

BSA Manual Support Document

Contractors Competency Matrix Guidance

Painting

Overview

The purpose of this framework is to define the competence and qualification requirements for the Painting and Decorating sector, including both Painter and Painter and Decorator roles. It aims to ensure that workforce training and qualification methods are aligned with industry standards, while identifying any gaps that need addressing.

Key components include:

- **Functional Map:** A detailed mapping of the competencies required by the industry, broken down into Skills, Knowledge, Experience, and Behaviours.
- **Generic Skills:** Highlights common skills needed across the construction industry.
- **Behaviours:** Core behavioural competencies based on the BSI Flex 8670 document, emphasizing building safety. Demonstrating these behaviours is essential in competency assessments.
- **Core Trade Competencies:** Specific competencies needed in Painting and Decorating, including practical skills, knowledge, and experience.

The framework will be updated regularly in line with industry standards, legislation, and ongoing consultations to ensure its relevance and effectiveness.

Functional Map Activities

Core Construction Competencies	"England & Wales Painter"	"England & Wales Painter & Decorator"	"Scotland Painter And Decorator"	Short Duration Training Standards Training	Re-validation
Conform to general health, safety and welfare in the workplace	x	x	x	• Health & Safety for Painter & Decorators	
Conform to productive working practices in the workplace	x	x			
Move, handle and store resources	x	x			
Confirm work activities and resources for the work			x		
Confirm the occupational method of work			x		
Develop and maintain good working relationships			x		
Core Trade Competencies	"England & Wales Painter"	"England & Wales Painter & Decorator"	"Scotland Painter And Decorator"	Short Duration Training Standards Training	Re-validation
Prepare surfaces for painting and/or decorating	x	x	x	• Temporary surface protection - painting & decorating • DCM Paint Stripper Training • Protective Coatings Applicator	
Apply surface coatings by brush and roller	x	x	x		
Erect and dismantle access/working platforms	x	x	x	• Working at Height Novice	

Specialist Trade Competencies	"England & Wales Painter"	"England & Wales Painter & Decorator"	"Scotland Painter And Decorator"	Short Duration Training Standards Training	Re-validation
Apply coatings by the air spray method				<ul style="list-style-type: none"> • Spray painting introduction • Introduction to spray painting using HVLP equipment • Apply paint using HVLP equipment • uPVC Spray Painting 	
Operate equipment in support of the abrasive blast cleaner				<ul style="list-style-type: none"> • Abrasive blast cleaning 	
Prepare surfaces by abrasive blast cleaning				<ul style="list-style-type: none"> • Abrasive blast cleaning 	
Operate equipment in support of the paint sprayer				<ul style="list-style-type: none"> • Introduction to spray painting using HVLP equipment • Industrial coatings paint spraying 	
Apply coatings by the airless spray method				<ul style="list-style-type: none"> • Apply paint using Airless Spray Equipment 	
Prepare and paint surfaces on conservation or restoration projects				<ul style="list-style-type: none"> • Repair and maintenance of traditional pre-1919 buildings 	
Hang wallcoverings (standard and foundation papers)		x	x	<ul style="list-style-type: none"> • Introduction to Paper Hanging • Wallpapering intermediate 	
Hang non-standard width wallcoverings				<ul style="list-style-type: none"> • Hang non-standard wall coverings 	
Produce and apply complex stencils				<ul style="list-style-type: none"> • Production and use of multi-plate stencils 	
Install coving and decorative mouldings				<ul style="list-style-type: none"> • Apply broken colour effects 	
Apply coatings to produce textured finishes				<ul style="list-style-type: none"> • Production and use of multi-plate stencils 	
Produce broken colour effects				<ul style="list-style-type: none"> • Hang wallcoverings to complex surfaces 	
Produce stencilled designs using pre-cut stencil plates Hang wallcoverings to complex surfaces					
Hang wallcoverings (specialised papers)				<ul style="list-style-type: none"> • Hang wallcoverings (specialised papers) 	
Produce comb textured finishes					
Apply metal leaf to surfaces				<ul style="list-style-type: none"> • Gilding by transfer • Gilding by loose leaf 	
Produce straight grained effects					
Produce quality replica grained finishes				<ul style="list-style-type: none"> • Introduction to marbling effects 	
Produce marbling effects					
Produce quality replica marble finishes					
Creating and applying colour					

Generic Skills & Knowledge

Interpret Information	Safe work practices	Selection of resources	Minimise the risk of damage	Approach to work
Interpret information related to work and resources to confirm its relevance to drawings, specifications, schedules, risk assessments, method statements, manufacturers' information, colour charts and notations, technical data sheets, safety data sheets, and current legislation and building regulations. Understand why organisational procedures are developed and implemented. Recognise types of information, their sources, and how they are interpreted in relation to drawings, specifications, schedules, method statements, risk assessments, manufacturers' information, technical data sheets, safety data sheets, and legislation. Emphasise the importance of reporting and correcting inaccurate information, and be aware of the relevant digital services, tools, and systems and their applications.	Comply with relevant legislation and official guidance to ensure safe and healthy work practices, including methods of work, the safe use of health and safety control equipment, access equipment, materials, tools, and equipment, and addressing specific health risks such as mental health, asbestos-containing materials, and lead-based surface coatings. Apply information on current legislation and guidance. Understand fire extinguisher types (water, CO2, foam, powder) and their appropriate use. Respond to emergencies in line with organisational authorisation and personal skills, including fire, spillages, injuries, and incidents involving asbestos or lead. Follow organisational security procedures for tools, equipment, and personal belongings at the site, workplace, and in relation to vehicles, customers, and the public. Report risks and hazards identified through work methods, risk assessments, personal assessments, technical information, statutory regulations, official guidance, and COSHH. Use health and safety control equipment, such as collective protective measures, PPE, RPE, LEV, and dust suppression, as needed. Follow accident reporting procedures and identify responsibilities. Comply with environmentally responsible work practices in line with legislation. Adhere to organisational procedures for managing accidents, health hazards, and environmental impact, particularly in challenging environments like below ground, confined spaces, at height, or when handling materials and tools.	Calculate and select the required quantity and quality of resources for work methods, including materials, components and fixings, and tools and equipment. Understanding the characteristics, quality, uses, sustainability, limitations, and defects of resources is crucial for ensuring their suitability and safe use; any defects should be rectified promptly. Organisational procedures for selecting resources are developed to ensure efficiency, safety, and compliance, and these procedures must be followed. Confirming that resources and materials meet specifications is essential for quality control. Identifying hazards related to resources and work methods is critical, and effective strategies must be implemented to overcome them. Methods for calculating quantity, length, and potential wastage should be followed to optimise resource use and minimise waste.	Comply with organisational procedures to minimise the risk of damage to the work and surrounding areas by protecting surfaces from damage, maintaining a tidy work area, and disposing of waste in line with current legislation. Protection is essential to safeguard the work, adjacent finishes, surfaces, and the surrounding area from damage caused by workplace activities, other occupations, the public, and adverse weather. Minimising damage to existing building fabric is crucial for preserving the structure. Waste disposal must be carried out safely, adhering to environmental responsibilities, organisational procedures, manufacturers' information, statutory regulations, and official guidance. Maintaining a safe, clear, and tidy work area is vital for safety, efficiency, and to reduce risks.	Complete the work within the allocated time, following organisational procedures, the work programme, and ensuring the needs of other occupations and clients are met. Teamwork and communication are essential for efficiency and success. Mental health awareness and wellbeing are important for a supportive work environment. Applying Fairness, Inclusion, and Respect (FIR) is crucial when interacting with others, fostering a positive and collaborative atmosphere. Understanding the needs of other occupations ensures smooth coordination and effective workflow.

Behavioural Competencies

- **Quality Focused:** Pay attention to detail to deliver high-quality work to industry standards, considering other trades and protecting adjacent finishes from damage.
- **Positive and Mature Attitude:** Be conscientious and professional in appearance and actions, taking responsibility for personal judgements. Uphold ethical standards, including honesty, integrity, fairness, inclusion, respect, and transparency.
- **Teamwork:** Collaborate effectively with the construction team and other tradespeople, demonstrating good customer service and responsiveness to client needs.
- **Time Management:** Be dependable and punctual, managing time and resources effectively to meet deadlines and maximise productivity.
- **Attention to Sustainability:** Be aware of sustainability and environmental impacts when using resources and performing tasks.
- **Continuous Learning:** Identify development needs and take action to meet them through learning opportunities, staying updated on best practices, new technologies, and materials.

Prepare surfaces for painting and/or decorating

Skills	Knowledge
Demonstrate work skills to wash, strip, scrape, abrade, key, mix, fill, level, flatten, and brush down surfaces. Prepare, prime, and seal exterior or interior surfaces for commercial, domestic, or industrial projects, following working instructions for bare substrates and previously painted/decorated surfaces in good condition, including surface defects, and the removal of existing wall coverings or surface coatings. Use hand and power tools, along with ancillary/associated equipment.	Understand how to use resources and report any issues, including protective sheets, degreasing agents, paint stripping materials, fillers, abrasives, surface treatments, waste containers, access equipment, hand tools, power tools, and digital equipment. Establish site access requirements and check the suitability of previously prepared surfaces. Prepare bare, untreated substrates, as well as previously treated surfaces in sound condition or with defects. Remove surface contamination and toxic/hazardous materials, including existing wallcoverings and defective coatings from various materials (timber, brick, stone, concrete, plaster, and metal). Fill, level, and abrade surfaces as needed, then apply appropriate primers or sealers, and special preparatory treatments. Work safely around electrical fittings, pipework, plant machinery, and at height using access equipment. Recognise when specialist skills are needed and report accordingly, especially when working with historic buildings, structures of special interest, and hard-to-treat materials. Maintain hand and power tools and ensure the proper care of all tools and equipment.

Apply surface coatings by brush and roller

Skills	Knowledge
Demonstrate work skills to match, mix, pour, dilute, load, lay-on, lay-off, and cut-in. Apply water-borne and/or solvent-borne coatings to internal and external surfaces for domestic, commercial, or industrial projects, following working instructions for trim, broad areas, and structural/architectural work using a brush and/or roller. Use hand and power tools, along with ancillary/associated equipment.	Understand how to use resources and report any issues with water-borne and solvent-borne coatings, primers, sealers, undercoats, finishes, single-product systems, specialist coatings, solvents/thinners, brushes, rollers, temporary surface protection, masking materials, plant, access equipment, and hand tools. Establish site access requirements and assess the suitability of previously decorated and prepared surfaces. Prepare and apply coatings (water-borne, solvent-borne, two-pack) by brush and roller, coating broad areas and structural features. Stripe-coat surface features in industrial environments and test wet/dry film thickness. Recognise how atmospheric conditions affect coatings and identify working and pot life. Work safely around electrical fittings, pipework, plant machinery, and at height using access equipment. Determine when specialist coatings or skills are required and report accordingly, especially for historically significant or hard-to-treat structures. Ensure the care and maintenance of all hand and power tools and associated equipment.

Hang wallcoverings (standard and foundation papers)

Skills	Knowledge
Demonstrate work skills to shade, measure, match, cut, mix and apply adhesive, fold, position, fix, trim, and clean-off. Establish start and finish points, then hang wall coverings of substantial length according to working instructions for ceilings (any type of paper) and walls with internal and external angles. Use foundation papers, matching patterned textured/relief papers, and finishing papers. Use hand and power tools, along with ancillary/associated equipment.	Understand how to use resources and report any issues related to surface preparation materials, pastes, adhesives, wallpapers, protective sheeting, waste containers, access equipment, and hand/power tools. Establish site access requirements and check the suitability of surfaces for wallcoverings. Prepare and apply pastes and adhesives and hang paper on ceilings. Prepare and hang foundation papers (e.g., foil-backed, thermal insulation, linen-backed, bitumen-backed) and textured, relief, and patterned wallcoverings (random, set match, drop match). Work with reveals, internal and external angles, and around electrical fittings and pipework while keeping materials and adjacent surfaces clean. Recognise when specialist skills or knowledge are needed and report accordingly, especially for historically significant or hard-to-treat structures. Work safely with plant and machinery, at height using access equipment, and maintain hand/power tools and associated equipment for longevity and safety.

Set out to form complex masonry structures (Scotland)

Skills	Knowledge
<p>To set out masonry and specialist masonry elements:</p> <p>Set Out Masonry and Specialist Elements: Accurately mark and build masonry elements, including decorative brickwork, curved work, arches, block bonding, quoins, and radial or horizontal/vertical masonry, ensuring compliance with design specifications and building regulations. Perform checks for alignment, plumb, and level to maintain safety and consistency within the project schedule.</p> <p>Tool Selection and Maintenance: Select appropriate hand tools, portable power tools, and equipment. Use them safely, maintain them in good working condition, and store them properly to ensure efficiency and longevity.</p> <p>Read and Interpret Drawings: Understand and interpret information from drawings and specifications to accurately follow project details and requirements.</p> <p>Set Out to Tolerances: Ensure masonry work is set out to precise tolerances, including 90-degree angles, curves, arches, and other specified features, for accurate construction.</p> <p>By following these steps, you ensure safe, precise, and consistent construction of masonry and specialist features, in line with design specifications and regulations.</p>	<p>Understand how to use resources and report any issues related to surface preparation materials, pastes, adhesives, wallpapers, protective sheeting, waste containers, access equipment, and hand/power tools. Establish site access requirements and check the suitability of surfaces for wallcoverings. Prepare and apply pastes and adhesives and hang paper on ceilings. Prepare and hang foundation papers (e.g., foil-backed, thermal insulation, linen-backed, bitumen-backed) and textured, relief, and patterned wallcoverings (random, set match, drop match). Work with reveals, internal and external angles, and around electrical fittings and pipework while keeping materials and adjacent surfaces clean. Recognise when specialist skills or knowledge are needed and report accordingly, especially for historically significant or hard-to-treat structures. Work safely with plant and machinery, at height using access equipment, and maintain hand/power tools and associated equipment for longevity and safety.</p>