
Carl Hassell (NOCN/CPCS)  
Patrick Bowles (MPQC)  
Laura Nelson (RTITB)  
Patrick Bowring (Qualified Contractors Ltd)  
Jason Dickson (NPORS)  
Scott Johnson (NPORS)  
Peter Williams (IATT)  
Jules Cook (IATT)  
Liam Knight (IATT)

#### **Support**

Nick Gooderson (PSRO Consultant)

#### **Observer**

Chris Carter-Rowlands (CITB)

#### **Item 1 – Welcome and Introductions.**

1.1 Peter Brown welcomed everybody and outlined that the primary purpose of the meeting was to provide an update on the CLC competence frameworks programme, with additional updates would around the establishment of the PSRO, the CITB/PSRO MoU and the PSROs involvement with the development of CITB's short duration standards.

## **Item 2 – PSRO Update**

2.1 PB reminded members the background to the formation of the PSRO. The main driver came through feedback received through a CPA review of certification scheme meetings, held in 2018. There was a strong call for better engagement between employers, training providers, certificating bodies and others involved with plant training and certification. The introduction of the Construction Leadership Council (CLC) requirements also supported the establishment of a Sector Representative Body (SRO) to act as a single employer voice to guide CLC, CSCS and CITB, in its role as the Standard Setting Body, in agreeing suitable standards and qualifications for the sector.

2.2 An internal governance structure has been put into place, comprising the Board along with the Technical Review and Certificating Bodies groups. Further groups will be established if required and these may be task and finish or other form depending on the need. The important factor was achieving the required outcomes.

### ***New Chair and Vice Chair***

2.3 PB explained that at the February 2024 Board, Alasdair Reisner; CEO of CECA has taken over as Chair of the PSRO and supported by Duncan Rudall, CEO of the NFDC, as Vice-Chair. He then highlighted the make-up of the PSRO Board and confirmed that CPA continues to facilitate the administration of the PSRO.

### ***CITB/PSRO MoU***

2.4 Nick Gooderson explained that CITB and the PSRO have recently renewed their formal MoU that sets the protocol for an SRO and SSB working together in advising on various aspects of the CLC Requirements. The MoU sets out the roles and responsibilities of each organisation in relation to the CLC Requirements and the expectations around how they should work together. It also covers the development of the CITB Short Duration Standards project and the work going on by the CLC around competence.

### ***CSCS Alliance Plant Schemes Re-licensing***

2.5 PB explained that as part of the CSCS-Alliance re-licensing exercise currently taking place, it is a requirement that the plant certification schemes demonstrate industry support through the PSRO. To gain this requires their scheme criteria to be mapped against the PSRO competence framework. Three schemes have gone through this process, with several more in progress.

2.6 Stephanie Craig asked if the PSRO support has to be in writing. Nick Gooderson explained that following the mapping, it maybe that gaps or weaknesses are identified. If that is the case, then recommendations are made for improvement which are then discussed between the PSRO and the scheme. Once agreed, these recommendations will form a part of an action plan that sits within the CSCS License Agreement.

### ***CITB/PSRO Combined industry Meetings 2025***

2.7 PB explained that CITB and the PSRO, under the terms of their MoU, will be running a series of employer events in late January/February 2025 to promote the need for comprehensive training and how the CITB Training Standards have been developed to help with this. On asking whether certificating bodies can attend, PB explained they need to concentrate on dealing with the employers to encourage them to undertake full training which further benefits the certification schemes and with limited space at each venue, will need to restrict attendance to employers.

### Item 3 - CLC Competence Frameworks Project

3.1 PB welcomed Faye Burnett, Associate Director at MACE who is leading the CLC Competence project. Faye gave a detailed presentation that explained the background and purpose of the project. A copy of the presentation is attached to these notes. A link to the CLC Competence project and all relevant information is: [Competence – Construction Leadership Council](#)

3.2. NG explained that the PSRO will facilitate the work required for the plant sector. An employer steering group is being established to oversee the work comprising PSRO TRG members and a number of other interested employer representatives. The work involves:

- Identifying the existing routes to competence;
- Completing a detailed sector questionnaire;
- Developing Skills, Knowledge, Experience and Behaviour (SKEB) statements for each occupation;
- Carrying out a gap analysis of the SKEBs against existing competence measures;
- Determine any new requirements and produce a new routes to competence illustration as required;
- Develop an implementation plan.

3.3. PB emphasised the statement from the Building Safety Act that will enforce the outcome of this work as being a legal standpoint in the future with accidents and fatalities.

3.4. Richard Whiting and Alan Johnson emphasised the importance of all the relevant expert bodies and interested parties being involved and having a voice.

3.5. Laura Nelson asked what the project timescale is. PB said that realistically, just to get Plant Operator completed. will take twelve months. The CLC have not set time limits but it is hoped that it can all be completed as soon as is practicably possible, given people are giving up their time to be involved freely.

3.6 PB stated that although the steering group will be devising the main criteria, PB agreed to keep certificating bodies in the loop as a key factor will be openness and transparency to the outcomes. Laura Nelson and others offered assistance which was welcomed by PB, particularly for the specialist plant sectors.

3.6. PB and all members thanked Faye for attending and carrying out the presentation.

### Item 4 - CLC Industry Card Schemes Recommendations - 2024 Update

4.1 PB explained that in March 2024, the CLC updated their card schemes in construction recommendations, for which CSCS Alliance members have to be in compliance, including all of the CSCS-logoed plant certifications schemes. There were subtle changes that gave more emphasis on SSBs and SROs working together to agree standards and qualifications used to issue cards and requiring that any N/SVQ alternative qualification or training and testing programme needing to align to an N/SVQ or Apprenticeship Standard. They also allowed SROs to introduce additional requirements above those set out by the CLC.

4.2. Laura Nelson pointed out that some certification schemes had more than one SRO. CSCS for example has around forty, given the range of occupations that they look after.

4.3. Stephanie Craig welcomed the updating as in their sector N/SVQs, had more or less disappeared and had been replaced by other occupational competence qualifications that do align to N/SVQs.

## Item 5 – Open Forum

### ***CITB Training standards***

5.1 Chris Carter-Rowlands gave an update on the development of the CITB Training Standards. The first eight categories of plant were live and a second and third tranche are due for release in early and late 2025 respectively. Take up by employers has been slow, with the main concern being over the designated training durations and ratios.

5.2 PB pointed out that there appeared to be a disparity between the novice and experienced worker grant rates, with there being more incentive for experienced workers. He considered that there should be more incentives for the novice route and had been in discussion with CITB on this matter.

5.3 The PSRO had assisted CITB by way of participation on the working groups and the production of the generic technical content and delivery criteria. The latter has been put into the CITB ATO criteria (Annex 6).

### ***Eco-operating Training Framework***

5.4 PB reminded members of the Eco-operating National Training Framework, developed in conjunction with the Supply Chain Sustainability School (SCSS), which covered what sustainability topics should be taught and to which plant-related roles. The framework is now available for free download on the PSRO website ([www.psro.org.uk](http://www.psro.org.uk)).

5.5 He stated that there was a high demand for these courses by employers for which he encouraged the certificating bodies to consider offering both stand-alone courses as well as integrate into their existing training standards. He further noted that the content of the framework could be readily used within other plant and machinery-using sectors.

5.6 CCR confirmed that CITB is introducing a short duration training grant for this at the end of this year. The grant rate was still to be decided but it will be a three hour grant.

## Item 6 – AoB

6.1. There was no other business.

## Item 7 - Date of Next Meeting

7.1. To be arranged. **Action: Peter Brown**