

4. Please indicate which category best describes your organisation

(Tick one only)

Executive Agencies and NDPBs	<input type="checkbox"/>
Local authority	<input type="checkbox"/>
Other statutory organisation	<input type="checkbox"/>
Registered Social Landlord	<input type="checkbox"/>
Representative body for private sector organisations	<input type="checkbox"/>
Representative body for third sector/equality organisations	<input type="checkbox"/>
Representative body for community organisations	<input type="checkbox"/>
Representative body for professionals	<input type="checkbox"/>
Private sector organisation	<input checked="" type="checkbox"/>
Third sector/equality organisation	<input type="checkbox"/>
Community group	<input type="checkbox"/>
Academic	<input type="checkbox"/>
Individual	<input type="checkbox"/>
Other – please state...	<input type="checkbox"/>

CONSULTATION QUESTIONS

1. Are the vision and objectives as set out in sections 19 and 20 appropriate for Scotland's Sustainable Housing Strategy? Please answer Yes or No and provide fuller explanation if you wish.

Yes No x

The title suggests this strategy should embrace many aspects of Sustainability. The focus of the vision is very much Energy/Carbon related. We would like to see more reference to place-making and community creation, as well as the energy/carbon goals. Fuel poverty is specified we don't believe this should be in the vision leaving Bullet one as the main energy target. The vision needs to reflect viability and wording to reflect this should be included as it becomes aspirational and unrealistic if not cost effective. We would also like to see the term value included. This means homes which are desired and valued by customers, for which value is recognised by lenders and banks. Market acceptance and value creation are key drivers in uptake and delivery of the vision. The themes are well balanced and appropriate. The objectives should be SMART (Specific, measurable, achievable, realistic and time-bound), they are a bit woolly meantime.

2. What do you think are the main barriers that prevent home owners and landlords from installing energy efficiency measures?

In the 2nd hand Market the main barriers are :

1. Capital cost
2. Lack of understanding the benefits
3. Lack of funding or value recognition for improvements
4. Complexity and hassle in implementing improvements
5. Apathy – energy costs come and go & remain cheap
6. No incentives or market promotion
7. Questionable actual energy performance benefits

3. Please explain any practical solutions and/or incentives to overcome any barriers you have identified.

- 1) HFS Retrofit Reward Scheme _ As mentioned in the consultation this is a scheme whereby new home development can assist fund improvements to 2nd hand stock
- 2) Legislate landlords to adopt improvements – Scottish Energy Efficiency Standard – Social & Private housing
- 3) Provide grant subsidy to reduce/offset capital costs – Energy suppliers, Cert Scheme, Green investment bank, Green deal etc.
- 4) Market promotion – Raise awareness through a concerted campaign to educate consumers on benefits of energy efficiency
- 5) Relax Council Tax – for homes that adopt energy efficiency measures and improve their EPC rating – This also applies to new build homes.
- 6) Introduce lending measures which favour improvement measures

and new build homes, which are generally superior than 2nd hand stock

- 7) Educate surveyors/valuators on the features and benefits of Sustainable and low energy homes – such that they are valued up and not to the lowest common denominator comparable with 2nd hand homes by location.

4. Given Scotland's diverse range of housing, what support is needed to enable people to get energy efficiency measures installed?

All of the above 5) & a means to assess 2nd hand housing stock and the variations between them such that landlords know what is needed to improve them. Set targets and trajectory to allow business to plan ahead for improvements driven through legislative requirements.

5. (a) What specific issues need to be addressed in respect of improving energy efficiency in rural areas, particularly more remote or island areas?

Off grid gas housing can be hard to improve. It maybe that the cost of servicing rural and hard to treat areas, is disproportionate to the carbon and consumer energy saving realised. This should be factored into thinking and any future legislation. It seems logical that value for money based on greater carbon saving, should be a top priority, admittedly this may not be well received unilaterally.

5. (b) How should these be addressed?

As commented above, perhaps we just recognise this issue but accept the focus is on VFM and leveraging greatest carbon return from the funding available.

6. Taking into account the models and funding sources outlined in section 1.20-1.37, what role might local authorities and other agencies play in bringing about a step change in retrofitting Scotland's housing?

With regards to new build HFS Retrofit Reward Scheme (Section 1.28), can assist create a centralised fund, which LA's or RSL's can draw from to service local energy efficiency needs? These may need to be balanced and viewed in terms of VFM from competing LA's & RSL's. However local delivery of retrofit schemes could easily been processed through LA or RSL's. An alternative maybe to create new market opportunity and investment for local SME, to become the vehicle for delivery on the ground through a centralised fund, managed by a reputable body. Ideally we should seek to work within existing or less bodies/stakeholders to deliver such measures. There is little appetite for more organisations and red tape and complexity, this must be avoided. A customer centric delivery focused approach is needed.

7. What role should the Scottish Government play in a National Retrofit Programme?

We believe they have a key part to play in creating the vehicles for delivery and incentivising uptake. We also believe leveraging banks and home valuers to recognising these benefits is a key part of creating value and the reason for adopting these measures. This can only be achieved by strong direction, leadership and appropriate legislation in moving these elements forward, from government. We do not believe government should be prescriptive in forming solutions. We firmly believe that Industry should work collaboratively with Government to offer and provide solutions. Legislation should reflect all forms of energy saving and carbon reduction. The current Climate Change Act: Section 73 – stipulates 15% micro renewable contribution, which we believe is being too prescriptive and could lead to inappropriate solutions at the expense of the Scottish Economy. We strongly urge that this is changed in the Act very soon, to reflect all forms of energy reduction and decarbonisation.

8. What role could the devolution of additional powers play in achieving more retrofit?

This is very unclear. We suggest it may offer little significant benefit and may even present a case by which we are worse off, if devolved from Westminster. It is noted that it may benefit if powers are improved. However we believe this is very speculative and should not be considered within the consultation process.

9. What further action is needed to achieve the scale of change required to existing homes?

The introduction of the Energy Efficiency Standard for Social Housing will assist. However we are at a loss why this would not be considered for private sector owners and landlords in the long term. The Scottish Housing Quality Standards are also something to be reviewed and racked up over time.

10. How can we make sure a National Retrofit Programme maximises benefits to all consumers (for example, older people, those from ethnic minorities, those with long term illness or disability)?

Any NRP will benefit a wide church of people, we should ensure this is promoted in as fair a fashion as possible, however VFM cannot be ignored when leveraging the greatest energy/carbon saving return for the money being invested. It maybe some communities are less well off as a consequence, but this is not discrimination, it is common sense and to the greater good of Scotland PLC.

11. (a) Should the Scottish Government consider whether a single mandatory condition standard (beyond the tolerable standard) should apply to all properties, irrespective of tenure?

Yes No

11. (b) If so, how would that be enforced?

A Home Condition Survey maybe the solution. The concept being homes are inspected every 2-3 years by a competent person whom identifies maintenance and energy efficiency defects/issues and highlights these to the home owner. These are logged on a database and improvements tracked. Comparable with a car MOT. New Homes would be exempt for 10 Years, through NHBC. Improvements would be tracked and potential penalty imposed of fines or higher council tax, if measures are not adopted. Support through Grant aid should be provided to those home owners whom are on low income or cash constrained. This could also be timed with homes sales and valuation reports, where by conditions can be re assessed and perhaps funded or costs offset through home purchase agreements. This is clearly a big undertaking and riddled with issues, so the case for implementing and administrating this would need to be strong, convincing with a well-considered impact assessment.

12. (a) In box 6 we identify a checklist for maintaining a quality home. Do you agree with our proposed hierarchy of needs?

Yes No

12. (b) If you think anything is missing or in the wrong place please explain your views.

- 1) Check & consider window glazing and external door performance to ensure energy efficiency
- 2) Provide draught stripping around windows, doors and wall abutments to prevent draughts and heat loss
- 3) Adopt energy efficient behaviours – turn off switches, use appliances off peak, adopt Smart meter

13. Should local authorities be able to require that owners improve their properties, in the same way they can require that they repair them? For example, could poor energy efficiency be a trigger for a work notice? Please answer Yes or No and provide further explanation if you wish, for example on how this might work.

Yes No

This falls in line with the concept stated in Q11. New homes should be exempt for 10 years based on new homes warranty cover & building to better standards. The idea of a Home Improvement Work Notice should be linked to an agreed enforcing body, be that LA or another. Recognition for Low income home owners should be considered, as well as penalty for non-compliance with Work Notice.

14. Should local authorities have a power to enforce decisions taken by owners under the title deeds, tenement management scheme or by unanimity? For example, should they have explicit powers to pay missing shares of owners who are not paying for communal repair work, in the same way they can for agreed maintenance work? Please answer Yes or No and provide further explanation, if you wish.

Yes No

Conceptually this can be supported but in reality difficult to enforce and maybe disproportionate to the benefit being sought.

15. Should local authorities be able to automatically issue maintenance orders on any property which has had a work notice? Please provide further explanation if you wish.

Yes No

In principle this would force owners to implement measures, however legal challenge and complexity, could be disproportionate to the benefit and needs to be fully considered.

16. Should the process for using maintenance orders be streamlined, and if so, how? Please answer Yes or No and provide further explanation, if you wish.

Yes No

Any process should be simple and clear, as well as being streamlined. The creation of red tape, duplicate work or heavy admin burden must be avoided

17. Should local authorities be able to: a. issue work notices on housing affecting the amenity, and b. require work such as to improve safety and security on properties which are outwith a Housing Renewal area? Please answer Yes or No and provide further explanation if you wish.

Yes No

Repair and Energy efficiency seem acceptable, other criteria such as security and safety (other than fire safety), would appear to be onerous and perhaps too heavy handed.

18. Should local authorities be able to issue repayment charges for work done on commercial properties, in the same way they can for residential premises? Please answer Yes or No and provide further explanation below, if you wish.

Yes No

This seems logical. We cannot see why a landlord would not want to adopt measures and if done by others they should be charged, if fair & reasonable, with a clear benefit and justification, with the owner given every opportunity to comply.

19. What action, if any, do you think the Government should take to make it easier to dismiss and replace property factors?

No comment – Little experience in Property Factor activity and legislation

20. What action can be taken to raise the importance placed by owners and tenants on the energy efficiency of their properties?

We would encourage a mind shift switch by a combination of positive promotion, incentives and possible legislation such as:

1. National marketing campaign – Behavioural and Improvement focused, targeting home owner awareness
2. Capital funding grants – HFS Retrofit Reward Proposal, Certs , Energy Company Obligation, Green Deal, Green investment bank
3. Incentives – Lower stamp duty on new build homes & council tax savings for new build & low energy/carbon homes
4. Schools Education – Sustainability and energy efficiency awareness
5. Green mortgages/Lending – Bank lending which favours new build and greener homes or energy efficiency improvements
6. Property Valuation – Education and guidance to valuers to encourage value recognition for new build and greener homes/places

21. Should the Scottish Government introduce minimum energy efficiency standards for private sector housing?

This can only be done for 2nd hand property. It needs to be clear new homes standards are governed through Building Regulations, so don't confuse the two. That said we would support this as suggested in the consultation for EES for 2nd Hand Social Housing

22. How could we amend EPCs to make them a more useful tool for influencing behaviour change to improve energy efficiency?

Clearer ratings and presentation for fuel running costs (MPG) & CO2 emissions, possibly linked to council tax benefits, would assist. The comparison being the car industry. EPC's need to be visible within the home, clearly understood to lay persons and recognised in home valuations and values. The introduction of energy display devices may offer a better route to raise awareness & encourage behavioural change, assuming they are low cost and demonstrate high levels of change. Changing behaviour is likely to yield greater savings than just forcing upgrades to homes or increasingly upping regulation.

23. Are there other key principles that we ought to consider when looking at the possible introduction of regulations?

One in one out approach, simple and easy to implement and comply with. No duplication, overlap or potential for confusion with new homes, governed

separately under Building Regulations.

24 How could regulation be used to support the uptake of incentives?

Changes to Scottish Property Transaction Regulations, may assist incentives new build sales of better energy efficient homes, through Stamp Duty relief or lower Council Tax recognition, in the long term.

25. In section 2.68 we identify design options for the standard. Do you have any views on the options set out in that report? Are there other options that we should be considering?

This is perhaps too early to judge. All the options have their own merits and perhaps a blend of these is best considered. The use of EPC's and there recognition in the valuation marketplace is a key driver for influence 2nd hand home improvements. The Standard should be same for private and social landlords, keeping this simple and consistent across a broad church of landlords. Consideration of "one in and one out regulation" needs to be taken into the thinking

26. Do you agree that any regulations for private sector housing ought to reflect the energy efficiency capacity of the property and/or location, as is proposed for the social sector?

Yes No

Yes, we should avoid a two tiered approach or fragmentation between differing landlords or properties. However recognition needs to be given to these varying factors under one system. The system could be ripe for challenge if only applied to one sector but not another.

27. If you agree with Q26, should houses of the same type in the social and private sectors be expected to meet the same standard?

Yes No

Yes, surely the benefits can be applied across both tenures, albeit uptake and challenge will vary between sectors.

28. Are there other specific issues we need to consider in introducing regulation on the energy efficiency of the home for particular groups of people, for example older people, those with disabilities, people from minority ethnic communities?

All of these need to be reviewed and assessed. A impact assessment across different landlord, tenant profiles should be considered, with agreed counter measures put in place to assist those whom have greatest difficulty in genuinely complying. No doubt this may prove difficult and open to legal challenge.

29. Should we consider additional trigger points to point of sale or rental? If so, what?

Yes No

Yes there should be triggered points to encourage uptake of improvement measures. These need to be established but some maybe

1. Sale/Purchase of property
2. Landlord maintenance cycles
3. New tenant occupancy
4. Age of home
5. Home Condition Surveys
6. Energy intensive housing – User bill analysis or known problem housing

30. Should rollout of any regulation across the owner occupied and PRS sectors be phased or all at once? If you think that rollout should be phased how do you think this should be done?

Yes No

We believe this should be a single implementation strategy, in that all homes are affected at the same time. The issue is providing sufficient warning and lead in time to allow landlords to assess implications and plan ahead for improvements. This should be widely promoted and every household made aware of the forthcoming regulation and timing, in addition to providing solutions and funding incentives. This is also conditional on assessing the 2nd hand stock and allowing differing periods of time to comply, subject to the degree of difficulty in compliance.

31. What other issues around enforcement do we need to think about when considering how different approaches to regulation might work?

The legal challenge and credibility of being able to enforce landlords/owners to upgrade properties, where the will or benefit is lacking, needs to be fully considered. The current economic climate makes funding such things very difficult in the short to medium term. They may perceive as a nice to do, but not a must do, in favour of other activity more desirable to landlords or owners. The issue could be considered as a very subjective stance by regulation and highly challengeable.

32. In sections 2.76-2.79 we suggest that one way of regulating would be to issue sanctions.

(a) Do you think that sanctions on owners should be used to enforce regulations?

Yes No

(b) Should owners be able to pass the sanction or obligation on to buyers?

Yes No

In terms of the conveyance model between seller and purchaser, it seems logical that the seller is obliged to maintain and upgrade his property to the benefit of himself and the next purchaser. Where upgrades have not occurred, then it seems right that this should be reflected in the seller's valuation, such that the obligation is not passed on, but allows the purchaser to move forward by purchasing at a lower cost but having to fund upgrades in a cost neutral way.

33. The Scottish Government does not intend to regulate before 2015. The working group will consider what options for timing of any regulation might be appropriate, but, given all the points set out in sections 2.80-2.81, from when do you think it might be appropriate to apply regulations?

This has a major impact on the performance and governance of 2nd hand stock this Century. The outcomes are admirable but will be difficult to deploy to generate wholesale change in the market. The consultation process is likely to be lengthy, with assessments and delivery mechanisms to be developed, and solutions to be deployed ready for uptake. In the current economic climate funding & legal challenge will be a major barrier to overcome, along with quantifying & promoting the benefit, whilst fuel costs remain relatively cheap and other energy markets are evolving. Financing will remain an issue for at least another 3-5 years. We doubt if this could be seriously implemented before 2020.

34. (a) In Section 3.4 we describe the range of legislative and policy levers that we believe are available to help us transform the financial market such that it values warm, high quality, low carbon homes. Do you agree that this is the full range of levers?

Yes No

34. (b) Can you suggest any other ways to help transform the market for more energy efficient, sustainable homes?

Other levers that should be considered are:

1. Council Tax Reduction
2. New buy incentive
3. Stamp Duty Relief
4. Green mortgage introduction
5. Better lending rates for new build & Greener homes
6. Increased valuations to value up new & greener homes/places
7. Market promotion – “Cluck Click” Campaign to raise awareness and transform behaviours (As demonstrated by the car industry safety campaign years ago)

35. What changes would be required to current survey and lending practice to enable mortgage lenders to take account of the income from new technology or savings on energy bills?

The key is education and awareness of the features and benefits of new & greener homes & places, including the translation of this into clear policy statements around such aspects and lending/risk assessments. This should not be technology related but look at all the options for energy efficiency and sustainability. The new home market has been devalued (RICS & CML) over the last 4 years, whereby the lowest performance denominator (generally 2nd hand home) is considered the base line reference point. No value recognition is being shown in the valuation & lending community for new homes or future greener homes & places. This requires a transformation in the Surveying & Lending community to influence this market to recognise the benefits and take consideration of these when assessing value and a person's risk of lending against. i.e. a purchaser of a new or greener home, is less exposed to rising fuel costs & presumably a lower risk asset, than that of a 2nd hand home where capital funding and reducing disposable income would be more evident.

36. Section 3.15 lists a range of challenges that may prevent the benefits of a more sustainable, energy efficient home being fully recognised in its value. What further challenges, if any, need to be addressed?

Another challenge to consider is the assessment of longevity of solutions and whole life cost. This is particularly beneficial to solutions which focus on a fabric 1st approach whereby maintainance is reduced and lifespan extended till the end of the useable life of the home. This includes labelling and identification so that homes can be inspected and these features and benefits made clear, as often by there nature fabric 1st solutions are built into the fabric of the building and difficult to see in later life.

37. (a) Sections 3.16-3.22 set out the action that Scottish Government is currently developing to encourage greater recognition of the value of sustainable homes. Do you agree that this action is appropriate?

Yes No

37. (b) What further action is needed to influence consumers and the market?

Significant marketing campaign and real influence over valuers and lenders. The creation of green mortgage product with favourable rates to support buying anew or greener home, will provide funding to consumers to drive uptake of these homes in the market. Research has shown demand for homes is there but generally knowone wants to pay a premium. Therefore part of the challenge is for industry to drive down product costs through innovation and collaborative working, as well as making financing of such homes attractive and easier to come by. Large scale exemplars of mainstream housing in each of the major Scottish cities would raise profile of schemes and product availability. Often greener homes are linked to self build and one off plots, out with the reach of most prospective home purchasers. The SSCI initiative was a step in the right direction, but no sites have yet come to market, unlike Bicester Ecotown in England. Financial support for business innovation in the delivery of greener homes is needed to promote uptake and encourage developers to rise to the challenge of a

cost down approach, on the back of a challenging economic climate. Earlier adopters and innovators should be showcased to leverage change in market and overcome the general apathy towards mainstream delivery of greener homes.

38. What steps can we take to ensure that we design and develop sustainable neighbourhoods?

The market is cost focused, due to the economic background. It is difficult to see valuation creation and any investment short term towards Greener homes and improved place-making, without some form of incentive to do so.

Therefore lowering cost is an important and critical consideration, before investing in new features. We believe that de-regulation will assist this approach by lowering cost to build, to offset the additional cost of greener homes and more sustainable communities. We suggest that a regulatory review is undertaken to assess which standards are being used which offer little benefit to achieving their expected outcome and add cost, which could otherwise be spent on more sustainable and energy efficient features. An example of this

1. The requirement to provide a downstairs future shower space on all new build homes. Whilst this is an admirable requirement the amount of future home adaptations is virtually nil. This provision within the Building Standards (Accessibility) costs £1000 per home and leads to poor internal layout design and consumers whom don't value the benefit. Relaxing or doing away with this requirement assists fund additional energy efficiency measures or sustainability measures in a cost neutral way. These are generally regarded as higher priority options. An alternative approach, maybe that within new development developers provide 2% homes with a future adaptation capability, such that options still remain for those consumers whom wish to purchase this type of home, out with the mainstream consumer. For every 100 new homes built this unlocks £98k of investment into other regulation priorities. One in one out rule.

One other consideration is the creation of A National Design Standard or Guidance on Place making and good design principles would assist. This need to be recognised by LA's and link in with local agenda's. It is clear to us that each LA planning authority has a view on design standards and deploy these differently. This creates a minefield of standards and a consolidated approach would be more cost effective and structured way than the existing free for all. The current methods do not work or at least are inefficient, for developers home operate across many LA's, adding cost and delay to scheme delivery and design quality. Building For Life (now BLF12) promoted by HBF offers a good basis for design standards. Schemes which fall in line with these principles should be eased through the system, in preference for schemes which don't. Community consultation and local engagement is also seen as a beneficial aspect to encourage sustainability and neighbourhood creation. More effective means to securing local support is needed. Council officials are often ill advised or uneducated on design

and sustainability principles, so a large amount of education is required to raise awareness of good practise scheme design & to relax the nimbyism seen against development in general. A presumption in favour of development would be seen as a positive step comparable with NPPG in England. Within SMG we have developed and launched our own Design Standards of Excellence Manual and implemented an internal design review forum, including 3rd party critique, to raise design standards and quality of scheme delivery. In addition we have secured Scottish Type Approval for our housing range and developed a palette of external finishes and features which can be combined to elevate street scenes and block compositions to meet good scheme design, using a standard range with flexible fenestrations to meet many local vernaculars. This offers a more cost effective means of new build housing delivery that can be greener, sustainable, relevant to local aspects and consumer centric, within a framework of agreed options.

39. Section 4.10 sets out the main challenges to address in taking forward our aim of new build transformation. What further challenges, if any, need to be addressed?

There needs to be an increasing focus on build process waste (material & labour related). Our research has shown that to achieve higher energy standards through a fabric 1st approach will cost £2.5k - £5k more depending on size, complexity and type of home being built. This can be offset through reengineering the build process & process innovation, in a cost neutral way. Data we have recorded through AIMC4 suggest that up to £4k per plot is wasted in labour and material costs through productivity loss and poor process control. Process innovation is very difficult to achieve and requires cultural & behaviour change, which is difficult in a traditionally conservative and deep rooted industry. However most innovation is focused on Product Development, whilst this is needed, this has to be balanced with process change, before any impact can be realised. Financial support for process innovation is severely lacking and we suggest this is an area of R&D that is poorly supported. We feel strongly that a collaborative approach is the only tangible way to deliver widespread product and process change to drive down cost, whilst premium values are not yet available. Scottish Government has been very poor in assisting house builder with innovation funding. In our case we have been successful with TSB funding stream, but it is somewhat disappointing that this is not available within our homeland. One process solution is to consider higher levels of prefabrication, often these deliver speed benefits, which are not always desired in a slow moving market, therefore we need to translate this into meaningful cost savings, whilst overcoming the deep rooted perceptions and barriers to change. However we feel Scotland with its pedigree and history of timber frame construction & MMC can lead the UK in this regard creating wealth, employment, export opportunity and differentiation for Scotland.

40. What action is needed to increase the capacity for developing and bringing to market innovative methods of construction?

Research funding, up to 50%, for near to market solutions, which offer high

impact and market uptake should be provided by Scottish Government. It is difficult (if not impossible) for suppliers and developers to fund innovation without costs being offset, through grant subsidy. Innovation is inherently risky, and making the case to invest without grant assistance, would be almost impossible for most businesses in today's economic climate. That said the climate does favour innovation and a general recognition that a collaborative approach, where risk and benefits are shared, are seen as a favoured way forward, with strong intent to innovate around product and process delivery, assuming the financial costs can be offset against grant subsidy. We feel these should be industry led consortia, supported by Academia & supply chain, but funding driven through industry led commercially focused R&D. Often funding is provided/favoured to SME & Universities, this we feel distances larger industry players from innovating, although often they have a greater opportunity, capacity to innovate and to ultimately shift the market. Industry participation is key, including comparable funding for larger enterprises

41. What further changes to the operation of the Government's affordable housing supply programme would help to enable it to champion greener construction methods and technologies in the medium term?

Procurement policy and collaborative approaches, which favour innovation, sustainability and wealth creation for Scotland, should be encouraged, often they deliver better results that could be exploited on mass to the benefit of Scottish economy. Whilst AHSP funds affordable housing, we would suggest the opportunity to cross fund private development should also be considered, Be that private ownership or private rented market. Standards are often greater in social housing delivery, but not always in private, where funding and development costs are not supported by Government.

42. What further action is needed to influence the construction industry to make greater use of innovative methods to deliver more greener new homes?

Funding mechanisms and warranty schemes need to be developed to support innovative approaches and greener homes. Often innovation is considered risky by lenders and warranty providers, where the opposite can be argued. This can lead to higher lending costs and barriers to uptake through complex product approvals and testing regimes. The Lloyds Build Offsite BOPAS scheme is an assurance scheme that assesses durability over 60 years (3x mortgage terms) and is supported by RICS & 4 major banks. This is a good example of how innovative products, systems and approaches can be supported, where perceptions and a general poor education of lenders and risk assessors, leads to a defensive approach to lending for more innovative forms of construction or higher levels of prefabrication. This scheme is relatively new and ground breaking but has yet to receive the support of NHBC which dominates the Warranty market and has substantial influence over lending policy. NHBC are generally risk averse to anything different or new, to conventional methods, where a track record or aged testing has not been built up or proven. This is a significant barrier to innovation which needs to be overcome.

One final area is the fear of change and a general apathy within

developers/builders to trial or use new systems, which are new to market. This is often because of deep rooted cultures, perceptions and behaviours which are risk adverse and difficult to change, at an individual and collective level. Procurement & contract set up is always set up to penalise those offering the innovation, in that terms and conditions, payments and liabilities are never shared but the risk is nearly always placed upon the innovator, which is additional cost and burden, on top of the innovation costs already expended.

43. (a) Has Chapter 5 of this consultation identified the key challenges to ensuring Scottish companies have the skills to take advantage of the opportunities expected to be on offer?

Yes No

43. (b) If not, What other challenges are there?

The additional challenges centre around training and skills associated with

1. Cultural & behavioural change – barriers to uptake
2. Collaborative working – Relationships & interdependencies of teams/operatives
3. Project planning & Project management
4. Build Process innovation – Productivity focused :Labour and material waste reduction
5. Lean design and construction delivery
6. Novel procurement & contracts
7. Trade skills associated with greener homes & competency:
 - a. Mechanical Ventilation - installation and commissioning
 - b. Insulation - fitting & thermal bridging
 - c. Construction Detailing – Why and attention to detail
 - d. Air tightness – solutions, applications and sequencing
 - e. Building services – new heating and hot water systems
 - f. Micro renewable – installation & maintenance
 - g. SAP – design awareness and reducing reliance on 3rd parties

44. What further action is needed to ensure there is appropriate investment in skills and training to meet these opportunities?

Further actions maybe

1. Investment in the provision of NVQ qualifications for above list of new skills requirements
2. Extension of existing Construction Colleges to train these skills to new and existing entrants
3. Promotion of an industry that is seen as attractive, worthwhile and appealing to younger and individuals considering re-training
4. Training centres for Offsite construction
5. Inclusion of project management and planning skills within curriculums
6. Site management courses geared to consider Business Skills and a higher level of management
7. Training Packages around Collaborative working and behavioural

change

45. How can the construction industry be made more aware of the potential funding and support for skills and training development opportunities and engage effectively with those providing training to ensure that it meets their current and future needs?

A more streamlined approach, This seems to be an area of opportunity to galvanise various organisations in a more cohesive entity to allow effective engagement and a simple way to source funding to finance training. This is particularly the case for sub-contractors or trades people, where taking a an unpaid day off for training is a barrier to uptake.

46. How do we ensure that skills and training opportunities are provided on an equitable basis to all groups in society?

I think in general the industry is good at ensuring an equitable uptake of training and that training is focused on the right areas and priorities. We don't see any significant change in this regard.

47. Apart from training and skills opportunities are there any other issues that should be addressed to make employment in construction and other industries becomes more representative?

There are a few underlying issues that need to be tackled such as:

1. Appeal & perception of industry for new entrants and those wishing to re-train
2. Deep rooted cultural barriers, conventions and behaviours which are generally resistant to change
3. The promotion of modern methods of construction & use of offsite systems as a means to improve work based standards and environments
4. A more integrated design approach, single point design concept and the use of architectural prowess within developers and builders in house, often considered 2nd best to private practise.
5. Adversarial attitudes & a blame culture which create barriers, with silo operating, risk aversion, misaligned goals and general resistance to collective working & delivery.

48. Please describe any specific difficulties relating to skills and training that apply to those in remote and island areas and your view on how these may be addressed.

No comments