



PSRO

PLANT SECTOR
REPRESENTATIVE
ORGANISATION



Plant-based Carding in the Construction Sector

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Who We Are...



- The CPA is the principal trade body for construction plant-hire sector in the UK
- Established for over 80 years with in excess of 1,900 Members
- Members includes hirers, owners, contractors, manufacturers/importers, training organisations etc.
- Liaison with Governmental agencies inc. DEFRA, DWP, DoT, HMRC, HSE, etc.
- Partners with construction clients, contractors, other trade associations, skills bodies inc. CITB etc.
- Leads on skills agenda and apprenticeships and training standards



Serving our Members for 80 years

Card Schemes – Perceptions and Myths

- Cards schemes are not mandatory under legislation or regulations - duty of employers to provide instruction, information, training and supervision
- Card schemes are independent, self-supporting entities each with their own fee structures
- Can offer any category of plant, equipment, tools, roles etc.
- Card schemes offer either recognition of training or competence, or a mix of both
- Each scheme decides on the overall standards it operates to and designs own training and assessment content - How, or what schemes use is not known
- Training delivery methods and course durations up to each individual scheme



Card Schemes – Perceptions and Myths

- Card renewal criteria (*if any*) also vary amongst each scheme
- Quality assurance of each scheme varies and down to each of them to administer and operate
- Extent of any H & S training remains with each scheme
- Instructor ‘criteria’ down to each scheme
- Card schemes also operate external to the construction sector
- Data (and cards) held by one scheme are not transferable to others
- There is no formal association or externally-applied code of conduct for card schemes
- Card schemes do not need to directly engage with the sector and are not duty-bound to comply with or meet industry needs

Need for a plant ‘regulator’

- Sale of CPCS in 2019 by prompted discussions of who takes lead on industry standard-setting
- CITB changes and 3-yearly review further highlighted future protection of plant-related training and safety standards
- Some plant card schemes already attained CSCS approval but - apart from VQ requirement – no other criteria was imposed
- Industry sought clarification on variations of card scheme
- Employer feedback from CPA Roadshows indicated industry ‘take control’ through an overarching industry body



CPA Training Provision Survey

On Card schemes...

- 98% of surveyed CPA members employ staff with roles that require carding
- 57% perceive them as 'valuable'
- 89% however have issues with card schemes
- Interviews with CPA members suggests that:
 - *respect for card schemes is relatively low;*
 - *Trust low in assessment and doubts in quality assurance;*
 - *Variations amongst card schemes causes confusion, with members having limited time available to understand them.*

Where do we go?

In 2019, we (CPA) came to a fork in the road and asked the question; do we head towards?

- an unregulated free market (a slippery slope)
- or does someone intervene to uphold minimum standards & continued operation in the Employers' interest? (e.g. the 'high ground')

....and if so, who?

The result being - there is no 'body', so let's start one ...



SRO origins

CLC - Specification & Promotion Industry Card Schemes (2015, 2017)

Card schemes carrying the CSCS logo will meet the following requirements:

- *The minimum standard for skilled occupations is an NVQ Level 2 relevant to the occupation, plus a separate health and safety element.*
- *The appropriate qualification for each occupation will be agreed between the **sector representative organisation (SRO)** and its recognised standard setting body (SSB).*
- *Where an NVQ level 2 is not available the **SRO** and SSB will specify the recognised equivalent qualification*
- *Additional scheme rules that do not compromise these requirements can be determined in conjunction with the relevant **SRO***
- Any new card scheme must occupy a distinct and separate footprint, or be of a higher standard.... and must demonstrate support from the relevant sector and the wider industry.



PSRO Board Partners



Build UK



Civil Engineering Contractors
Association



Construction Plant-hire Association



Federation Piling Specialists



Home Builders Federation

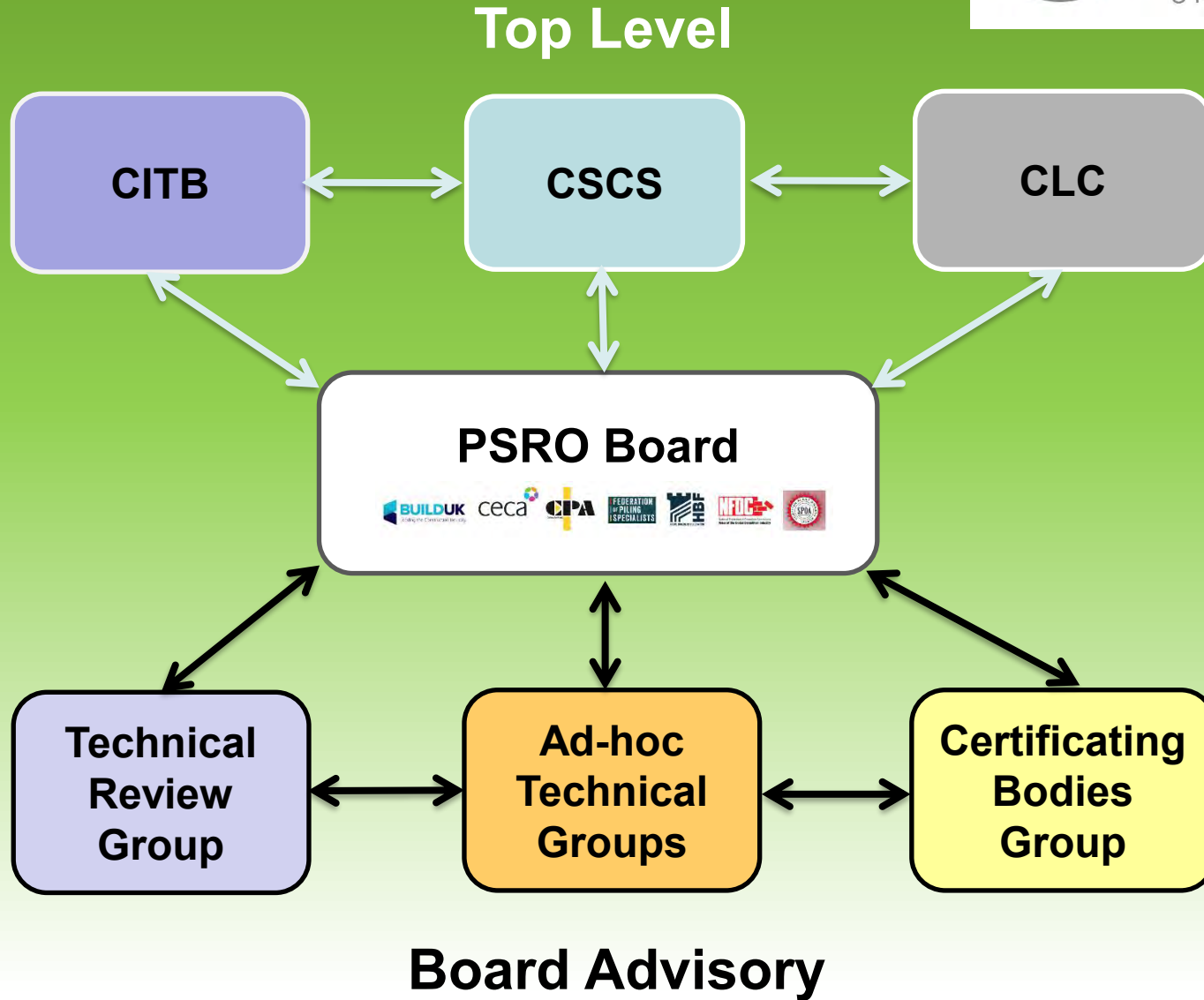


National Federation Demolition
Contractors



Scottish Plant Owners Association

PSRO Board Relationships



Holistic Outcome

The intended outcome of PSRO activity is:

1. A sufficient supply of skilled labour;
 2. ...with a level of competence that optimises risk management and total cost;
 3. ...with a level of assurance of competence that is well defined and understood by employers; and
 4. ...that has been arrived at in the most efficient and sustainable way.
- Not just about compliance with CLC – about future building
 - See and exist beyond CITB; beyond CLC

PSRO Aims and Objectives

....act as the SRO for the construction plant sector and advise industry, relevant authoritative bodies including CLC and other relevant parties over outcomes required for plant occupational-related training, assessment and certification activities

- *Identify employer needs against plant-based operational practices;*
- *Make recommendations for training, assessment and certification to the CLC and SSBs*
- *Determine the impact on employers of delivery activities against Government and industry initiatives, legislative and national requirements;*
- *Provide competency frameworks to guide development of certification body standards and delivery methods, including apprenticeships;*



PSRO Scope

- Operation of construction-based plant, equipment
- Lifting Operations (*within the context of construction*)
- Installation, maintenance, examination and inspection operations (*for activities above*)
- Other relevant hire and supply activities for safe and efficient use of plant;
- Supporting occupations including but not restricted to:
 - *Slinging/signalling*
 - *Plant/vehicle marshalling*
 - *Commissioning, erecting and dismantling of plant*
 - *Loading, unloading and transporting of plant*
 - *Planning and supervision of plant activities (as a defined role)*
 - *Directly supporting plant operations e.g. rig attendant, second-person (as a defined role)*

PSRO Management - external

- PSRO established as limited company to act impartially against internal and external factors
- Board formalised under ToR with representation from each federation - oversees PSRO strategies
- CPA acting as Secretariat
- Memorandum of Understanding established with CITB
- Agreement with CLC
- Agreement with CSCS
- New website at www.psro.org.uk

PSRO Management - internal

- Technical Review Group (TRG) established to advise Board on technical matters and write/oversee competency framework and review CSCS card scheme applications
- TRG includes delegates from:
 - each of the partner federations
 - Unite the Union
 - HSE.
- Certificating Bodies Group inc.
 - ALLMI - AITT – BRITTOp – CMPE - CPCS – IPAF – Lantra -
 - MPQC – NPORS - Qualified Contractors Ltd - RTITB
- Website at www.psro.org.uk

PSRO Publication



Plant Occupations Competency Framework

www.psro.org.uk



PSRO Competency Framework



Job role/occupation

Requisite skills/understanding/behaviours



Learning

Experiences/development

Knowledge

FACTORS

Prior knowledge, formal and informal learning and assessment methodologies,

Skills

FACTORS

Prior skill levels and abilities, formal and informal learning and assessment methodologies



Behaviours

FACTORS

Responsibilities, accountability, hierarchy, standards and conduct

Practical Experience

FACTORS

Supervision and mentoring, environment, timescales and job immersion

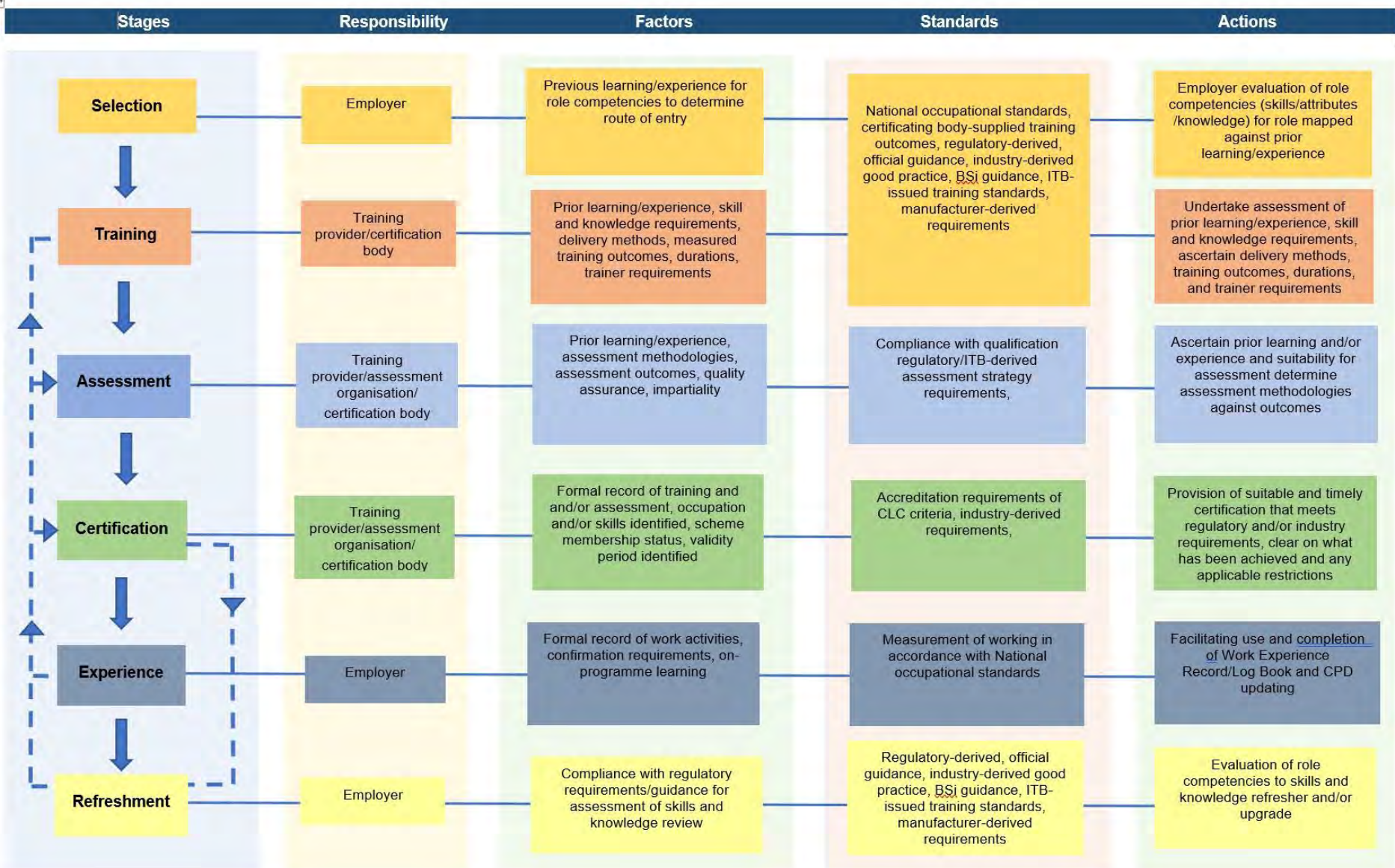
Validation/certification



Core and specific Competences

FACTORS

Limitations to existing competencies, evaluation/review – task/role/personal, updating, development, assessment/validation



	Subject	F/W Compliance Requirements	Supporting information/Evidence
Standards	National occupational standards (NOS)	Relevant to the core or nearest plant-based occupation incorporating all units within occupational suite	Plant Operations, plant maintenance, piling operations, demolition operations, controlling lifting operations
	Certificating body-supplied training outcomes	To be derived and constructed from all listed reference material in standards and includes health and safety elements specific to the sector and machine type	
	Regulatory and official guidance derived	Includes codes of practice, regulatory body guidance material with emphasis on compliance with H & S requirements	MHSWR, PUWER, LOLER, Workplace Transport, Signs and Signals, Road and Streetworks, Construction and Use/Road Traffic Act etc.
	Industry-derived good practice	(CPA) Plant Safety Group safe use documents, CPA Special Interest Group documents, other specialist areas e.g. piling, demolition, lifting/transportation, planning, supervision	Tower cranes, crawler cranes, mobile cranes, lorry loaders, MEWPs, dumpers, excavators (lifting), quick-hitch couplers, telehandlers, ground conditions, unintended movement,
	BSi guidance	Relevant to standards that encompass safe operation and training requirements	BS7121, BS7212, BS5975 etc.
	ITB-issued training standards	Adoption of content of training standards specific to each item of plant	Training content to reflect standards inc. core skills and operational knowledge, safety-critical items and health, safety and environmental-specific.
	Manufacturer-derived requirements	Information contained within Operator's Manuals, other manufacturer-derived operational information	Core areas adopted for relevant items of plant
	Assessment Strategy	ConstructionSkills Consolidated Assessment Strategy – Plant Operations	Adherence to the assessment strategy for competence-based qualifications and/or programmes
	Industry Initiatives	Health, Safety and Welfare culture, attitudes and behaviours, roles and responsibilities, future skills/additional learning e.g. Eco-operating/Net zero-carbon compliance, machine control etc.	Introduction of industry initiatives into course content and assessment material
Training Delivery	Programmes Management	External transparency of course content/learning outcomes, durations and delivery methodologies Regular validation of programmes contents for relevancy and changed working methodologies/regulatory changes	Dialogue with employers/sector on programme relevancy and applicability



Annex A – Card type criteria

In addition to the standard CSCS card design criteria (<https://www.cscs.uk.com/applying-for-cards/cscs-card-design/>), these cards should comply with the following PSRO criteria:

Trained Operator Card (*identifies those who have been assessed for core skills and knowledge and are gaining experience before undergoing and achieving competency-based assessment*).

- Coloured red or having red font and bearing the description of 'Trained Operator'
- Identifies the category of plant or occupation
- Identifies the expiry date of each category, being no more than two years from the date of issue for that category
- Each category awarded on the successful completion of the relevant skills assessment, comprising of both practical and knowledge assessment on that item of plant
- Non-renewable (*except for extensions due to authentic/unforeseen circumstances*).

Competent Operator Card (*identifies those who have achieved competency-based certification*)

- Coloured blue or having blue font and bearing the description of 'Competent Operator' or 'Skilled Worker'
- Identifies the category of plant or occupation
- Identifies the expiry date of each category, being no more than five years from the date of issue for that category
- Each category awarded on the successful completion of the approved CLC minimum qualification or PSRO/SSB-approved alternative, inc. apprenticeships
- If directly applying for this card without going via the trained operator card route, in addition, each category awarded on the successful completion of the relevant skills assessment, comprising of both practical and knowledge assessment on that item of plant (*exemptions can apply to PSRO-approved apprenticeship alternatives*)
- Is renewable that meets CSCS criteria and PSRO criteria

Provisional (Operator) Card (*identifies those who are undergoing formal training, such as an apprenticeship, before being assessed for core skills and knowledge and the issue of a trained operator card*)

- Coloured yellow or having yellow font and bearing the description of 'Provisional'
- Identifies the category of plant or occupation
- Identifies the expiry date of each category, being no more than 6 months from the date of issue for that category
- Each category awarded on the successful completion of the following:
 - Health and safety training of at least seven hours duration
 - CITB HS&E test (or approved equivalent)
 - Has undertaken basic* training on the item of plant (** comprising capabilities on machine preparation/basic manoeuvring/one relevant operational activity*)
- The card may be inscribed or detailed as 'Site Access', to allow access to site for non-operational training activities, such as observations of work activities for learning etc.
- Non-renewable (*except for extensions due to authentic/unforeseen circumstances*)



	Subject	Supporting Guidance
Role/activity identification	Role evaluation	Analysis of the required skills, knowledge, behaviours and pre-learning or experiences for role, occupation, activity, task, equipment type etc.
	Regulatory requirements	Includes codes of practice, regulatory body guidance material with emphasis on compliance with H & S requirements e.g. CDM, PUWER, LOLER
	Comparison-mapping	References to: National Occupational Standards, Regulatory inc. HASWA, MHSR, CDM, PUWER, LOLER
	Industry Initiatives	Health, Safety and Welfare culture, attitudes and behaviours, roles and responsibilities, efficiencies, technology (BIM etc.), future skills/additional learning e.g. Eco-operating/Net zero-carbon compliance, machine control etc.
	Regulatory requirements	What programmes/training specification/certification may be specified/advised for role/activity/equipment type by regulations/good practice guidance
	Selection of personnel	Prior learning
Attributes and behaviours		Manual dexterity for role, mechanical aptitude, abilities to interpret technical information through various mediums, understanding of own limitations, appetite for learning/new skills, specific learning abilities, personal barriers to learning, numeracy and literacy for the role, communication abilities
Expertise/autonomy levels		Level of autonomy identified for required role/activity, pre and post programme expertise suitable and beneficial for role/activity, academic levels of required learning programme
Pre-assessment		Selected personal evaluated for intended programme to ensure/aid successful learning, uncoerced/voluntary acceptance of programme, aware/co-operative for need for learning/certification, self-evaluation against selected programme to allow self-confirmation of suitability
Sourcing training/ assessment/ certification	Course/programme content	Clear and comprehensive programmes of learning relevant to role/occupation/equipment type, aims/objectives identified for each session, clear and documented pre-course information and induction requirements, offered course/programme ensures skills/competencies attained for role/activity
	Delivery/Duration	Evaluation of required skills, knowledge and competencies mapped against training provider course/programme material, Suitable/sufficient timescales of delivery with regular ongoing course/progression assessments
	Expertise/Delivery	Provider criteria for course/programme delivered by qualified and experienced trainers/instructors relevant to subject matter/activity/equipment type
	Quality Assurance/Auditing	Clear identification of effective programme of internal quality assurance, identification of external quality assurance by accrediting or independent body, QA methods suitable to ensure compliance with defined standards
	Assessment	External transparency of assessment content, durations and delivery methodologies, assessment methods suitable for programme/activity/equipment type, clear impartiality between training and assessment delivery, end/final assessment that quantifies full range of role/occupational skills and knowledge of individual
	Certification	Clear on what has been achieved, on what and to what level, clear identification of limitations and restrictions inc. renewal/updating requirements.



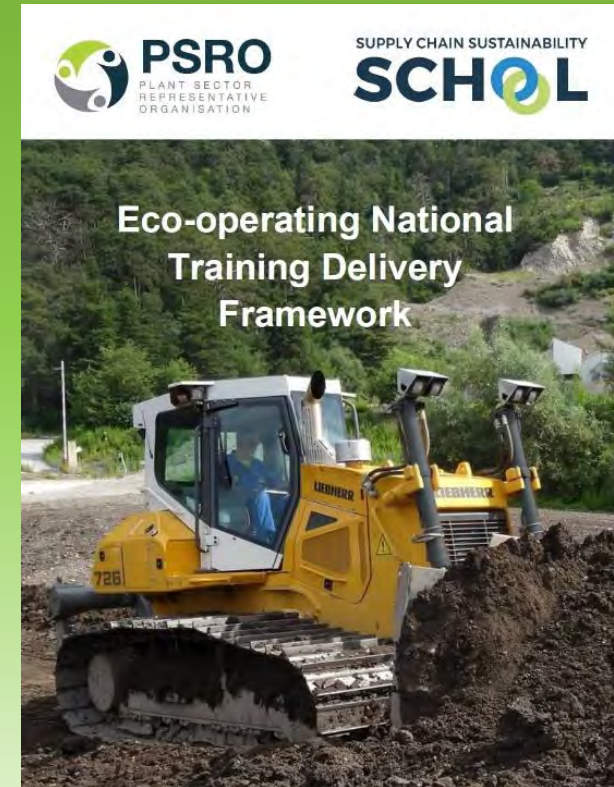
Current Projects

- CITB Plant Operations Short Duration Training Standards
 - *New set of training standards for plant operations and grant support*
 - *Providing technical expertise and development guidance*
 - *First 8 categories to be launched mid-2023*
 - *Can only be delivered by CITB ATO's plus must lead to a CSCS-badged card*



Current Projects

- Eco-operating national training framework
 - *Developing set of learning outcomes and delivery content in partnership with Supply Chain Sustainability School (SCSS)*
 - *Sets content for national training programmes for plant operator courses that focusses on emission reduction and fuel saving*



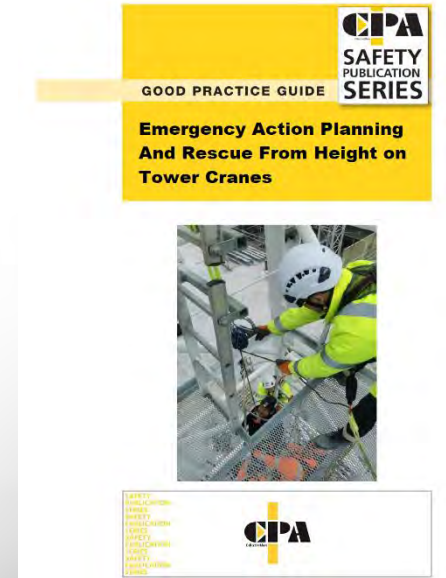


Questions

More info at www.psro.org.uk

CPA-led Publications

CPA, Special Interest Groups and Construction Industry Plant Safety Group have produced large range of good practice guides, safe use guides and technical information notes (TINs)



**All available free of charge
download at:**

www.cpa.uk.net

Serving our Members for 80 years

Dumper Safety

- Following a number of fatalities during 2016 onwards, Plant Safety Group devised safe use guidance
- To protect the operator, cabbed dumpers are becoming frequently specified
- As no 'cab-strike' standard existed, operators could not remain seated during loading
- The sector and manufacturers have now developed a 'strike-strength' standard
- Cabs that meet the standard will be designated OPS cabs



Dumper Safety



- OPS cabs will allow the operator to remain seated during loading
- To identify OPS-compliant cabs, a logo has been devised
- The logo need to be affixed so that it is both visible to site supervisors at a distance and the operator when entering the cab
- The updated safe use guidance will incorporate a chart matching excavator size to dumper size
- RAMS will still need to be devised for OPS cab operations

