

A CPCS statement from NOCN Job Cards for Industry Federations to distribute

All information live on our website on Wednesday 20th November 2019.

Ref: Industry Accreditation 'Grandfather Rights' withdrawal

CPCS is required to phase out blue Competent Operator cards gained through 'Grandfather Rights' from 1 January 2020, and any cards issued through Grandfather Rights will be completely removed by 31 December 2024.

The requirement to do this has been set by the Construction Leadership Council (CLC) who have said that the minimum standard for skilled operators is a Level 2 Vocational Qualification (VQ) relevant to their occupation. You can find the CLC requirements for industry here:

<http://www.constructionleadershipcouncil.co.uk/wp-content/uploads/2017/11/CLC-decision-on-card-scheme-logo-22.11.17.pdf>

This requirement stretches across our whole industry and every recognised card scheme.

From 1 January 2020 all cards renewed under Industry Accreditation will expire on 31 December 2024 and we will stop issuing these cards from 30 June 2024.

What have we been doing?

The CPCS team has been working very hard over the past year to make this change as smooth as possible for those affected. We put two different proposals together that both had to be agreed and signed off by CITB as the Standard Setting Body and CSCS.

Both of our proposals have the full backing of the CPCS Management Committee.

Our first proposal stated that instead of removing the cardholder's blue Competent Operator card and issuing them with a red Trained Operator card, we would continue to issue them with a blue card. That blue card would have a fixed expiry of 31 December 2024. This would give them time to meet the CLC requirements. They would then have their card 'topped up' so that their categories reflect their original 5 year length. This proposal was accepted in April 2019.

Our second proposal stated that rather than completing VQs for each family grouping they hold on their blue Competent Operator card, their skills and knowledge should mean that completing one Competence Interview set by NOCN CPCS would allow them to keep their cards. We submitted a Competence Interview template to CITB and CSCS over the summer and they agreed in October 2019 that this was acceptable.

This means card holders will not have to complete VQs by 2025, instead, if they are affected, they will need to complete just one Competence Interview.

NOCN can offer this because as the leading Construction NVQ Awarding Organisation we are able to quality assure this Competence Interview to the same level of quality as that expected of a Regulated Qualification.

If the cardholder has achieved at least one VQ in certain Construction or Plant related occupations they may not be affected at all. We will let them know in their card carrier when they come up for renewal.

What does this mean for cardholders?

If they gained their blue card under Grandfather Rights, and they have not previously achieved a VQ in certain Construction or Plant related occupations, they will have to achieve an NOCN CPCS Competence Interview by the 31 December 2024.

In the meantime, as they come up for renewal from 1 January 2020 we will still issue them a blue card – they will not be disadvantaged on site. Their categories will all expire on 31 December 2024.

Once they have achieved their Competence Interview, a new smart card will be sent out to the cardholder. The cost of the new card is included in the price of the Competence Interview.

Cardholders can take the Competence Interview at a CPCS Test Centre. They can use our 'Find a Test Centre' search to locate those that work best.

If they have achieved a VQ in certain Construction or Plant related occupations – and we have evidence of this – they will not need to do anything further and we will issue them a normal blue Competent Operator Card.

If we do not have evidence of the VQ, but one has been achieved, the cardholder should send us proof of their achievement and we can either change the date on the smart chip for free or issue them a new smart card at an administrative cost of £10.00.

What does this mean for you as employers?

Cardholders may come to you for advice and guidance. You can point them towards the communications on our website and tell them about the requirements as you have received them in this communication.

Due to Data Protection, we cannot pass you the names of those cardholders potentially affected or any of their details. They will receive guidance from us specific to their circumstances when they next renew their card. This guidance will be printed on the letter that their card arrives on. They may bring this letter in to you.

You also have access to the Online Card Checker which may help you to provide them with advice but please do so only if you're sure. If not, please ask them to give our Customer Operations team a ring on 0844 815 7274.

A statement from the Chairman of the CPCS Management Committee

"The CPCS Management Committee have been working with the CPCS team to comply with the CLC directive with regard to operator qualifications and to ensure the 2025 compliance directive is complied with.

The current blue cardholders' status will be unchanged up to and including 2024. CPCS is currently working with industry to ensure that those blue card holders not holding a NVQ/SVQ at level 2 will be supported to ensure their current status will be retained."

The NOCN CPCS Competence Interview

The purpose of the Competence Interview is that cardholders use their knowledge, skills and experience to answer questions that cover the following areas:

- Effective Communication: Oral, written, listening, body language, presentation.
- Team Work: work effectively with others with limited supervision.
- Independent Working: Take responsibility of your own work.
- Logical Thinking: use clean and valid reasoning when making decisions to undertake work instructions.
- Work Effectively: Undertake the work in a reliable and productive manor.
- Time Management: use own time effectively to complete the work instructions to schedule.
- Adaptability: be able to adjust to changes to the work instructions.
- Assertiveness and confidence: able to resist pressures to work following unsafe practices.
- Respect: apply equality, diversity and inclusion in dealing with others.

A full set of communications can be found on our website, along with the questions for the NOCN CPCS Competence Interview so that affected cardholders can practice.

Industry Accreditation 'Grandfather Rights' withdrawal page

<https://www.nocnjobcards.org/CPCS/cpcs-blue-competent-operator-card/industry-accreditation-grandfather-rights-withdrawal/>

Industry Accreditation 'Grandfather Rights' withdrawal bulletin

<https://www.nocnjobcards.org/help-and-support/bulletins/industry-accreditation-grandfather-rights-withdrawal.asp>

Industry Accreditation 'Grandfather Rights' withdrawal FAQ

<https://www.nocnjobcards.org/help-and-support/cpcs-faqs/>

Industry Accreditation 'Grandfather Rights' Competence documents

<https://www.nocnjobcards.org/CPCS/cpcs-blue-competent-operator-card/industry-accreditation-grandfather-rights-withdrawal/cpcs-competence-documents/>

Cardholders can complete the NOCN CPCS Competence Interview at any CPCS Test Centre and the centre can charge them a maximum fee of £160.00. The Competence Interview will be notified to the CPCS team and may be monitored. Once they have completed the Competence Interview, a new smart card will be sent out to the cardholder at the address provided.