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| **Designer competency (HSI-31)** |

Guidance

# An individual or team within Thames Water can undertake the Designer role and must demonstrate the following competencies. Where gaps are identified support can be provided by others within the team or external parties. Upon completion of the assessment please summarise on page 3 and retain as evidence as required by CDM

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| **Competency** | **Single discipline** | **Multi-discipline** | **Large and/or complex/novel** |
| A technical knowledge of the construction industry relevant to the project | * Construction Chartership (engineer, surveyor, architect) **or** relevant degree and able to demonstrate technical experience * Relevant site experience * Experience of design review * Relevant sector knowledge | * Construction Chartership (engineer, surveyor, architect) * Relevant site experience * Experience of multi-disciplinary projects * Undertaken multi-disciplinary design review * Relevant sector knowledge or experience | * Construction Chartership (engineer, surveyor, architect) * Relevant site experience * Experience of large and/or complex projects * Undertaken design reviews on large and/or complex projects * Relevant sector knowledge and experience |
| An understanding of how health and safety is managed through the design process | * Understands what CDM sets out to achieve * Understands safe by design principles * Knowledge of in-house processes * [IOSH Managing Safely in Construction](#bookmark0)\* or equivalent | * Understands what CDM sets out to achieve * Understands safe by design principles * Knowledge of in-house processes * [NEBOSH Construction Certificate](#bookmark1)\*\* or equivalent | * Understands what CDM sets out to achieve * Understands safe by design principles * Knowledge of in-house processes * [NEBOSH Construction Certificate](#bookmark1)\*\* or equivalent |
| The organisation and management skills to be able to influence the management of health and safety during the pre-construction phase of the project and any ongoing design after construction begins | * Understands how to plan, manage and co-ordinate as a PD * Effective communication skills * Confidence to challenge * Ability to influence and engage with stakeholders | * Able to demonstrate management and co-ordination skills required of a PD * Effective communication skills * Confidence to challenge * Ability to influence and engage with stakeholders | * Able to demonstrate management and co-ordination skills required of a PD * Effective communication skills * Confidence to challenge * Ability to influence and engage with stakeholders |

**\*IOSH Managing Safely in Construction contents** (an equivalent could be established by using an experience statement or alternative qualification)

* Risk Management
* Permits to work and method statements
* Health and Safety at Work Act 1974
* CDM Regulations
* Confined spaces
* Construction equipment and hazards
* Lifting operations
* Management systems
* Scaffolding, excavations and demolition
* Fire precautions and prevention
* Electrical hazards
* Occupational health risks

**\*\*NEBOSH Construction Certificate contents** (an equivalent could be established by using an experience statement or alternative qualification)

* Construction law and management
* Construction site – hazards and control
* Movement of people and vehicles – hazards and control
* Manual and mechanical handling – hazards and control
* Work equipment – hazards and control
* Electrical – hazards and control
* Fire – hazards and control
* Chemical and biological health – hazards and control
* Physical and psychological health – hazards and control
* Working at height – hazards and control
* Excavation work and confined spaces – hazards and control
* Demolition – hazards and control

**There are other ways of demonstrating H&S knowledge and understanding suitable for all levels of projects, such as these equivalents:**

* ICE H&S Register
* Chartered IOSH
* Member of IIRSM
* NEBOSH Diploma
* Experience

***This list of equivalencies is not exhaustive, other ways of demonstrating knowledge and experience are acceptable.***

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| **Date** | **Assessed by** | | **Designer details** | | |
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| **Assessment Summary:** please provide evidence against each competencyand attach copies where relevant (e.g. CV, training etc.) | | | | | |
| **A technical knowledge of the construction industry relevant to the project** | | | | <include evidence of competency demonstrated> | |
| **An understanding of how health and safety is managed through the design process** | | | | <include evidence of competency demonstrated> | |
| **The organisation and management skills to be able to influence the management of health and safety during the pre-construction phase of the project and any ongoing design after construction begins** | | | | <include evidence of competency demonstrated> | |
| **Approved** | | **Name** | | | **Position** |