

PAS 8672:2022

Built environment – Framework for competence of individual Principal Contractors – Specification



Department for Levelling Up,
Housing & Communities



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Foreword

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Acknowledgement is given to Gerald Naylor, Chartered Institute of Building, as the technical author, and the following organizations that were involved in the development of this PAS as members of the steering group:

- British Approvals for Fire Equipment (BAFE)
- Chartered Institute of Building (CIOB)
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- Department for Levelling Up, Housing and Communities (DLUHC)
- Engineering Council
- Federation of Master Builders (FMB)
- Fire Sector Federation
- Health and Safety Executive (HSE)
- Institute of Clerks of Works and Construction Inspectorate (ICWCI)
- Kier Group
- Loughborough University
- Royal Institute of British Architects (RIBA)
- Sir Robert McAlpine
- Vistry Partnerships
- Wates Group

Acknowledgement is also given to co-opted members of the steering group, together with the members of a wider review panel who were consulted in the development of this PAS.

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The PAS process enables a specification to be rapidly developed in order to fulfil an immediate need in industry. A PAS can be considered for further development as a British Standard, or constitute part of the UK input into the development of a European or International Standard.

Relationship with other publications

This PAS is based upon the recommendations regarding competence (i.e. skills, knowledge, experience and behaviours) and assessment given in the report *Setting the bar: A new competence regime for building a safer future*¹⁾ [1] in light of events following the tragedy at Grenfell Tower.

This PAS forms part of a comprehensive suite of documents relating to competence in the built environment. The suite comprises:

- BSI Flex 8670, *Built environment – Core criteria for building safety in competence frameworks – Code of practice*²⁾;
- PAS 8671, *Built environment – Framework for competence of individual Principal Designers – Specification*;
- PAS 8672, *Built environment – Framework for competence of individual Principal Contractors – Specification*; and
- PAS 8673, *Built environment – Competence requirements for the management of safety in residential buildings – Specification*.

¹⁾ Recommendations were first set out in *Raising the bar: Interim report*, available at <https://www.cic.org.uk/news/construction-and-fire-industries-set-out-sweeping-proposals>.

²⁾ Downloadable from <https://www.bsigroup.com/en-GB/industries-and-sectors/construction-and-the-built-environment/built-environment-competence-standards/>.

Information about this document

The Building Safety Act 2022 [2] and subsequent secondary legislation will require the contractor with control over the building to be appointed as the Principal Contractor. Where the Principal Contractor is an organization, there will be a requirement for them to designate an individual under their control who has the task of managing their functions as the Principal Contractor.

This PAS, therefore, is a competence framework for:

- an individual performing the role of the Principal Contractor (see 0.2); or
- an individual acting under the control of an organization appointed as the Principal Contractor who is designated to manage its functions (see 0.3).

Reference in this PAS to “Principal Contractor” encompasses both of the above roles unless otherwise stated.

Principal Contractors are expected to have the relevant skills, knowledge, experience and appropriate behaviours to plan, manage and monitor building work being undertaken as well as cooperate, communicate and coordinate their work with other dutyholders. In doing so, they are expected to liaise and share information with other dutyholders and take all reasonable steps to ensure the building work is carried out in compliance with the building regulations. In addition, Principal Contractors managing building work on higher-risk buildings (HRBs) are expected to be able to undertake the associated functions and duties.

This PAS covers all building work subject to building regulations but does not cover the duties of Principal Contractors under the Construction (Design and Management) Regulations 2015 [3] although the same individual could potentially undertake both roles. The primary role of the Principal Contractor under the Construction (Design and Management) Regulations 2015 [3] is to ensure, as far as reasonably practicable, the safety and health of those affected by the project, whereas the primary role of the Principal Contractor under the Building Safety Act 2022 [2] is to take all reasonable steps to ensure compliance with building regulations.

This PAS does not provide advice on means of training but instead considers it as a means to reach the required levels of competency.

Assessed capability. For the purpose of undertaking the role of Principal Contractor, users of this PAS are advised to consider the desirability of obtaining accredited independent assessment and certification.

This publication can be withdrawn, revised, partially superseded or superseded. Information regarding the status of this publication can be found in the Standards Catalogue on the BSI website at bsigroup.com/standards, or by contacting the Customer Services team.

Where websites and webpages have been cited, they are provided for ease of reference and are correct at the time of publication. The location of a webpage or website, or its contents, cannot be guaranteed.

Use of this document

It has been assumed in the preparation of this PAS that the execution of its provisions will be entrusted to appropriately qualified and experienced people, for whose use it has been produced.

There is also an anticipation that this PAS will be useful to:

- building sub-contractors and suppliers;
- professional bodies serving project and building management disciplines;
- building trade bodies, associations and federations;
- government agencies;
- qualification awarding organizations;
- clients undertaking their own building work;
- those bodies providing accreditation of individuals;
- property developers and property management consultants; and
- planning consultants.

Presentational conventions

The provisions of this PAS are presented in roman (i.e. upright) type. Its requirements are expressed in sentences in which the principal auxiliary verb is “shall”.

Commentary, explanation and general informative material is presented in smaller italic type, and does not constitute a normative element.

Where words have alternative spellings, the preferred spelling of the Shorter Oxford English Dictionary is used (e.g. “organization” rather than “organisation”).

Contractual and legal considerations

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Compliance with a PAS cannot confer immunity from legal obligations.

Particular attention is drawn to the following specific legislation:

- Building Safety Act 2022 [2]
- Construction (Design and Management) Regulations 2015 [3];
- Health and Safety at Work Act 1974 [4]; and
- Fire Safety Act 2021 [5].

0 Introduction

0.1 Background

Following the tragedy at Grenfell Tower in June 2017 and other major building fire incidents, the new Building Safety Regulator (BSR) has been established in England to oversee the safe design, construction and occupation of higher-risk buildings (HRBs). Whilst the establishment of the BSR in England is intended to oversee a new, more stringent regime for HRBs, it also aims to drive improvements in building safety and performance in all buildings.

As part of the regulatory transformation there is a requirement for two safety-critical roles, namely the Principal Designer and Principal Contractor with building safety responsibilities. These dutyholders are required to have the necessary skills, knowledge, experience and behaviours for the role, alongside any sector-specific competences. Essentially, these dutyholders require an overarching understanding of all aspects of building safety, and individuals carrying out the Principal Contractor role are expected to demonstrate they have the appropriate competence to:

- a) interrogate design and construction activity;
- b) challenge the quality of work and bad practices; and
- c) identify major hazards and minimize the risk to safety during building use.

0.2 Individual Principal Contractor

COMMENTARY ON 0.2

The role of the Individual Principal Contractor includes managing relationships and interfaces between all relevant parties during a project. This requires careful attention to roles, functions and duties with a clear focus on the building work and tasks. Users of this PAS can refer to the RIBA Plan of Work 2020 [6], particularly with regard to matters relating to fire safety.

The Individual Principal Contractor is expected to define and manage roles, responsibilities and accountabilities for activities and tasks for which they are responsible during a project.

0.3 Designated Individual Principal Contractor working under an Organizational Principal Contractor

COMMENTARY ON 0.3

A Designated Individual Principal Contractor working under the control of an Organizational Principal Contractor (OPC) is an individual appointed by the OPC to manage its functions of the Principal Contractor for the building work. The OPC is expected to have adequate organizational capability and commitment from its senior management team to support the Designated Individual Principal Contractor, including mentoring, professional development and time for reflection necessary to fulfil the role. The OPC also has a duty to ensure that the Designated Individual Principal Contractor has the relevant skills, knowledge, experience and behaviours.

To fulfil the duties of a Principal Contractor, the employing organization designates an individual to manage its functions as a Principal Contractor. This Designated Individual Principal Contractor is expected to have the same skills, knowledge, experience and appropriate behaviours as an Individual Principal Contractor, as well as recognizing the internal interfaces within the employing organization and other relevant stakeholders.

0.4 Issues relating to construction management competences

The Principal Contractor is required to plan, manage and monitor the building work during the construction phase. Additionally, the Principal Contractor is required to take all reasonable steps to cooperate with other dutyholders and coordinate matters relating to the building work to ensure it is in compliance with all relevant requirements. There is an expectation that Principal Contractor positions are likely to be drawn from those with the skills, knowledge, experience and behaviours in managing and constructing buildings.

No one individual can be expected to possess the full range of competences given the breadth and complexity of building works. However, Principal Contractors are expected to have sufficient technical expertise for ensuring building safety, compliance with building regulations and the quality of work by others under their responsibility. Principal Contractors are also expected to possess managerial expertise that enables them to effectively liaise with all others undertaking or supplying building work, materials/products or services for buildings. Being able to manage the information flow from the client and designer through to the building's end-users is critical with regard to compliance with building regulations so that all buildings are safe and perform throughout their lifetime.

It is important that the competences for all buildings and the additional competences for HRBs contained in this PAS are not treated as adjuncts to the core competences, but instead integrated into the already adopted range of proficiencies for those controlling construction projects.

Existing buildings significantly outnumber new developments, and residual risks associated with existing buildings are often unique due to the need to maintain the performance of these buildings. These buildings are often occupied during repairs, maintenance and improvement (RMI) work and therefore compliance with building regulations is just as important as during the construction of new buildings. Managing such building work is done in conjunction with those responsible for the safety of occupied buildings.

NOTE *Potential contracting scenarios might lead to Principal Contractors also taking responsibility for design and therefore possibly the dual role of Principal Designer and Principal Contractor, in which case they would also require the competence for the Principal Designer role as defined in PAS 8671.*

1 Scope

This PAS specifies competence requirements for the role of Principal Contractor, based on the recommendations and core competence criteria set out in BSI Flex 8670, with regard to:

- a) roles and responsibilities;
- b) skills, knowledge and experience;
- c) behaviours and ethics;
- d) additional competences for higher-risk buildings (HRBs); and
- e) limits of competence.

This PAS also describes specific competencies common to all Principal Contractors and those which are additional for those undertaking the dutyholder role of Principal Contractor on HRBs.

This PAS is intended for use by:

- 1) professional institutions, licensing bodies and awarding organizations to assess the competence of the Principal Contractor, as well as regulators and enforcing authorities; and
- 2) Principal Contractors to determine their own competence limitations and to identify areas of development.

This PAS is also relevant to clients, building owners and leaseholders undertaking repairs, maintenance and improvements (RMI) to buildings.

This PAS does not cover:

- i) the requirements that are specific to the duty role holder of Principal Contractor under the Construction (Design and Management) Regulations 2015 [3];
- ii) team or organizational competence and resource capacity of organizations acting as Principal Contractors under the Construction (Design and Management) Regulations 2015 [3];
- iii) the organizational or team competence of the Principal Contractor; and
- iv) specific education and training requirements, although it does provide advice and guidance on a range of options (see Annex A).

2 Normative references

The following documents are referred to in the text in such a way that some or all of their content constitutes provisions of this PAS³⁾. For dated references, only the edition cited applies. For undated references, the latest edition of the referenced document (including any amendments) applies.

BSI Flex 8670, *Built environment – Core criteria for building safety in competence frameworks – Code of practice*⁴⁾

³⁾ Documents that are referred to solely in an informative manner are listed in the Bibliography.

⁴⁾ This PAS also gives an informative reference to BSI Flex 8670 v3.0:2021-04.

3 Terms, definitions and abbreviated terms

3.1 Terms and definitions

For the purposes of this PAS, the terms and definitions given in BSI Flex 8670 and the following apply.

3.1.1 accreditation

formal recognition by a regulated body that an organization engaged in assessment and certification activities is operating according to a prescribed standard

3.1.2 building safety risk

risk to the safety of persons in or about a building arising from fire, structural failure and any other prescribed matter

3.1.3 building work

erection, extension, material alteration and installation of controlled fittings and services to a building

[SOURCE: Building Regulations 2010 [7]]

3.1.4 competency (competencies)

skill, knowledge, experience or behaviour, required to achieve a defined outcome

3.1.5 construction

building activities involving new build, repairs, maintenance and improvement to existing buildings

NOTE Includes processes and works of the contractor on and off-site.

3.1.6 functional areas

group of Principal Contractor functions

NOTE Contained in Annex B, Table B.1 to Table B.9.

3.1.7 gateway(s)

three key stages in design and construction, and introducing new requirements during construction that apply to higher-risk buildings

NOTE The gateway comprises three elements as follows:

- a) Planning Gateway one – at the planning application stage;
- b) Planning Gateway two – before building work starts; and
- c) Planning Gateway three – when building work is completed.

3.1.8 life safety

preventive and protective measures for the safety of people from the risk of fire spread and structural failures including other regulatory prescribed hazards, and public safety and health

3.1.9 public safety

preventive and protective measures to safeguard the wellbeing of members of the general public

[SOURCE: Health and Safety at Work etc Act 1974 [4]]

3.1.10 safety case

all the information required to manage the risk of fire spread and the structural safety of a building

[SOURCE: HSE Guidance: Safety cases and safety case reports, modified [8]]

3.2 Abbreviated terms

For the purposes of this PAS, the following abbreviated terms apply.

BSR	Building Safety Regulator
CPD	continuing professional development
DLUHC	Department for Levelling Up, Housing and Communities
HRB	higher-risk building
RMI	repairs, maintenance and improvements
SMART	specific, measurable, achievable, realistic and time-bound