CONSORTIUM
OF EUROPEAN
BUILDING CONTROL

Competency in Building Control Project

MEASURING COMPETENCE ACROSS EUROPEAN BUILDING CONTROL SYSTEMS

Final findings and report

September 2024

About the Consortium of European Building Control (CEBC)

CEBC is an independent public organisation composed of member organisations representing different European countries and associated non-European countries from both public and private sectors. CEBC is comprised of about twenty-nine institutions from twenty countries. Members are involved in building control or in the development of appropriate legislation and standards associated with health, safety, accessibility, energy conservation and sustainability aspects of the built environment and include professional organisations, Government bodies or a comparable agency.

The aim of the CEBC is to promote and contribute to improving the safety and sustainability of the built environment and to promote modern building control systems, which are both sustainable and business friendly.

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Acknowledgements

This document reflects the findings from the Spring 2019/2020 and Spring 2023 member consultation surveys led by members of the CEBC Competencies Working Group: Russell Watson (Scotland), Peter Keates (UK); Bernadette Mcardle (Ireland); Andriana Patsalosavvi (Cyprus); Maija Kavosa (Latvia); Frederik Springborg (Denmark); Sergio Vazquez Jimenez (Spain); Kevin Dawson (UK); Lorna Stimpson (UK) and Lillian Rasch Madsen (Denmark).

Executive Summary

Objectives

CEBC has long-standing experience with collecting data on its core activities i.e. the aim of the CEBC is to promote and contribute to improving the safety and sustainability of the built environment and to promote modern building control systems, which are both sustainable and business friendly. CEBC data has also been enriched with quantitative and qualitative data from stakeholder surveys on several occasions.

The purpose of this report is to investigate building control competency frameworks in use across member countries and to establish how such frameworks are monitored, including how competency is measured, demonstrated, and assessed. The aim being to present the current solutions in a format that can be useful for various stakeholders of construction process: building control inspectors, investors, designers, site engineers, contractors, insurance providers, owners and many more.

This report is presented based on the initial findings gathered in the first survey of member organisations in 2019 and subsequent surveys in 2020 and 2023, together with consideration for how measuring competence has evolved during this time.

Main Findings

- **Which countries have a legal basis for building control** - Every respondent confirmed their country has a legal basis for building control such as a Building Act or Building Regulations. In 2019, half of all building control systems were the responsibility of local Government (8/16) with central Government either directly (or through professional organisations or agencies) responsible for six with a mix of state and private sector involvement in the remaining two. The 2023 survey results indicated there was no change in this respect.
- **How many countries have a competency framework** - Based on the survey results it is likely that around 70% of European countries operate some sort of building control competency framework.
- **How competency Frameworks are monitored** - Making firm comparisons between how the various countries monitored and/or accredited competency is difficult because of the wide variety of systems in use. Based on the survey results, half of all building control frameworks were monitored by central Government ministries or agencies: Belgium, Finland, Iceland, Latvia, Lithuania, Norway, Poland, Scotland, Slovenia, and Spain. In three systems competence was monitored by a professional body (Ireland and the Netherlands and England and Wales (there in combination with a Government body)). Norway was the only jurisdiction which had a role for local Government (in conjunction with its building quality agency Dibk). (A quarter of respondents did not provide an answer). The report contains examples of the third-party involvement.
- **How competence is measured** - The first survey asked a number of questions about how building control competencies were measured and assessed. However, this was the area where a lack of clarity and mutual understanding was most obvious and as a result this was followed up in the second survey. In the first survey a total seven countries gave responses about how competencies were measured – England, Wales, Finland, Ireland, Latvia, Lithuania, Poland, and Slovenia. All bar Finland used examination. Finland assessed work portfolios instead. Other techniques included interviews and portfolio as secondary assessments where examinations took place.
- **The role of continuous professional development (CPD)** - More than half of the sixteen jurisdictions placed some form of requirement or target for practitioners to undergo regular CPD, with six countries indicating it was compulsory, Netherlands, Slovenia, Romania, Ireland, Germany, and Denmark. Practitioners could comply with CPD in a variety of ways – with informal arrangements such as seminars, conferences, and courses (face-to-face or online) predominating in England, Wales, Finland, Ireland, Latvia, and Scotland. In France, a monitoring programme for courses was used and in Latvia practitioners must submit training certificates to the relevant institutions. In Slovenia professional institutions award points for attendance at seminars, courses etc. Taking part in CPD was directly linked to renewal of licences or certificates in France, Latvia, Lithuania, the Netherlands, Scotland, and Slovenia.

Conclusions

It is difficult to draw any universal conclusions given how different the building control/regulation systems are across the various European countries. But it is clear there are moves to standardise systems and improve competencies across the continent. Many countries have suffered catastrophic building or infrastructure failures and used them as the rationale for new legislation or improved regulation. Most countries who participated in the 2023 survey indicated that measures were in place to determine competency frameworks/rules for some or all construction disciplines.

Map indicates countries who contributed to this report.

Introduction

Consortium of European Building Control is a platform for exchange of information concerning building control issues in Europe and beyond. This access to information gives CEBC a unique opportunity to provide comprehensive information about the competency of building control professionals employed across Europe. Consequently, it was decided to prepare the Building Competencies report which aims to measure competence across European building control systems.

The construction sector is a branch of economy that has a deep effect on other industries. Investments in infrastructure, housing, and various commercial properties not only generate contracts for construction companies and suppliers of construction materials but also for various related services, thereby contributing to an overall increase in economic activity. Furthermore, the construction sector is a significant source of employment, offering jobs in various professions. Each job in construction generates several additional jobs in other sectors, meaning that heightened activity in the construction sector directly translates into the development of the job market and a reduction of unemployment. The construction industry is also undergoing rapid technological advancement. New technologies and products also introduce challenges in areas such as assessment, monitoring, management, and regulation. The current standards and regulations may not be fully equipped to accommodate these emerging technologies, thereby creating hurdles in maintaining safety and ensuring compliance. Therefore, it is crucial to evaluate this technological progression within the construction industry.

In the background of these extremely important processes, operate competency frameworks organized on the basis of rules defined by each country independently. The purpose of this report is to investigate building control competency frameworks in use across member countries and to establish how such frameworks are monitored, including how competency is measured, demonstrated and assessed. The aim being to present the current solutions in a format that can be useful for various stakeholders of construction process: building control inspectors, investors, designers, site engineers, contractors, insurance providers, owners and many more.

Project update

In Spring 2019 the CEBC established a working group to investigate and report on:

1. The building control competency frameworks used in member countries.
2. How such frameworks are monitored.
3. Whether such frameworks are accredited and if so by whom.
4. How competency is measured, demonstrated and assessed.
5. The role of Continuing Professional Development (CPD) in fire safety and building control in complex buildings.

To assist the working group a survey was devised and sent to CEBC members later in that year. A total of 25 respondents from 16 countries[1] completed in the online survey. These included national agencies, private compliance inspectors, local authorities' building control function and other professional bodies.

It was clear from the initial findings that different countries not only had different regulatory systems but there was a lack of common understanding about competency, (i.e. qualifications v experience, proven capability etc.), how to measure it and how it relates to qualifications.

So, a second phase of research was arranged in early 2020 and a total of 11 responses were received from eight[3] countries (the survey was unfortunately cut short by the Covid-19 outbreak across Europe).

At the CEBC Business Meeting held in Madrid in October 2022 it was confirmed that the Competency Working Group would reconvene to consider progress prior to Covid-19 and to consider a way forward. The Competence working group met and a third survey was issued to all members and results collected during 2023.

In 2023, eighteen survey responses were received from fifteen countries[3] unfortunately not all participants of the 2019 and 2020 survey were able to supply a reply in 2023.

This report is presented based on the initial findings gathered in the first survey in 2019 and subsequent surveys in 2020 and 2023, together with consideration for how measuring competence has evolved during this time.

CEBC will continue to monitor competency arrangements and carry out further research in 12-18 month's time to see whether there has been further adoption of competency frameworks, third party accreditation or standardisation through processes such as ISO.

[1] These were: Belgium, Cyprus, Denmark, England, Wales, Finland, France, Iceland, Ireland, Latvia, Lithuania, Netherlands, Norway, Poland, Scotland, Slovenia and Spain

[2] These were: Cyprus, England & Wales, Iceland, Latvia, Netherlands, Norway, Scotland, Slovenia plus one anonymous response

[3] These were: Scotland, Finland, Netherlands, France, Norway, England & Wales, Ireland, Slovenia, Romania, Poland, Cyprus, Germany, Denmark, Spain, Lithuania.

Research findings

Building control systems across Europe differ and importantly for this research the language used to describe them also differs – particularly for those people for whom English is a second language. In presenting the results we have attempted to draw consistent terminology and conclusions bearing in mind these constraints.

We have also looked to draw on all survey results taken since 2019 with some of the results in this report reflecting the initial survey, whilst others look to capture the changes and data gathered during the 2023 survey.

Overview of systems

Every respondent confirmed their country has a legal basis for building control such as a Building Act or Building Regulations.

In 2019, half of all building control systems were the responsibility of local Government (8/16) with central Government either directly (or through professional organisations or agencies) responsible for six with a mix of state and private sector involvement in the remaining two. The 2023 survey results indicated there was no change in this respect.

Building regulations were described as performance based in five countries, prescriptive in five and a mixture of both in seven countries including Iceland from their 2019 response. Ultimate responsibility for building safety rested with building owners in fourteen jurisdictions with architects/constructors in six and different people holding responsibility at different stages in one (Lithuania).

In 2019, only a minority of countries had ISO (or similar) certification for their processes, although there appeared to be a move towards more certification. Three countries (Belgium, Lithuania and Latvia used either ISO 9001 or 17024 and Scotland had BSI standards. In the Netherlands and through LABC, public service building control surveyors in England and Wales, were in the process of introducing ISO 9001. In Cyprus local municipalities had general arrangements and in Denmark these had been recently introduced for certain types of construction classes and fire safety. France indicated ISO was in place where agreement for the whole employees of the company existed.

The 2023 survey indicated that ISO 9001 was fully embedded in public service building control mainly through LABC and Spain indicated their building control process was now certified and certified processes were mandatory in France, Denmark, Spain and Romania.

Most building control systems have input at plan assessment stage (although not all must provide a formal approval of plans), construction and pre-occupancy. When construction occurs without a permit 16 of the 18 countries indicated they can use stop notices to halt non-compliant activities, including Cyprus, Denmark, Germany, Estonia, Finland, France, Ireland, Israel, Latvia, Lithuania, Netherlands, Norway, Poland, Scotland, Slovenia, United Kingdom(through the Planning system). The 2023 survey indicated that public service building control would be able to use Stop Notices following the introduction of secondary legislation associated with the Building Safety Act.

All countries apart from Denmark, England, Wales and Scotland include some form of post-occupancy check either by the state, building control body or the fire service.

Please see table in **Appendix 1** for a comparison.

Building regulations, standards and legislation had tended to be developed in response to events and disasters with respondents in Belgium, England Wales, France, Ireland, Latvia, Netherlands and Scotland stating fire or structural failures had been significant drivers for regulation. Iceland and Slovenia had regulations that took into account natural events such as earthquakes or volcanic eruptions. Norway's domestic regulations were influenced by best practice in the offshore oil and gas industry. Other jurisdictions had seen regulation develop over time without reference to particular events. Across Europe building control covered a wide variety of disciplines from earthquakes, avalanches to sound and energy insulation, but it was clear that both fire and structural safety were the two key disciplines of the profession across the continent.

Competency requirements and frameworks

In addition, a number of detailed questions were asked in the first survey about the operation of competency frameworks, assessments, licensing and professional development. And we provide more details of these responses below and in **Appendix 2**.

But it was clear from analysis of the results of this first survey that the lack of common understanding mentioned above meant that some of the results were not comparable and could lead to gaps in the analysis. So, in order to prepare this final report, a further survey was devised and circulated to CEBC members which included a common definition of competence, accreditation and assessment and explained some of the benefits of a competency framework for building control.

These responses have been included where possible (but the number of responses to this second survey are significantly less as a result of the consultation being cut short by the outbreak of Covid-19 in Europe in the Spring of 2020).

1. The building control competency frameworks used in member countries

In the first survey 12/16 respondents indicated they had some form of building control competency framework. This was a similar proportion to those answering a different (specific to building control) question in the second survey (5/8). However, in the second survey two countries (Iceland and Slovenia) indicated they did not have a specific building control competency framework having said they had in the first. Cyprus responded in the negative on both occasions. The differences can possibly be explained by the additional information in the second survey and the difference in questions where in the second survey a much more specific definition of building control competency framework was used. But, regardless, it is likely that around 70% of European countries operate some sort of building control competency framework. England and Wales and Finland (neither of which currently has a competency framework) are in the process of introducing one for building control.

More about competency frameworks and the certification and licensing of building control was explored in the stage 2 survey and a summary is included at Appendix 3. But no clear pattern emerged with a variety of relationships between competency, certification, licensing and continuous professional development (CPD).

There were no consistent minimum educational qualifications to the profession – varying from level 3 (secondary) in Cyprus, England, Wales and the Netherlands, to level 6 (graduate) in Scotland and level 7 (post-graduate) in Slovenia.

2. How competency frameworks are monitored

Half of all building control frameworks were monitored by central Government ministries or agencies: Belgium, Finland, Iceland, Latvia, Lithuania, Norway, Poland, Scotland, Slovenia and Spain. In three systems competence was monitored by a professional body (Ireland, the Netherlands, England and Wales (there in combination with a Government body)). Norway was the only jurisdiction which had a role for local Government (in conjunction with its building quality agency Dibk). (A quarter of respondents did not provide an answer).

There appeared to be no discernible pattern of local and national responsibilities – only Spain gave operational responsibility for the building control service to local Government and monitoring of competence to central Government (or an agency of it). All the others adopt a variety of arrangements for operational responsibility and monitoring of competence. These are shown in **Appendix 2**.

Making firm comparisons between how the various countries monitored and/or accredited competency (see 3. below) is difficult because of the wide variety of systems in use (and possibly losing nuance in the translation to English). But in many of the jurisdictions there is some form of third party involvement and examples include:

- Poland has a General Inspector of Building Control which keeps a central register and supervises local bodies.
- Demark has recently introduced a dual system with a mandatory role for the fire service.
- In Iceland monitoring is by the Iceland Construction Authority.

- In Finland local authorities monitor the qualifications of designers and site managers.
- The Ministry of the Environment in Lithuania (through its planning and construction inspectorate) certifies construction professionals.

3. The accreditation of frameworks

Half of the original respondents (8/16) said they had some form of accreditation system for the competency assessments. Six (except England, Wales & France) mentioned this was by a Government agency such as BELAC in Belgium, the national accreditation body in Latvia and Lithuania and the Icelandic Patent Office.

In four (Cyprus, Finland, Poland and Slovenia) of the remaining eight countries without accreditation for building control other building disciplines were accredited or licensed.

And for those countries with certified or licensed professions the renewal period stretched from annually in Cyprus to without limitation in the Baltic states (although dependent on having up to date CPD).

A summary of accreditation is shown at **Appendix 2**.

4. Measurement and assessment of competency

The first survey asked a number of questions about how building control competencies were measured and assessed. However, this was the area where a lack of clarity and common understanding was most obvious and as a result this was followed up in the second survey – see **Appendix 3** for a summary of results of that survey.

In the first survey a total seven countries gave responses about how competencies were measured – England and Wales, Finland, Ireland, Latvia, Lithuania, Poland and Slovenia. All bar Finland used examination. Finland assessed work portfolios instead. Other techniques included interviews and portfolio as secondary assessments where examinations took place.

5. The role of Continuous Professional Development (CPD)

More than half of the 16 jurisdictions placed some form of requirement or target for practitioners to undergo regular CPD, with six countries indicating it was compulsory, Netherlands, Slovenia, Romania, Ireland, Germany and Denmark.

A summary is in **Appendix 2**.

Practitioners could comply with CPD in a variety of ways – with informal arrangements such as seminars, conferences and courses (face-to-face or online) predominating in England, Wales, Finland, Ireland, Latvia and Scotland. In France a monitoring programme for courses was used and in Latvia practitioners must submit training certificates to the relevant institutions. In Slovenia professional institutions award points for attendance at seminars, courses etc.

Evaluation of CPD varied from professional bodies in England, Wales, Ireland, Lithuania, Scotland and Slovenia to Government departments or agencies in Iceland and Latvia. In France employers carried out evaluation and in Finland a private company evaluated CPD but it wasn't mandatory.

Taking part in CPD was directly linked to renewal of licences or certificates in France, Latvia, Lithuania, the Netherlands, Scotland and Slovenia.

Conclusions and follow up actions

It is difficult to draw any universal conclusions given how different the building control/regulation systems are across the various European countries. But it is clear there are moves to standardise systems and improve competencies across the continent. Many countries have suffered catastrophic building or infrastructure failures and used them as the rationale for new legislation or improved regulation.

The majority of countries who participated in the 2023 survey indicated that measures were in place to determine competency frameworks/rules for some or all construction disciplines.

Fire and structural safety are the key components of building control with all 16 countries recognising these as key disciplines.

Although there was no pattern in how the operations of building control were carried out and how competencies were monitored and assessed – it was clear that these roles were separate in the majority of jurisdictions and many had systems of third party oversight, checking or regulation (see examples above).

CEBC members acknowledge the positive effect the competency of building control professionals has on build quality and compliance with building standards. Now with the majority of European countries (in this survey) having some form of building control competency framework the question becomes how they develop and impact on competencies and therefore the delivery and improvement of building control services. And as a result further research may be needed in the area.

Follow up actions

Across the continent CEBC promotes building control and improvements to its quality and standards. We believe competency frameworks can play an important role in these improvements. So, we have attached a template and we encourage members to promote such frameworks to Government and regulators where they currently aren't used.

Since the 2023 survey things are evolving very quickly in England as a result of the Building Safety Act and associated secondary legislation. See **Appendix 7**.

CEBC will continue to monitor competency arrangements and carry out further research in 12-18 month's time to see whether there has been further adoption of competency frameworks, third party accreditation or standardisation through processes such as ISO.

We also encourage members to share ongoing work and initiatives as they develop.

Appendices

1. Building Control systems compared
2. Frameworks, accreditation and CPD
3. Definitions
4. Template Framework
5. Survey questionnaires
6. Data gathered from the 2023 survey.
7. Update on Competence as a result of Building Safety changes in England

Please contact CEBC Secretary General by email secretarygeneral@cebc.eu if you require the data spreadsheets.

Appendix 1

Building Control systems compared

Jurisdiction	Building control/standards responsibility	Performance based or prescriptive regulations	Ultimate responsibility for building safety
Belgium*	Local Gov	Performance	Owner
Cyprus	Local Gov	Prescriptive	Architect/constructor
Denmark	Local Gov	Performance	Owner
England	State/private	Performance	Owner
Wales	State/private	Performance	Owner
Finland	State/state org	Performance	Owner
France	State/state org	Prescriptive	Owner
Germany	State/state org	Both	Owner
Iceland*	Local Gov	Both	Owner
Ireland	Local Gov	Prescriptive	Owner
Latvia*	State/state org	Performance	Architect/constructor
Lithuania*	State/state org	Prescriptive	Depends on stage
Netherlands	State/state org	Performance	Owner
Norway	Local Gov ***	Performance	Owner
Poland	State/state org	Prescriptive	Owner
Romania^	State/state org	Prescriptive	Owner
Scotland	Local Gov	Performance	Owner
Slovenia	State/private	Performance	Owner
Spain	Local Gov	Prescriptive	Architect/constructor

* Belgium and Iceland did not provide a 2023 return.
** Norway both state and local Government are responsible.
^ 2023 survey return.

Appendix 2

Building control competency framework, accreditation and continuing professional development.

Jurisdiction	Monitoring of competency framework	Competency assessment accreditation	Licensing of Professional Competencies	CPD requirement
Belgium	Gov ministry or agency	Yes by Gov agency	Yes - accredited persons	No
Cyprus	None	No	Yes – supervising engineer and constructor	No
Denmark	-	Yes by Gov agency*	None	Yes
England	Professional body and Gov agency	Yes by Gov agencies and prof bodies	None	No - only through professional institutions
Wales	Professional body and Gov agency	Yes by Gov agencies and prof bodies	None	No - only through professional institutions
Finland	Gov ministry or agency	No	Yes - designers	No
France	None	Yes (no detail of by whom)	Yes - on company basis	No
Germany	State Department	Yes - Licensed	Chamber of Engineers	Yes
Iceland	Gov ministry or agency	Yes by Gov agency	Yes – master craftsmen and site manager	No
Ireland	Professional body	No	None	No – but generally 35-40 hours per year
Latvia	Gov ministry or agency	Yes by Gov agency	Architect/ constructor	Yes – requirement varies depending on discipline
Lithuania	Gov ministry or agency	Yes by Gov agency	Yes – based on CDP	Certification depends on CDP and training approved by ministry
Netherlands	Professional body	No	None	Yes
Norway	Local Gov and national Gov agency	Yes by Gov agency	None	No
Poland	Gov ministry or agency	No	Yes - based on exam and experience	No
Romania	Gov ministry or agency	Yes	Yes - Licensed	Yes
Scotland	Gov ministry or agency	No	None	Yes – 20+ hours per year
Slovenia	Gov ministry or agency	No	Yes – engineers and architects	Yes – minimum requirement to collect ‘credit points’
Spain	Gov ministry or agency	No	Yes - graduates	No

* Denmark accreditation applies only to certificated companies or individuals.

** Regarding England and Wales: due to rapidly developing changes in England and Wales CEBC will continue to monitor competency arrangements and carry out further research in 12-18 month’s time.

Appendix 3

Definitions and explanations used in second survey

3.1 Competence

Competencies are the skills, knowledge, practical behaviours and attitudes which support the way people operate in their working life to achieve intended results. Competent people exercise enhanced professional judgement in a variety of situations, applying and building on previous experience. It is now well accepted that competence involves the use of knowledge and skills with the ability to implement them in professional practice.

Competence is developed by:

1. **Learning**
   Can be formal (organised, structured learning with third party learning objectives and assessment), non-formal (structured learning that allows the learner to set objectives to increase knowledge and skills) and informal (self-directed learning or learning from experience, for example mentoring or shadowing in the workplace) or a combination of each.
2. **Experience**
   The combination of knowledge and skills obtained through a period of working as a professional.
3. **Knowledge**
   The assimilation of facts, theories and practices about an individual professional discipline.
4. **Skills**
   The ability to apply knowledge in order to carry out work with a professional attitude.
5. **Understanding**
   The awareness of the connection between pieces of information that are available, which is essential in order to put knowledge to practical use.
6. **Commitment to the profession**
   Set of values and behaviours that maintain and enhance the reputation of the profession.
7. **Personal development**
   Systematic acquisition of knowledge and skills, and the development of personal qualities to maintain and enhance professional competence.

3.2 Measuring Competence

Following the Grenfell tragedy, the construction industry in England has been tasked with measuring and proving the competency of those involved in the construction and management of all higher risk residential buildings. Work has started in England to examine existing levels of competency and establish minimum performance and behaviour standards to **measure** the competency of individuals. This is done through the production of a *competency framework*.

3.3 The Competency Framework

A Competency Framework provides **agreed principles** for the development, maintenance and demonstration of competency for professionals. It details the appropriate skills and knowledge to undertake their work in an effective way, and to support the maintenance and development of their competency. It can also be used:

- To support the development of qualifications.
- To assist in assessment of candidate suitability.
- To support individuals to develop their own career and personal development plans.
- To validate ongoing competency on a periodic basis.

3.4 Benefits of a Competency Framework

For the individual:

- Enables individuals and their line managers to identify gaps in knowledge, skills and behaviours; learning and development needs for current and future roles can therefore be prioritised.

- Assists in meeting the individual's key objectives by providing supporting evidence of how the individual performed.
- Provides greater opportunities to improve professional and personal standing.
- Supports the selection of people with the right skills and behaviours for the role.
- Improved professional and career development planning.
- Makes a significant contribution to continuous personal improvement.
- Ensures that professionals have the skills, knowledge, understanding and other attributes necessary to be competent.

For the organisation:

- Promotes quality and consistency.
- Allows individuals to achieve, maintain and demonstrate appropriate standards of competency within their workforce to support organisational and individual effectiveness and performance.
- Translates vision, mission and values into easily understandable behaviours.
- Ensures that teams can understand the competency of their staff, can deploy them effectively and can succession plan effectively.
- Helps to better plan responses to changing and emerging environmental needs and to improve workforce alignment.
- Presents a common format, which is simple to understand and provides a consistent language across organisations.
- Provides the basis for measurable and standardised people management processes which enhances the employee experience.
- Provides a foundation for development.

3.4 Assessment of Competence

Assessment of competence is defined, 'as any system for measuring and documenting professional competency'.

3.5 Accreditation of Competence

Accreditation of competence is defined as, 'third party measurement and recognition of an individual as having a particular status or being qualified to perform a particular activity.

'The process by which an individual is enrolled and admitted into a professional or regulatory body, trade registration body, qualification scheme, registered skills certification scheme or recognised testing regime should be relevant to the role they are undertaking'.

Appendix 4

Template building control framework (based upon Building Inspector Competence Framework (BICoF) (hse.gov.uk).

An overview of the building control competency framework in operation across England from October 2023, (to be introduced across Wales and NI approximately 12 months later and Scotland has its own framework supported by a competency assessment system which has been in place since 2021).

The aim of the competence framework is to provide a unified building control profession by:

- Creating a unified, regulated profession, held accountable to a consistent set of standards.
- Ensuring both private and public sector building control bodies are operating to the same level.
- Achieve standardisation across the regulatory service provided.

All building inspectors, across public and private sectors are require to be registered with the Building Safety Regulator (BSR) to enable them to continue performing their role after April 2024. Building Inspectors must demonstrate competence against a building inspector competence framework which sets out the necessary skills, knowledge, experience and behaviours required.

In accordance with enabling powers set out in the Building Act 1984, the BSR is required to:

- Ensure building control becomes a regulated profession by establishing and maintaining a register of building inspectors (RBIs).
- Provide for different classes of building inspectors (for example, according to qualifications or experience).
- Register an individual as a building inspector, or a building inspector of a particular class, if satisfied that the individual meets the criteria set.
- Prepare and publish a Code of Conduct for registered building inspectors which sets out the standards of professional conduct and practice expected of them.

The BSR has suggested that competence of RBI's can be demonstrated by a combination of the following:

- Successfully completing a formal assessment process overseen by the Building Safety Competence Foundation (BSCF), Chartered Association of Building Engineers (CABE), and Building Control Competency Assessment (BCCA).
- Achieving recognised academic qualifications.
- Obtaining a recognised National Vocational Qualification (NVQs).
- Experience on the job.

Upon becoming registered building control professionals will need continued professional development (CPD) to maintain their future registration.

Core Competencies – Building Control

The following core competencies must be demonstrated by RBI's during the registration and assessment process:

- Technical knowledge and understanding.
- Assessment of design, process, systems, services and products.
- Responsibility, management, leadership and business awareness.
- Effective communication and inter-personal skills.
- Professional commitment.

Registration Classes

There are four BSR registration classes for individual building inspectors:

- **Class 1: Trainee Building Inspector**
  A person working in building control who is not able to work unsupervised or register for classes 2,3 and 4. These individuals will be engaged in training linked to building control and the built environment.
- **Class 2: Building Inspector**
  A person working in building control engaged in assessing drawings and undertaking site inspections on a broad range of projects ranging from domestic through to non high rise developments (up to 18 metres high), although not everyone who registers in this class will have the competence to work on more complex projects.
- **Class 3: Specialist Building Inspector**
  A person working in building control working on all building types including higher risk buildings (HRB's) – buildings at least 18 metres in height or at least seven storeys and contains two or more residential units or is a hospital or care home.
- **Class 4: Building Inspector (Technical Manager)**
  A person responsible for the administrative and technical processes linked to the management of the building control function.

Upon achieving accreditation the individual will be registered by the BSR and permitted to deliver building control services in line with their approved classification.

Building Inspector competence framework (BICoF) overview

The BSR's BICoF model for the building control profession is split into nine competence subject areas which inter-relate and overlap but broadly cover:

- Technical competence.
- Delivery competence, or
- Management competence.

Competency Levels

The BSR uses the four competency levels set out below, as outlined within the Future of Building Control report, (source reference) which are then applied to each of the above competence subject areas when considering the registration of RBI's.

A. Awareness – the building standards professional has a basic knowledge of the subject and how it relates to their role.

B. Appreciation - the building standards professional has sufficient knowledge of the subject but may require the specialist input of others to assess compliance.

C. Understanding – the building standards professional has sufficient knowledge of the complexities involved in order to make independent decisions and assessments controlling compliance of typical building work, including utilising input from other specialists.

D. Comprehensive – the building standards professional has sufficiently detailed knowledge and skills to make decisions on complex issues relating to design and construction and the ability commission and interrogate specialist assistance where necessary.

The following table sets out the competence levels expected within each of the nine competence subject areas.

Competence area	Class 1 Trainee Building Inspector	Class 2 Building Inspector	Class 3 Specialist Building Inspector	Class 4 Building Inspector (Technical Manager)
Law	A-B	C	D	C-D
Technology	A-B	C	D	C-D
Building services	A-B	C	D	C-D
Functions and activities	A-B	C	D	C-D
Plans assessment and enforcement	A-B	C	D	C-D
Inspections and enforcement	A-B	C	D	C-D
Management and core skills	A-B	C	C	D
Safety management	A-B	C	C	D
Ethics	D	D	D	D

For further details of the framework please refer to:
Building Inspector Competence Framework (BICoF) (hse.Gov.uk).

The Building Safety Regulator (BSR) also sets professional codes and standards for registered building inspectors (RBI's), and registered building control approvers (RBCA's).

Code of conduct for registered building inspectors (RBIs).

Operational standards and rules for registered building control approvers (RBCAs) and local authorities-standards-rules.

Professional conduct rules for registered building control approvers (RBCAs).

Appendix 5

Survey Questionnaire – 2023

Definitions used in the following questions – please read before completing.

Competence

Competencies are the skills, knowledge, practical behaviours and attitudes which support the way people operate in their working life to achieve intended results. Competent people exercise enhanced professional judgement in a variety of situations, applying and building on previous experience. It is now well accepted that competence involves the use of knowledge and skills with the ability to implement them in professional practice.

Competence is developed by:

Learning

Can be formal (organised, structured learning with third party learning objectives and assessment), non-formal (structured learning that allows the learner to set objectives to increase knowledge and skills) and informal (self-directed learning or learning from experience, for example mentoring or shadowing in the workplace) or a combination of each.

Experience

The combination of knowledge and skills obtained through a period of working as a professional.

Knowledge

The assimilation of facts, theories and practices about an individual professional discipline.

Skills

The ability to apply knowledge in order to carry out work with a professional attitude.

Understanding

The awareness of the connection between pieces of information that are available, which is essential in order to put knowledge to practical use.

Commitment to the profession

Set of values and behaviours that maintain and enhance the reputation of the profession.

Personal development

Systematic acquisition of knowledge and skills, and the development of personal qualities to maintain and enhance professional competence.

Measuring Competence

Following the Grenfell tragedy, the construction industry in England has been tasked with measuring and proving the competency of those involved in the construction and management of all higher risk residential buildings. Work has started in England to examine existing levels of competency and establish minimum performance and behaviour standards to measure the competency of individuals. This is done through the production of a competency framework.

The Competency Framework

A Competency Framework provides agreed principles for the development, maintenance and demonstration of competency for professionals. It details the appropriate skills and knowledge to undertake their work in an effective way, and to support the maintenance and development of their competency. It can also be used:

- To support the development of qualifications.
- To assist in assessment of candidate suitability.
- To support individuals to develop their own career and personal development plans.
- To validate ongoing competency on a periodic basis.

Benefits of a Competency Framework

For the individual:

- Enables individuals and their line managers to identify gaps in knowledge, skills and behaviours; learning and development needs for current and future roles can therefore be prioritised.
- Assists in meeting the individual's key objectives by providing supporting evidence of how the individual performed.
- Provides greater opportunities to improve professional and personal standing.
- Supports the selection of people with the right skills and behaviours for the role.
- Improved professional and career development planning.
- Makes a significant contribution to continuous personal improvement.
- Ensures that professionals have the skills, knowledge, understanding and other attributes necessary to be competent.

For the organisation:

- Promotes quality and consistency.
- Allows individuals to achieve, maintain and demonstrate appropriate standards of competency within their workforce to support organisational and individual effectiveness and performance.
- Translates vision, mission and values into easily understandable behaviours.
- Ensures that teams can understand the competency of their staff, can deploy them effectively and can succession plan effectively.
- Helps to better plan responses to changing and emerging environmental needs and to improve workforce alignment.
- Presents a common format, which is simple to understand and provides a consistent language across organisations.
- Provides the basis for measurable and standardised people management processes which enhances the employee experience.
- Provides a foundation for development.

Assessment of Competence

Assessment of competence is defined as 'as any system for measuring and documenting professional competency'.

Accreditation of Competence

Accreditation of competence is defined as, 'third party measurement and recognition of an individual as having a particular status or being qualified to perform a particular activity.

'The process by which an individual is enrolled and admitted into a professional or regulatory body, trade registration body, qualification scheme, registered skills certification scheme or recognised testing regime should be relevant to the role they are undertaking'.

Following questions

Please answer the following questions about your understanding of competency in your country and how it is identified, measured and accredited. Please refer to the definitions above or email xxxxxxxx if you need help or more information in answering these questions or on the definitions.

1. Full name:

2. Organisation – this could include any related organisation who operate under a competency scheme

3. Country:

4. Email address:

5. Who do you represent?

☐ National agency

☐ Local authority/municipality

☐ Private compliance inspection company

☐ Public-law institution

☐ Voluntary body

☐ Other

Comments:

6. Does your country have legislation and a system of assessment/monitoring in place to control the construction, extension or alteration works of buildings, often referred to as "Building Control"

Building Control applies and enforces minimum requirements for the design and construction of buildings as set out in state legislation and recognised technical standards;

☐ Certified private professionals monitored by the State territorial planning and construction inspectorate under the Ministry of Environment.

☐ Dual system – joint public/private

☐ Municipalities/State

☐ Private

☐ Voluntary and/or insurance based. Private and mandatory control for electricity, fire safety lifts, services etc.

☐ There is no building control system in place

☐ Other – please specify in the comment box below

Comments:

7. How would you describe the building control regulations in your country?

☐ Performance based

☐ Prescriptive

☐ Both

Comments:

8. Who monitors the building control system?

☐ Independent authority

☐ Local authorities

☐ Local authorities and central Government

☐ The State and Private Company

☐ The State and professional Bodies

☐ The State, municipalities and approved inspectors

☐ There is no monitoring system in place

☐ Other – please specify in the comment box below

Comments

9. Which, if any types of building are monitored through the Building Control system DURING OCCUPANCY?

☐ Domestic/Residential projects

☐ Commercial projects

☐ None

Comments:

10. Is building safety monitored DURING OCCUPANCY by?

☐ An inventory before demolition.

☐ Fire Safety systems

☐ Health and Safety systems

☐ Operational uses

☐ Structural conditions inspection

☐ Once a year a technical inspection. Once every 5 years a technical inspection that assesses usability of the building.

☐ Other (more than one can be selected)

Comments:

11. How is building safety monitored DURING OCCUPANCY?. Please specify below.

Comments:

12. Who holds final responsibility for the building's safety?

☐ Architects, Engineers and Constructor.

☐ Construction specialists

☐ Developer

☐ Different people involved in the process hold legal responsibility

☐ Owner

☐ Other (more than one can be selected)

13. Is your building control process certified? (e.g. ISO9001/ISO IEC 17024 standard.)

☐ Yes

☐ No

☐ Other system

Comments:

14. If the building control process is certified, is this voluntary or mandatory?

☐ Mandatory

☐ Voluntary

☐ Does not apply

15. Which of the following are included in your system?

☐ Assessment of plans & construction details

☐ Formal approval or sign-off of plans & details

☐ During construction site inspection

☐ Pre-occupation sign-off/ approval /certification

☐ Stop notices

☐ Other

Comments:

16. Describe how the building control system works in your country?
(A flowchart can be provided).

Comments:

17. What specialisms does your building control system cover in addition to general construction?

☐ Fire Safety

☐ Dangerous structures

☐ Safety at Sports Grounds and Major Events Safety

☐ Earthquake specialists

☐ Other/Others. Please list any other specialisms.

Comments:

18. Who is responsible for the enforcement of the Building Regulations / ensuring building safety in your country DURING CONSTRUCTION?

☐ Central Government

☐ Local Authority/Municipality

☐ Private company

☐ Professional Bodies

☐ Fire Service

☐ Other (please specify)

Comments:

19. Who is responsible for the enforcement of the Building Regulations / ensuring building safety in your country DURING OCCUPATION? – More than one answer can be selected.

☐ Central Government

☐ Local Authority/Municipality

☐ Private company

☐ Professional Bodies

☐ Fire Service

☐ Other (please specify)

Comments:

20. What are the strengths of your system

Comments:

21. What has not worked well in the past?

Comments:

22. In which ways could the current system be improved?

Comments:

23. What is the minimum educational background or qualifications required to operate in building control or the issuing of building permits? Please note the levels refer to the ISCED (International Standard Classification of Education)

☐ ISCED 5: Short-cycle tertiary education

☐ ISCED 6: Bachelor's or equivalent level

☐ ISCED 7: Master's or equivalent level

☐ ISCED 8: Doctoral or equivalent level

Comments:

24. What subjects/specialisms are accepted to practice in building control?

25. Does your country have a framework or written rules/agreement to develop, maintain and demonstrate building control competency?

☐ Yes

☐ No

26. Who/what determines the competency framework/rules?

☐ Legislation

☐ Professional bodies

☐ Custom and practice

☐ Local Government

☐ Contract

☐ International Standards

☐ Other (please specify)

27. Does your country measure competence against this agreed competency framework?

☐ Yes

☐ No

28. Are individuals or teams/organisations measured (assessed) against the framework?

☐ Individuals

☐ Teams/Companies

☐ Both

☐ None

29. If individuals are measured, how are they measured against the framework?

☐ Examination

☐ Interview

☐ In job testing

☐ Membership of professional/trade association

☐ Self-accreditation

☐ Other (please specify)

30. If teams/organisations are measured, how are they measured against the framework?

☐ Third party verification

☐ Government/Local authority register

☐ Membership of professional/trade association

☐ Self-accreditation

☐ Other (please specify)

31. Who measures them against the framework? More than one answer can be selected.

☐ Employer

☐ Professional body

☐ Certification body

☐ Academic institution e.g. University, business school

☐ State department

☐ Government delegated body (could be a delegated professional body)

☐ Local Government body

☐ Other (please specify)

32. Who monitors the competency framework? More than one answer can be selected.

☐ Professional body

☐ Academic institution

☐ State department

☐ Government delegated body

☐ Local Government body

☐ Other (please specify)

33. What is the basis for your competency framework?

☐ Technical

☐ Voluntary

☐ Legal authority

☐ Other – please complete comments box

34. How often are competencies monitored?

☐ One year

☐ Three years

☐ Five Years

☐ Other – please state in free text box below

35. Is the competence assessment process accredited? And if so by whom (for example ISO)?

☐ Yes

☐ No

If yes, who is the accreditation body? (A body who will assess against internationally agreed standard).

Comments:

36. Are building control practitioners licensed/ certified?

A licence is an official permission to do something as well as the document (or permit) of that permission.

☐ No

☐ Yes (licensed)

☐ Yes (certified)

Comments:

37. Who is the licensing/certification body? Please add the website.

38. How long is the licence or certificate valid for?

39. Are other disciplines in the construction and use of buildings licensed or certified? (select all that apply)

☐ Engineer

☐ Architect

☐ Building manager

☐ Fire Risk

☐ N/A

☐ Other e.g. builders, project managers (please specify)

If you have ticked any discipline in the previous question please provide more details of how the licensing system operates:

40. Are Building Control practitioners required to take part in Continuing Professional Development (CPD)? (continuous learning).

☐ Yes - compulsory

☐ Yes - voluntary

☐ No

41. If Yes to Q39, how many hours of CPD are required per year?

42. Are the CPD requirements linked to the renewal of licenses/certificates?

A licence is an official permission or permit to do something (as well as the document of that permission or permit).

☐ No

☐ Yes

☐ Other – please state in comments box below

43. Please describe the requirements to be licensed/certified and how practitioners comply with them.

43. Are there any other requirements for CPD? (continuous learning)

Appendix 6

Data from the 2023 Survey

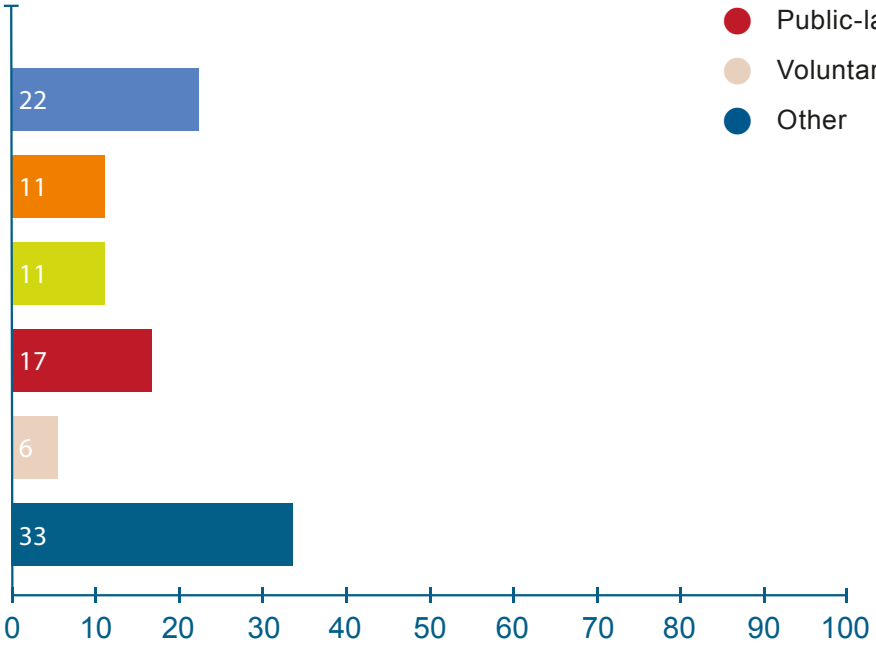
We asked a series of questions in the 2023 survey and present the results here.

Question 5:

Who do you represent?

Answer:

- National agency
- Local authority/municipality
- Private compliance inspection company
- Public-law institution
- Voluntary body
- Other

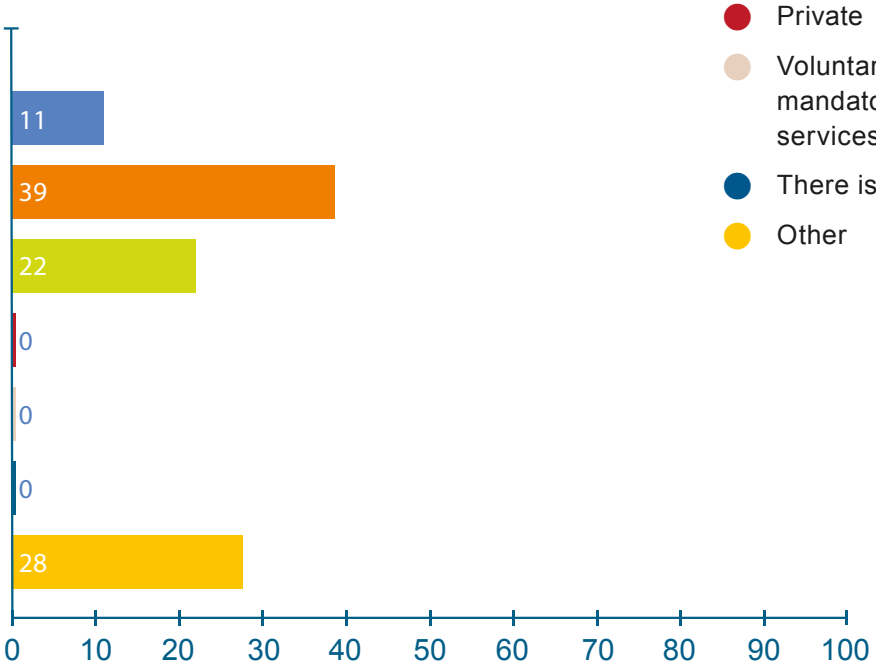


Question 6:

Does your country have legislation and a system of assessment/monitoring in place to control the construction, extension or alteration works of buildings, often referred to as “Building Control”.

Answer:

- Certified private professionals monitored by the State territorial planning and construction inspectorate under the Ministry of Environment.
- Dual system – joint public/private
- Municipalities/State
- Private
- Voluntary and/or insurance based. Private and mandatory control for electricity, fire safety lifts, services etc.
- There is no building control system in place
- Other

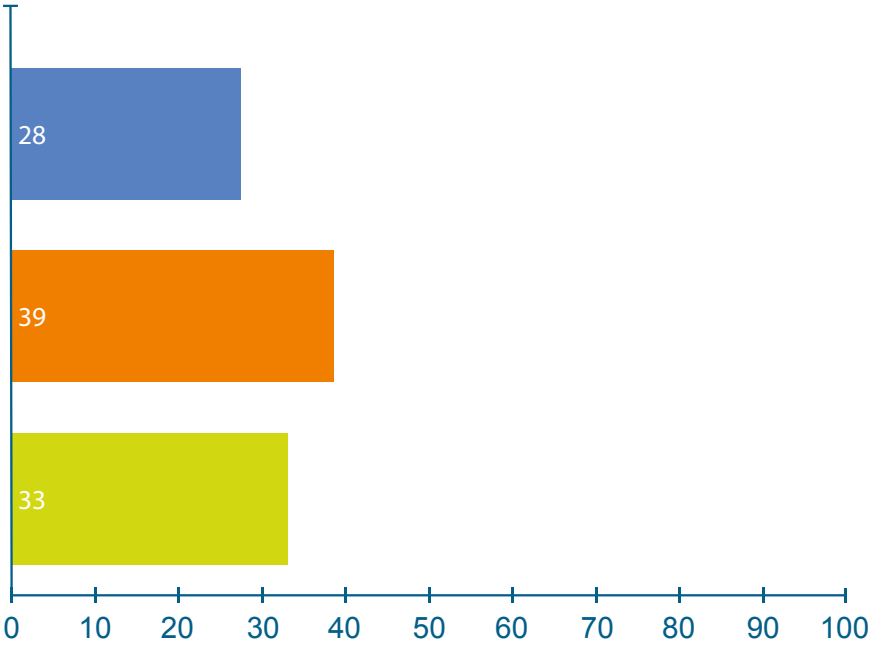


Question 7:

How would you describe the building control regulations in your country?

Answer:

- Performance based
- Prescriptive
- Both

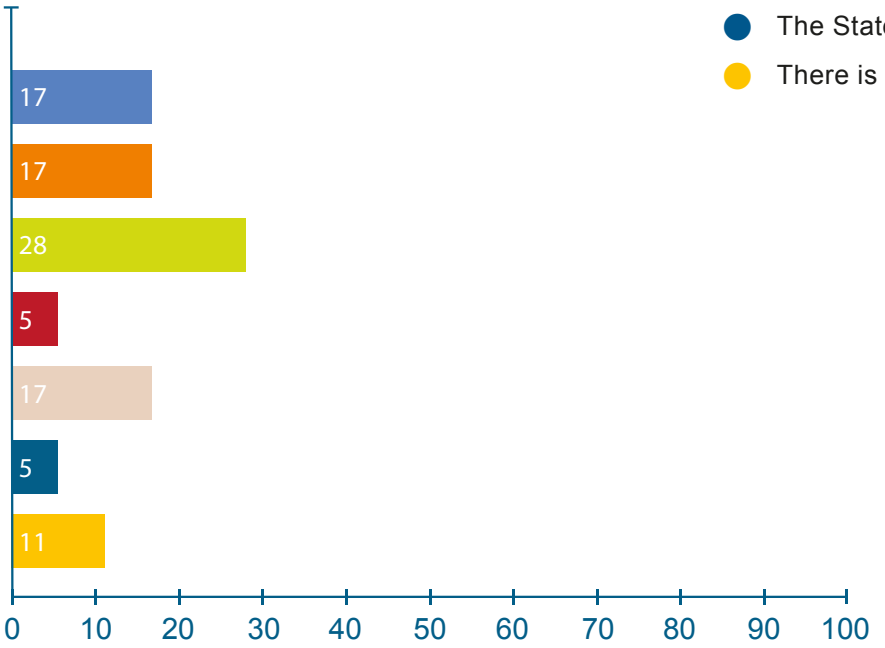


Question 8:

Who monitors the building control system?

Answer:

- Independent authority
- Local authorities
- Local authorities and central Government
- The State and Private Company
- The State and professional Bodies
- The State, municipalities and approved inspectors
- There is no monitoring system in place

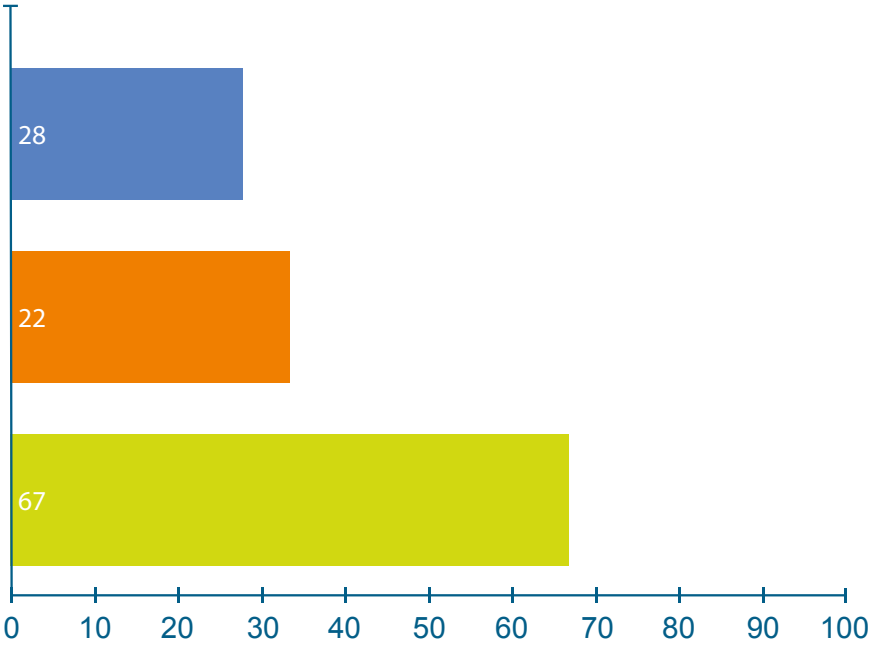


Question 9:

Which, if any types of building are monitored through the Building Control system DURING OCCUPANCY?

Answer:

- Domestic/Residential projects
- Commercial projects
- None

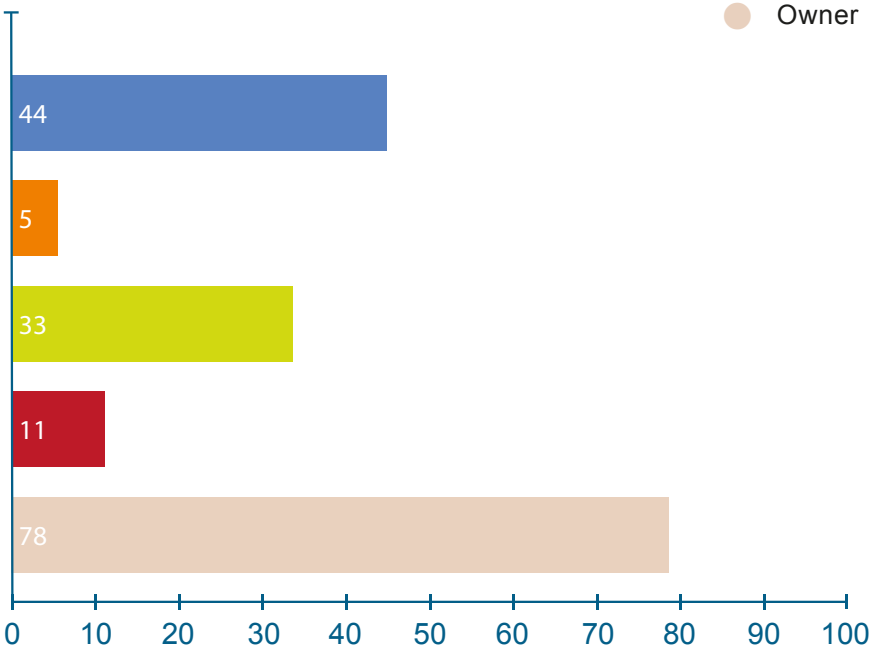


Question 10:

Who holds final responsibility for the building's safety?

Answer:

- Architects, Engineers and Constructor
- Construction specialists
- Developer
- Different people involved in the process hold legal responsibility
- Owner

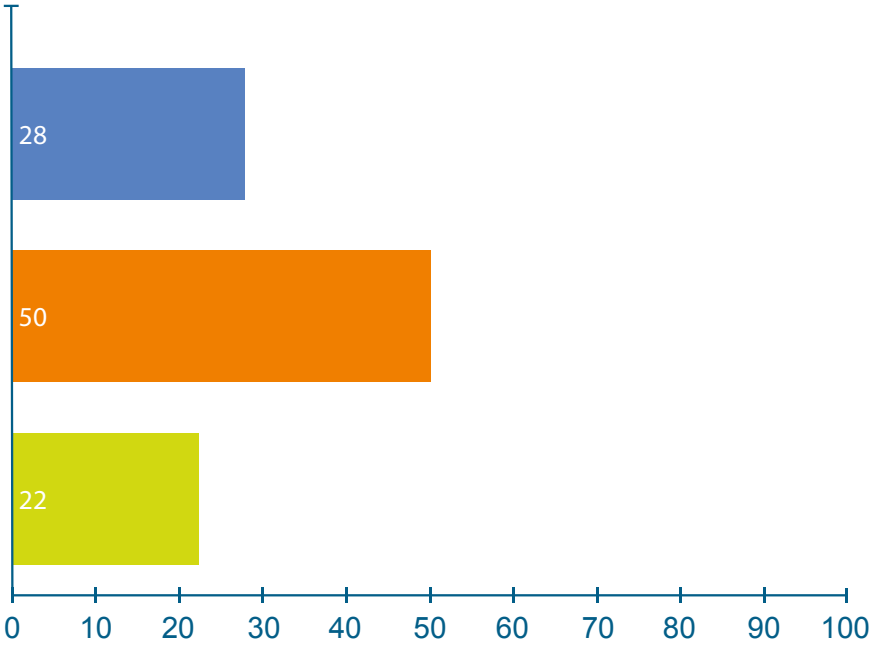


Question 11:

Is your building control process certified? (e.g. ISO9001/ISO IEC 17024 standard).

Answer:

- Yes
- No
- Other system (please specify)

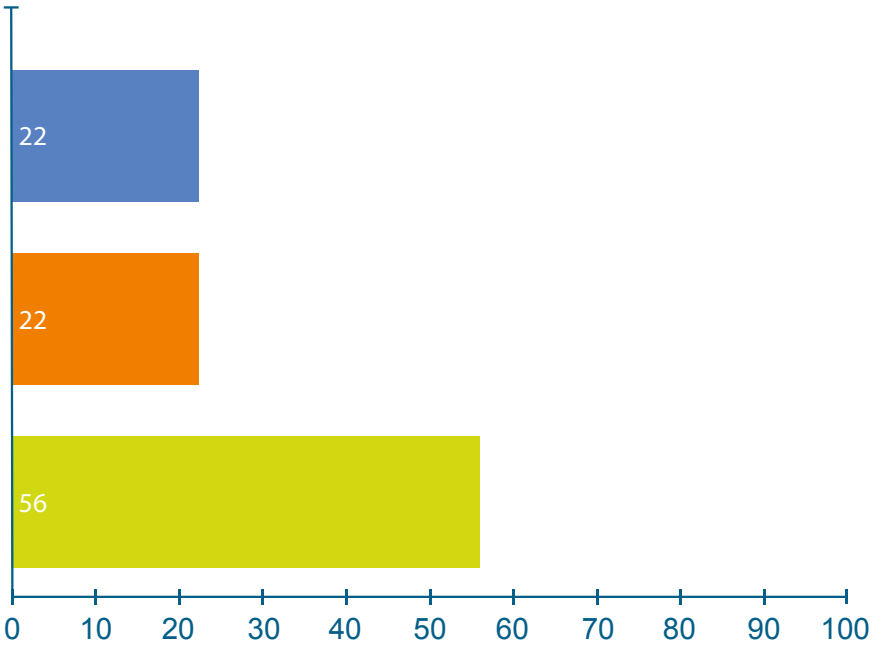


Question 12:

If the building control process is certified, is this voluntary or mandatory?

Answer:

- Mandatory
- Voluntary
- Does not apply

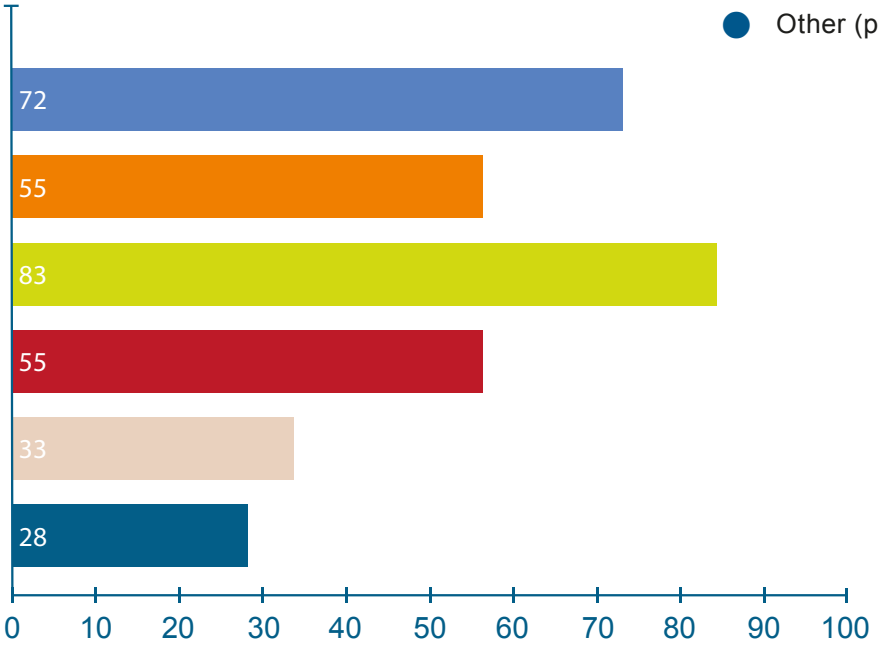


Question 13:

Which of the following are included in your system?

Answer:

- Assessment of plans & construction details
- Formal approval or sign-off of plans & details
- During construction site inspection
- Pre-occupation sign-off/approval/certification
- Stop notices
- Other (please specify)

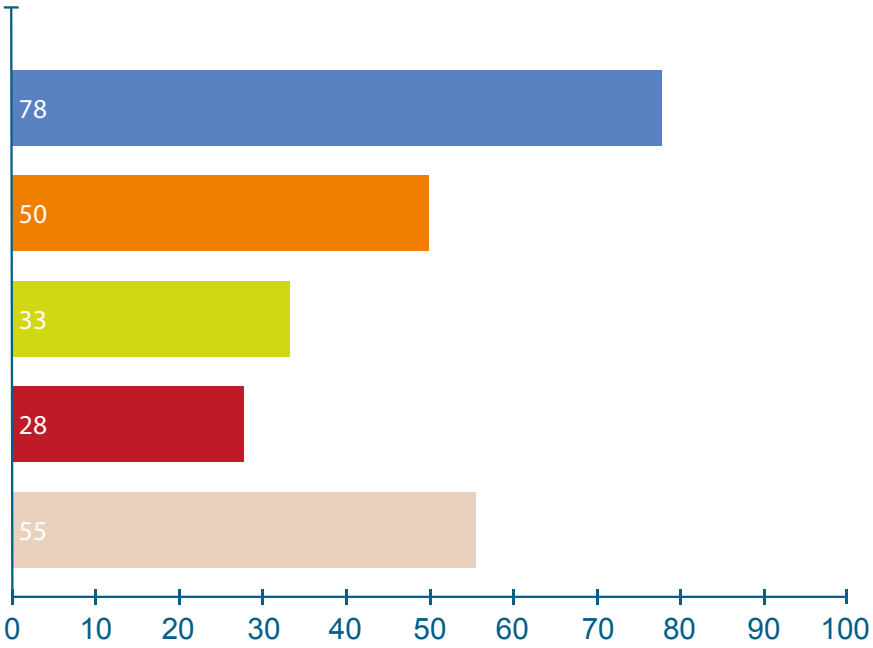


Question 14:

What specialisms does your building control system cover in addition to general construction?

Answer:

- Fire Safety
- Dangerous Structures
- Safety at Sports Grounds and Major Event Safety
- Earthquake Specialists
- Other (please specify)

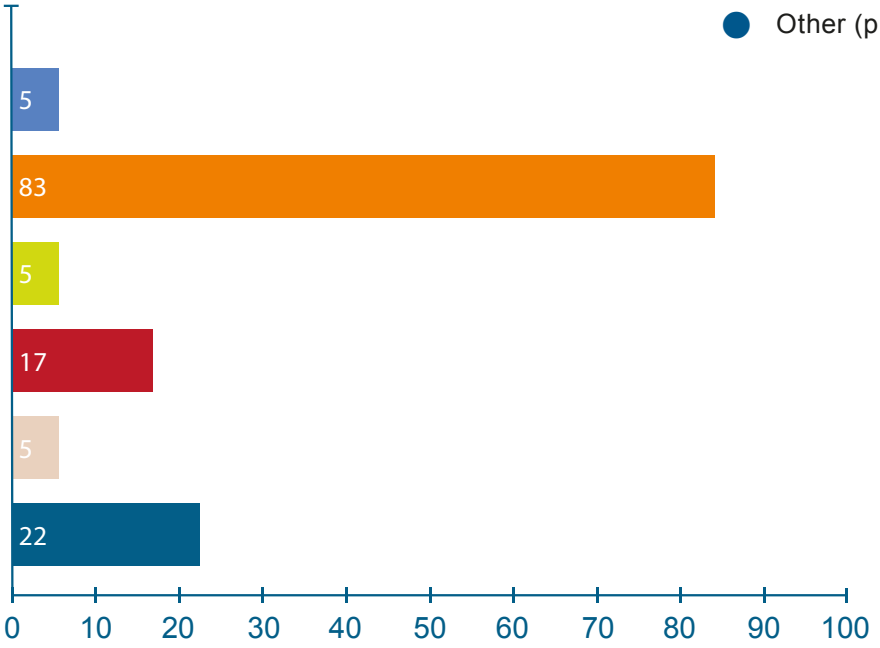


Question 15:

Who is responsible for the enforcement of the Building Regulations / ensuring building safety in your country DURING CONSTRUCTION?

Answer:

- Central Government
- Local Authority/Municipality
- Private company
- Professional Bodies
- Fire Service
- Other (please specify)

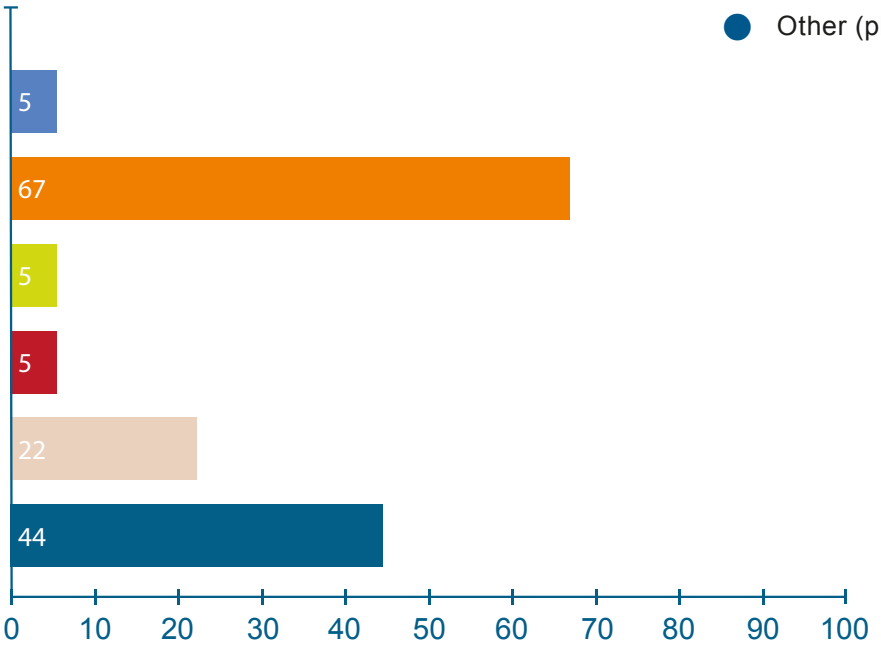


Question 16:

Who is responsible for the enforcement of the Building Regulations / ensuring building safety in your country DURING OCCUPATION? (More than one answer can be selected).

Answer:

- Central Government
- Local Authority/Municipality
- Private company
- Professional Bodies
- Fire Service
- Other (please specify)

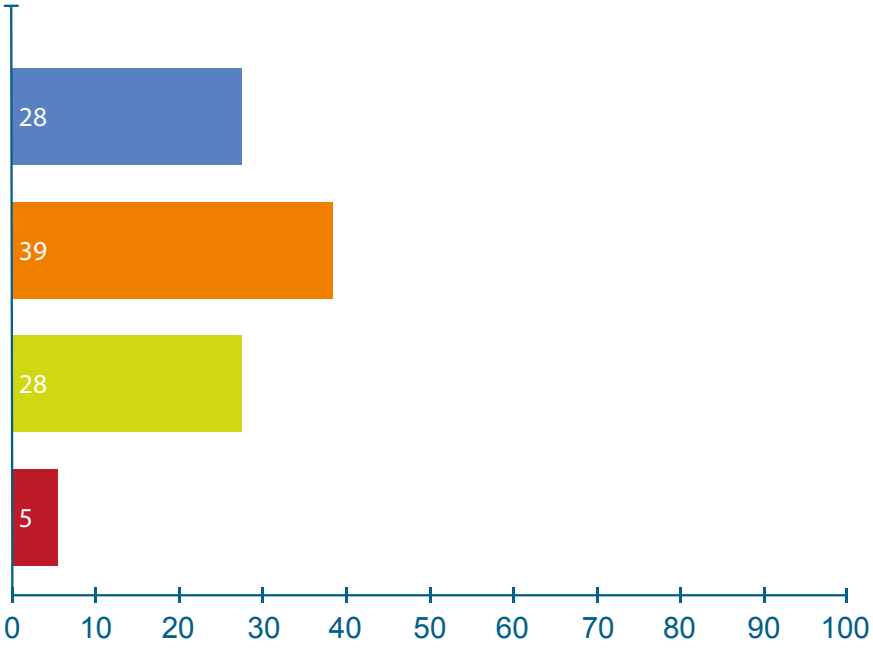


Question 17:

What is the minimum educational background or qualifications required to operate in building control or the issuing of building permits? Please note the levels refer to the ISCED (International Standard Classification of Education).

Answer:

- ISCED 5: Short-cycle tertiary education
- ISCED 6: Bachelor's or equivalent level
- ISCED 7: Master's or equivalent level
- ISCED 8: Doctoral or equivalent level

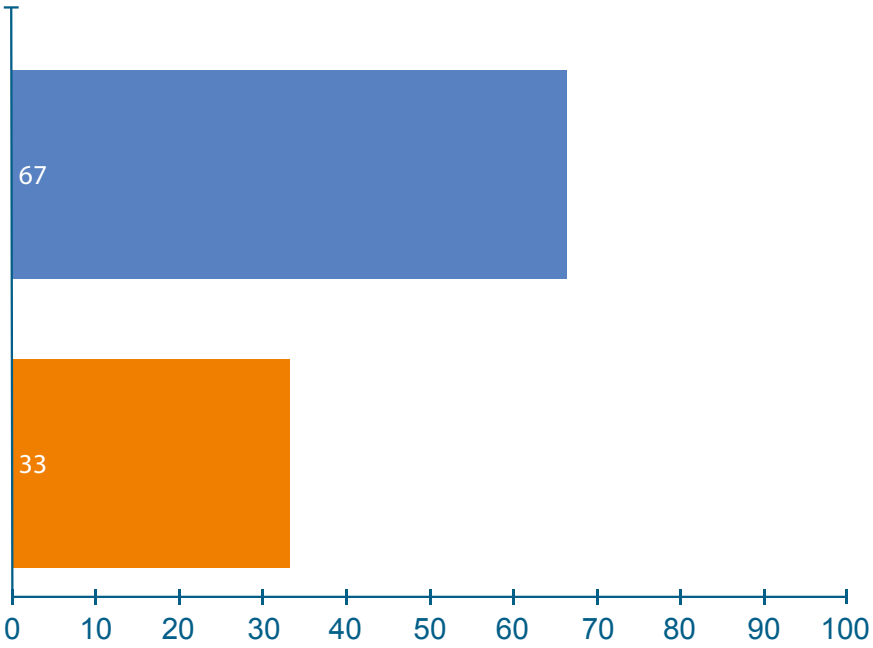


Question 18:

Does your country have a framework or written rules/ agreement to develop, maintain and demonstrate building control competency?

Answer:

- Yes
- No

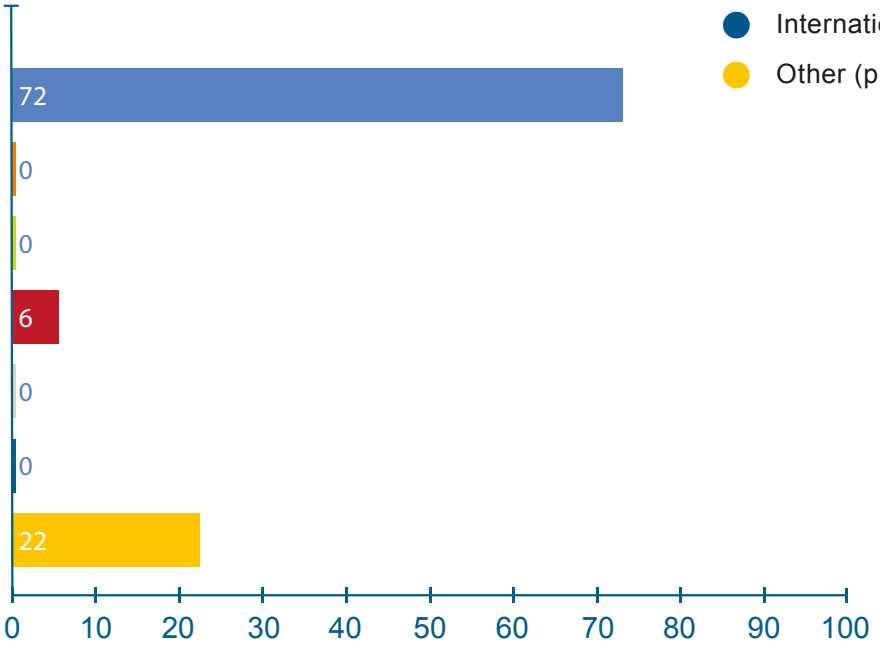


Question 19:

Who/what determines the competency framework/ rules?

Answer:

- Legislation
- Professional bodies
- Custom and practice
- Local Government
- Contract
- International Standards
- Other (please specify)

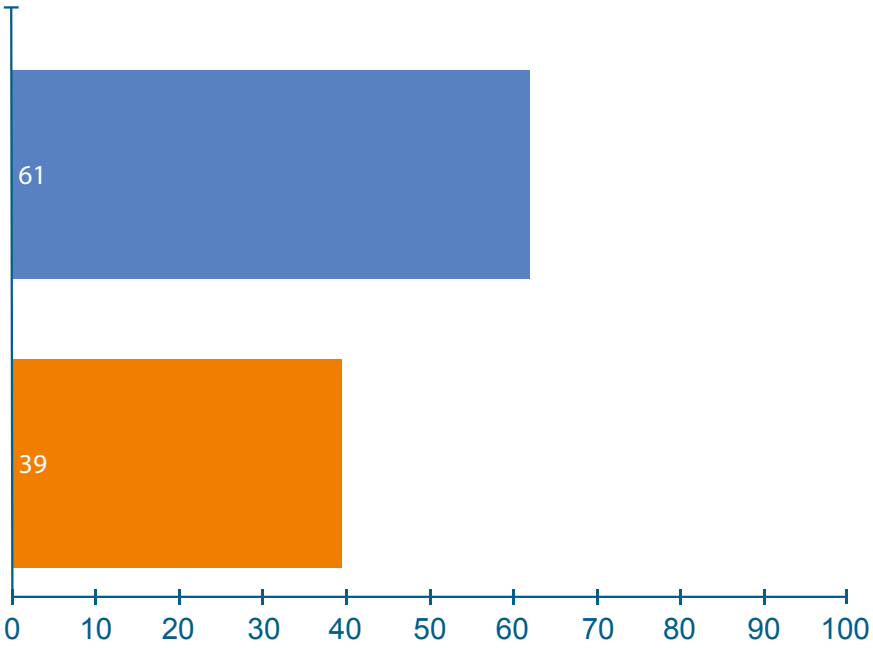


Question 20:

Does your country measure competence against this agreed competency framework?

Answer:

- Yes
- No

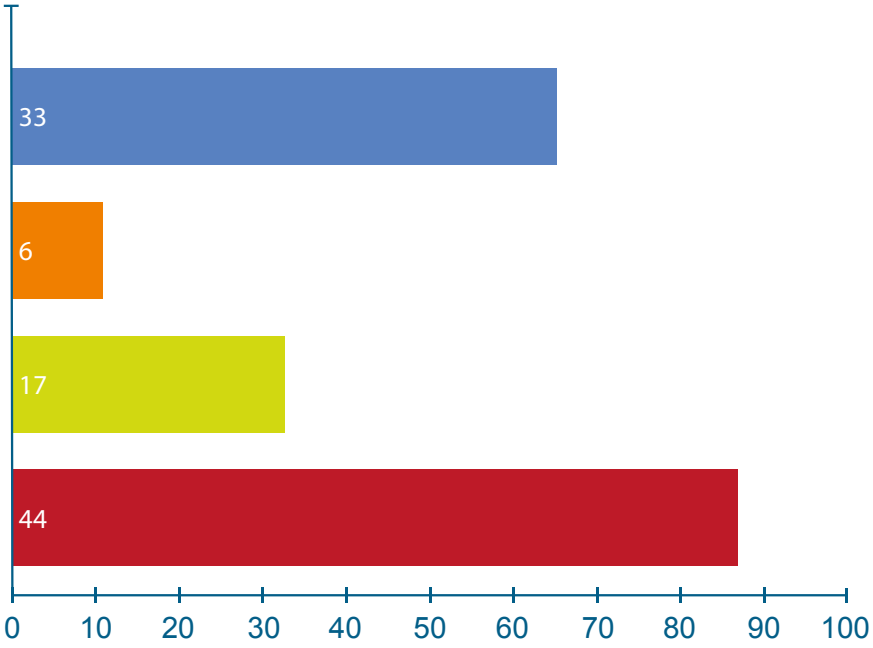


Question 21:

Are individuals or teams/organisations measured (assessed) against the framework?

Answer:

- Individuals
- Teams/Companies
- Both
- None

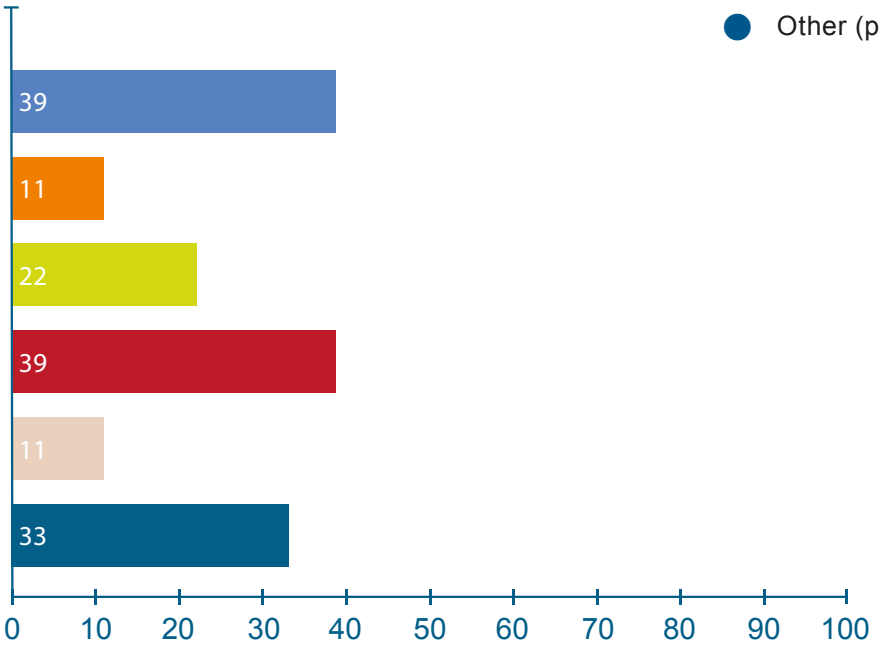


Question 22:

If INDIVIDUALS are measured, how are they measured against the framework?

Answer:

- Examination
- Interview
- In job testing
- Membership of professional/trade association
- Self-accreditation
- Other (please specify)

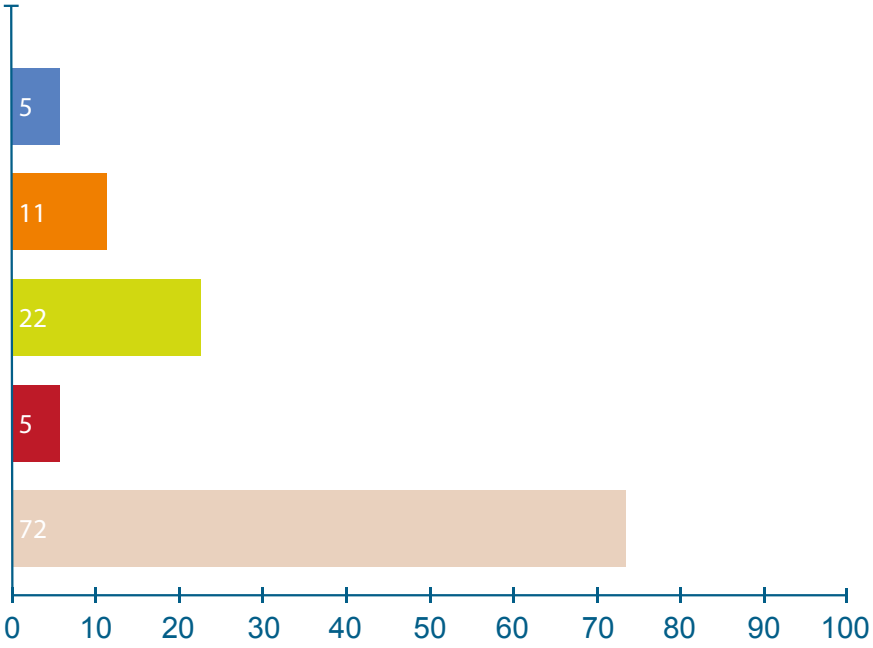


Question 23:

If TEAMS/ORGANISATIONS are measured, how are they measured against the framework?

Answer:

- Third party verification
- Government/Local Authority register
- Membership of professional/trade association
- Self-accreditation
- Other (please specify)

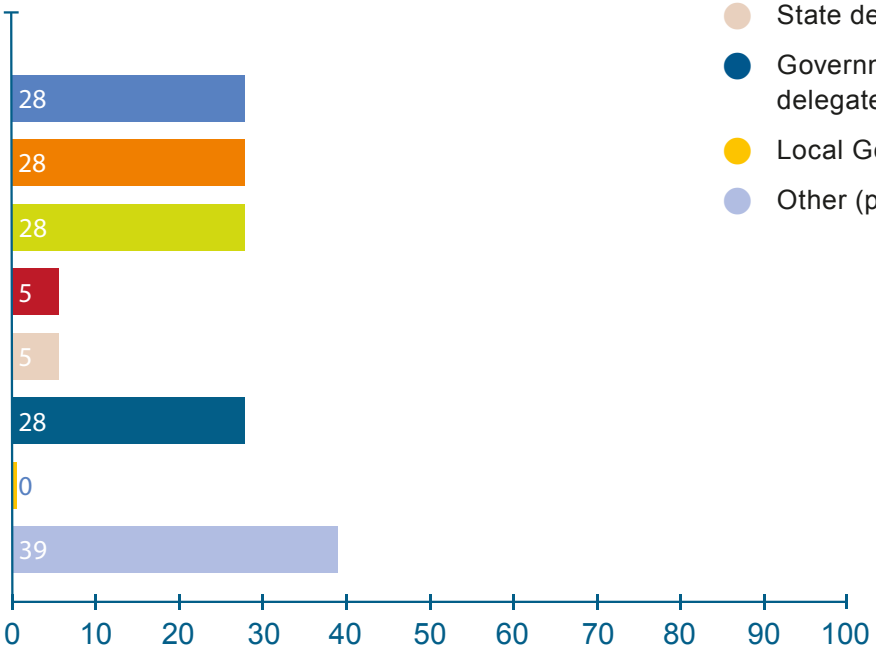


Question 24:

Who measures them against the framework? (More than one answer can be selected).

Answer:

- Employer
- Professional body
- Certification body
- Academic institution (e.g. University, business school)
- State department
- Government delegated body (could be a delegated professional body)
- Local Government body
- Other (please specify)

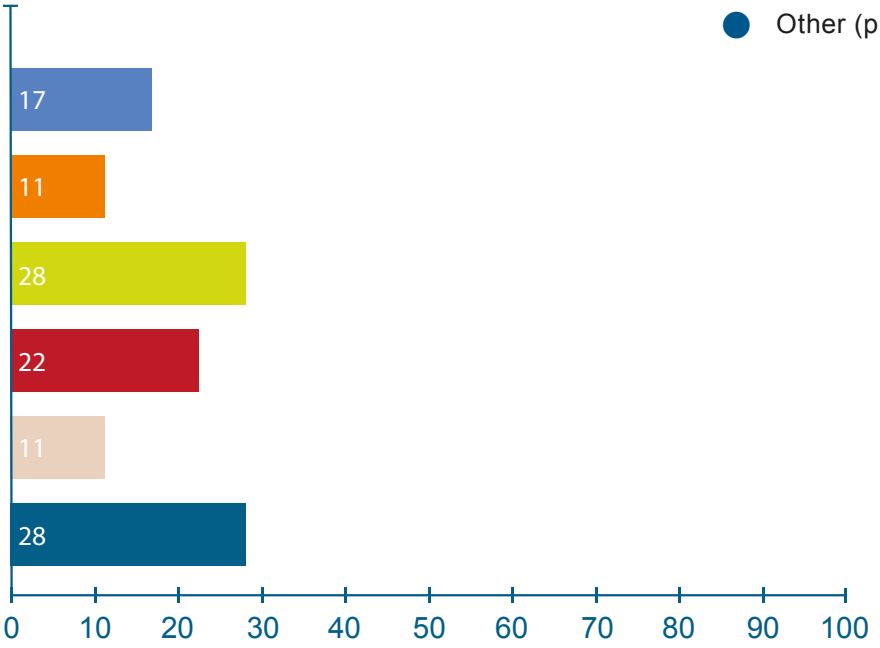


Question 25:

Who monitors the competency framework? (More than one answer can be selected).

Answer:

- Professional body
- Academic institution
- State department
- Government delegated body
- Local Government body
- Other (please specify)

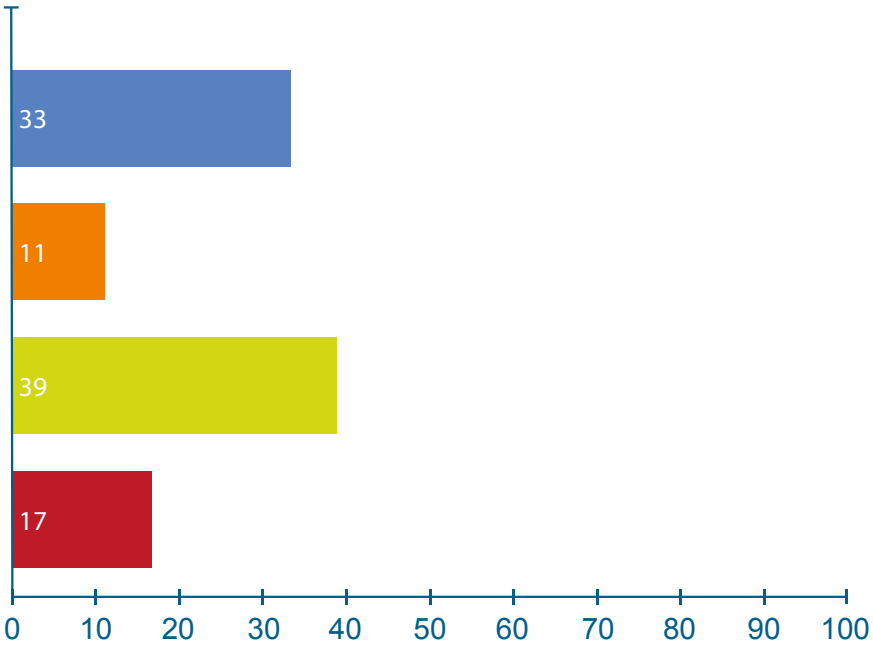


Question 26:

What is the basis for your competency framework?

Answer:

- Technical
- Voluntary
- Legal authority
- Other (please specify)

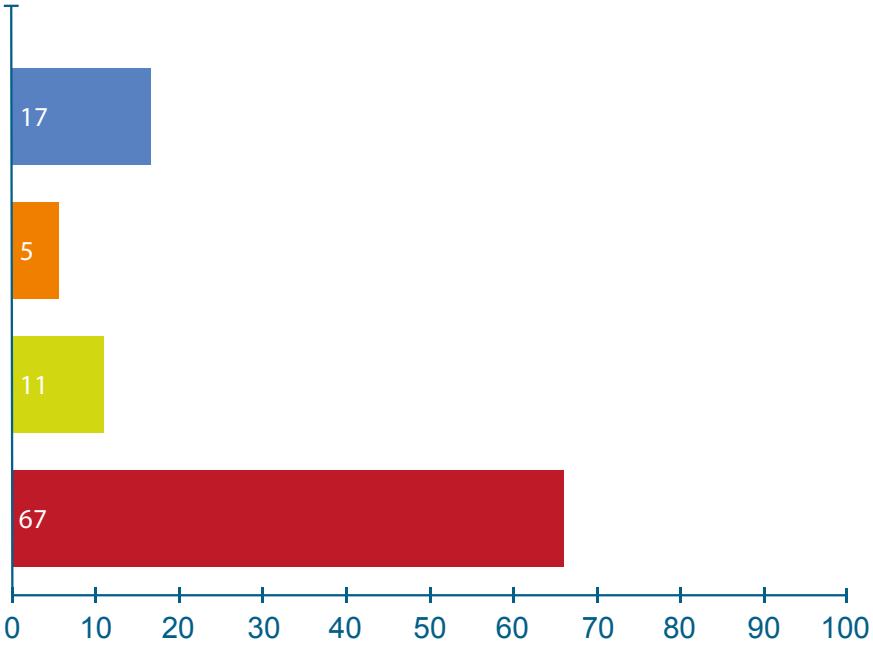


Question 27:

How often are competencies monitored?

Answer:

- One year
- Three years
- Five years
- Other (please specify)

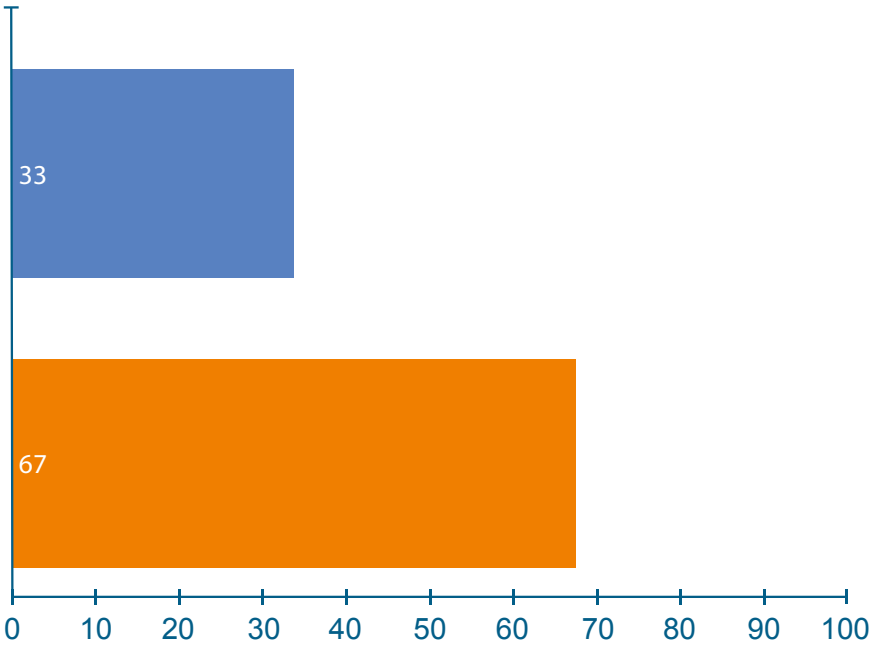


Question 28:

Is the competence assessment process monitored?

Answer:

- Yes
- No

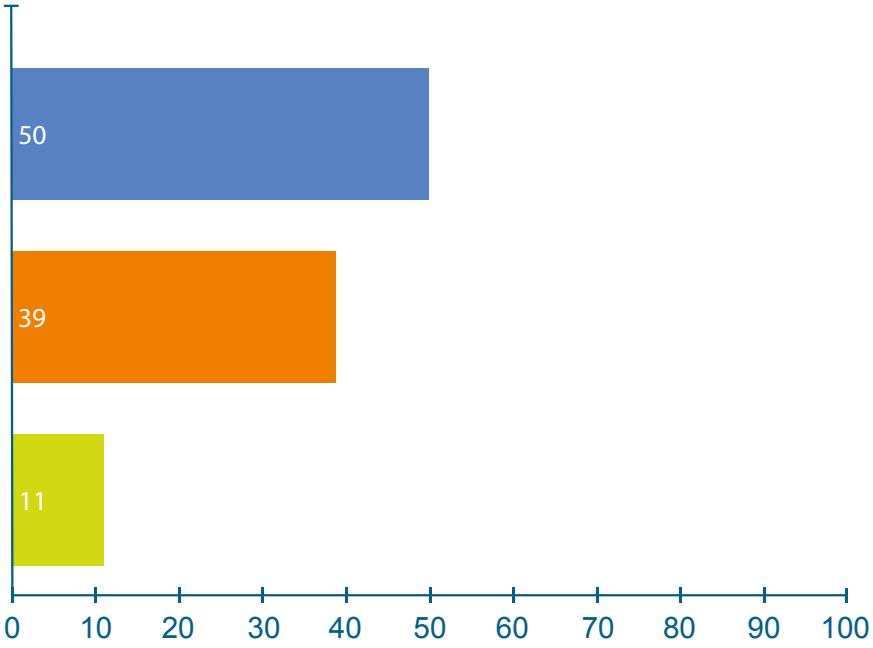


Question 29:

Are building control practitioners licensed/certified? A licence is an official permission to do something as well as the document (or permit) of that permission.

Answer:

- No
- Yes (licensed)
- Yes (certified)

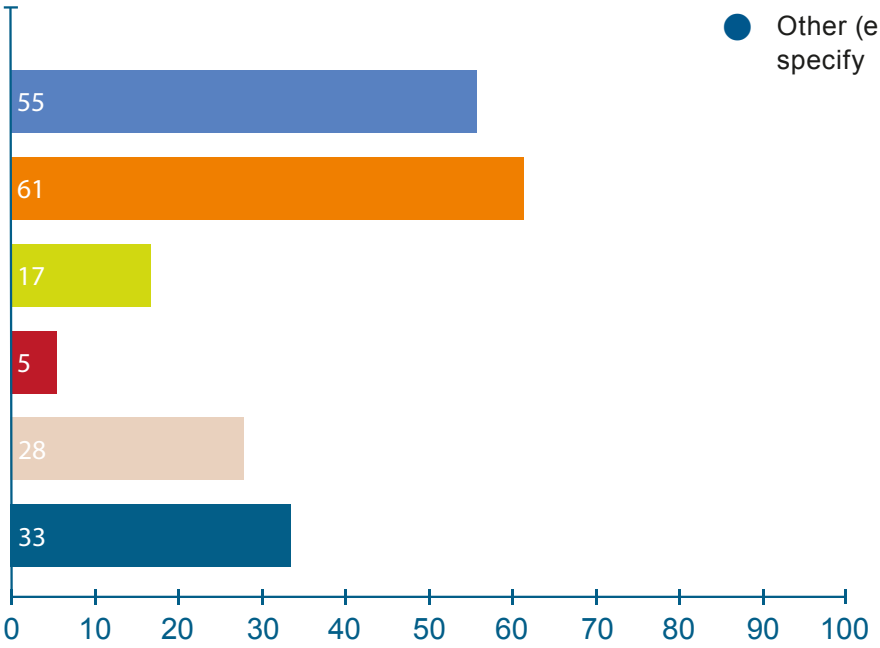


Question 30:

Are other disciplines in the construction and use of buildings licensed or certified? (Select all that apply).

Answer:

- Engineer
- Architect
- Building manager
- Fire Risk
- N/A
- Other (e.g. builders, project managers) please specify

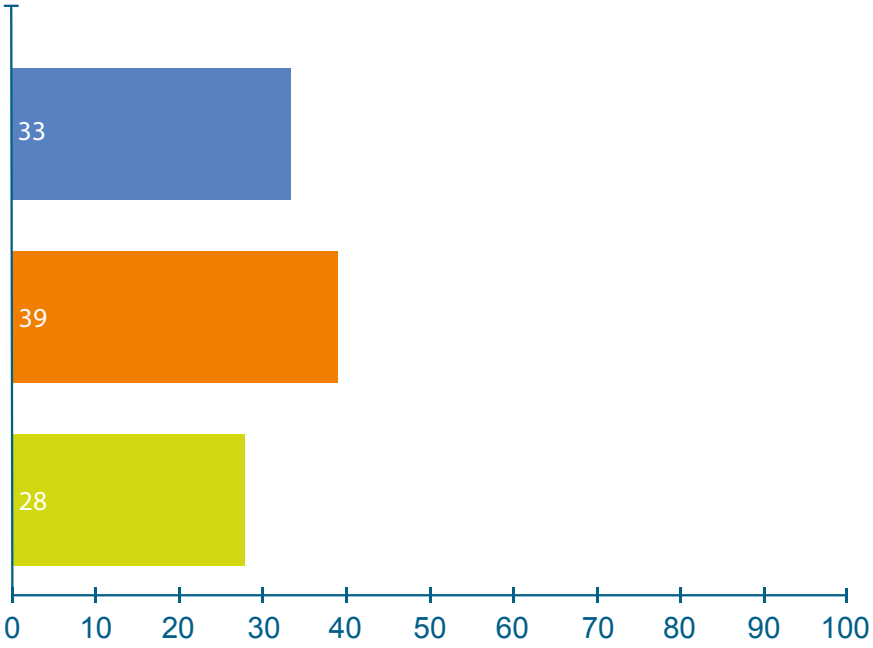


Question 31:

Are Building Control practitioners required to take part in Continuing Professional Development (CPD)? (Continuous learning).

Answer:

- Yes - compulsory
- Yes - voluntary
- No

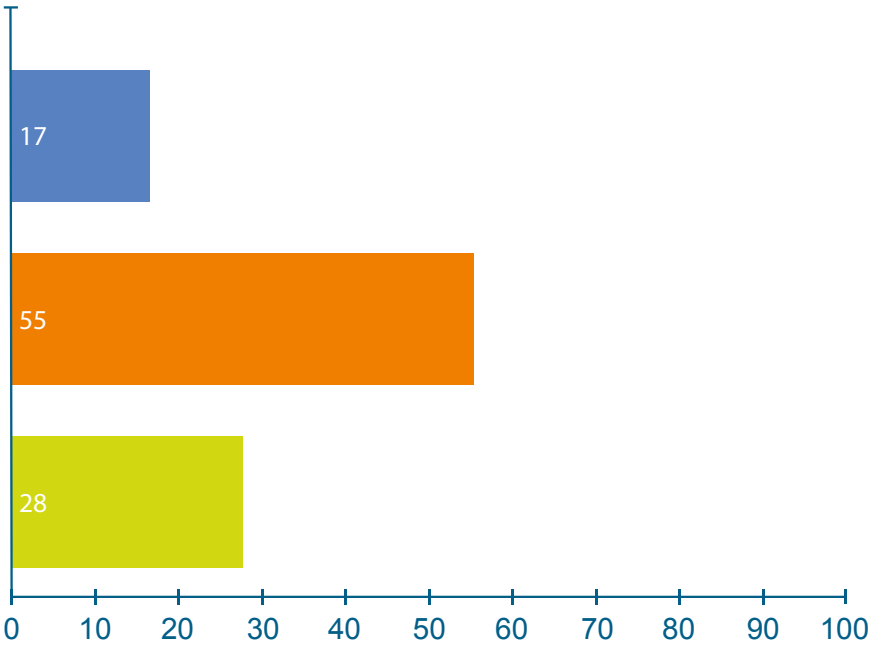


Question 32:

Are the CPD requirements linked to the renewal of licenses/certificates? A license is an official permission or permit to do something (as well as the document of that permission or permit).

Answer:

- Yes
- No
- Other (please specify)



Appendix 7

Update in respect of Competence as a result of Building Safety changes in England.

Published in April 2023 the Building Inspector Competence Framework sets out mandatory requirements for all Building Inspectors in England requiring them to register with the Building Safety Regulator to be able to perform building control work in England.

The building inspector competence framework (BICoF) has been introduced to provide a clear, structured framework to demonstrate competence for the whole building control profession, both in the public and private sectors. Competence reflects the necessary skills, knowledge, experience, and behaviours required of individuals performing their role as an RBI.

There are four registration classes for individual building inspectors

- Class 1: Trainee Building Inspector.
- Class 2: Building Inspector.
- Class 3: Specialist Building Inspector.
- Class 4: Building Inspector (Technical Manager).

All individual building control professionals performing the roles described within these classes, whether in the public or private sector and whatever types of buildings or building projects they work on must register with BSR and comply with the Code of Conduct. As part of the registration process they will need to prove competence through a scheme approved by the BSR. At present there are three schemes approved from;

- Building Safety Competence Foundation [This is a offered through a Community Interest Company set up by the CEBC Member Organisation, LABC, further details of which can be found at **www.bscf.org**.
- Chartered Association of Building Engineers.
- Total Training Development Ltd.

Building Inspectors in England are required to register by April 2024.

Further information can by found on the HSE website using these links:

Building Inspector Competency Framework

Code of conduct for registered building inspectors

Author of report

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