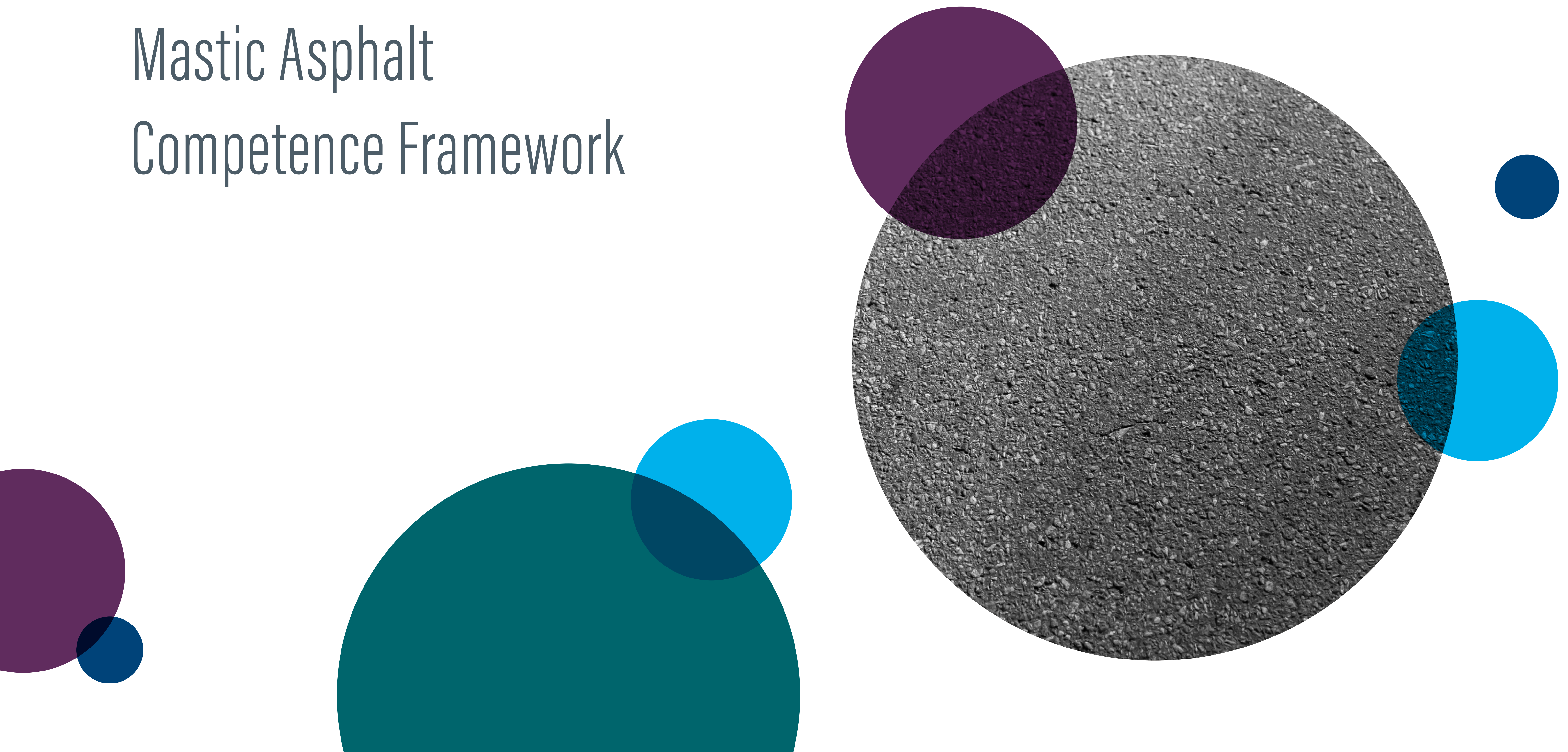


Mastic Asphalt Competence Framework





How to read this document

This document aims to outline the Competence Standard set out by the Sector Group. The elements in the above menu are the Competence Framework elements.

Routes to Competence:

Read this document from the bottom to the top. It contains 3 swim lanes which show the routes for a new entrant, someone who has some skills, knowledge, experience and behaviours (SKEB) as well as an experienced worker.

Functional Map:

This shows the grouping of functions together to show competencies for a specific role. This will be used to form the basis of any new qualification structures in the future. It may look very similar to existing competence qualification structures as the groups of functions are likely to be the same. It is the finer detail found in the Trade Specific Competencies that will outline the next level of detail.

Core Trade Competencies:

These are the common requirements for this trade more generally.

Trade Specific Competencies:

These are the functions themselves, when put together with other functions they become the competence requirements for a particular role. Use the Knowledge and Skill tabs (where applicable) to reveal or conceal additional details within sections

Experience:

Requirements set out by the Sector Group. These will form part of any checks carried out to validate competence initially as well as what is required for revalidation purposes. This could be a number of CPD hours that an individual is expected to undertake, observation of fire or safety critical installation activities on an annual basis or requirements that in the future would be required to trigger a construction card scheme card.

Behaviours:

Based on those found in BS8670-1:2024 the behaviours are what is expected from individuals working in this role. It is felt that most of these would be monitored by an employer on an ongoing basis, some might be added to competence qualifications where they can be demonstrated during the time served on an apprenticeship for example.

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Background

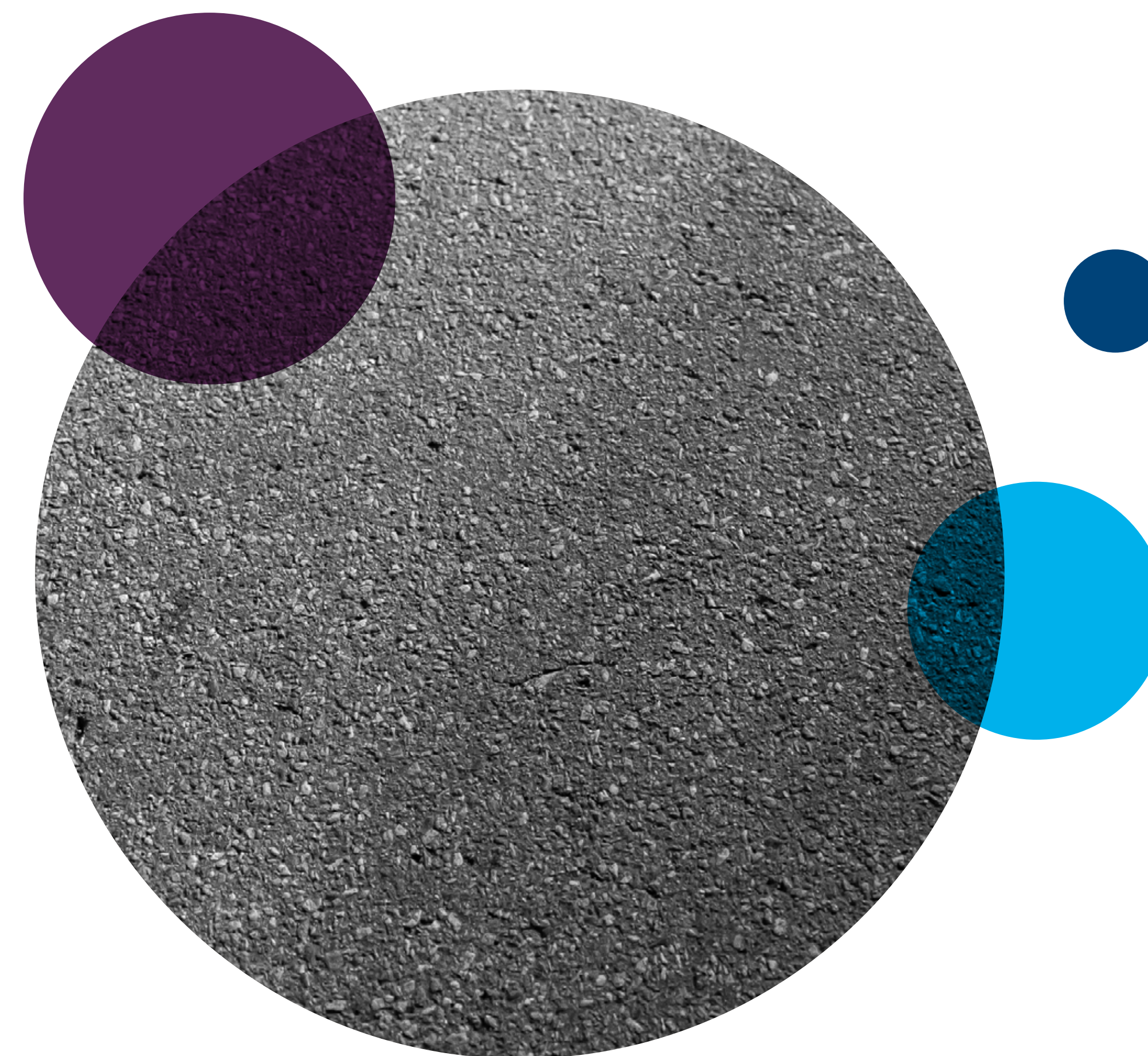
In the report, Building a Safer Future, Dame Judith Hackitt spoke of the industry's approach to competence as being "fragmented, encompassing a range of disciplines and different competence frameworks even within one discipline and without reference to other interacting disciplines".

The Building Safety Act 2022, together with supporting secondary legislation, has introduced a new regulatory regime, which requires the engagement of everyone working in the built environment, not just those involved in Higher-Risk Buildings (HRBs).

Regulations define competence as having the appropriate **skills, knowledge, experience** and **behaviours (SKEB)**, and requires all individuals carrying out any design, construction or refurbishment work to be competent to undertake the role to which they are appointed.

Organisations must also demonstrate that they have the 'organisational capability', and it is a legal requirement for anyone appointing an individual or organisation to ensure that they meet the requirements.

In December 2024, the Industry Competence Steering Group (ICSG) was formally launched as the updated structure to the Competence Steering Group (CSG). Made up of 15 different working groups, representing all of Construction and the Built Environment, with the agreed goal of creating competence frameworks. Sector Lead Group 10 in the Industry Competence Steering Group represents Installation and Maintenance and this work has taken place in conjunction with that programme of work.





ICSG Working Groups

In September 2020, The CSG released Setting the Bar – a new competence regime for building a safety future which included recommendations from WG2 (pages 54 – 60) Under the move from the CSG to the ICSG, WG2 has become SLG10.

Since the publication of this report WG2 (now SLG10) has focussed on delivering its recommendation that the industry should adopt a framework for all the installer roles working on in- scope buildings that can also be applied to other project types. The frameworks should consist of:

- Accredited third party certification of companies
- Level 2 or 3 qualifications for individuals
- A card scheme such as, but not limited to, the CSCS
- CPD refresher training and the maintenance of individual skills
- All installers have a core knowledge of fire safety in buildings – training to be standardised and made mandatory.

A requirement identified within the Setting the Bar report was to identify any SKEB needed for working within a Higher-Risk Building (HRB). Whilst developing the competence frameworks, the working groups noted that there is very little difference between work carried out in a non-HRB and an HRB, however, where there are differences, these have been identified within the competence frameworks.

In 2024 SLG10 scaled up its initial pilot programme into the format on the next page, grouping the work into five workstreams: Envelope, Engineering Services, Interiors, Civils and Structures.

CITB provides Developer support to all roles within its scope order, facilitating the Sector Group’s work and allowing them to concentrate on defining the competence requirements with support and guidance to document the requirements set for the frameworks.

In this role CITB can support the standardisation of statements contained within the Competence Frameworks, sharing best practice between the groups. This working relationship also allows CITB to plan in any Implementation Plan actions that have been identified and that fall under its responsibility. This allows for faster implementation of the Competence Frameworks.



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The Industry Competence Steering Group (ICSG)





Fire Safety in Buildings

Following the recommendations in the Building a Safer future report, a group of Industry Experts met to design and build the content for a Fire Safety in Buildings training course for all installers to undertake. CITB funded the creation of the course and it is now a free to access training resource which sits on the eLearning platform on the CITB website.

[Fire Safety in Buildings Free Online Training Course](#)



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Competence Frameworks

The following documents that make up the Competence framework:

- 1. The SKEB Statements** - outlining the **S**kills, **K**nowledge, **E**xperience and **B**ehaviours (SKEB) required to obtain competence in the occupation(s).
- 2. A Route to Competence** - showing the path (or paths) to obtaining, and then maintaining, individual competence in the occupation(s).
- 3. An Implementation Plan** - identifying what practical steps are required (as well as a timeframe) to allow every individual in scope to the competence framework to come into compliance with its requirements.

The Competence frameworks have been written in line with BS8670-1:2024 Competence frameworks for building safety which outlines the key components of a Competence Framework.

These include:

- **What Competence is defined as**
- **What Validation and Revalidation looks like**
- **How to maintain and develop Competence over time**
- **Limits of Competence**

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Competence Framework Key Definitions

BS8670-1:2024 Defines the key elements of Competence Frameworks as follows:

Competence: application of skills, knowledge, experience and behaviour to achieve a defined outcome

Skills: ability to perform an activity or task consistently with a specific intended outcome

Knowledge: assimilation of facts, theories and practices in relation to a given role, function, activity or task

Experience: participation in relevant activities or observation of facts and events leading to acquisition or improvement of knowledge and skills

Behaviours: observable things that an individual does or does not do

Validation: formal process of assessing an individual's competence against a sector-specific competence framework

Revalidation: formal process of reassessing an individual's competence against a sector-specific framework on a periodic basis to check that competence has been maintained

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Sector Overview

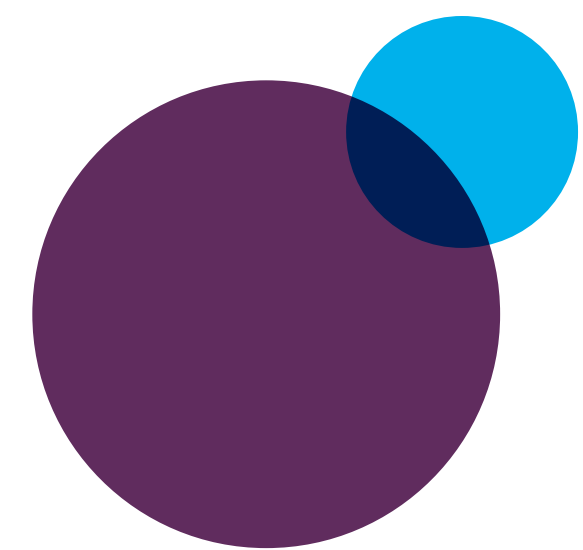
Mastic Asphalt Competence Framework Development

The development of the Mastic Asphalt Competence Framework aims to establish a structured, standardised approach for assessing and ensuring the competencies of installers working in Mastic Asphalt. The framework serves to address the growing demand for high-quality and safe installations, promoting the development of skilled professionals who meet industry standards.

The framework outlines key competencies required for Mastic Asphalt, including installation, health and safety, training and qualification landscape and re-validation requirements. It is designed to guide employers, workers, regulatory bodies, industry professionals, training providers, and regulatory bodies to create a consistent and accountable approach to competency in Mastic Asphalt. This competency model is intended to reduce risks associated with poor installation practices, improve building performance, and ensure compliance with relevant regulations and standards.

Key components of the framework include:

- 1. Routes to Competence:** Identification of the recognised routes to achieving competence.
- 2. Competency Levels:** Clear definitions of the Skills, Knowledge, Experience & Behaviours required for each function for the role of the Mastic Asphalt.
- 3. Technical Skills:** A comprehensive understanding of materials, techniques, and equipment used in Mastic Asphalt.
- 4. Health and Safety:** Emphasis on safety standards to minimise accidents and ensure safe working environments.



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Sector Overview

Development Process

The development process involved extensive consultation and collaboration through a series of working group meetings with SLG10 Installation and Maintenance (previously WG2 Installers), The Mastic Asphalt Council, BriggsAmasco, IKO and CITB. An online survey and webinar are also available to present the Competence Framework and offer an opportunity to review, provide feedback, support and validate the framework development.

Thorough analysis of existing competencies, standards, available training, qualifications, current working practices and known issues and challenges was carried out to produce the framework and identify actions that needed to be addressed.

The working groups were generally very well attended and were conducted in a very cooperative, open and friendly manner with all participating getting the opportunity to contribute to the discussions and work being done in relation to the SKEB.



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Sector Overview

Outcomes and Findings

Following a recent review of the National Occupational Standards (NOS) and the associated apprenticeship (ST0750 Mastic Asphalter), the Working Group concluded that the statements of competence should be derived from the NOS but presented at a less granular level. The Competence Framework review found no significant gaps between the apprenticeship and the NOS. Whilst the English Apprenticeship is less detailed, it effectively aligns with and reflects the core content and intent of the NOS.

The Working Group have also identified the Experience and Behaviour requirements. When adapted either individually or through an organisation, these will promote a culture of self-development, responsibility and reinforce positive values.

The following actions have been identified and will be addressed as part of an implementation plan:

- Improved collaboration between England and Scotland is needed to ensure a smoother, more accessible pathway for students in Scotland seeking apprenticeship opportunities in England
- Experienced worker route to be developed for those already working in the sector
- Providers required for the delivery of the SVQ in Scotland
- Develop short duration training standards to support the Competence Framework
- Proposed introduction of the Fire Safety in Buildings training as a mandatory competence requirement to support the Competence Framework





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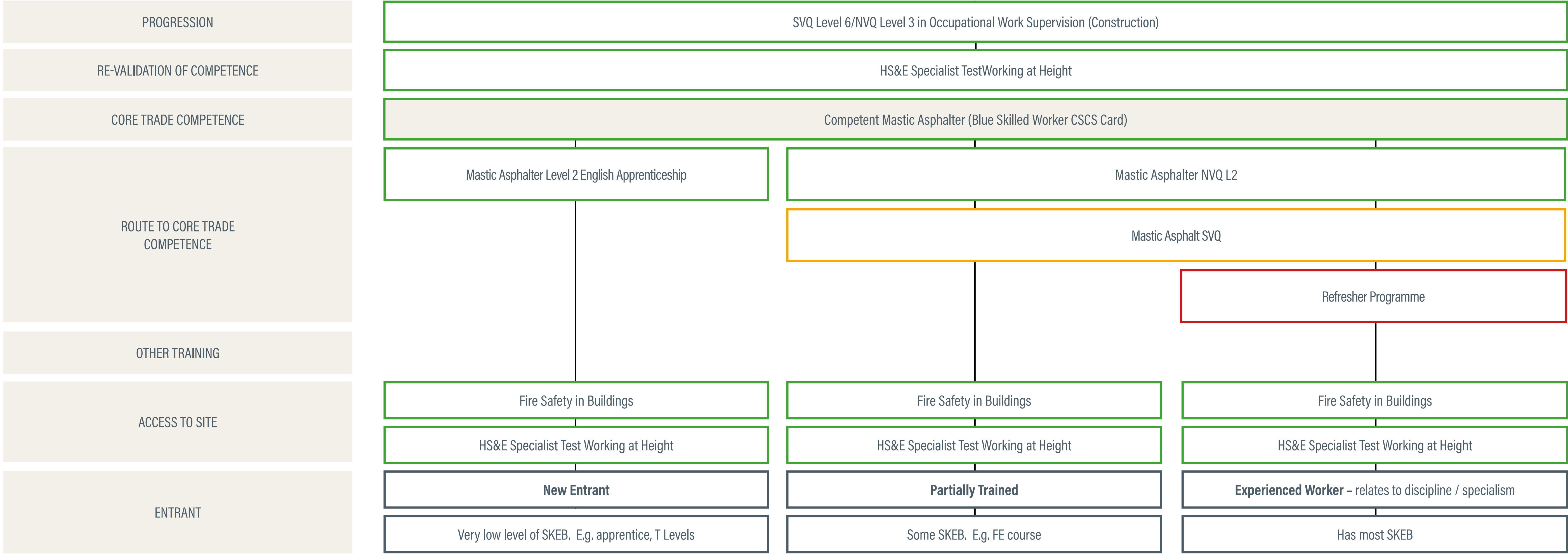
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Routes to Competence

- To Develop
- Actions needed
- Developed



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Functional Map

Introduction

Training Pathways for Mastic Asphalt

PURPOSE

The purpose of this work, the Route to Competence (RtC) and Skills, Knowledge, Experience and Behaviour (SKEB) statements is to confirm the industry agreed standards and qualification landscape for Mastic Asphalt.

Consultation with sector experts, established the necessary structure to train and qualify the workforce and maintain and monitor levels of competence. Building regulations and industry best practice knowledge guidelines were referenced throughout the consultation.

SCOPE

The scope of the document validates the Competence requirements, qualification pathways and any re-validation requirements.

FUNCTIONAL MAP

The agreed competencies required to demonstrate competence for a role.

EXPERIENCE

Information on how to evidence competence and confirm the level of experience.

DEFINITIONS

SKEB Skills, Knowledge, Experience and Behaviours; **VQ** Vocational Qualification – NVQ and SVQ; **COSVR XXX** Specific National Occupational Standards; **ST0750** Mastic Asphalt – English Apprenticeship; **RQF** Regulated Qualification Framework (England);

BEHAVIOURS

Core behavioural statements originating from the BS8670-1:2024 document which sets out core building safety competence criteria which have been added to this framework.

CORE CONSTRUCTION COMPETENCIES

These skills and knowledge statements are derived from a standard set of competencies that underpin all construction roles. **The Core Construction competencies have undergone a format revision and are currently draft versions pending a collective review by industry.

CORE TRADE COMPETENCIES

Core Trade skills and knowledge statements applicable to Mastic Asphalt.

TRADE SPECIFIC COMPETENCIES

Individual functions further defined into Skills (practical abilities and techniques) and Knowledge (theoretical understanding and information). Together, they define what is needed to be competent in a role.



Functional Map

Core Construction Competencies

FUNCTIONAL MAP ACTIVITIES		COMPETENCE ROUTE
CORE CONSTRUCTION COMPETENCIES		
CC001	Conform to general health, safety and welfare in the workplace	✓
CC002	Conform to productive work practices in the workplace	✓
CC003	Move, handle and store resources	✓



Functional Map

Trade Specific Competencies

FUNCTIONAL MAP ACTIVITIES		COMPETENCE ROUTE
TRADE SPECIFIC COMPETENCIES		
MA001	Prepare surfaces for Mastic Asphalt	Y
MA002	Apply Mastic Asphalt	Y
MA003	Repair and maintain Mastic Asphalt	Y
MA004	Apply Mastic Asphalt to special details	Y
MA005	Carry out site measurements and evaluations	Y
MA006	AVCL's and Insulation	Y



CC001

CC002

CC003

Core Construction Competencies

Conform to general health, safety and welfare (CC001)

Function: Conform to general health, safety and welfare
Refs: COSVR641 Conform to general health, safety and welfare

Description: This function in the context of your occupation and work environment, is about awareness of relevant current statutory requirements and official guidance; responsibilities, to self and others, relating to workplace health, safety and welfare; personal behaviour and security in the workplace.

SKILLS

KNOWLEDGE

You must be able to:

Workplace health, safety and welfare

Comply with all workplace health, safety and welfare legislation requirements at all times

Avoid risk by complying with given information relating to the following:

- induction
- briefings
- application of prior training (safe use of health and safety control equipment)

Adhere to statutory requirements and/or safety notices and warning signs displayed in the workplace or on equipment

Recognition of hazards

Recognise hazards, associated with the workplace and report them in accordance with organisational procedures

Recognise hazards created by changing circumstances, that have not been previously controlled, and report them in accordance with organisational procedures

Organisational policies and procedures

Accept responsibility for, and comply with, organisational policies and procedures in order to contribute to health, safety and welfare

Show personal behaviour which demonstrates active responsibility for general workplace health, safety and welfare

Comply with organisational policies and procedures relating to the following:

- consideration of others
- interpretation of given instructions to maintain safe systems of work
- contributing to discussions (offer and provide feedback)
- maintaining quality working practices
- contributing to the maintenance of workplace welfare facilities
- storage and use of equipment provided to keep people safe
- disposal of waste and/or consumable items

Security arrangements

Comply with and support organisational procedures for maintaining the security of the workplace:

- during the working day
- on completion of the day's work
- from unauthorised personnel (other operatives and/ or the general public)
- from theft



CC001

CC002

CC003

Core Construction Competencies

Conform to productive working practices (CC002)

Function: Conform to productive working practices

Refs: COSVR642 Conform to productive working practices

Description: This function in the context of your occupation and work environment, is about productive communication with line management, colleagues and customers, interpreting information, planning and carrying productive work practices, working with others or as an individual.

SKILLS

KNOWLEDGE

You must be able to:

Communicate with others

Communicate with line management, colleagues or customers to ensure work is carried out productively

Respect the needs of others when communicating

Follow procedures

Interpret and follow organisational procedures and use appropriate resources to plan the sequence of work in order to conform to productive work practices and maintain records

Complete documentation as required by the organisation

Work Relationships

Maintain good work relationships

Work productively with line management, colleagues, customers, or other people

Apply the principles of equality and diversity

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Core Construction Competencies

Move, handle and store resources (CC003)

Function: Move, handle or store resources

Refs: COSVR643 move, handle or store resources

Description: This function in the context of your occupation and work environment, is about interpreting information, adopting safe and healthy working practices, selecting aids or equipment to move, handle or store occupational resources and moving, handling and storing occupational resources to maintain useful condition.

SKILLS

You must know and understand:

Interpretation of Information

why organisational procedures have been developed and how they are implemented

types of information, their source and how they are interpreted in relation to:

- technical
- product and regulatory
- oral
- written
- graphical presentation

the importance of reporting and rectifying inappropriate information

how to obtain information to use and store lifting aids and equipment

Safe Work Practices

information for relevant, current legislation and official guidance and how it is applied

the types of fire extinguishers and how and when they are used in relation to water, CO₂, foam, powder

how emergencies should be responded to in accordance with organisational authorisation and personal skills in relation to:

- fires, spillages, injuries
- emergencies relating to occupational activities

the organisational security procedures for tools, equipment and personal belongings in relation to:

- | | |
|-------------|----------------------|
| ■ operative | ■ company |
| ■ site | ■ customer |
| ■ workplace | ■ the general public |
| ■ vehicles | |

KNOWLEDGE



how to report risks and hazards identified by the following:

- methods of work
- manufacturers' technical information
- statutory regulations
- official guidance

the accident reporting procedures and who is responsible for making the report

why, when and how health and safety control equipment identified by the principles of prevention should be used in relation to:

- collective protective measures
- personal protective equipment (PPE)
- respiratory protective equipment (RPE)
- local exhaust ventilation (LEV)

how to comply with environmentally responsible work practices to meet current legislation and official guidance

the organisational procedure when dealing with potential accidents, health hazards and the environmental impact whilst working:

- below ground level
- in confined spaces
- at height
- with tools and equipment
- with materials and substances
- moving and storing materials by manual handling and mechanical lifting

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Core Trade Competencies

Interpret Information

Description: These core trade functions contain all the common competencies including interpreting information, adopting safe, healthy and environmentally responsible work practices, selecting and using materials, components, tools and equipment, minimising damage, and working within the allocated time, in accordance with organisational requirements which are equal to or exceed current statutory and legislative requirements.



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Safe Work Practices

Description: These core trade functions contain all the common competencies including interpreting information, adopting safe, healthy and environmentally responsible work practices, selecting and using materials, components, tools and equipment, minimising damage, and working within the allocated time, in accordance with organisational requirements which are equal to or exceed current statutory and legislative requirements.

SKILLS

KNOWLEDGE



Core Trade Competencies

Selection of Resources

Description: These core trade functions contain all the common competencies including interpreting information, adopting safe, healthy and environmentally responsible work practices, selecting and using materials, components, tools and equipment, minimising damage, and working within the allocated time, in accordance with organisational requirements which are equal to or exceed current statutory and legislative requirements.

SKILLS

KNOWLEDGE

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Core Trade Competencies

Minimise the risk of damage

Description: These core trade functions contain all the common competencies including interpreting information, adopting safe, healthy and environmentally responsible work practices, selecting and using materials, components, tools and equipment, minimising damage, and working within the allocated time, in accordance with organisational requirements which are equal to or exceed current statutory and legislative requirements.

SKILLS

KNOWLEDGE



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INTERPRET INFORMATION

SAFE WORK PRACTICES

SELECTION OF RESOURCES

MINIMISE THE RISK OF DAMAGE

APPROACH TO WORK

Core Trade Competencies

Approach to work

Description: These core trade functions contain all the common competencies including interpreting information, adopting safe, healthy and environmentally responsible work practices, selecting and using materials, components, tools and equipment, minimising damage, and working within the allocated time, in accordance with organisational requirements which are equal to or exceed current statutory and legislative requirements.

SKILLS

KNOWLEDGE



Trade Specific Competencies

Prepare Surfaces for Mastic Asphalt (MA001)

SKILLS



You must be able to:

Remove, measure, mark out, cut, line, level, drill, fit, fix, fill, finish, position and secure to carry out pre-installation checks, assessing, recording and reporting issues as per specification to include:

- suitable access
- vents ducts, flues and penetrations
- services (gas, electric, water, media cables)
- architectural features
- vegetation
- rainwater and soil water services
- damp proof course
- surface defects
- trim projections, cills and overhangs
- protections, such as glazing, doors, floors and roofs

Use and maintain all work tools and equipment Cut and fix pre-formed trims and mounting blocks

Install pattresses for fixtures and fittings

Apply treatments to existing walls Install base track and seal

KNOWLEDGE



Refs: COSVR89 Prepare surfaces for Mastic Asphalt
ST0750 Mastic Asphalter

Description: This function is about preparing surfaces for Mastic Asphalt. It includes carrying out remedial work on new and refurbishment contracts. This can involve checking the surface for any defects where the Mastic Asphalt is to be applied and priming the surface in preparation for the application of Mastic Asphalt.



PREPARE SURFACES FOR MASTIC ASPHALT (MA001)

APPLY MASTIC ASPHALT (MA002)

REPAIR AND MAINTAIN MASTIC ASPHALT (MA003)

APPLY MASTIC ASPHALT TO SPECIAL DETAILS (MA004)

CARRY OUT SITE MEASUREMENTS AND EVALUATIONS (MA005)

INSTALLING AVCL'S AND INSULATION (MA006)

Trade Specific Competencies

Apply Mastic Asphalt (MA002)

SKILLS



You must be able to:

Remove, measure, mark out, cut, line, level, drill, fit, fix, fill, finish, position and secure to carry out pre-installation checks, assessing, recording and reporting issues as per specification to include:

- suitable access
 - vents ducts, flues and penetrations
 - services (gas, electric, water, media cables)
- architectural features
 - vegetation
 - rainwater and soil water services
- damp proof course
 - surface defects
 - trim projections, cills and overhangs
- protections, such as glazing, doors, floors and roofs

Use and maintain all work tools and equipment Cut and fix pre-formed trims and mounting blocks

Install pattresses for fixtures and fittings

Apply treatments to existing walls Install base track and seal

KNOWLEDGE



Refs: COSVR90 Apply Mastic Asphalt
ST0750 Mastic Asphalter

Description: This function is about applying Mastic Asphalt and related materials to new and refurbishment contracts, operatives will need to consider the local weather conditions and temperature of the asphalt. Operatives may also be forming specialist details, so need to be aware of any specialist features of historic or listed buildings.



Trade Specific Competencies

Repair and Maintain Mastic Asphalt (MA003)

Refs: COSVR91 Repair and maintain Mastic Asphalt
ST0750 Mastic Asphalter

Description: This function is about repairing and maintaining Mastic Asphalt. It includes identifying and repairing surface defects in Mastic Asphalt.

SKILLS



You must be able to:

Remove, measure, mark out, cut, line, level, drill, fit, fix, fill, finish, position and secure to carry out pre-installation checks, assessing, recording and reporting issues as per specification to include:

- suitable access
 - vents ducts, flues and penetrations
 - services (gas, electric, water, media cables)
- architectural features
 - vegetation
 - rainwater and soil water services
- damp proof course
 - surface defects
 - trim projections, cills and overhangs
- protections, such as glazing, doors, floors and roofs

Use and maintain all work tools and equipment Cut and fix pre-formed trims and mounting blocks

Install pattresses for fixtures and fittings

Apply treatments to existing walls Install base track and seal

KNOWLEDGE





Trade Specific Competencies

Apply Mastic Asphalt to Special Details (MA004)

SKILLS



You must be able to:

Remove, measure, mark out, cut, line, level, drill, fit, fix, fill, finish, position and secure to carry out pre-installation checks, assessing, recording and reporting issues as per specification to include:

- suitable access
- vents ducts, flues and penetrations
- services (gas, electric, water, media cables)
- architectural features
- vegetation
- rainwater and soil water services
- damp proof course
- surface defects
- trim projections, cills and overhangs
- protections, such as glazing, doors, floors and roofs

Use and maintain all work tools and equipment Cut and fix pre-formed trims and mounting blocks

Install pattresses for fixtures and fittings

Apply treatments to existing walls Install base track and seal

KNOWLEDGE



Refs: COSVR92 Apply Mastic Asphalt to Special Details
ST0750 Mastic Asphalter

Description: This function is about applying Mastic Asphalt to special details. It also includes non-standard details. Operatives will need to be aware of the constraints of working on historic or listed buildings.



Trade Specific Competencies

Carry out site measurements and evaluations (MA005)

Refs: COSVR120 Carry out site measurements and evaluations
ST0750 Mastic Asphalter

Description: This function is about carrying out site measurements and evaluations. It includes inspecting, recording, and disseminating information on site conditions relating to construction and allied occupational work activities.

SKILLS

KNOWLEDGE



You must be able to:

Remove, measure, mark out, cut, line, level, drill, fit, fix, fill, finish, position and secure to carry out pre-installation checks, assessing, recording and reporting issues as per specification to include:

- suitable access
- vents ducts, flues and penetrations
- services (gas, electric, water, media cables)
- architectural features
- vegetation
- rainwater and soil water services
- damp proof course
- surface defects
- trim projections, cills and overhangs
- protections, such as glazing, doors, floors and roofs

Use and maintain all work tools and equipment Cut and fix pre-formed trims and mounting blocks

Install pattresses for fixtures and fittings

Apply treatments to existing walls Install base track and seal

[BACKGROUND](#)[ICSG WORKING GROUPS](#)[FIRE SAFETY IN BUILDINGS](#)[COMPETENCE FRAMEWORKS](#)[COMPETENCE FRAMEWORK KEY DEFINITIONS](#)[SECTOR OVERVIEW](#)[ROUTES TO COMPETENCE](#)[FUNCTIONAL MAP](#)[CORE CONSTRUCTION COMPETENCIES](#)[CORE TRADE COMPETENCIES](#)[TRADE SPECIFIC COMPETENCIES](#)[EXPERIENCE](#)[BEHAVIOURS](#)[REFERENCES/ GLOSSARY](#)[PREPARE SURFACES FOR MASTIC ASPHALT \(MA001\)](#)[APPLY MASTIC ASPHALT \(MA002\)](#)[REPAIR AND MAINTAIN MASTIC ASPHALT \(MA003\)](#)[APPLY MASTIC ASPHALT TO SPECIAL DETAILS \(MA004\)](#)[CARRY OUT SITE MEASUREMENTS AND EVALUATIONS \(MA005\)](#)[INSTALLING AVCL'S AND INSULATION \(MA006\)](#)

Trade Specific Competencies

Installing AVCL's and Insulation (MA006)

Description: This function is about the installation of AVCLs and insulation for Mastic Asphalt. It involves understanding the different types of AVCLs specified for use.

SKILLS



You must be able to:

Remove, measure, mark out, cut, line, level, drill, fit, fix, fill, finish, position and secure to carry out pre-installation checks, assessing, recording and reporting issues as per specification to include:

- suitable access
- vents ducts, flues and penetrations
- services (gas, electric, water, media cables)
- architectural features
- vegetation
- rainwater and soil water services
- damp proof course
- surface defects
- trim projections, cills and overhangs
- protections, such as glazing, doors, floors and roofs

Use and maintain all work tools and equipment Cut and fix pre-formed trims and mounting blocks

Install pattresses for fixtures and fittings

Apply treatments to existing walls Install base track and seal

KNOWLEDGE





Experience

Information that can be evidenced to confirm level of experience

Mandatory Experience requirements

Provide evidence of occupationally relevant qualifications (Level 2 NVQ or Apprenticeship)

Relevant CSCS Card bearing the above qualifications

Up to date Site Activity Log (last 3 years)

Supervised training to be brought up to speed if inactive in industry for 3+ years

Official written testimonials from current or previous employer within the last 3 years*

Additional Experience requirements

Job description and role summary from employer

Provide evidence of additional training (Mastic Asphalt training, non-qualification and systems specific training)

Current CV

Provide evidence of other occupationally relevant qualifications

Provide further evidence of projects worked on via digital evidence or a selection of testimonies

Assessment Methods

Review of Site Activity Log

Review of current CV

Observation

Professional discussion

Review of Portfolio Provided

Organisational Responsibilities

Organisations to retain Training Logs

CPD Logs for individuals and evidence of training to demonstrate competence

Keep workforce up to date with any key changes (Changes to British Standards for example)

Upon completion of the NVQ, which includes three years of college attendance and on-site training, it should be recognised that, after a further year of practical experience, the individual is competent in the skill of Mastic Asphalt installation

If a qualified individual has had a break in their employment within Mastic Asphalt, then upon their return we would expect them to be supervised for an appropriate length of time (length of which is at the discretion of the organisation) before being allowed to work unsupervised

Furthermore, checks need to be made for up-to-date training requirements in line with experience requirements as defined above

Revalidation of Competence - Every 5 years

Provide evidence of occupationally relevant system specific training

Provide evidence of projects worked on via digital evidence or testimony within the last 3 years

Testimony from previous or current employer, clients and/or customers from the last 3 years

Official written testimonials from current or previous employer within the last 3 years (On letter head to verify employer)

Evidence of CPD over the last 3 years

Renewal of CSCS Card - Renewal of the CSCS card will be triggered once evidence of the above has been confirmed.

***Note this should be provided on letter headed paper to verify the employer to validate this experience.**



Behaviours

You must show that you:

Act ethically and contribute to safe outcomes:

Upholds ethical principles to promote safe outcomes

Acts conscientiously and professionally at all times

Proactively reports problems as soon as they arise

Careful to ensure compliance with the rules, regulations and follows instructions

Inclined to ask and answer questions and clarify queries

Mindful of the limits of own experience and works within the limits of own competence

Open to seeking advice from others

Challenges unsafe behaviours and activities, reporting where necessary

Observant of sustainability and environmental considerations at all stages of operations

Acts respectfully to all and applies the principles of inclusivity

Demonstrate effective teamwork and communication as an individual and as a member of a team:

Prioritises a commitment to a strong safety culture

Engages in teamwork and effective communication when working as part of a team

Strives for impeccable time management skills by being dependable and punctual and manages own time effectively

Recognises and respects lines of communication

Professionally communicates with other tradespeople to meet project deadlines and maximise productivity

Open to engaging in collaborative processes

Provides feedback to others on site on the progress of works





Behaviours

You must show that you:

Manage individual competence and contribute towards organisational competence:

Motivated to managing own competence	Willing to undertake personal development activities to maintain competence and contribute to a learning culture	Demonstrate personal responsibility and accountability:	Displays resilience in challenging situations, showing patience whilst remaining calm
Honestly assesses own level of existing competence	Willingness to keep up to date with best practice, new technology, terminology, techniques and materials	Critically aware of own role and responsibilities with particular reference to safety	Maintains a positive attitude at all times and focuses on solutions
Considers organisational documentation about the requirements of own role	Readiness to value own potential and open to continuously learn as part of a lifelong learning process	Acknowledges and manages accountability for individual actions	Avoids reacting impulsively
Motivated to follow reporting procedures and protocols for competence	Remains professionally curious	Considers own responsibility and accountability for collective actions	Actively works in accordance with quality requirements and challenges when they are not being met
Reflects on own level of competence and open to making plans to take action and upskill		Conducts oneself in a way that represents own trade and employer in a professional manner	Be mindful of the use of social media and posting content without permission





Behaviours

You must show that you:

Understand and respect duty of care to others including building occupants:

Mindful to tailor methods of communication of information to various audiences

Responds respectfully to any risks or concerns being reported

Considers other points of view and is empathetic and respectful

Confident of own decisions and resists negative influences

Inclined to maintain perspective

Motivated to see things through to the end

Respectfully polite, approachable and responsive to the needs of the client and any building occupants at all times

Aware of the differing approaches for interacting with other trades and building occupants

Aware of the differing requirements for a live site environment compared to an occupied environment

Be mindful of potential inconveniences to members of the public and building occupants





References/Glossary

The Competence Framework page hosted by the CLC:
[Competence – Construction Leadership Council](#)

Details of the new ICSG Structure:
[Industry Competence Steering Group – Construction Leadership Council](#)

CITB Competence Framework page:
[Competence Frameworks - CITB](#)

The BSI Competence Programme pages:
[Raising Competency Across the Built Environment | BSI](#)