

Why competence matters in roofing



In the roofing industry, competence isn't just a requirement—it's the foundation of quality, safety, and career progression. As an Installer Supervisor, your role is critical in ensuring that projects are completed to the highest standards while maintaining compliance with building regulations, and health and safety laws.

This framework has been designed to help you, and your employer, assess the key competencies required for this role, identify training needs, and work towards continuous professional development. Whether you're an experienced roofer stepping into a supervisory role or an employer looking to upskill your workforce, this guide provides a clear structure to help achieve excellence in roofing supervision.

Using this framework effectively

- > Assess current competence** – evaluating an individual's competence starts with understanding their existing knowledge, skills, behaviours and experience against the framework requirements.
- > Self-assessment** – individuals should review each competency area and honestly assess their own level of expertise, noting areas where they feel confident and those where they need further development.
- > Employer/Manager evaluation** – the employee's supervisor or company training leads can conduct assessments through on-site observations, project reviews, and structured performance discussions.
- > Formal assessment tools** – employers can utilise workplace assessments, CITB accreditation schemes, or RoofCERT certification to validate practical skills and knowledge.
- > Feedback from peers and clients** – colleagues and clients can provide valuable insights into an individual's strengths and areas for improvement, ensuring a well-rounded assessment.
- > Record keeping** – documenting competence status through a structured approach, such as a training log or competency matrix, can help track progress over time.
- > Identify Training Needs** – highlight any areas where additional training or assessment is required to bridge knowledge or skill gaps.
- > Plan Professional Development** – use the listed training resources and assessment options to create a structured plan for upskilling and formal accreditation.

Competency Framework for **Installer Supervisor** role within roofing contractor company

Work through the list of requirements and mark the current status of an individual aspiring to, or working in this role to understand the gaps in their current proof of competency and training required.

| Activities | | Competency requirements | Individual's competency status | Training Available | Assessment options |
|---------------------------------------|--|-------------------------|--------------------------------|---|---|
| Core Construction Competencies | | | | | |
| 641 | Conform to general workplace health, safety | ✓ | | | Roofing occupations - CITB (also see unit assessment in available qualifications tab) |
| 642 | Conform to productive work practices | ✓ | | | Roofing occupations - CITB (also see unit assessment in available qualifications tab) |
| 643 | Move, handle or store resources | ✓ | | | Roofing occupations - CITB (also see unit assessment in available qualifications tab) |
| FSiB | Fire safety in Buildings | ✓ | | eLearning link | |
| Core Trade Competencies | | | | | |
| G1/ G16 | Interpretation of information | ✓ | | Introduction to H&S in construction Building information modelling (BIM) introduction - CITB | see unit RST1,2,3,4,5,6 (also contained in 641, 642, 643 Core construction units) |
| G2/ G17 | Safe working practices | ✓ | | Introduction to H&S in construction Rooftop Safety Training - CITB | see unit RST1,2,3,4,5,6 (also contained in 641, 642, 643 Core construction units) |
| G3/ G18 | Selection of resources | ✓ | | Introduction to H&S in construction | see unit RST1,2,3,4,5,6 (also contained in 641, 642, 643 Core construction units) |
| G4/ G19 | Minimise the risk of damage | ✓ | | Introduction to H&S in construction Roof loading and manual handling - CITB | see unit RST1,2,3,4,5,6 (also contained in 641, 642, 643 Core construction units) |
| G5 | Meet the contract specification | ✓ | | Introduction to H&S in construction | see unit RST1,2,3,4,5,6 (also contained in 641, 642, 643 Core construction units) |
| G6/ G20 | Allocated Time | ✓ | | | see unit RST1,2,3,4,5,6 (also contained in 641, 642, 643 Core construction units) |
| G7 | Knowledge and understanding of the project specific specification, manufacturers recommendations and installation guidelines and working practices in relation to structural stability | Best Practice | | | Knowledge of how building regulation compliance is achieved |
| G8 | Knowledge and understanding of the project specific specification, manufacturers recommendations and installation guidelines and working practices in relation to ventilation | Best Practice | | | Knowledge of how building regulation compliance is achieved |
| G9 | Knowledge and understanding of the project specific specification, manufacturers recommendations and installation guidelines and working practices in relation to fire safety | Best Practice | | | Knowledge of how building regulation compliance is achieved |

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|------------|--|-------------------------|--------------------------------|--------------------|---|
| G10 | Knowledge and understanding of the project specific specification, manufacturers recommendations and installation guidelines and working practices in relation to conservation of fuel and power | Best Practice | | | Knowledge of how building regulation compliance is achieved |
| G11 | Knowledge and understanding of the project specific specification, manufacturers recommendations and installation guidelines and working practices in relation to materials and workmanship | Best Practice | | | Knowledge of how building regulation compliance is achieved |
| G12 | Knowledge and understanding of the project specific specification, manufacturers recommendations and installation guidelines and working practices in relation to drainage and rainwater | Best Practice | | | Knowledge of how building regulation compliance is achieved |
| G13 | Knowledge and understanding of the project specific specification, manufacturers recommendations and installation guidelines and working practices in relation to moisture | Best Practice | | | Knowledge of how building regulation compliance is achieved |
| G14 | Knowledge and understanding of the project specific specification, manufacturers recommendations and installation guidelines and working practices in relation to combustion appliances and fuel storage systems | Best Practice | | | Knowledge of how building regulation compliance is achieved |
| G15 | Knowledge and understanding of the project specific specification, manufacturers recommendations and installation guidelines and working practices in relation to protection from falling, collision and impact | Best Practice | | | Knowledge of how building regulation compliance is achieved |

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| Specialist Trade Competencies - Minimum Requirements | | | | | |
|--|---|-------------------------|--------------------------------|--|--|
| Activities | | Competency requirements | Individual's competency status | Training Available | Assessment options |
| RST1 | Understanding of Industry Technical Standards Roof Slater/ Roof Tiler/ Roof Slater & Tiler <i>(mandatory for base level qualification)</i> | √ | | Building regulations and standards - CITB Industry standards - CITB | Demonstrated through all other methods of assessment |
| | | | | Industry Standards | |
| RST2 | Install underlay, battens and roofing components Roof Slater/ Roof Tiler/ Roof Slater & Tiler <i>(mandatory for base level qualification)</i> | √ | | Batten and membrane installation | RoofCERT Experienced Worker Route |
| | | | | PDA Roofing SCQF level 6 - SQA | Roofing Occupations (Construction) SCQF level 6 - SQA |
| | | | | Roofer / Institute for Apprenticeships and Technical Education | Roofer (instituteforapprenticeships.org) |
| | | | | Welsh Apprenticeship | Construction - Roof Slating and Tiling Skills for Wales |
| | | | | N/SVQ (See available Qualification Tab) | N/SVQ Roofing occupations - CITB (also see Available Qualifications tab) |
| | | | | | Mandatory Technical Competencies (MTCs) |
| RST3 | Install pre-formed weathering flashings to roofs Roof Slater/ Roof Tiler/ Roof Slater & Tiler <i>(mandatory for base level qualification)</i> | √ | | | RoofCERT Experienced Worker Route |
| | | | | | |
| | | | | Plain tiling (including background materials and flashings) - CITB | |
| | | | | | |
| | | | | PDA Roofing SCQF level 6 - SQA | Roofing Occupations (Construction) SCQF level 6 - SQA |
| | | | | Roofer / Institute for Apprenticeships and Technical Education | Roofer (instituteforapprenticeships.org) |
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|------------|---|-------------------------|--------------------------------|--|--|
| RST4 | Install single-lap roof tiles to a variable gauge Roof Tiler/ Roof Slater & Tiler (mandatory for base level qualification) | √ | | PDA Roofing SCQF level 6 - SQA | Roofing Occupations (Construction) SCQF level 6 - SQA |
| | | | | Roofer / Institute for Apprenticeships and Technical Education | Roofer (instituteforapprenticeships.org) |
| | | | | Welsh Apprenticeship | Construction - Roof Slating and Tiling Skills for Wales |
| | | | | N/SVQ (See available Qualification Tab) | N/SVQ Roofing occupations - CITB (also see Available Qualifications tab) |
| | | | | Dry-fixed systems | Mandatory Technical Competencies (MTCs) |
| | | | | Interlocking tiles introduction | RoofCERT Experienced Worker Route |
| | | | | Interlocking tiling | |
| RST5 | Install plain tile roof coverings Roof Tiler/ Roof Slater & Tiler (mandatory for base level qualification) | √ | | Plain tiling (including background materials and flashings) - CITB | |
| | | | | Plain tiling introduction - CITB | |
| | | | | PDA Roofing SCQF level 6 - SQA | Roofing Occupations (Construction) SCQF level 6 - SQA |
| | | | | Roofer / Institute for Apprenticeships and Technical Education | Roofer (instituteforapprenticeships.org) |
| | | | | Welsh Apprenticeship | Construction - Roof Slating and Tiling Skills for Wales |
| | | | | N/SVQ (See available Qualification Tab) | N/SVQ Roofing occupations - CITB (also see Available Qualifications tab) |
| | | | | Dry-fixed systems | Mandatory Technical Competencies (MTCs) |
| RST6 | Install regular sized natural roof slate to standard roof details Roof Slater/ Roof Slater & Tiler (mandatory for base level qualification) | √ | | Natural slating - CITB | |
| | | | | Natural slating introduction - CITB | |
| | | | | PDA Roofing SCQF level 6 - SQA | Roofing Occupations (Construction) SCQF level 6 - SQA |
| | | | | Roofer / Institute for Apprenticeships and Technical Education | Roofer (instituteforapprenticeships.org) |
| | | | | Welsh Apprenticeship | Construction - Roof Slating and Tiling Skills for Wales |
| | | | | N/SVQ (See available Qualification Tab) | N/SVQ Roofing occupations - CITB (also see Available Qualifications tab) |
| | | | | | Mandatory Technical Competencies (MTCs) |
| | | | | | RoofCERT Experienced Worker Route |

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|------------|---|-------------------------|--------------------------------|--|--|
| RST7 | Install double-lap artificial roof slates (required if carrying out this activity) | √ | | Man-made cement fibre slating - CITB | |
| | | | | PDA Roofing SCQF level 6 - SQA | Roofing Occupations (Construction) SCQF level 6 - SQA |
| | | | | Roofer / Institute for Apprenticeships and Technical Education | Roofer (instituteforapprenticeships.org) |
| | | | | Welsh Apprenticeship | Construction - Roof Slating and Tiling Skills for Wales |
| | | | | N/SVQ (See available Qualification Tab) | N/SVQ Roofing occupations - CITB (also see Available Qualifications tab) |
| | | | | | Mandatory Technical Competencies (MTCs) |
| | | | | | RoofCERT Experienced Worker Route |
| RST8 | Strip and reclaim roof coverings (required if carrying out this activity) | √ | | Roofer / Institute for Apprenticeships and Technical Education | Roofer (instituteforapprenticeships.org) |
| | | | | Welsh Apprenticeship | Construction - Roof Slating and Tiling Skills for Wales |
| | | | | N/SVQ (See available Qualification Tab) | N/SVQ Roofing occupations - CITB (also see Available Qualifications tab) |
| | | | | | Mandatory Technical Competencies (MTCs) |
| | | | | | RoofCERT Experienced Worker Route |
| RST9 | Install components for warm and cold roof construction (required if carrying out this activity) | √ | | Roofer / Institute for Apprenticeships and Technical Education | Roofer (instituteforapprenticeships.org) |
| | | | | Welsh Apprenticeship | Construction - Roof Slating and Tiling Skills for Wales |
| | | | | N/SVQ (See available Qualification Tab) | N/SVQ Roofing occupations - CITB (also see Available Qualifications tab) |
| | | | | | Mandatory Technical Competencies (MTCs) |
| | | | | | RoofCERT Experienced Worker Route |

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| RST10 | Install single-lap roof tiles to a fixed gauge (required if carrying out this activity) | √ | | Fixed gauge tiling - CITB | |
| | | | | Roofer / Institute for Apprenticeships and Technical Education | Roofer (instituteforapprenticeships.org) |
| | | | | Welsh Apprenticeship | Construction - Roof Slating and Tiling Skills for Wales |
| | | | | N/SVQ (See available Qualification Tab) | N/SVQ Roofing occupations - CITB (also see Available Qualifications tab) |
| | | | | Dry-fixed systems | Mandatory Technical Competencies (MTCs) |
| | | | | | RoofCERT Experienced Worker Route |
| RST11 | Install natural roof slate to mitred and vertical roof details (required if carrying out this activity) | √ | | Roofer / Institute for Apprenticeships and Technical Education | Roofer (instituteforapprenticeships.org) |
| | | | | Welsh Apprenticeship | Construction - Roof Slating and Tiling Skills for Wales |
| | | | | N/SVQ (See available Qualification Tab) | N/SVQ Roofing occupations - CITB (also see Available Qualifications tab) |
| | | | | | Mandatory Technical Competencies (MTCs) |
| | | | | | RoofCERT Experienced Worker Route |
| RST12 | Install random natural roof slates with diminishing margins (required if carrying out this activity) | √ | | Roofer / Institute for Apprenticeships and Technical Education | Roofer (instituteforapprenticeships.org) |
| | | | | Welsh Apprenticeship | Construction - Roof Slating and Tiling Skills for Wales |
| | | | | N/SVQ (See available Qualification Tab) | N/SVQ Roofing occupations - CITB (also see Available Qualifications tab) |
| | | | | | Mandatory Technical Competencies (MTCs) |
| | | | | | RoofCERT Experienced Worker Route |

Conclusion: Investing in competence for a stronger future

Competence isn't just about ticking boxes—it's about building a skilled, confident, and professional workforce that delivers quality workmanship. For roofing supervisors, staying up to date with best practices, safety regulations, and technical skills is crucial for career growth and business success.

Employers who invest in training and accreditation can improve project efficiency, reduce risks, and enhance their company's reputation. Roofers who take ownership of their development can unlock new career opportunities and higher earning potential.

Use this framework as a roadmap to success, ensuring that every Installer Supervisor in roofing meets the highest industry standards. By prioritising competence, we strengthen the future of the roofing industry together.

For support on completing a competency framework for yourself or your staff, please email careers@nfrc.co.uk

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LEADING ROOFING EXCELLENCE