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ORGANISATION

# Understanding the Competency Frameworks Programme for Plant Occupations Webinar

## Welcome

24 March 2026 - commencing 2.00pm



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# Understanding the Competency Frameworks Programme for Plant Occupations Webinar

*Introduction from Jemma Carmody - CECA:  
Chair of the PSRO*



## Webinar Agenda

- Welcome, Introductions and Webinar Protocol;
- About the PSRO
- Introduction to the Competency Frameworks Programme
- Plant Occupations Scope and Frameworks Developments
- Public Consultation Programme
- Delegate Questions and Answers
- Webinar Close

## Webinar Protocol

- Please stay on mute for the comfort of all delegates unless you wish to ask a question during the question session
- Please use the chat function if you wish to ask a question during the presentations and we will provide an answer when convenient or during the questions session
- Please use either the chat function or use the 'raise-hand' function if you wish to ask a question during the questions session
- Please note that the webinar is being recorded
- Webinar slides will be available for download on the PSRO website

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# About the PSRO

***Peter Brown – CPA Technical Director & PSRO Secretariat***

***Nick Gooderson – CPA Consultant & PSRO Secretariat***



# What is a Sector Representative Organisation?

## CLC - Industry Card Schemes

Card schemes in construction should carry the CSCS logo and meet the following requirements:

- Occupations to have an identified **Sector Representative Organisation (SRO)** and a **Standard Setting Body (SSB)**
- The qualifications and additional training for each occupation (for CSCS carding) must be agreed between the **SRO** and the **SSB**
- Additional scheme rules can be agreed between the **SRO & SSB**
- Any new card scheme must occupy a distinct and separate footprint, and have support of the **SRO, SSB** and the wider industry

## Need for a plant-focussed SRO

- Number of plant card schemes used by the sector
- Plant card scheme standards & operational activities determined by each scheme
- Some plant card schemes attained CSCS approval
- VQ and H&S requirement – otherwise no other criteria is imposed
- Even with CSCS-logo, some variations exist
- 2018 - Industry sought clarification on variations of card schemes (*initiated by CITB sale of CPCS*)
- Employer feedback indicated industry ‘take control’ through an overarching industry body
- PSRO formed in 2019 with 7 partner Federations

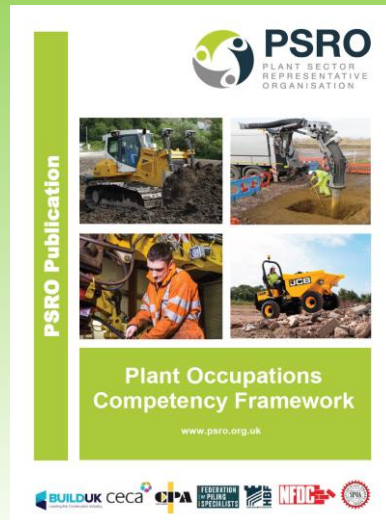
## PSRO Governance

- Board formalised under ToR with representation from each federation - oversees PSRO strategies
- Currently Chaired by CECA
- CPA acting as Board Secretariat
- PSRO established as limited company to act impartially against internal and external factors
- Memorandum of Understanding established with CITB
- Technical Review Group (TRG) established to; advise Board on technical matters; write/oversee competency framework; review CSCS card scheme applications
- Certificating Bodies Group
- Website at [www.psro.org.uk](http://www.psro.org.uk)

# PSRO Function



- ....act as the voice of industry for the construction plant sector
- ...advise industry, authoritative bodies, CLC, other organisations over outcomes required for plant training and competence, assessments and certification activities
- Aims, objectives and operational criteria written in a ToR
- Publications include:



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# Why the introduction of the Competency Frameworks Programme?



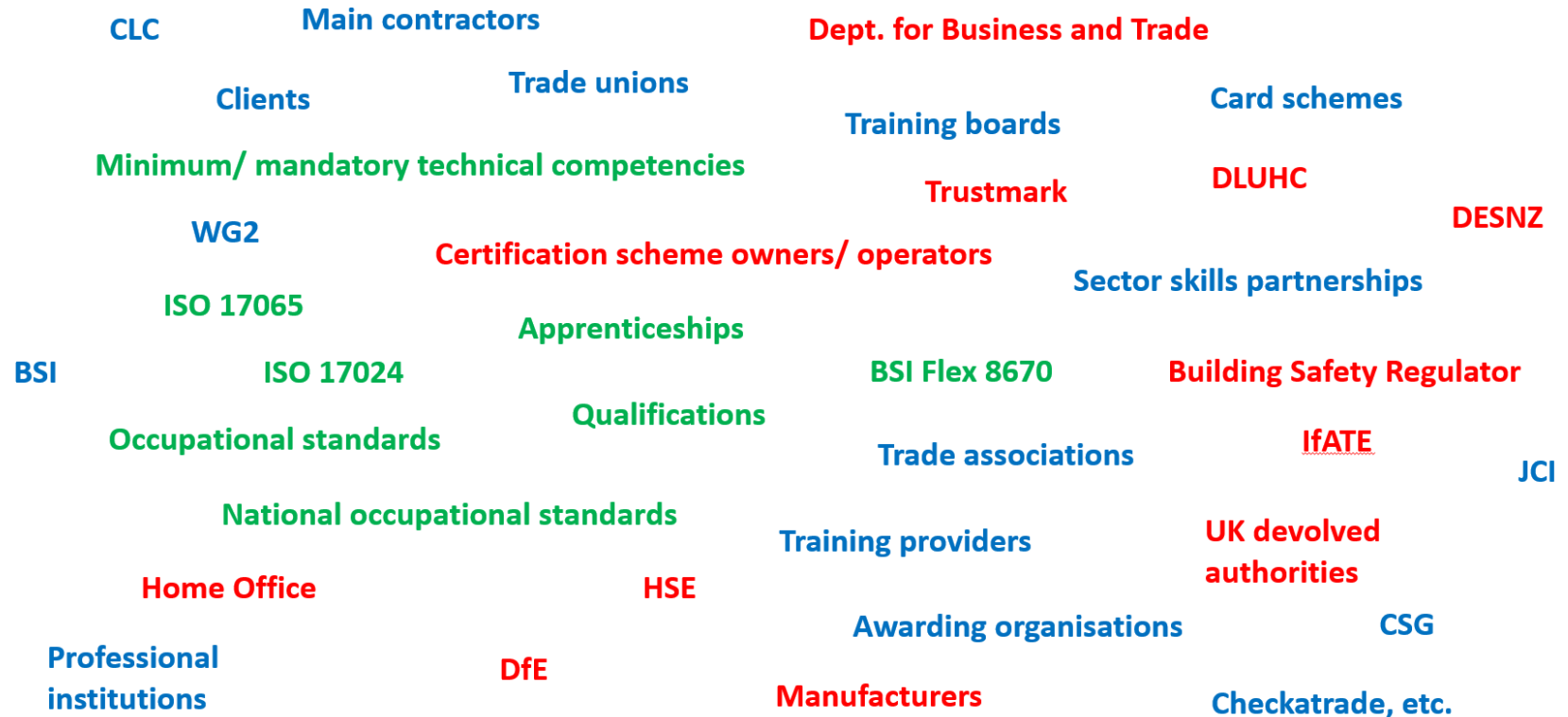
# Catalyst for the Programme

- Outcome of Grenfell tragedy
- Dame Judith Hackitt report cited competency as a key factor
- *“.....industry’s approach to competence being fragmented, encompassing a range of disciplines and different competence frameworks, even within one discipline and without reference to other interacting disciplines”....*

# Competence Field



## Installer Competence – a crowded field



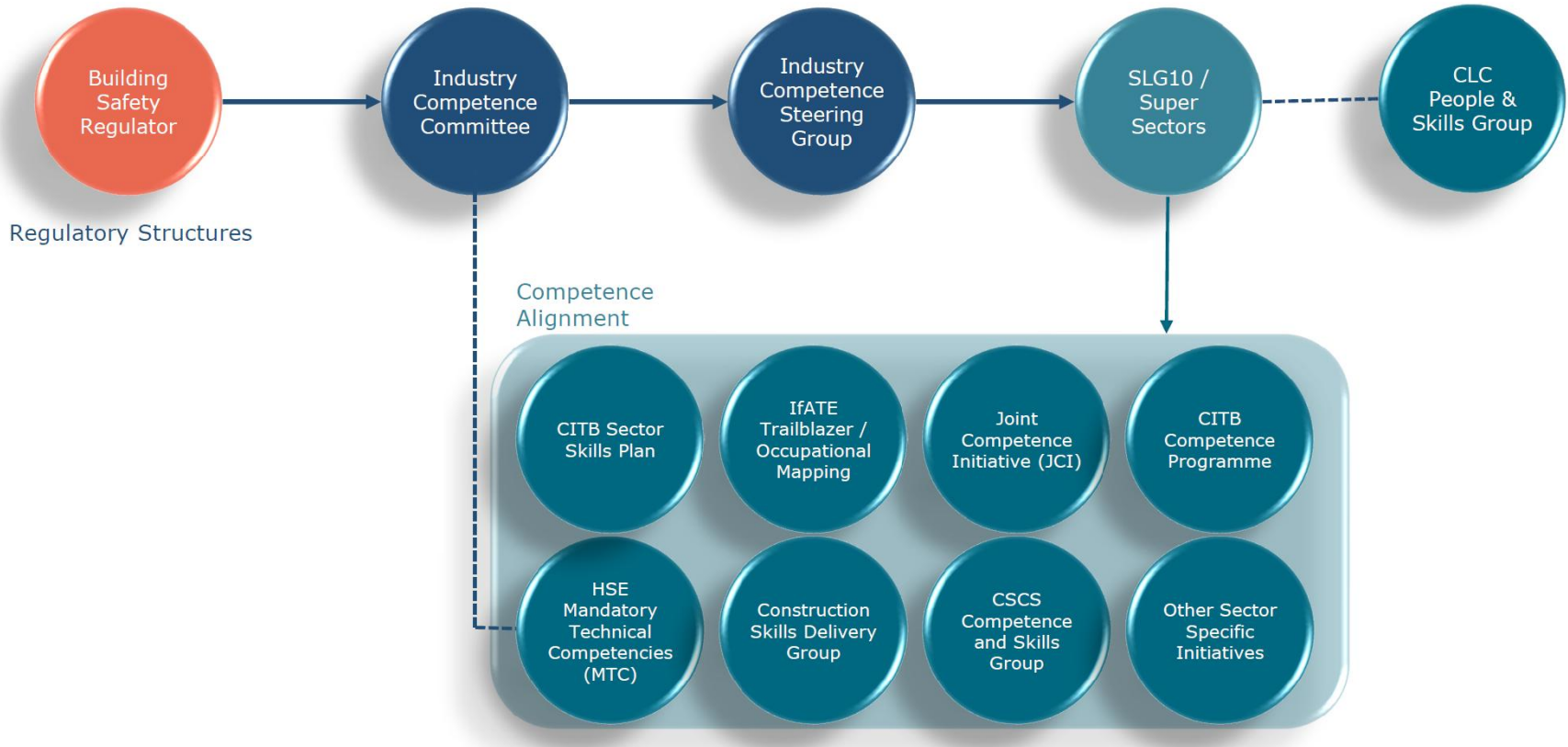
- Building Safety Act 2022 introduced
- Act and amendment regs requires competency for the undertaking of roles connected with higher-risk buildings
- Frameworks focus initially on designers/planners, fire installation, product supply etc.
- CLC initiative to promote competency frameworks for all construction occupations

### **Competence: general requirement**

**11F.—(1)** Any person carrying out any building work or any design work must have—

- (a) where the person is an individual, the skills, knowledge, experience and behaviours necessary,
- (b) where the person is not an individual, the organisational capability,

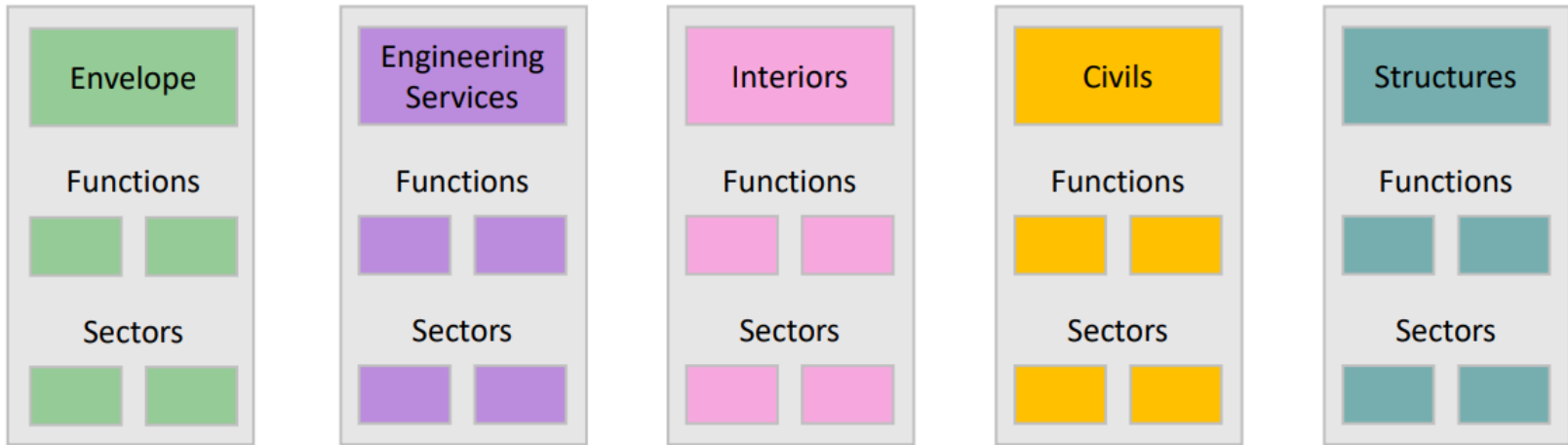
# Industry Competence Steering Group (ICSG)



# Installer Super Sector Programme (SLG10)

## Installer Competence Steering Committee

**Attendance by:** Building Safety Regulator, ICC, CLC, ICSG, Build UK, Skills England (was IfATE), CITB, CSCS & Alliance, Unite, FMB, Skills Development Scotland, Qualifications Wales, CSMB Representative,



**Working at Height**  
Access Industry Forum

**Plant**  
Plant Sector Representative Organisation



# Civils Super Sector Composition

## Civils Super Sector (SLG 10.4)

Run by Ross MacKenzie - Kier

Function: Transport

Function: Utilities  
Lead Org: EU Skills  
Contact: Stephen Barrett

Function: Ground engineering  
Lead Org: **Ground Forum**  
Contact: TBC

Function: Operations / Support Services  
Lead Org: TBC  
Contact: TBC

Function: Plant

Sector: Highways construction  
Lead Org: CECA  
Contact: Jemma Carmody

Sector: Water  
Lead Org: EU Skills  
Contact: Phillip Bryant

Sector: Drilling  
Lead Org: BDA  
Contact: Joel Stevens

Sector: Civil engineering Operative  
Lead Org: CECA  
Contact: TBC

Sector: Fencing  
Lead Org: AFI  
Contact: Peter Clark

Sector: Highways maintenance  
Lead Org: CECA  
Contact: Jemma Carmody

Sector: Drainage  
Lead Org: EU Skills  
Contact: Phillip Bryant

Sector: Geotextiles  
Lead Org: TBC  
Contact: TBC

Sector: Infrastructure M&E  
Lead Org: TBC  
Contact: TBC

Sector: Environmental protection  
Lead Org: TBC  
Contact: TBC

Sector: Highways Marking  
Lead Org: RSMA  
Contact: Rob Shearing

Sector: Electricity  
Lead Org: EU Skills  
Contact: Phillip Bryant

Sector: Tunnelling  
Lead Org: Tunnelskills  
Contact: Sam French

Sector: Explosive Ordnance Disposal  
Lead Org: TBC  
Contact: TBC

Sector: Site logistics  
Lead Org: TBC  
Contact: TBC

Sector: Highways Surfacing  
Lead Org: RSTA  
Contact: Nigel Haycock

Sector: Communications  
Lead Org: EU Skills  
Contact: Phillip Bryant

Sector: Groundworks (including protection)  
Lead Org: CECA  
Contact: Jemma Carmody

Sector: Removal of invasive plants  
Lead Org: Property Care Association  
Contact: Daniel Docking

Sector: SCADA  
Lead Org: TBC  
Contact: TBC

Sector: Rail  
Lead Org: NSAR  
Contact: TBC

Sector: Gas  
Lead Org: EU Skills  
Contact: Phillip Bryant

Sector: Demolition  
Lead Org: Brian Carroll  
Contact: NFDC

Sector: Fire Stopping (Duplicate - Envelope)  
Lead Org: ASFP  
Contact: Niall Rowan

Sector: Asbestos (Duplicate - Envelope)  
Lead Org: ARCA  
Contact: Steve Hadley/Satish Patel

Sector: Thermal Insulation (Duplicate - Engineering)  
Lead Org: TICA  
Contact: Marion Marsland

## Frameworks Goals

- To ensure industry has the occupational information to comply with the Building Safety Act
- To become the overarching standard that is used as the benchmark that determines the competence journey for an occupation, role, activity etc.
- Determines NOS, apprenticeships, training standards, qualifications, card scheme criteria, employer derived training and recruitment etc.

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**ICSG** the Industry Competence  
Steering Group



Competency Frameworks  
for Construction Plant  
Operators

Consultation Pack



# Plant Occupations Scope and Development



# Plant Occupations Steering Group

- Comprises of expertise across the construction and allied sectors from the PSRO TRG and others
- To determine plant occupational competency requirements
- Initial work (Phase 1) on plant operators
- Subsequent work on plant installers, lifting operations roles, maintenance and delivery roles etc.

# Framework Development Process

## Priority Occupation Competence Framework

### Phase 1 – Development of Comp Framework

### Phase 2 - Implement

#### Strategy

- Summary of the What, How and Why
- Gap analysis
- Next steps

Competence Steering Group  
Working Group 2  
Competence Framework – Installer Pilots Report  
(Phase One)  
Date of Issue: 17 May 2012

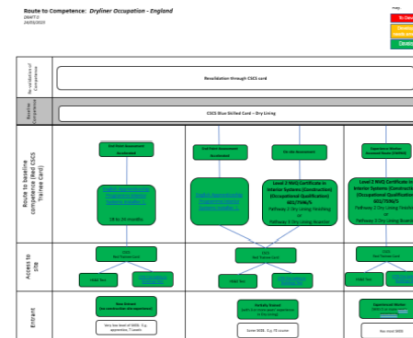
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#### SKEB Statement

- Roles, functions, activities and tasks
- Skills, knowledge, experience and behaviours on a page

#### Routes to Competence

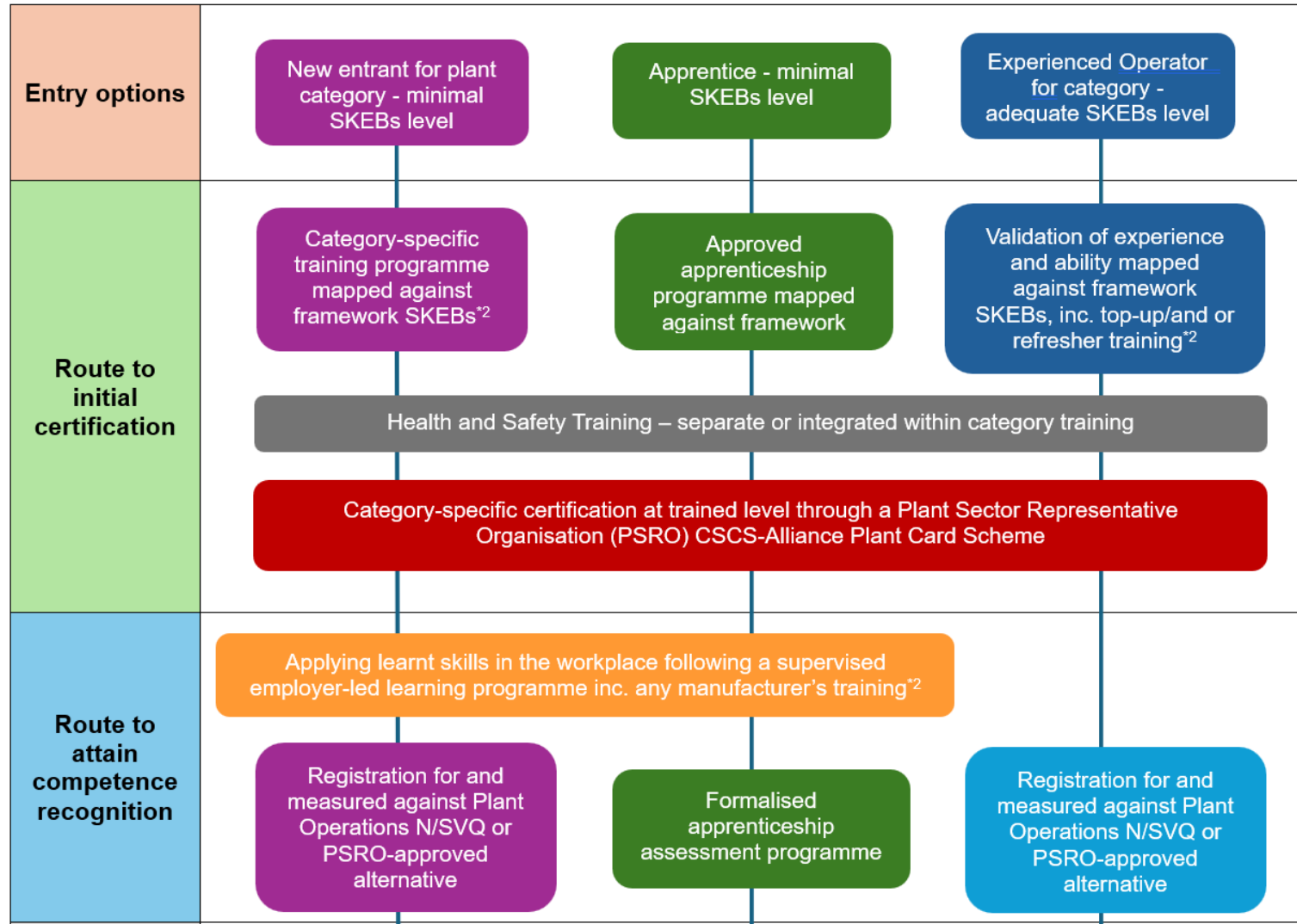
- Routes to entry
- Learning requirements
- Initial and periodic validation of competence



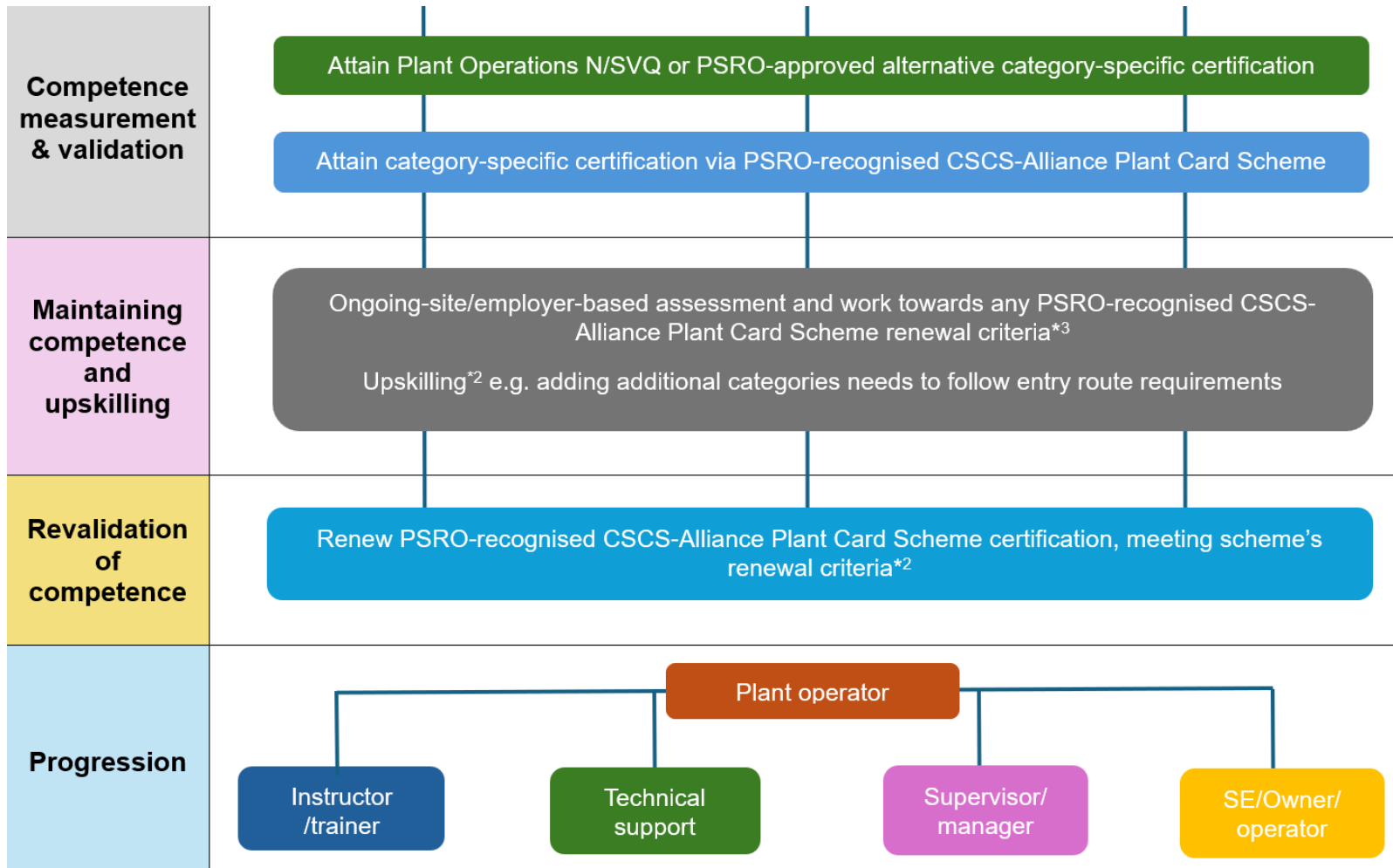
#### Implementation Plan

- Estimated roll out of sector competence framework
- 'Fit for the Future' action plan + timeframe

# Existing Plant Operator Routes to Competence



# Existing Plant Operator Routes to Competence



# Category Groupings – Plant Operators

Category Groupings	Plant Category
Excavating	Excavator 360
	Excavator 180
	Vacuum excavator
	Dragline
	Road/Rail Vehicle – 360-based
Load Hauling	Forward Tipping Dumper
	Dump Truck: Articulated Chassis
	Dump Truck: Rigid Chassis
	Agricultural Tractor
Loading	Wheeled Loading Shovel
	Tracked Loading Shovel
	Skid Steer Loader
Earthworking	Dozer - Tracked
	Scraper
	Trencher
	Grader

Cranes/lifting SP	Telescopic Handler
	Masted lift truck
	Lorry Loader
	Mobile Crane - wheeled
	Mobile Crane - Crawler
	Sideboom
	Skip handlers
SPMT	
Cranes/lifting Static	Tower Crane
	Overhead Travelling Crane
Compacting	Ride On Roller
	Soil compactor
	Landfill compactor
Materials pumping	Concrete Pump
	Placing boom
	Screed/Conveying Pump
Accessing SP	Mobile Elevating Work Platform – Boom & Scissor

# Occupational Groupings – Other Roles

Group	Role/Occupation
Controlling Loads	Slinger/signaller
Controlling Machinery Movement	Plant/vehicle marshaller
	Banksman/Operations Guider
	Loading/securing/delivery
	Non-operational plant movement
Plant Maintenance	Plant Mechanic/technician
	Plant installer
	Equipment/plant inspectors
Group	Role/Occupation
Managing Lifting	Lift planner
	Lift supervisor
Plant Management	Plant Manager
	Plant Operations Supervisor

# Framework Composition – Plant Operators

Grouping - Excavating	
Plant Categories - Applies to: <i>Excavator 180, Excavator 360, Vacuum Excavator, Dragline</i>	
Framework Application	Duties <i>(the functions, responsibilities, actions and activities relevant to the role or occupation)</i>
Routine	<ul style="list-style-type: none"> <li>Using information sources</li> <li>Operator-level servicing and maintenance activities</li> <li>Procure materials, equipment and tools needed for operational activities.</li> <li>Manoeuvre the machine on site to the required position of work</li> <li>Set up the machine to carry out a range of given work activities relevant to the machine's capabilities.</li> <li>Operate and control the machine to meet contractual specifications</li> <li>Operate and control the machine to use any relevant attachments and accessories to meet contractual specifications.</li> <li>Organise, control and communicate with others to set up the work and whilst carrying out the work.</li> <li>Monitor the work activity, ensuring the machine is working safely and efficiently,</li> <li>Parking and place the machine out-of-service on completion of work.</li> <li>Organisational procedures, relevant regulations, instructions and guidance</li> <li>Ensure the safety of self and others</li> </ul>
Additional	<ul style="list-style-type: none"> <li>Placing and removing to and from a transporter</li> </ul>
Category Specific	Excavator 180

# Framework Composition – Plant Operators

<b>Duty</b>	<b>Skills</b> ( <i>will be able to</i> )	<b>Knowledge</b> ( <i>understanding of</i> )
<b>Use information sources</b>	<ul style="list-style-type: none"> <li>• Interpret and extract information from drawings, specifications, schedules and manufacturers' information.</li> <li>• Interpret and use information from electronic readout systems.</li> </ul>	<ul style="list-style-type: none"> <li>• Types of information, their source and how they are interpreted</li> <li>• Methods of interpreting and extracting relevant information from the operator's manual and electronic readout systems.</li> </ul>
<b>Setting up for work</b>	<ul style="list-style-type: none"> <li>• Plan working tasks</li> <li>• Procure relevant permits to work/dig</li> <li>• Ensure all proximity hazards inc. cables, structures, equipment etc. is identified and control measures established</li> <li>• Position the machine for excavating, loading and grading activities relevant to the machine type, capabilities and work area characteristics</li> </ul>	<ul style="list-style-type: none"> <li>• Purpose and use of risk assessments</li> <li>• Hazards that can affect safe excavating operations</li> <li>• Configuration methods</li> <li>• Safe actions when reconfiguring</li> </ul>
<b>Operate to meet contractual specifications</b>	<ul style="list-style-type: none"> <li>• Operate in accordance <u>to</u> the manufacturers and industry-intended designed function and purpose</li> <li>• Operate to meet the required work specification</li> <li>• Excavate ground and materials in accordance with the given specification and tolerances</li> <li>• Deposit excavated materials at designated places and ensure are left in a safe situation</li> <li>• Ensure fall prevention control measures in place around open excavations</li> </ul>	<ul style="list-style-type: none"> <li>• Factors that affect the stability and safe operation of the machine</li> <li>• Personal safety requirements during the excavating activities</li> <li>• Visual references for excavating activities, what they mean and how they are interpreted</li> <li>• Underground and overhead services avoidance methods</li> <li>• Loading sequences when loading vehicles. Receptacles etc.</li> <li>• Effect of adverse weather conditions on the work</li> </ul>

# Framework Composition – Plant Operators

<p><b>Category Specific</b></p>	<p><b>DC3</b></p>	<p><b>Vacuum Excavators</b></p>	<p>Ensure supporting personnel/second operators are briefed and prepared for the intended work</p> <p>Relay and understand required safety procedures</p> <p>Prepare and excavate ground around simple and complex utility services and sensitive situations</p> <p>Utilise stabilisers to ensure stability during excavating and discharging/unloading</p> <p>Utilise ground support equipment to minimise surface damage and ground collapse</p> <p>Use ground engaging and agitating tools for the loosening of ground</p> <p>Select appropriate nozzles for the required work</p> <p>Follow procedures in the case of blockages</p> <p>Discharge materials, effluents fluids etc. into approved and appropriate locations</p> <p>Carry out cleaning out procedures on hoppers, filters etc.</p> <p>Identify and use of specific PPE for hazardous material excavating</p> <p>Comply with road transport requirements and waste movement requirements when travelling on the public highway for the vehicle and driver</p>	<p>Specific briefing methods and arrangements for supporting personnel</p> <p>Establishing live state of surrounding or exposed services</p> <p>Emergency and evacuation procedures if services are contacted</p> <p>Procedures when working within high-hazard areas inc utilities, rail, highways etc.</p> <p>Use of and safety requirements for ground engaging and agitating tools</p> <p>Procedures if hazardous materials are exposed during excavating</p> <p>Procedures and risks if carrying out excavating near to public areas</p> <p>What determines nozzle selection for an excavating activity</p> <p>Safety requirements and procedures if blockages occur and their causes</p> <p>How <u>remote control</u> units should be set up, used, isolated and stored</p> <p>Requirements for discharging of materials inc. hazardous, effluents, fluid etc.</p> <p>Containment requirements for contaminated cleaning water and other fluids</p> <p>Regulatory waste movement orders requirements if transporting loads on the public highway</p>
<p><b>Additional – Excavator 180 and 360</b></p>	<p><b>DA1</b></p>	<p><b>Position, configure and set up the machine to carry out a range of given lifting activities relevant to the machine's capabilities.</b></p>	<p>Ensure that the machine is authorised and capable of lifting suspended loads</p> <p>Ensure that lifting capacities inc' height and reach are determined and that all loads are within the machine's parameters</p> <p>Set and configure the machine to lift, move and place given suspended and fork-mounted loads in accordance with given lift plans</p>	<p>Contents of lift plans and why they must be followed</p> <p>Regulatory requirements for the production, execution and amendments to lift plans</p> <p>Regulatory certification requirements for lifting equipment and accessories</p> <p>Authorisation requirements for the lifting of suspended loads</p>
	<p><b>DA2</b></p>	<p><b>Operate and control the machine for lifting activities to meet contractual specifications</b></p>	<p>Lift, move and place given suspended and fork-mounted loads in accordance with given lift plans</p> <p>Travel with a suspended load whilst maintaining safe situations</p> <p>Follow given lifting-related signals and instructions</p> <p>Maintain stability of the machine when lifting, moving and placing suspended loads</p> <p>Ensure signallers and marshalls remain in a safe place during travelling with a suspended load</p>	<p>Correct methods of securing accessories to loads</p> <p>What constitutes the full weight of a load and how it is derived</p> <p>Factors that affect the stability and safe operation of the machine</p> <p>Personal safety requirements during suspended loads lifting activities</p> <p>Factors that affect machine stability inc. terrain, inclines, loads, wind, environment etc</p> <p>Additional safety factors that can affect safe operations when travelling with a suspended load</p>
	<p><b>DA3</b></p>	<p><b>Placing and removing to and from a transporter</b></p>	<p>Configure the machine for transportation</p> <p>Ensure or establish the type of transporter is relevant to the machine type, size and weight</p> <p>Establish the loading sequence and required supporting equipment for loading and unloading</p> <p>Determine and follow access and egress requirements up to and from the machine when loading or removing</p> <p>Establish and follow given signals from a signaller</p> <p>Maintain visibility of a signalling during machine movement</p> <p>Ensure machine is positioned on vehicle bed in accordance with given instructions</p> <p>Configure the machine when on the vehicle bed for transportation</p>	<p>Transporter types and methods of loading and unloading</p> <p>Transporter load capacities, axle weighting and machine positioning</p> <p>Loading and unloading sequences</p> <p>Access and egress requirements including factors for working at height</p> <p>Operator positioning when loading or removing pedestrian-controlled machines</p> <p>Signalling methods</p> <p>Machine securing requirements and methods of securing</p> <p>Road transport requirements in terms of weights, size and markings</p>

# Framework Composition – Plant Operators

<b>Behaviours</b>	<p><i>An essential part of determining competency and the way someone acts or conducts themselves to others and in particular situations or environment. Behaviours, mainly revealed and demonstrated in the workplace, are naturally occurring and autonomous.</i></p> <ul style="list-style-type: none"><li>• Act professionally and ethically to ensure a culture of safety.</li><li>• Report issues, unsafe behaviour and activities and challenge unsafe practices immediately.</li><li>• Ask questions to clarify doubts, work within your experience and competence and seek advice when needed.</li><li>• Take responsibility for maintaining and improving your skills.</li><li>• Engage in personal development and contribute to a culture of learning.</li><li>• Take ownership of your actions and their outcomes, individually and collectively</li><li>• Address risks or concerns respectfully and empathetically.</li><li>• Be considerate and adapt to different working environments</li><li>• Be polite, approachable, and recognise the needs of others.</li><li>• Use resources responsibly, with a focus on sustainability and environmental goals.</li><li>• Seek solutions to <u>particular situations</u></li><li>• Take responsibility and be accountable for your actions and decisions.</li><li>• Challenge and/or report inappropriate behaviour</li></ul>
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# Framework Composition – Plant Operators

<p><b>Defining Experience – Plant Operators</b></p>	<p><i>The definition means the way of gaining and applying skills and knowledge through seeing, doing, feeling etc. until a defined standard is met. There are <u>many</u> ways of measuring experience, but depends on <u>many</u> factors that vary with situations and individual capabilities.</i></p>
<p><b>Experience Requirements</b></p>	<p>To be considered experienced in the operation of categories of construction-based plant, the operative needs to have:</p> <ul style="list-style-type: none"> <li>• Undertaken a mix of formal, informal training on one variant machine type in a defined category of equivalent machines that follows a formal and defined programme of learning, based on this framework;</li> <li>• Undertaken familiarisation training on a relevant variant within the category e.g. make and model in accordance with manufacturer’s operating instructions;</li> <li>• Applied learnt skills in the workplace carrying out the primary functions of the machine in a range of environments, applications and conditions;</li> <li>• Has been measured through a skills and knowledge assessment process that <u>is in compliance with the</u> <u>CLC card schemes</u> in construction criteria and which has been based on the content of this framework;</li> <li>• Consistently operates variants of the category in a mixture of workplaces and/or situations.</li> <li>• The assurance of ongoing skills has been measured through a process of ongoing workplace-based CPD programmes.</li> </ul>

# Implementation

Responsibilities	Activity and Responsibility
Hosting of framework	Via CLC, CITB and PSRO websites
Advising the sector	PSRO through employer awareness programmes CLC and CITB-led programmes
Adoption by certifying bodies	Conditional through CSCS-Alliance contract PSRO Competency Specification CITB for training and competency qualification standards/NOS Apprenticeship Standards Development
Adoption by the sector	PSRO Provision of employer support material CSCS Plant carding
Compliance Specifications	Reviews of Framework

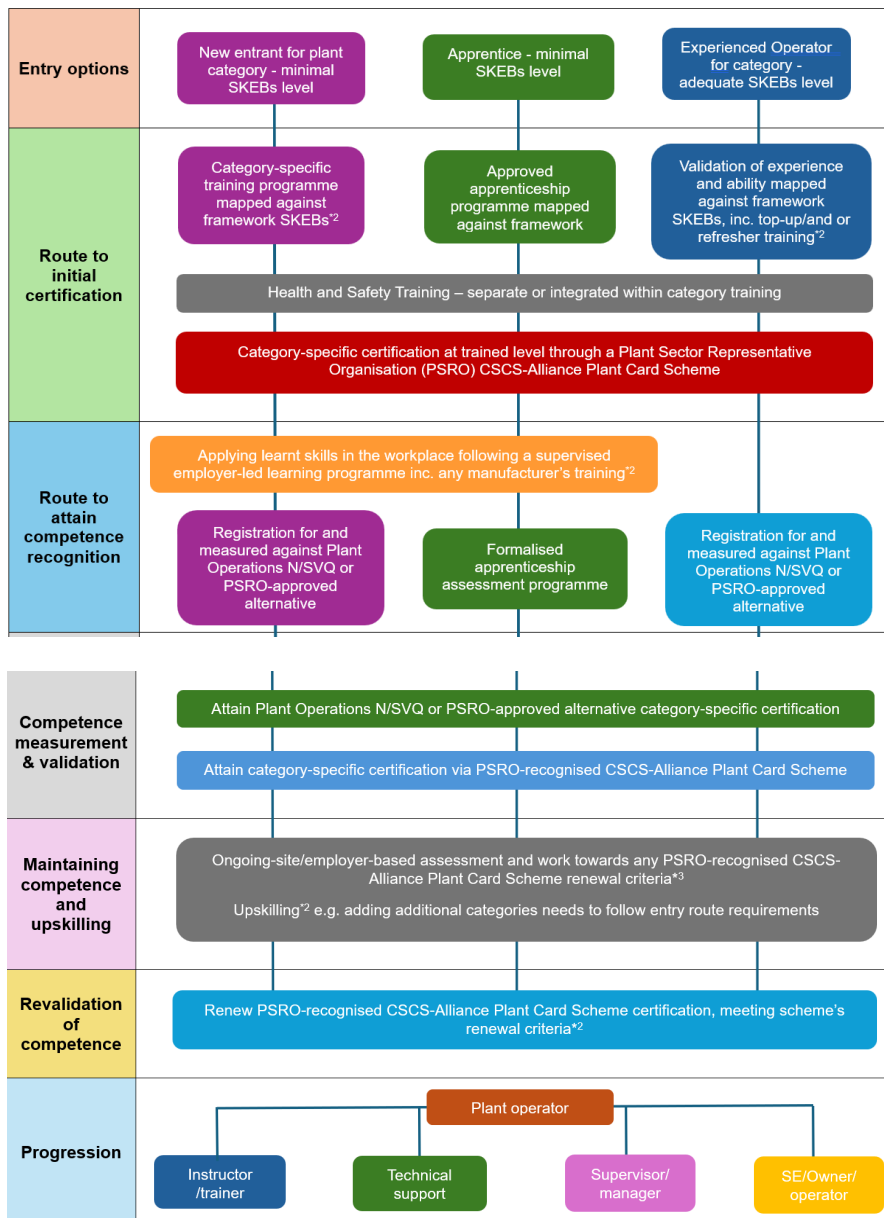
# Impact on the Plant Sector

- In addition to the framework goals

*The PSRO Board envisage that unlike other construction occupations, the framework requirements will enhance existing competency requirements, but will not require radical changes to delivery and certification*

*This is because the Plant sector has embraced competence attainment through red and blue card requirements, introduced by CPCS in 2003.*

*PSRO works closely with the CSCS-logoed plant card schemes to support employers to meet their needs whilst minimising any burden*



# Implementation Timelines

- Plant Operators: *May 2026*
- Phase 2: Launch – *est. July 2026*
  - *Slinger/Signaller*
  - *Plant Marshaller & banksman/operations guider*
  - *Plant Loader/securer*
  - *Non-operational Plant Mover*
  - *Plant Installer*
  - *Plant Mech/Tech*
- *Phase 3 – est. Sept 2026*
  - *Lift Planner (AP)*
  - *Lift Supervisor*
- *Phase 4*
  - *Other remaining occupations/equipment*

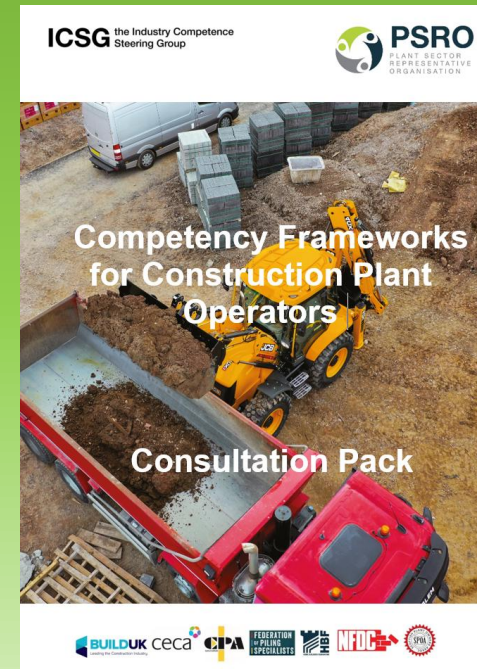
# Consultation Period

- Consultation pack from [www.psro.org.uk](http://www.psro.org.uk)
- Consultation closes 3 April 2026
- Other plant occupations consultation period TBA – *refer PSRO website*

# Frameworks Hosting

Availability via:

- CLC website – *competency pages*
- CITB Website
- PSRO Website
- BSI Built Environment Competence Hub (<https://competence.bsigroup.com/>)
- Updates via [www.psro.org.uk](http://www.psro.org.uk)



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# Understanding the Competency Frameworks Programme – Plant Occupations Webinar

*Thank you and Questions*

Consultation pack, webinar slides and recording available from  
[www.psro.org.uk](http://www.psro.org.uk)

