



# Competence information for managing building safety on higher-risk buildings

■ Competency standard PAS 8673:2022

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# Competence information for managing building safety on higher-risk buildings

This document is aimed at those managing building safety risks on higher-risk buildings (HRBs). This includes accountable persons or principal accountable persons and those supporting them. It aims to help those managing HRBs understand the competencies required to undertake this work.

## Competency standard PAS 8673

This document also provides a summary of the contents of the British Standard Publicly Available Specification (PAS), 'PAS 8673:2022 Built environment. Competence requirements for the management of safety in residential buildings – Specification'.

PAS 8673 outlines the expected skills, knowledge, experience, and behaviours for those managing HRBs.

### Scope of this information

PAS 8673 goes beyond the requirements of the Building Safety Act 2022 (the Act). This guidance only relates to the elements in the Act, so is only applicable to those managing building safety risks (defined as the spread of fire and structural failure<sup>1</sup>) in HRBs across England.

## Who manages higher-risk buildings?

The Act requires every in-scope HRB (buildings at least 18 metres in height or at least 7 storeys with at least two residential units) to have principal accountable persons (PAP) or accountable persons (AP) to take responsibility for the building. PAPs or APs can be an entity or person.

When buildings have a single AP, that is the PAP. If the building has more than one AP, the AP responsible for the structure and exterior of the building will be the PAP.

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<sup>1</sup> The Act, section 62

Part 4 of the Building safety Act 2022 sets out AP and PAP duties, which include the assessment and ongoing management of building safety risks and ensuring residents have greater involvement in how buildings are managed.

Detailed description on the role and remit of APs or PAPs are available from HSE's website, <https://www.hse.gov.uk/building-safety/roles.htm>

It is important to note that legal duty to comply with the Building Safety Act remains with the AP/PAP even if appointing other persons (contractors, managing agents etc.) to help them.

## **Sufficient competency**

Those managing HRBs will require access to the right competence to meet their legal duties. This can be using existing staff or teams or third parties, so long as they are sufficiently competent or trained to carry out the necessary work.

For example, housing associations and local authorities often manage properties through their own in-house teams, whilst private associations often obtain help from contractors or agents.

Those involved in managing building safety are not expected to be an expert in everything. For example, there is no need to be a fire safety expert or structural safety expert or permanently employ one. Those managing HRBs (or those appointed to do so) should have sufficient working knowledge to make informed decisions, ask intelligent questions, understand when to bring in any expert help and understand how to co-ordinate action based on this expert advice.

The PAS 8673 helps those managing HRBs:

- consider the limits of organisational capabilities and the competence of those in your organisation
- take steps to address those limits

## **Summary of PAS competencies**

### ***Operating environment***

Understand the requirements for relevant legislation. Allocate roles and responsibilities to collect, store and manage relevant information (golden thread) and produce the building safety case report.

### ***Leadership and teamwork***

Be able to prioritise building safety and engage with the building's occupants. These competencies also require an ethical approach, the ability to assess the skills required to manage building activity and be able to delegate and empower others.

### ***Building systems and safety***

Understand how the building safety risks (fire and structural safety) could manifest in the building and what steps are needed to properly mitigate these.

### ***Operational practices***

Be able to establish a safety management system including monitoring and inspection regimes, selection and management of competent contractors, emergency response arrangements, and communicate with occupants.

### ***Risk management***

Understand risk assessment methodology (hazard identification, risk assessment) and apply these to assess and explain the building risk profile (including insurance issues).

### ***Planning, monitoring and control***

Competencies for planning, monitoring and control including being able to manage cost, time and resource requirements, manage change and learn lessons.

## **How to demonstrate and assess competence**

It is important to note that compliance with PAS 8673 (or any other standard) does not guarantee meeting all legal obligations.

The PAS 8673 competencies may however help confirm that the entities or individuals have the necessary competence to perform their roles so long as credible evidence can be provided.

Competence can be demonstrated through:

- formal training (for example, to increase your knowledge about fire and structural safety)
- experience (for example, in identifying and managing building safety risks (fire and structural safety) in higher-risk buildings)
- knowledge (for example, the law and operational practices needed to plan, monitor, and control building safety in higher-risk buildings).

## How to assess and review the quality of services provided

Competence assessment isn't a one-off event. Those managing HRBs are expected to know if in-house teams or contractors are providing an effective service.

Those managing HRBs should continually monitor and assess the competence and capacity of those carrying out these duties.

PAS 8673 can help develop key performance indicators (KPIs) to review. Priority should be given to KPIs linked to the management of fire or structural safety.

Key outputs such as the safety case report will help to determine the competence of those carrying out key roles.

You can refer to HSE's website, <https://www.hse.gov.uk/building-safety/safety-cases/management-systems/index.htm> to help develop a system to assess competence and capability of those managing the safety of your building.









## Further information

For information about health and safety, or to report inconsistencies or inaccuracies in this guidance, [visit the HSE website \(www.hse.gov.uk\)](http://www.hse.gov.uk). You can order HSE priced publications at the [HSE Books Website \(https://books.hse.gov.uk\)](https://books.hse.gov.uk).

HSE priced publications are also available from bookshops.

This publication is not currently available at [www.hse.gov.uk](http://www.hse.gov.uk)

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