

MANAGING COMPETENCE FOR FIRE PROTECTION SYSTEMS MANAGEMENT

Consultation

Industry Competence Steering Group
Sector Led Group 12 - Passive Fire Protection

ICSG the Industry Competence Steering Group

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Executive summary

In the wake of the Grenfell Tower fire, a comprehensive review of building regulations and legislation was carried out to deliver the recommendations made in Dame Judith Hackitt's report 'Building a Safety Future'. This triggered change in both primary and secondary legislation which further embedded the requirement for demonstration of individual competence and organisational capability for those carrying out work in the built environment. The Industry Competence Steering Group, a formal sub-committee of the Building Safety Regulator's statutory Industry Competence committee, is tasked with supporting employers to define and address approaches to demonstrating competence within their areas. Within this structure, the SLG 12 (Passive Fire Protection) was formed to lead the development and implementation of individual competence frameworks in this area. A specialist sub-group of SLG 12 was created to specifically address the needs of design and specification.

Fire protection systems are one of the most important functions of building safety and are a key building function that must be designed systematically to ensure all types of premises, projects and buildings are safe for those who use them and are affected by them. Coordination of their design installation, commissioning etc. is therefore essential. In recognition of this, the Association for Specialist Fire Protection has developed a design guide which sets out simple principles for management of fire protection systems design, and implementation of that design. This highlights a concept of fire protection systems management as a coordinating function to support effective management. Competence requirements for those carrying out fire protection systems management activities have yet to be formally defined.

This document makes early-stage draft proposals for the competence required and routes to evidence and validate that competence, in direct response to the design guide. As such, its content and provisions should be read in the context of that design guide. An extended consultation period has been arranged to allow interested parties to fully review both the design guide itself and competence proposals before commenting. The intent is to generate broad feedback and promote further discourse and collaboration.

Contents

Introduction 5

1 Scope 8
- 1.1 Functional area 8
- 1.2 Purpose 8
- 1.3 Occupational relevance 8
- 1.4 Limitations and exclusions 9
- 1.5 Building types 9
- 1.6 Geographical scope 9

2 Background & context 10
- 2.1 Criticality 10
- 2.2 Scope 10
- 2.3 Key areas for consideration 11
- 2.4 Training provision 12
- 2.5 Validation of competence 12

3 Functional map and framework of competencies 13
- 3.1 Development background 13
- 3.2 The functional map and framework of competencies 13
- 3.3 Mapping to other standards and frameworks 13

4 The standard for competence 14
- 4.1 Target audiences 14
- 4.2 Collecting evidence of competence 14
- 4.3 Validating and revalidating competence 14
- 4.4 Relationship to organisational capability 15
- 4.5 Ongoing monitoring and maintenance 15

5 Implementing the standard 16

Appendix 1 – Consolidated list of recommendations 17

Appendix 2 – Level descriptors 18

Appendix 3 – Terms & definitions 19

Introduction

i.1 Drivers for change

In 2017, the Grenfell Tower fire created shockwaves throughout the built environment sector and generated a great deal of focus on deficiencies in both construction practices and the capability of the construction workforce.

It was recognised in the report of Dame Judith Hackitt, 'Building a Safer Future: Independent Review of Building Regulations and Fire Safety'[1] (also known as the Hackitt Report) that a simple, more effective regulatory framework would be required to deliver change. This included moving to an 'outcomes-based' model, rather than a prescriptive rules-based model reliant on complex and detailed guidance. To achieve this, competent people who are capable of understanding their responsibilities for safety & integrity and thinking for themselves are required alongside capable organisations which put individuals in a position where they can act competently.

The Building Safety Act 2022 (the Act) has introduced a new regulatory regime which puts a legal requirement to demonstrate competence front and centre, to directly address this issue. The Act, together with supporting secondary legislation including the Building Regulations (as amended in 2023) and the Higher Risk Buildings (Management of Safety Risks etc.) (England) Regulations (2023), sets a general requirement for competence at both organisational and individual levels:

- Organisational capability – Organisations must have the organisational capability to perform their functions. Organisational capability is defined within Building Regulations as having the appropriate management, policies, procedures, systems and resources in place to ensure that individuals under the control of the organisation comply with relevant regulations and that those in development are appropriately supervised
- Individual competence – Any person carrying building or design work must possess the skills, knowledge, experience and behaviours (SKEB) necessary

i.2 Addressing organisational capability

Work has been carried out by the Building Safety Regulator's statutory Industry Competence Committee (ICC) and an Industry Task and Finish Group (ITFG) to develop guidance on organisational management of competence - a key component of organisational capability. Intended to provide high level principles and practical ways to apply these respectively, this guidance provides key prompts and case studies to support organisations in developing a proportionate approach to managing the competence of their staff and supply chain. The guidance can be found on the BSI's Built Environment Competence Hub.

Approaches to setting out requirements for, and implementing approaches to, demonstrating organisational capability are not directly addressed within this document.

i.3 Addressing individual competence

The Industry Competence Steering Group (ICSG) is a formal, cross-sector working group of the Industry Competence Committee (ICC), a statutory committee of the Building Safety Regulator

[1] Building a Safer Future. Independent Review of Building Regulations and Fire Safety: Final report. Dame Judith Hackitt DBE FREng. Published May 2018. Available from: https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/707785/Building_a_Safer_Future_-_web.pdf

(BSR). ICSG provides a vehicle for industry collaboration in development and implementation of competence frameworks in the built environment. ICSG is made up of multiple sector-led groups (SLGs), each leading work in a specific area. Within this, SLG 12 is focussed on competence within passive fire protection.

i.4 The Design & Specification Group

The Design & Specification Group ('the group') was formed to take forward the development of approach to competence across design and specification activities related to SLG 12. It is formed from industry specialists and employer / sector body representatives in line with the principles underpinning the work of ICSG.

The following organisations have contributed to the work of the group:

- Allford Hall Monaghan Morris
- Association for Specialist Fire Protection (ASFP)
- Buckley Grey Yeoman
- Fire Compliance Plus
- CLM Fireproofing
- Hilti
- Laing O'Rourke
- Rockwool
- Siderise
- Skanska
- Vinci

The group would also like to thank Sam Allwinkle (Edinburgh Napier University) for his contributions, and Milford & Marah Ltd. for facilitating.

i.5 Document purpose

This document has been created by a small subgroup in response to the design guide created by the Association for Specialist Fire Protection (ASFP) - "The Design Process for Fire Protection Systems: ASFP Design Guide Volume 1 – Internal Elements", available from https://asfp.org.uk/knowledge/asfp-technical-documents. A newly emerging piece of industry guidance, this describes a key functional requirement for fire protection systems management and the role of fire protection systems manager (further defined in section 1.1). As this is a newly defined area of work, it is anticipated that it will become more clearly defined over time.

This document is intended to set out early stage, draft proposals for an approach to competence for those carrying out fire protection systems management, in direct response to the inclusions in the design guide. As such, its content and provisions should be read in the context of that design guide. An extended consultation period has been arranged to allow interested parties to fully review both the design guide itself and competence proposals before commenting.

The intent is to generate broad feedback from stakeholders from a variety of backgrounds as the content of the design guide becomes more widely understood and promote further discourse and collaboration in relation to determining and documenting an approach to competence in this area. The design and specification group would welcome additional insight into who undertakes or is likely to undertake this role (or individual activities in this area), what backgrounds they might come from and the key evidence that might contribute to determination of competence.

Following closure of the consultation all comments will be reviewed by members of the design & specification group, both on their own merit and in relation to the processes and ways of working set out within the design guide. Any competence related responses to the design guide itself will also be considered. Action for the further development of the functional map,

framework of competencies, the standard for competence and / or indicative implementation plan will be agreed with the design and specification group and SLG 12 as appropriate. This may include further consultation and/or collaboration with other groups to ensure the widest possible range of views is incorporated.

i.6 Document structure

The document is set out in five sections:

Section 1 – Scope
This section provides information on the applicability of this document. This includes the purpose and scope of the work carried out in terms of role, building types and geographical area.

Section 2 – Background & context
The section provides contextual information around current competence arrangements, including strengths, weaknesses, challenges and opportunities, which has informed the development of subsequent sections. Throughout this section, recommendations for improvement have been embedded, which are reflected in the proposed framework, standard for competence and/or implementation plan. These recommendations are summarised in Appendix 1 – Consolidated list of recommendations.

Section 3 – Functional map and framework of competencies
This section sets out the activities carried out within the agreed scope, and the proposed benchmark for competence within them in terms of skills, knowledge, experience, and behaviour (SKEB).

Section 4 – Standard for competence
This section includes outline proposals for how competence can be validated and revalidated against that standard to ensure both initial competence and currency of competence.

Section 5 – Indicative implementation requirements
This section sets out expected actions required to turn the future state into a reality, and actions to ensure consistency across the training and assessment landscape.

Additional information is set out within the appendices, including terms and definitions (appendix 2).

1 Scope

1.1 Functional area

The following definition of fire protection systems management, drawn from the design guide, has been used to underpin the development of this document:

> *The planning, managing, monitoring and control of all aspects of fire protection systems. This includes the management process of the design, through selection, installation, commissioning, acceptance at handover, and the information for maintenance of the building.*

The term Fire Protection Systems Manager has been adopted for the role carrying out leadership of this activity. Activities carried out during that leadership are addressed in the proposals set out here.

No specific sector-based legal requirements for validation or revalidation of competence in this area currently exist, however the Building Safety Act (2022) and associated legislation place an onus on individuals and employers to prove competence to work in critical activities in construction and the built environment. Coordination of activities has been highlighted as a critical risk in ensuring safe design and construction.

1.2 Purpose

The purpose of this work is to consult on an industry approach to developing, measuring, and validating the competence of those undertaking activities associated with fire protection systems management against the scope set out in section 1.1. This seeks ensure that defined arrangements are in place by which competence can be objectively measured and confirmed, increasing safety.

Final documents and their underpinning details created following this consultation will be designed for use for a variety of purposes, including:

- Development of industry wide tools for measuring and validating competence
- Development of organisational approaches to evidencing workforce competence
- Alignment and/or recognition of existing training, assessment, qualifications
- Development of new training, assessment, qualifications, and occupational standards
- Strengthening arrangements for organisational capability through third party certification schemes

1.3 Occupational relevance

This approach to competence has been designed for those carrying out fire protection systems management activities. This is likely to be a functional addition to work carried out by individuals from a variety of backgrounds connected to construction management, with additional technical expertise in fire protection systems, for example:

- Fire protection technical management
- Design engineering
- Quality engineering
- Strategic planning
- Project management

1.4 Limitations and exclusions

This framework relates to the coordination of fire protection systems during design and construction, as defined in section 1.1. It specifically excludes competence requirements for design or installation activities themselves.

Individuals carrying out passive fire design work can find further information on competence requirements here, under industry competence documents. Broader competence requirements set out for other roles and functions in the built environment can be accessed through the BSI Competence Hub.

1.5 Building types

The requirements set out in this document apply equally to those coordinating work in higher-risk buildings (HRBs) and other building types. Requirements or considerations specific to HRBs are noted within relevant portions of the standard and framework.

1.6 Geographical scope

The proposals set out have been designed to apply to the whole of the UK to create a consistent standard for competence. Further discussion with bodies in devolved nations may be required to implement these proposals outside England.

2 Background & context

2.1 Criticality

Fire protection systems are one of the most important functions of building safety and are a key building function that must be designed systematically to ensure all types of premises, projects and buildings are safe for those who use them and are affected by them. There has been a historical culture of pushing risk downwards through the supply chain from clients, tier 1 contractors and design teams to contractors and manufacturers. There is now recognition that risk can be significantly reduced by including contractors and manufacturers earlier in the design progress, to support production and implementation of a design that is compliant and workable.

Acknowledging this risk, and in conjunction with industry specialists, the Association for Specialist Fire Protection (ASFP) has developed "The Design Process for Fire Protection Systems: ASFP Design Guide Volume 1 – Internal Elements" (the design guide). This sets out simple principles for management of fire protection systems design, and implementation of that design, introducing the concept of fire protection systems management as a coordinating function to support effective management. As part of this work it sets out the functional requirement for fire protection systems management (defined in section 1.1). The requirements discussed in subsequent sections are linked to the guide produced.

In addition, multiple competence frameworks have emerged through the work of industry under the banner of ICSG, designed to address occupational or functional areas throughout the built environment. As the body of knowledge has been amassing, it has become clear that there is also a need for broader coordination of individuals with role specific competence across project teams, to ensure that that right people, with the right capabilities are brought into projects at the right time. The lack of competence requirements for those coordinating work across projects has been highlighted as a critical risk in the emerging landscape of competence.

Addressing this area of coordination would aid mitigation of people-related risk in the broader management of fire protection systems.

2.2 Scope

Fire protection systems management is a team endeavour in which competent individuals, and organisations, contribute to the development of the overall fire protection systems processes on a project. This includes the managing the process of design, through selection, installation, commissioning, acceptance at handover, and the information for maintenance of the building. To enable that effectively, leadership and coordination of those activities is required. The design guide sets out a role referred to as Fire Protection Systems Manager (FPS Manager), acting as a single point of responsibility for fire protection systems management on a project. As part of that work, it was identified that requirements for competence needed to act in the role of FPS Manager or to carry out fire protection systems management, and examples of how that competence should be demonstrated, would need to be set out.

> ***Recommendation 1: Competence requirements and routes to competence for fire protection systems management should be set out***

2.3 Key areas for consideration

As this is an emerging area of practice descriptions of competence and routes to competence are not currently in place. There are, however, some key areas for consideration in determining requirements and developing that guidance – these are explored below.

2.3.1 Competence standards

As this is a new role / functional area, no standards for competence specific to coordination of fire protection systems management currently exist. Broad requirements have, however, been considered during the development of the design guide. As this is a coordination role, there is also likely to be some alignment of activity with that covered by the 'Competence Framework for Project Managers in the Built Environment in England[2]' originally published through the Competence Steering Group[3] Working Group 10 (Project Managers) and now under the purview of ICSG SLG 7 (Project and Programme Management). Additionally, BS 8670-1:2024 (Competence frameworks for building safety – Core criteria. Code of Practice)[4] sets out broad competence requirements for building safety. Incorporating or aligning to relevant elements of these guidance documents and standards will ensure a joined-up approach as detailed competence frameworks emerge and are implemented. Any competence standards created in this area should align to and build upon these documents as well as the understanding gained through the development of the design guide.

Recommendation 2: Competence standards created should align to / build upon 8670-1, the project management competence framework, and findings made during the development of the design guide

Any standards for experience set through this work should reflect the need to ensure the relevance of that experience to the nature, size and complexity of the project being worked on.

Recommendation 3: Standards for experience should be based on nature, size and complexity of projects worked on

2.3.2 Routes to competence

As those undertaking this role may come from a range of different backgrounds, consideration should be given to the range of evidence that may exist in support of claims of competence by individuals or determination of competence when appointing individuals to this role. There is unlikely to be a single, standard pathway which is relevant to all those undertaking this work. As such, it is likely that any routes to competence proposed will need to provide advice and guidance on where evidence may be obtained without setting out restrictive requirements. Individuals, and those appointing them, will need to satisfy themselves that competence and evidence of competence are in place.

Recommendation 4: Consideration should be given to the range of evidence which might indicate competence

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[2] Competence Framework for Project Managers in the Built Environment in England (SLG 7 Project and Programme Management). APM. Published: 2024. Available from: https://competence.bsigroup.com/files/file/77-competence-framework-for-project-managers-in-the-built-environment-in-england/

[3] The Competence Steering Group (CSG) was transitioned into the ICSG in late 2024

[4] BS 8670-1:2024 – TC – Competence frameworks for building safety – Core criteria. Code of Practice. BSI. Published: 31 May 2024. Available from: https://knowledge.bsigroup.com/products/competence-frameworks-for-building-safety-core-criteria-code-of-practice

2.4 Training provision

It is likely that individuals will have previously undergone training and assessment in their core disciplines. Consideration should, however, be given to how understanding of the role of fire protection systems management can be built and tested. Similarly, any requirements for technical understanding and leadership and/or administrative capabilities should be considered. Training and assessment to create and evidence a thorough understanding of this area of work and the key decisions and considerations required for success should be included within routes to competence

Recommendation 5: Training and assessment to generate understanding of the requirements of fire protection systems management should be included within routes to competence

2.5 Validation of competence

2.5.1 Initial validation

Due to the diversity of backgrounds of those potentially undertaking this role, a single consolidated mechanism for validation of competence is unlikely to emerge. Those appointing FPS Managers or those undertaking fire protection systems management tasks are likely to need to weigh a combination of evidence to determine whether the requirements of the framework have been met. Guidance on how to approach initial validation of competence should be created to provide support to those evidencing their own competence, and to those determining competence of individuals when appointing them.

Recommendation 6: Guidance on potential methods to validate competence should be created to support individuals and those appointing them

2.5.2 Currency of competence and ongoing validation

Currency of competence is essential to ensure that the workforce is not only capable now but remains capable in the future. A key component of the new competence regime is that competence must be maintained over time and that maintenance should be demonstrated.

It is likely that those undertaking this role will be working within a professional capacity in various areas of construction or maintenance. Existing mechanisms for continuing professional development may be able to contribute to maintaining and evidencing currency of competence within fire protection systems management. Consideration should be given to thresholds and indicative evidence types that may be useful in this area, particularly around evidence of continuing practice in fire protection systems management.

Recommendation 7: Guidance on the indicators to look for to determine currency of competence should be created to support individuals and those appointing them

3 Functional map and framework of competencies

3.1 Development background

A functional map has been created which breaks down the work carried out within the scope of fire protection systems management (as defined in section 1.1) into discrete activities. These activities reflect the roles, responsibilities and types of work that are undertaken.

Each activity has been assigned a level, according to its complexity. These levels have been benchmarked against national qualification framework levels and other sector and professional frameworks (see Appendix 2 – Level descriptors for more details). Each activity has then been broken down into competency statements outlining the skills, knowledge, experience, and behaviour (SKEB) required to perform that activity competently. Information collated during the development of the ASFP design guide has been used as a basis for the statements included, alongside consultation with the passive fire industry and alignment with other published competence standards.

Together, the functional map and SKEB statements set out the benchmark for competence in each activity. These are designed to be used in conjunction with the expectations of the standard for competence set out in section 4. The routes to competence defined within that standard have been designed to demonstrate competence against this framework.

3.2 The functional map and framework of competencies

The detailed functional map and SKEB statements can be found in the passive fire framework, available here.

Relevant activities can be found in the 'Design & Specification' domain:

- FPSM001 – Lead fire protection systems management
- FPSM002 – Create, maintain and communicate the fire protection systems management plan

3.3 Mapping to other standards and frameworks

Indicative mapping to BS 8670-1:2024, and the Competence Framework for Project Managers in the Built Environment in England as been carried out during the development of this work. Further formal mapping will be carried out post consultation and amendment of the framework, dependent on the next steps determined. Mapping to other frameworks or standards may also be considered at this stage, such as BS 8670-2 the emerging British standard for construction products competence[5].

[5] BS 8670-2

4 The standard for competence

4.1 Target audiences

This standard is intended for us by any individual carrying out fire protection systems management activities, in accordance with the definition carried out in section 1.1.

4.2 Collecting evidence of competence

Individuals (in conjunction with their employer where appropriate) should select relevant activities from the functional map according to role scope. Evidence should be collected that shows how the competence requirements within those activities have been demonstrated. Examples of evidence which may contribute to this process are set out below (note that this is not necessarily exhaustive):

Skills and knowledge	Formal qualifications; professional accreditations; professional body memberships which include skills and knowledge measures; assessed programmes for continuing professional development; knowledge & skills assessments
Experience (continuing application of knowledge and skills)	Collation of evidence of projects completed, including size, complexity, nature and role within that project; evidence of involvement with planning and/or managing fire protection systems
Behaviour	Performance management information; formal appraisals / reviews; supervisor / manager feedback; client feedback

Individuals who have yet to meet the required standard of competence for a particular activity should be supervised by a competent individual until competence has been demonstrated.

4.2.1 Evidencing currency of competence

Continuing demonstration of competence and revalidation of that competence are a key component of any assurance scheme. Evidence showing how competence has been maintained over time should be regularly consolidated. Individuals may provide the following evidence (note that this is not necessarily exhaustive):

- Evidence of CPD linked to fire protection systems and management activities
- Maintenance of relevant professional body memberships or accreditations, which link to the requirements of the framework and incorporate a requirement for ongoing demonstration of capability
- Ongoing evidence of experience (continuing application of skills and knowledge over time) – see above
- Ongoing evidence of behaviour meeting the requirements of the framework – see above

4.3 Validating and revalidating competence

Individuals and their employers should validate that evidence of competence is in place across the full scope of relevant standards, as set out in the SKEB statements within the framework. This should incorporate a review of the evidence provided and critical evaluation of how the criteria have been met. This may be through a combination of:

- Desk review of evidence
- Professional discussion
- Testing / assessment

Competence should be validated as a minimum when an individual is appointed to carry out work on a specific project, recognising that the background and experience required of people working in the FPS Manager role may vary by project type and environment. It is recommended that competence is periodically re-validated to ensure continuing capability to discharge the role undertaken, for example through project-based performance management processes.

4.4 Relationship to organisational capability

Alongside demonstrating the competence of individuals within their workforce, companies also need to demonstrate organisational capability.

Work has been carried out by the Building Safety Regulator's statutory Industry Competence Committee (ICC) and an Industry Task and Finish Group (ITFG) to develop guidance on organisational management of competence – a key component of organisational capability. Intended to provide high level principles and practical ways to apply these respectively, this guidance provides key prompts and case studies to support organisations in developing a proportionate approach to managing the competence of their staff and supply chain. The guidance can be found on the BSI's Built Environment Competence Hub.

4.5 Ongoing monitoring and maintenance

This standard and the functional map / framework of competencies will be managed and maintained by the Design & Specification group, with practical support provided by ASFP. Documentation will be reviewed, at a minimum, every three years. It is expected that this review cycle will be more frequent during the early adoption phase of this role. Minor amendments to the framework, including the addition of clarification text to existing statements, may be made by during this period. Resolving typographical errors and formatting changes to ensure the framework is up to date may be made by ASFP on a continuous basis.

5 Implementing the standard

It has been acknowledged that further development work will be required to put in place the proposed competence arrangements in this area. The following table sets out steps required to implement the competence requirements set out within this paper. It should be noted that this list is not necessarily exhaustive, and further actions might be identified as work progresses.

Where specific product development is required, estimated time required for that development to take place has been factored into the timescale outlined. This may be subject to change as more detailed requirements emerge, to allow for alignment with wider developments in the sector or fluctuations in stakeholder capacity.

Activity required	Purpose
Consult on competence proposals	To gain additional insight into target audiences, competence requirements, and evidence available
Further develop competence proposals	Ensure alignment with industry need
Further develop guidance on evidencing experience	To ensure that individuals are given support to evidence their capability
Develop guidance on validation, revalidation and currency of competence	To ensure that individuals are given support to evidence their capability

Appendix 1 - Consolidated list of recommendations

Recommendation 1: Competence requirements and routes to competence for fire protection systems management should be set out

Recommendation 2: Competence standards created should align to / build upon 8670-1, the project management competence framework, and findings made during the development of the design guide

Recommendation 3: Standards for experience should be based on nature, size and complexity of projects worked on

Recommendation 4: Consideration should be given to the range of evidence which might indicate competence

Recommendation 5: Training and assessment to generate understanding of the requirements of fire protection systems management should be included within routes to competence

Recommendation 6: Guidance on potential methods to validate competence should be created to support individuals and those appointing them

Recommendation 7: Guidance on the indicators to look for to determine currency of competence should be created to support individuals and those appointing them

Appendix 2 - Level descriptors

The activities detailed within the functional map described in section 3 (Functional map and framework of competencies) have been split into five levels based on the complexity of the activities. These levels are linked to levels associated with UK and European regulated qualifications frameworks and have also been benchmarked against key professional statuses. It should be noted that these descriptors are intended to provide information on the framework level and examples of alignment to other existing frameworks training, qualifications, or related products only. This does not infer that these products will necessarily appear in, or form the basis of, routes to competence.

		Existing indicators: The information below provides an indication of how the passive fire framework levels link to the levels set within existing regulated frameworks and professional framework, and that types of activities that sit at those levels. [NB: this is not a list of competence requirements or routes to competence and is provided for guidance purposes only]			
Passive fire framework level	**Level descriptor**	**Regulated framework levels**	**Bloom's cognitive domain***	**UK-SPEC****	**Activity types**
Foundation	Operational activities undertaken, supervised or unsupervised, within existing defined procedures	EQF level 3 RQF / CQFW level 2 SCQF level 5 NQF IE level 4	Remembering / understanding / applying		
Intermediate	Supervisory and independent activities that complete tasks and address problems that, while well-defined, may be complex and non-routine	EQF level 4 RQF / CQFW level 3 SCQF level 6 NQF IE level 5	Understanding / applying /analysing	EngTech	Installation of fire resistant glazing
Experienced	Activities that broadly involved making independent decisions or taking responsibility in broadly defined, complex contexts	EQF level 5 RQF / CQFW level 4/5 FHEQ level 4/5 (HNC (L4); Foundation Degree, HND, short cycle (L5)) SCQF level 7/8 NQF IE level 6	Applying / analysing / evaluating		Construction site supervision Authorise signatory / relevant responsible person
Advanced	Activities that involved critical analysis and evaluation of different perspectives, approaches or schools of thought, and the theories that underpin them	EQF level 6 RQF / CQFW level 6 FHEQ level 6 (Batchelor's Degree, first cycle) SCQF level 9/10 NQF IE level 7/8	Analysing / evaluating	IEng	Construction site management Project / contract management
Authoritative	Complex or strategic activities that inform the direction of work or the broader industry, including understanding the wider context and current developments, and producing change	EQF level 7 RQF / CQFW level 7 FHEQ level 7 (Master's Degree, second cycle) SCQF level 11 NQF IE level 9	Analysing / evaluating / creating	CEng	Technical product evaluation

* Note that this constitutes broad alignment only and is used as an indicative resource for development purposes only

** Note that this does not indicate that everything at this level contributes to UK-SPEC, or a link between its requirements and the specifications made in this framework. This is purely for indicative purposes only.

Appendix 3 - Terms & definitions

Behaviour

Observable traits or ways of working that should be displayed. Observable things that an individual does or does not do

Competence / individual competence

Application of skill, knowledge, experience, and behaviour consistently by an individual to achieve a specific outcome

Standard for competence

Procedures & requirements for developing, measuring, validating, and proving competence against agreed skills, knowledge, experience, and behaviours required for an individual undertaking a role, function, activity, or task in order to perform their work to predetermined standards and expectations and maintain or improve their performance over time. This is sometimes referred to as a competence framework or competence standard

Continuing professional development (CPD)

Activities undertaken by an individual to maintain and develop competence, including formal and informal learning, self-assessment, obtaining feedback and identifying areas for improvement

Experience

Participation in relevant activities or observation of facts and events leading to acquisition, improvement or demonstration of skills and knowledge

Formal learning

Organised and structured learning against formal learning objectives

Framework of competencies

Agreed statements of skills, knowledge, experience, and behaviour against specific activities identified in the functional map

Functional map

A map of activities included in the sub-sector, split into pre-determined levels of complexity

Individual

A single human being

Informal learning

Self-directed learning, or learning from experience

Higher-risk building (HRB)

Building subject to enhanced regulatory requirements or where risks might be considered elevated (for example as a result of the physical characteristics of the building, the way in which the building is used, or as a result of human factors)

Job role

The specific combination of activities performed in a specific role, as agreed between an employee and an employer. This may change over time, or from employer to employer, or between employees of the same employer

Knowledge

Assimilation of facts, theories, and practices in relation to a given role, function, activity, or task

Occupation

The area of work undertaken by a category of employees, each of which may have a related but different job role. This is standard across the entire industry

Organisational capability

The combination of people, practices and other resources brought together by a business to allow it to function effectively and deliver value to customers and stakeholders

Qualification

A regulated programme of assessment, sometimes with aligned training, which results in the issue of a nationally recognised award being made upon completion

Revalidation

The formal process or reassessing an individual's competence against a sector-specific framework on a periodic basis to check that competence has been maintained

Sector-specific competence framework

A competence framework relevant to a specific role, function, activity, task, trade, or discipline

Skill

The ability to perform an activity or task consistently with a specific intended outcome

Validation

The formal process of assessing an individual's competence against a sector-specific framework