

Proposed changes to UK Roads Liaison Group Code of Practice: Well-managed Highway Infrastructure, to cover both the Asset Management Competence Framework (AMCF) and the Highway Inspector Competence Framework (HICF)

A.5.1. PRINCIPLES AND CONSIDERATIONS

A.5.1.5. Specific examples of managing risk in a highways claims and liability context can be found below:

- [Institute of Highway Engineers – Well Managed Highway Liability Risk](#)
- [Alarm, the public risk management association – Highways claims management manual](#)

A.5.3. COMPETENCIES AND TRAINING

A.5.3.1. Competencies and training are covered in the [UKRLG Highway Infrastructure Asset Management Guidance, Part C](#). This document should be referred to and the advice below considered supplementary.

A.5.3.2. Those involved in managing, developing and implementing the risk-based approach must be competent to the satisfaction of the Highway Authority. Authorities should provide clear guidance and training to employees and establish requirements for others managing or carrying out activities. The guidance and training should include establishment of the risk-based approach itself and practical implementation. Activities included are likely to cover management, developing the local approach to risk, risk assessment and analysis, maintenance planning, making the right choices when designing and specifying techniques and materials, and work on site such as safety and other inspections, testing and maintenance works. Where appropriate, it should also include security awareness and relevant information on the security-minded approach adopted. Training should recognise the possibility of legal challenge to decisions.

NEW The UK Roads Liaison Group Asset Management Board, with support from Transport for London and the Department for Transport, has produced an Asset Management Competence Framework to support authorities with the identification, development and evidence of competences required across the highway service. Its adoption should enable highway authorities to manage both their physical and their intellectual assets effectively and efficiently. Guidance on the framework and an Excel based tool to help document and track competences are freely available on the [UKRLG website](#).

NEW Benefits of the competence framework include:

- Allowing highway authorities to identify commensurate training needs in order to meet the requirements of all roles;
- Assessing whether staff conducting a specific role are sufficiently competent for the specific role;
- Assessing whether a sufficient level of competence exists amongst all the staff in the authority;
- Allowing staff to identify progression routes and any gaps in training or experience;
- Providing an assessment of whether staff in the team can contribute to another part of the organisation;
- Enabling succession plans for the workforce; and
- Enhancing staff's employability and enable freedom of movement within the industry.

NEW The IHE's guidance document [Well Managed Highway Liability Risk](#) also provides information on training and the assessment of competence (Section Five). This includes the different requirements of various personnel involved in delivering the highway service, the importance of maintaining training plans & records to evidence the training provided, and the need to periodically refresh and update training to ensure the continued competence of staff.

A.5.3.3. The Engineering Council, as the UK regulatory body for the engineering profession, sets and maintains standards of professional competence and ethics that govern the award and retention of the titles Chartered Engineers (CEng), Incorporated Engineers (IEng) and Engineering Technicians (EngTech). The Engineering Council holds details of degree programmes that partially or fully satisfy the education requirement for CEng and IEng registration and of programmes that professional engineering institutions have approved as contributing towards EngTech registration.

A.5.3.4. A programme of Continuing Professional Development and training for all staff and others involved in developing and implementing the risk based approach should be provided to enable them to maintain up to date knowledge and skills and specifically to understand and implement the processes described in this Code. It is recommended that agents and contractors are required to demonstrate that their personnel are adequately trained and competent for the work they undertake.

RECOMMENDATION 15 – COMPETENCIES AND TRAINING

The appropriate competencies for all staff should be identified. Training should be provided where necessary for directly employed staff, and contractors should be required to provide evidence of the appropriate competencies of their staff.

B.5.5. COMPETENCE

B.5.5.1. Competence of staff is dealt with in the [UKRLG Highway Infrastructure Asset Management Guidance \(HIAMG\), Part C](#). This document should be referred to and the advice below considered supplementary.

NEW The IHE's guidance document [Well Managed Highway Liability Risk](#) also provides information on training and the assessment of competence (Section Five). This includes the different requirements of various personnel involved in delivering the highway service, the importance of maintaining training plans & records to evidence the training provided, and the need to periodically refresh and update training to ensure the continued competence of staff.

NEW The UK Roads Liaison Group Asset Management Board, with support from the Department for Transport, the Highway Inspectors Board, the Midlands Highway Alliance and the Midlands Service Improvement Group, has produced a revised Highway Inspector Competence Framework to outline the high-level requirements for this role.

The new framework has built on previous good practice established through the IHE framework, considers subsequent guidance such as Well-managed Highway Infrastructure, and provides scope for authorities to tailor their risk based approach to highway inspections to align with local risk appetite and needs. It also includes a degree of flexibility through the inclusion of core

competences and optional competences, which individual authorities can align to the scope of their locally-defined inspector role.

The objectives behind the framework are to:

- Outline the role of the highway inspector;
- Raise the importance of the highway inspector role and provide a framework to help role progression;
- Recommend a set of competence areas and associated competences for the highway inspector role;
- Suggest evidence to demonstrate each specific competence;
- Outline review cycles for assessing the competences within the Framework; and
- Support Highway Authorities in aligning the highways inspector role with the latest Code of Practice for risk-based highway inspections.

NEW The framework is available on the [UKRLG website](#), and is intended to be used by professional bodies in helping to support the development of appropriate qualifications/training for highway inspectors, helping to professionalise this role.

B.5.5.2. The Highway Inspectors Board was established on behalf of UKRLG in 2011, to administer training and certification requirements for the role. The Highway Inspectors Board has subsequently overseen updates in 2017 and 2019, the latter seeing the introduction of the new Highway Inspector Competence Framework. Candidates who successfully complete the courses run by an approved centre are eligible for inclusion on the National Register of Highway Inspectors for a period of five years.

B.5.5.3. Registration with the Highway Inspectors Board can contribute positively to risk management and defence of compensation or liability cases.

NEW Where authorities adopt their own or alternative approach to training, they should engage with their risk, legal and insurance departments to ensure that the chosen approach to training and assessment of highway inspection competence is sufficiently robust for local corporate requirements, as this might need to be justified in any legal action taken against an authority.

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5.5.13 The UK Roads Liaison Group Asset Management Board, with support from the Department for Transport, the Highway Inspectors Board, the Midlands Highway Alliance and the Midlands Service Improvement Group, has produced a revised Highway Inspector Competence Framework to outline the high-level requirements for this role, available on the [UKRLG website](#).

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competences and optional competences, which individual authorities can align to the scope of their locally-defined inspector role.

Highway Authorities should be able to demonstrate that their safety inspection team have been assessed against these competence requirements. Registration with the Highway Inspectors Board can contribute positively to risk management and defence of compensation or liability cases. For more details on the scheme, visit the IHE website.

NEW 5.5.27 UK Roads Liaison Group Asset Management Competence Framework

The UK Roads Liaison Group Asset Management Board, with support from Transport for London and the Department for Transport, has produced an Asset Management Competence Framework to support authorities with the identification, development and evidence of competences required across the highway service. Guidance on the framework and an Excel based tool to help document and track competences are freely available on the [UKRLG website](#).

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