

NASC's Membership Charter defines the requirements of membership and shows a member's commitment to high quality standards for their clients.

This document lists the compliance criteria which need to be fulfilled by an NASC Contractor member by completing an annual 'independent' compliance check (assessment/audit) including a biennial on-site audit.

Commitment to the highest standards of scaffolding and access practice

- NASC members will comply with all NASC guidance documents.
- NASC members will keep a constant awareness of NASC guidance document changes and ensure they are enshrined as quickly as possible into their operational practices.

Commitment to staff standards

- NASC members are committed to direct employment.
- Up to date employment contracts should be in place for employees.
- Should any members have any non-PAYE labour this should be on-boarded to the same standard as PAYE labour (inductions, entitlement to work checks, card checks, medical forms, harness certificates and inspections etc).
- All NASC members will comply with all UK employment tax laws.
- No contracts should refer to intermediaries (or other terminology which indicates sub-contracting or use of umbrella companies).

The above staff standards are subject to an annual written confirmation from a director of the NASC Contractor member business. In the event a complaint is received from an employee / contractor an investigation will be undertaken by NASC and its independent Compliance Officers

in line with the complaints procedure.

Commitment to new employment

- NASC members should provide evidence of an active apprenticeship programme and/or recruitment of new starters via CISRS programmes for scaffolders, and industry recognised routes to qualification for other roles (for example, Trainee QS, Estimator, Designer).

Commitment to a fully carded workforce

- A minimum requirement of 90% CISRS carded scaffolding operatives. A minimum requirement of 50% of the above to be 'qualified' (CISRS Scaffolder minimum).
- Where system scaffolding is used, CISRS cards should be appropriately endorsed.

Commitment to training

- A continuous training plan should be maintained for all employees to demonstrate a commitment to training (records should be kept for 12 months past and present).
- NASC members are expected to meet the cost of all relevant industry recognised training for employed scaffolding operatives, subject to training agreements / contracts of employment.

A professional and high-quality operation should be evident:

- Quality policy and processes should be in place.

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- Health & Safety policies and processes should be in place.
- Safety reporting and record keeping should be in place, including a near miss reporting system.

Commitment to sustainability and environmental management

- NASC Member companies should manage their energy use, waste, and should recycle where possible.
- Environmental and Net Zero Carbon policies should be in place.

Compliance with Work at Height Regulations and NASC technical (and other) guidance requirements

- Procedures should be in place to monitor compliance internally.

NASC member businesses should be:

- VAT registered.

NASC member businesses should have:

- A limited liability company with 2 years full accounts, or in the case of a

multi-disciplined company should have been operational for two years.

- Scaffolding should be a separate and clearly identifiable trading entity of the company.
- The company should hold EL and PL insurance to £10m and £5m.
- The company should have a diversity and inclusion policy to encourage recruitment and retention of a diverse and inclusive workforce.
- ITB registered where applicable (CITB / ECITB or both).

Construction Industry Joint Council (CIJC)

- Members should be committed to supporting the Construction Industry Joint Council (CIJC).
- Members should be encouraged to consider the decisions of the Construction Industry Joint Council (CIJC) as regards minimum terms and conditions of employment for operatives, or to consider, overall, no less than broadly equivalent terms and conditions.

Further information

NASC Byelaws and Rules (November 2023)

<https://tinyurl.com/ByelawsAndRules>

NASC Articles of Association (November 2020)

<https://tinyurl.com/ArtsOfAssociation>

Membership Charter Approved at 12 Bridewell Place, London on 17th October 2023