Competency Framework for Business Fire Safety Regulators

Institution of Fire Engineers
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COMPETENCY FRAMEWORK - WHERE WE WERE

• Criticism from businesses regarding a lack of consistency from fire safety regulators (inspectors)
• No accepted framework to develop regulators
• No recognised national qualification for Fire Safety Regulators
• No consistency of approach with other regulatory bodies
WHERE WE WERE

• Single training provider – Fire Service College
• Fire Safety modules from A through to E
  – Attendance equated to competence
  – No framework to identify development needs
  – No framework to assess competence in the workplace
  – Accepted by wider industry/sector
EXISTING COMPETENCY FRAMEWORKS?

• Extensive survey covering;
  – 50 FRSs in England, Wales and Northern Ireland
• Also consulted
  – FPA
  – BRC
  – IFE
  – FBU
FEEDBACK FROM SURVEY

• Survey document to 50 FRSs in England, Wales and Northern Ireland
  – 33 responded
  – 48% of those that responded agreed with the vocational standard at Level 4 Diploma
  – 15% of those that responded agreed with the vocational standard at Level 4 Certificate
COMPETENCY FRAMEWORK - APPROACH

- Competency frameworks to be developed for all roles in PPRS
- BSG tasked with creating a competency framework for Business Fire Safety Regulators nationally (UK)
- Led by South East & North West Regions
- Linked to NOS
- Qualifications agreed with Skills for Fire and Rescue
COMPETENCY FRAMEWORK – WHERE WE ARE

- Framework for use by all Business Fire Safety Regulators
  - e.g. FRSs, HSE, MoD, CLG, Local Authority
- Focussed on the actual role and activities of a BFS Regulator (Fire Safety Inspector)
- Supports extension of PAS to the Fire Safety Order
  - Working in similar ways
- Benchmark! Not an absolute standard
Skills for Fire and Rescue (NOS) developed vocational qualifications

Three defined roles
  – Fire Safety Advisor
  – Fire Safety Risk Assessor
  – Fire Safety Inspector (Business Fire Safety Regulator)
WHAT ARE THE VOCATIONAL QUALIFICATIONS

• Level 3 Certificate
  – Fire Safety Advisor
• Level 4 Certificate
  – Fire Safety Auditor/Fire Risk Assessor
• Level 4 Diploma
  – Fire Safety Inspector (Business Fire Safety Regulator)
• Multiple routes for delivery of qualification
  – FSC, Universities, Xact, Edexcel etc.
BENEFITS OF THE COMPETENCY FRAMEWORK

• Single approach to competency
• Addresses business needs/concerns
• Widespread usage will simplify the overall regulatory system
• Change in regulatory culture will mean businesses experience greater consistency - better regulation
• More effective means of supporting CPD for regulators and their managers
COMPETENCY FRAMEWORK – WHERE WE WILL BE

- In role mentoring, training and development
- Assessment in role
- Continuous Professional Development
- Third party awarding body
- LGA/CFOA Peer Challenge
- IFE/Engineering Council (EngTech)
THIRD PARTY QUALITY ASSURANCE

• Third party recognition of competence to perform specific tasks
• Provides means to identify a proven, competent assessor
• Demonstrates to businesses that the regulator is meeting the national requirements
• Assurance of quality
• Independent scrutiny
FIRE SAFETY INSPECTOR

Professional Review to Evaluate Training requirements

- Building Regulations & BS 9999
- Sprinklers/Residential Sprinklers
- Smoke Control

Pass Relevant Assessment

- Yes: Line Manager to continue the process of Professional Review to identify training needs and progression of Business Fire Safety Regulator. Two Quality Assurance checks by a Business Fire Safety Regulator should be undertaken during this stage
- No: Period of further study and Resit Assessment, Review and identify additional work from areas requiring development

Completion of Work Book and Self Development

Level 4 Diploma in Fire Safety (Fire Inspectors)

*The chart does not identify specific courses that should be attended but it does identify the areas of learning that are required*
CONSULTATION ON FRAMEWORK

- All UK Fire and Rescue Services
- Fire Brigades Union
- Health & Safety Executive
- Local Government Association
- Institution of Fire Engineers
- Ministry of Defence
- DCLG & Better Regulation Delivery Office
- Fire Sector Federation
- Fire Service College
- Skills for Fire & Rescue
FUTURE DEVELOPMENTS FOR BFS REGULATORS

• Worked with the BRDO on the GRIP and RDNA tool where regulators can self-assess development needs - consistency across regulators. Fire element now available.

• Engagement with the Fire Sector Federation to promote competency in other fire related sectors.

• Adoption of Framework as first example of Professional Workforce stream within Fire Professional Framework.
FUTURE DEVELOPMENTS FOR PPRS

• Creation of Framework for Community Safety,
  https://www.surveymonkey.com/s/CommunitySafetyCompetencyFramework

• Creation of Frameworks for Fire Investigators and Fire Engineers

• Creation of Framework for Business Fire Safety Advisor Apprenticeships (SfF&R Workplan ‘14)

• Development of qualifications for Business Fire Safety Apprenticeships
UKFRS ENDORSEMENT

• Business Safety Conference – November 2013
  – Fully endorsed by English and Welsh Brigades
• CFOA Fire Service Council – 15 January 2014
  – Fully endorsed
• Northern Ireland (ACFO Ashford) & Scotland (ACFO Ramsay)
  – Fully endorsed
• People Summit 3rd April 2014
  – Launched
GMFRS CASE STUDY

• Business Safety Advisor Apprentices employed
• Business Safety Advisors recruited
• Co-location of Inspectors with other Regulatory Services
• Future
  – Sharing each others’ workloads to support businesses
  – Integration of all Regulatory Services
Thank you

Any Questions?

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