



CSCS CARD UNAVAILABILITY

Background

On 31st March 2017 CSCS scrapped all CRO (Construction Related Occupation) cards : [Construction Skills Certification Scheme | Official CSCS Website - CRO card withdrawal](#)

As of that date 100% of Continental Sports Ltd's site operatives had CSCS cards, but were prevented from renewing them by this change to the CSCS rules

All CSCS cards now require a construction related NVQ to exist for a card to be issued. There is no NVQ for sports or gym equipment installation so our operatives are unable to obtain a relevant construction related NVQ and therefore are unable to obtain a CSCS card.

CSCS has confirmed that Build UK instructed CSCS not to consider the installation of sports and gym equipment as a construction related activity and therefore they are unable to issue CSCS cards to Continental Sports Ltd's site operatives.

A list of all occupations that used to have CRO cards available and that have been removed from the CSCS scheme is available here: [Construction Skills Certification Scheme | Official CSCS Website - Occupations removed](#) - this list includes the following that are relevant to our business:

- Gym & Sports Equipment Installer
- Gaming and Leisure Equipment Installer
- Diving Board & Sports Equipment Installer
- Sport Hall Court Marker
- Sports Floor Installer

Some customers have requested that we obtain labourer cards for our workforce as a "workaround" but that is contrary to CSCS rules and would prevent our operatives from carrying out anything other than labouring on site. They would be at risk of being red carded and banned from site so this is not a feasible workaround.

Confirmation from CSCS

As some of our customers are not aware of this change in rules, or operate under a blanket "mandatory CSCS" restriction, we have received the email confirmation overleaf from the Chief Executive Officer of CSCS confirming that our operatives correctly do not hold CSCS cards

From: Graham Wren [mailto:GrahamWren@cscs.co.uk]
Sent: 10 June 2021 12:31
To: Ellen Rothery <ellen@contisports.co.uk>
Subject: RE: CSCS card

Dear Ellen,

Thank you for your recent email.

I understand the frustration that you and your team are experiencing but CSCS's position on this matter has not changed.

As referred to in my email dated 16th January 2017 CSCS cards are only issued to those working in constructed related occupations. In the same month the employer association Build UK advised the installation of gym or sports equipment is not classed as a construction related occupation and as such your operatives would not be required to hold a CSCS card.

In the intervening period a lot of work has taken place within the industry to raise the profile of non-construction related workers who would not be required to hold a card. Build UK have gone as far to include this guidance within their [site access flow chart](#) and CSCS has advertised this development heavily in the [construction media](#).

We also have a webpage dedicated to [non-construction related occupations](#). Here you will find a link to the occupations confirmed as non-construction related. This page can be used to confirm with sites that a card is not required for gym or sports equipment installation.

In previous correspondence you mentioned several main contractors who are members of Build UK. If the same contactors are insisting on your workforce holding a CSCS card then this needs to be raised directly with Build UK. Build UK have a strong record of resolving issues with their members swiftly.

The idea of introducing a card based on health & safety alone is not something that we can consider. CSCS is bound by the [requirements of the Construction Leadership Council \(CLC\)](#) and in 2015 the CLC announced that all cards are to be issued on the basis of the applicant achieving the appropriate qualification (usually an NVQ) for their occupation alongside a recognised health and safety test. On this basis the scenario set out in your email does not meet the CLC's requirements and a card cannot be issued. However, if your operatives are involved in the installation of sports flooring surfaces a card could be issued provided the NVQ in Sports and Play surfaces is achieved.

I hope the details contained in this response help to clarify CSCS's position on this issue.

Kind Regards,

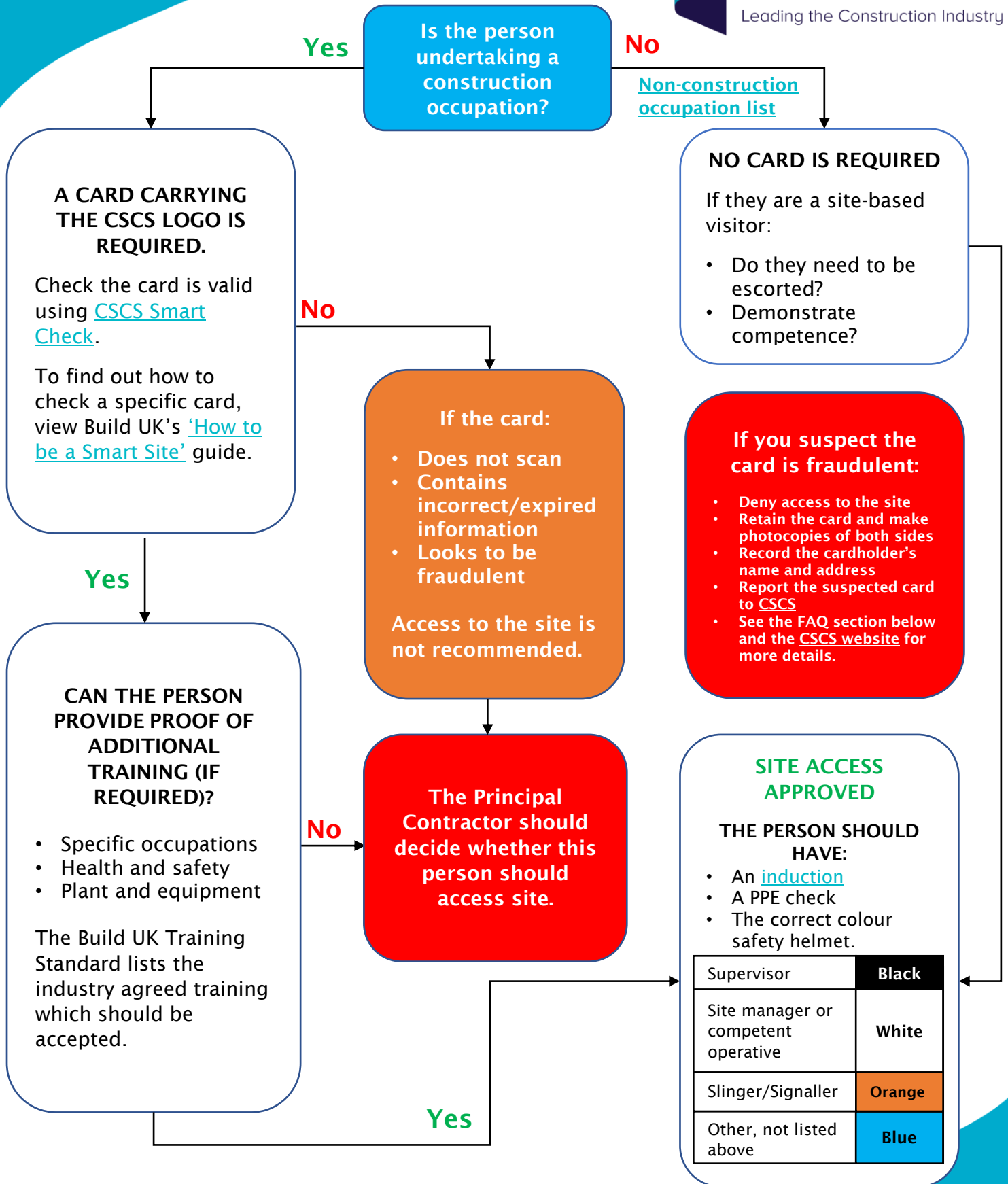
Graham Wren

Chief Executive
Construction Skills Certification Scheme

DDI: 020 7291 0741
Mobile: 07710 737007
grahamwren@cscs.co.uk

CSCS has provided a Site Access Flowchart confirming that if a person on a construction site is not undertaking a construction occupation then a CSCS card is not required. We have appended that flowchart and supporting explanations below:

Site access flow chart



Background

The Construction Leadership Council (CLC) agreed that from January 2015 the industry, including trade associations, contractors, clients, and government should specify and promote card schemes carrying the CSCS logo with no equivalents accepted.

Build UK supports the CLC decision and its members have agreed to consistently implement its [recommendations](#), last updated in March 2024, which are set out in this standard.

Requirements of the Construction (Design and Management) Regulations 2015

It is a requirement under the *Construction (Design and Management) Regulations 2015 (CDM 2015)* for contractors to ensure any individual they employ or appoint to work on a construction site has the skills, knowledge, training and experience to carry out the work they will be employed to do in a way that secures the health and safety of themselves and others. This should be assessed and managed appropriately to ensure that individuals are undertaking the appropriate occupation at the appropriate level i.e. trainee, skilled, supervisory, managerial.

While the HSE guidance on implementing CDM 2015 states that, “*Sole reliance should not be placed on industry certification cards or similar being presented to them [contractors] as evidence that a worker has the right qualities*”, the guidance makes clear that “*Nationally recognised qualifications (such as National Vocational Qualifications (NVQs) and Scottish Vocational Qualifications (SVQs)) can provide contractors with assurance that the holder has the skills, knowledge, training and experience to carry out the task(s) for which they are appointed*”.

Application

The CLC decision and card schemes carrying the CSCS logo both relate to construction occupations only. It is recognised that due to the diverse nature of construction projects, there are occasions where a person may need to access site to perform a non-construction occupation or activity e.g. delivery of materials to site, catering staff, security guards, visitors etc. and it is not expected that these individuals will carry a CSCS card as cards will not be issued for these occupations. They may however still need to provide evidence that they can carry out their task safely. They may also require a separate risk assessment and additional supervision.














Additional Training

In addition to a card carrying the CSCS logo individuals may need to have undertaken supplementary training to operate specific machinery, plant, or tools or to carry out certain activities. E.g. a steelwork erector would hold a steel erector card issued by CSCS and if required to use a MEWP would also hold an IPAF or other relevant card to cover this training.



Queries regarding suitable additional training should be directed to the Principal Contractor or relevant trade association.

CSCS Partner Card Scheme Information









The table below displays a list of card schemes permitted to display the CSCS logo and should be accepted when presented on site. CSCS Smart Check can be used to check all cards carrying the CSCS logo including those with a chip or contactless symbol, a QR code, virtual cards stored on a mobile phone and cards which are not yet smart.

Card	Construction Industry card scheme	Scheme Administrators	Sector represented
	ACAD Skills Card	Asbestos Control and Abatement Division	Asbestos Analysts and Surveyors Asbestos Removal
	ADSA CSCS Card Scheme	Automatic Door Suppliers Association Ltd	Automatic Doors
	AMI Skills Card	Asbestos Removal Contractors Association	Asbestos Removal
	Association of Lorry Loader Manufacturers and Importers (ALLMI)	Association of Lorry Loader Manufacturers and Importers (ALLMI)	Lorry Loaders
	Assuring Competence in Engineering Construction (ACE)	Engineering Construction Industry Training Board (ECITB)	Engineering construction
	Certificate of Competence for Demolition Operatives (CCDO)	National Federation of Demolition Contractors (NFDC)	Demolition
	Certification Scheme for Personnel (CSWIP)*	The Welding Institute	Welding Sector
	Cellar Service Installation and Maintenance Card	BFBI	Drink Dispenser and Cellar Equipment Installers
	Construction Industry Scaffolders Record Scheme (CISRS)	National Access and Scaffolding Confederation (NASC)	Scaffolding
	Construction Plant Competence Scheme (CPCS)	Construction Plant Competence Scheme (CPCS)	Plant Operatives
	Construction Skills Certification Scheme (CSCS)	Construction Skills Certification Scheme (CSCS)	Construction
	Construction Skills Register Northern Ireland (CSR NI)	Construction First Ltd (CEF)	Construction (Northern Ireland only)
	DoorSafe	The Automatic Door Installation Association	Automatic Door Installers

Continued on the next page

	Drilling and Sawing Association (DSA)	Drilling and Sawing Association (DSA)	Drilling and Sawing Contractors
	Electrotechnical Certification Scheme (ECS)	Joint Industry Board (JIB)	Electrical Contractors
	Electrotechnical Certification Scheme (ECS) [Scotland only]	Scottish Joint Industry Board (SJIB)	Electrical Contractors (Scotland only)
	Energy and Utility Skills Register (EUSR)	EUSkills	Utilities
	FASET	Fall Arrest Safety Equipment Training association	Safety net rigging and temporary safety systems
	Fencing Industry Skills Scheme (FISS)	LANTRA	Fencing
	GEA accredited engineer	GEA	Garage Equipment Installers
	ICATS - Industrial Coating Applicator Training Scheme	Correx	Industrial Coatings
	The Institute of Explosive Engineers	The Institute of Explosive Engineers	Explosive Engineers
	LISS/CSCS Landbased Industry Sector Scheme	BALI – British Association of Landscape Industries	Landscaping
	MPQC Plant Operator Competency Scheme	Mineral Products Qualifications Council (MPQC)	Extractive Plant Operators
	National Plant Operators Registration Scheme (NPORS)	National Plant Operators Registration Scheme (NPORS)	Plant Operatives
	Powered Access License	International Powered Access Federation	Powered Access Operatives
	Prefabricated Access Suppliers and Manufacturers Association (PASMA)	Prefabricated Access Suppliers and Manufacturers Association (PASMA)	Access Tower Specialists
	Plumbing, Heating, Mechanical Engineering Services (PHMES)	Joint Industry Board for Plumbing Mechanical Engineering Services (JIB PMES)	Plumbing
	Q-Card	GQA Qualifications Ltd	Construction and Glazing
	Safety Assessment Federation (SAFed)	Safety Assessment Federation (SAFed)	Engineering Inspectors

Continued on the next page

	Shopfitting and Interior Contracting Competence Scheme (SICCS)	National Association of Shopfitters and Interior Contractors (NAS)	Shopfitting, Fitout & Interior Contracting
	SKILLCard	Building Engineering Services Association (BESA)	Building Engineering Services Contractors
	Scottish and Northern Ireland Joint Industry Board	Scotland and Northern Ireland Plumbing Employers Federation (SNIPEF)	Plumbing
	TEAM Card*	Lifting Equipment Engineers Association LEEA	Lifting Equipment
	TICA Skill Card	Thermal Insulation Contractors Association (TICA)	Thermal Insulation Installers
	The Storage Equipment Installers Registration Scheme (SEIRS)	Storage Equipment Manufacturers Association (SEMA)	Storage Equipment Installers
	Trainthepainter	Corrodere	Painters
	TTM	LANTRA	Temporary Traffic Management

Health and Safety Training Requirements

In addition to recognising card schemes carrying the CSCS logo and the supplementary training to operate specific machinery, plant, or tools, Build UK Contractor Members require additional health and safety training, as specified below, to be undertaken by their directors and those working on their sites including sub-contractors. The awarding body would usually define the renewal period for health and safety training, but this should not exceed every five years.

Additionally, any course listed on the [CITB training directory](#) with the key word “Build UK” will be accepted.

Job Role	Accepted Health & Safety Training
Director	Any course which is equivalent to: Health and Safety in Construction (Director) The following courses will be accepted: <ul style="list-style-type: none"> ❖ Site Safety Plus Directors Role for Health and Safety ❖ IOSH Safety for Executives and Directors ❖ IOSH Leading Safely
Manager	Any course which is equivalent to: Health and Safety in Construction (Site Management) The following courses will be accepted: <ul style="list-style-type: none"> ❖ Site Safety Plus Site Management Safety Training Scheme (SMSTS) ❖ IOSH Managing Safely in Construction ❖ IOSH Safety, Health & Environment for Construction Site Managers ❖ 5 day CISRS Managers course ❖ 5 day CCDO Demolition Manager course and end test ❖ 5 day NPORS Construction Site Safety Manager ❖ 3 Day BALI’s ROLO (Register of Land Based Operatives) Manager Course (Level 4 - Course specification - 190627)
Supervisor	Any course which is equivalent to: Health and Safety in Construction (Site Supervision) The following courses will be accepted: <ul style="list-style-type: none"> ❖ Site Safety Plus Site Supervisors Training Scheme (SSSTS) ❖ FPS Piling Specialists Supervisor Training ❖ CSR Site Safety for Supervisors ❖ 2 day CCDO Demolition Chargehand course and end test ❖ 5 day CCDO Demolition Supervisor course and end test ❖ 5 day CISRS Supervisors course. ❖ 3 day Equipe Site Supervision of Geotechnical Sites ❖ 2 day NPORS Site Supervisors Safety Course ❖ 2 day BALI’s ROLO (Register of Land Based Operatives) Supervisor Course (Level 3 - Course specification - 190805)

<p>Persons attending site to undertake construction activities and who do not fall into any of the above categories</p>	<p>Any course which is equivalent to:</p> <p>Health and Safety in a Construction Environment Standard</p> <p>Industry courses which have been mapped as equivalent to the above are:</p> <ul style="list-style-type: none"> ❖ Level 1 Award in Health and Safety in a Construction Environment ❖ BALI's ROLO (Register of Land Based Operatives) Health, Safety and Environmental Awareness ❖ BESA Site Operative Safety Course ❖ CCNSG Health and Safety Passport ❖ 1 day CISRS Operative Training Scheme (COTS) ❖ Drilling & Sawing Association, Health and Safety for Drilling and Sawing Operatives ❖ ECA Operative and New Entrant Health & Safety Awareness ❖ Safety Pass Alliance (SPA) Core Construction Course ❖ DSA Health and Safety Awareness Course certificate ❖ IOSH Working Safely - via face to face assessment ONLY ❖ IOSH Safety, Health & Environment for Construction Site Workers ❖ Lantra Awards Health, Safety and Environmental Awareness course ❖ Lantra Awards Health, Safety and Environmental Awareness Fencing course ❖ NOCN Health and Safety Awareness in Construction ❖ NPORS Site Safety Awareness course ❖ Royal Environmental Health Institute of Scotland (REHIS) Elementary Health and Safety Course ❖ Site Safety Plus Health and Safety Awareness Course.
<p>Apprentices</p>	<p>Apprentices who are on industry recognised training programmes are excluded from this requirement if they hold the relevant card carrying the CSCS logo.</p>
	<p><i>Operatives who have completed an S/NVQ Level 2 or 3 or Trailblazer Standard within the last five years and hold the relevant CSCS logo card, will be exempt from this requirement.</i></p> <p><i>Operatives whose qualification was achieved more than five years ago will be required to demonstrate that they have achieved one of the courses listed above.</i></p>

Build UK is no longer responsible for mapping training courses to the industry-agreed standards. To make sure your course is included within the Build UK [Training Standard](#), your organisation will need to submit details of your course(s) and quality assurance arrangements to CITB to assess against the relevant standard. To begin the mapping process please make initial contact with CITB via quality.assurance@citb.co.uk.

Frequently Asked Questions

Please note that any advice is given in good faith with the aim of providing general guidance on best practice. Build UK and the individuals and organisations responsible for the advice do not accept any liability arising in any way from relying on it. If you require advice on a specific issue, you should seek your own independent professional advice.

What is a construction occupation?

For the purpose of the Build UK Training Standard, a construction occupation is defined as one for which a card carrying the [CSCS logo](#) can be obtained. Occupations including delivery drivers and security staff are not construction occupations and no card is required to access site. To check if an occupation is construction related, use the [CSCS Card Finder](#) and follow the steps on the screen.

What if I have issues getting on to site?

CSCS does not issue cards for [non-construction related occupations](#) which means not everyone will have a card carrying the CSCS logo. It is the responsibility of site managers to induct non-construction related workers and escort them where appropriate to ensure that they can carry out their work safely on site. Where a card is required:

- Make sure you have the correct CSCS card and the necessary health and safety training required as set out above
- If you still have an issue, please contact the relevant card scheme.

What are the supervision requirements for a lone worker on site?

The Build UK Training Standard assumes that a supervisor is managing people onsite. A lone worker is carrying out a construction task and will not be a people manager. Where a lone worker is carrying out a task on site for a short period of time, the Principal Contractor would often provide a supervisor to put them to, and/or oversee their work.

What is the required supervisor to operative ratio?

The Build UK Training Standard does not recommend a figure for task supervisor to operative ratio. The Principal Contractor should define the ratio in line with the risk associated with each activity and this will vary depending on for example, the project and tasks being undertaken. The sub-contractor should agree this level of risk with the Principal Contractor prior to work commencing.

Should work experience participants hold a card featuring the CSCS logo?

No. Only those on site who will be carrying out a construction occupation need to hold a card carrying the CSCS logo. Work experience participants should accompany a skilled operative holding the relevant CSCS logo'd card. Site managers should follow the recommendations for non-construction occupations on the Site Access Flowchart and ensure a risk assessment has been carried out.

Should international employees hold a card featuring the CSCS logo?

There will be occasions where international visitors are required on site to oversee works and it may not be practical for them to hold a card carrying the CSCS logo. This will have been pre-agreed by the Principal Contractor and site management should refer to the risk assessment developed for this situation. International operatives who attend UK sites regularly and hold international qualifications can apply to [Ecctis](#) to check whether the qualification maps to a UK equivalent. If the qualification maps, the operative will be able to apply for a CSCS card by following the process on the [CSCS website](#).

What is the process for reporting a fraudulent card?

If a card fails to pass the checks and is suspected to be fraudulent, then a Smart Site will not allow the cardholder to access the site and you should follow the steps below:

1. Deny access to the site
2. Retain the card and clarify with the cardholder when and how they obtained it
3. Create photocopies or capture images of both sides of the card
4. Record the cardholder's name and address
5. Report the suspected card to intel@cscs.co.uk or via post to: CSCS Limited, 26 Store Street, London, WC1E 7BT

Suspected fraudulent cards can also be reported via the CSCS Smart Check app once a card has been scanned.

For the [protection of whistleblowers](#) and the integrity of investigations, it is recommended to send these reports via the email address noted above.

Card schemes carrying the CSCS logo take the issue of fraudulently obtained cards extremely seriously. Fraudulently obtained cards enable unqualified workers to gain access to construction sites where they may be a risk to themselves and others working alongside them.

For further guidance please visit www.cscs.co.uk/ReportFraud.

June 2025