

Membership Charter

Issued - October 2024

Introduction

NASC's Membership Charter for Scaffolding Contractors 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 must comply with all NASC guidance documents.
- NASC members must 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 recognises the benefits of direct employment. Up-to-date employment contracts must be in place for all employees.
- All personnel under the control of the company, regardless of PAYE status, must be onboarded to the same standard and in accordance with the latest SG22 guidance (inductions, entitlement to work checks, card checks, medical forms, harness certificates and inspections etc). All NASC members must comply with all UK employment tax law.
- No contracts are to refer to intermediaries (or other terminology which indicates sub-sub-contracting or use of umbrella-type companies).
- NASC guidance CG24 Employment Tax Guide may provide useful information.

Commitment to new employment

- NASC members must have a human resources development strategy including CISRS carded operatives. Where no growth within three years is anticipated, plans must exist to recruit to sustain operations. Where growth is anticipated, a training, development and recruitment plan must be in place, including demonstration of apprentice programmes and educational processes leading to senior management. Growth is monitored as part of NASC compliance processes.

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). This requirement must have been satisfied for the previous 12 months.
- Where system scaffolding is used, CISRS cards must be appropriately endorsed.

Commitment to training

- 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 must be evident

- The contractor must have a policy or process for monitoring quality (e.g. weekly scaffolding inspections).
- Health & Safety policies and processes must be in place.
- Safety reporting and record keeping must be in place.
- NASC contractor members must complete the annual NASC accident return.

Commitment to sustainability and environmental management

- NASC Member companies must be able to demonstrate that they manage energy use, waste, and recycle where possible.
- Environmental and Net Zero Carbon policies must be in place.

Compliance with Work at Height Regulations and NASC guidance requirements

- Procedures must be in place to monitor compliance with Work at Height Regulations and NASC guidance internally.

NASC member businesses must be

- VAT registered.

NASC member businesses:

- Must be a limited liability company (or LLP as specified by the NASC Byelaws & Rules) trading as a scaffolding contractor for the previous 2 years, with full two years' active trading accounts. In the case of a multi-discipline company, management accounts must be available showing the published total turnover and the scaffolding operation of the business, also for at least the two previous years.
- Should have Scaffolding as a separate and clearly identifiable trading entity of the company. In the event of other similar connected companies existing, these companies must also be NASC Contractor members or applying for membership.
- Must hold Employee Liability and Public Liability insurance to £10m and £5m.
- Must have a diversity and inclusion policy to encourage recruitment and retention of a diverse and inclusive workforce.
- Must be CITB registered where applicable (CITB / ECITB or both) and paying the levy.

Further information

NASC Bye Laws and Rules are available to view on the NASC website.

Membership Charter Approved at 12 Bridewell Place, London on 24.09.2024