



## Organisational and Individual Competence

The Building Safety Act (BSA) and its associated secondary legislation are all-encompassing, and impact every aspect of the built environment, from the initial design and construction phases to the handover and ongoing management of buildings. The secondary legislation also introduces new competence requirements for building professionals, as well as additional supply chain responsibilities. This means that all those involved in the design, construction and operation of buildings must have the necessary skills and knowledge to do their job safely.

Additionally, Part 2A of the Building Regulations 2010 introduces regulations regarding “Dutyholders and Competence”, focusing on accountability and ensuring that all individuals involved in building work are appropriately qualified and competent. This section, introduced under amendments to the Building Regulations, aims to enhance safety, compliance, and quality in construction projects.

If you are undertaking projects where you are the Principal Designer (PD) or Principal Contractor (PC) the following documents provide further guidance on competency requirements:

- **PAS 8671** details the competence requirements for the principal designer, in the context of BSI Flex 8670<sup>1</sup>
- **PAS 8672** covers the competence requirements for the principal contractor, again in the context of BSI Flex 8670

Benchmarking an individual's competency in supervisory and management roles within the roofing industry involves assessing an individual's skills, knowledge and experience against industry standards and best practices. This helps identify skill gaps, set development goals, and ensure alignment with specific regulations and expectations.

One of the easiest ways to benchmark individual's competency is to undertake training and certification as this will provide the foundation on what to base further development especially if that training is recognised like:

- **National Occupational Standards (NOS):** Benchmark skills and knowledge for specific construction roles.
- **Construction Skills Certification Scheme (CSCS):** Assess qualifications and skills for individuals working on UK construction sites.

- **Chartered Membership of professional bodies (for example, CIOB, IOSH):** Benchmark leadership, ethics, and management capabilities.
- **Gain relevant UK certifications such as NVQ, SMSTS, or NEBOSH.**

When looking at individuals within an organisation that do not work on the tools or on building sites initial documented competence can still be gained by undertaking an NVQ pertinent to the individual's role within the organisation:

- **Level 3 NVQ Diploma in Estimating**
- **Level 3 NVQ Diploma in Buying**
- **Level 3 NVQ Diploma in Planning**
- **Level 3 NVQ Diploma in Surveying**
- **Level 3 NVQ Diploma in Site Technical Support**
- **Level 3 NVQ Diploma in Design Co-ordinator**
- **Level 3 NVQ Diploma in General Contracting Operations**

Within all the above courses there are mandatory units that need to be undertaken within the qualification structure like Health and Safety but then the learner can choose between the optional units depending on their role.

Additionally for senior managers there is also a Level 6 NVQ Construction Contracting Operations Management course that can be undertaken.

Undertaking training is only a step towards competency, as to ensure the individual is up to date then continuous development is required, which can be achieved by formulating a portfolio of evidence for everyone within the company, this can include the following:

- Providing evidence of previous projects undertaken.
- Witness testimonies from the Client/PC of the role performed on site undertaking previous projects.
- Job description and role from the employer identifying your title of employment, including the roles and responsibilities of employment.
- Certification Levels: Achievement of industry-recognised qualifications (for example RICS, CIOB, or NVQ certifications).

- Evidence of Continual Professional development (CPD)
- Current CV.
- Photographic or videographic evidence of previous projects that are similar in nature to the works that are going to be undertaken.
- Transferable skills from other formal qualifications that have similarities to the works that are going to be undertaken.
- Specific manufacturer's training for the product/system that is to be installed.

By holding information like the above will not only demonstrate competence for the individual but can also go towards proving organisational competence as the company are employing individuals with the correct skills, knowledge and experience to undertake the works proficiently.



### For more information

<sup>1</sup> BS 8670-1:2024 *Competence frameworks for building safety—Core criteria. Code of practice*

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