

Technical and Release Reference

Scope, method, source basis and assessment mappings for the WEQF
Package Module

PACKAGE MODULE 1/3 | GREAT BRITAIN BETA

EDITION / REGULATORY REFERENCE BASIS

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Contents

Use Sections 1-5 to apply and interpret the method, the worked traces to follow its reasoning, and the two schedules to locate a source or question.

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87 questions / 11 Areas of Concern / 143 source entries

Question and source references are linked throughout this PDF. The schedules retain the permanent identifiers and the declared-method mappings for this Edition.

1. Scope and release information

This reference defines the scope, source basis, assessment rules and calculations of the Workforce Engagement Quality Framework (WEQF) Package Beta. Its source catalogue, assessment map and worked traces explain how source-informed propositions connect to questions and results. Read it alongside the Package Questionnaire Declaration for exact selectable wording and the Question Companion for question-specific criteria and qualifications.

Release information	Specification
Creator, owner and maintainer	Augscape Research & Development Limited.
Release designation	WEQF Package Beta - Great Britain.
Module covered	Package Module 1/3: the declared Provision Package and the information, record and control arrangements supporting it.
Jurisdiction	Great Britain: England, Scotland and Wales. Individual sources retain their specific territorial and applicability conditions.
Regulatory reference basis	1 October 2026.

Assessment scope

Provisions are the benefits, protections, choices, conditions, support and remedies that accompany work. An assessment concerns one defined engagement or genuinely common Cohort, one materially common Provision Package and a relevant period. A Cohort may cover a role, department, project or other defined population. Shared membership or a common label alone does not establish a common Package. Materially different Packages require separate assessments.

WEQF is route-neutral and status-neutral. Employment status, tax treatment and contractual descriptions provide context; the assessed arrangements determine the answers. These descriptions do not remove questions or change the scoring denominator. The Beta applies within its defined Permanent and Temporary Engagement categories. Their definitions and selection rules appear in Section 3; they are WEQF guidance categories, not legal classifications.

Numerical Pay is not a required assessment input and does not contribute to the WEQF score. Provisions concerning Pay treatment are assessed. Pay can be considered alongside the Profile, and different Pay amounts can share a Profile where the assessed Package remains materially common.

Package Declaration and assessment mode

The Package Questionnaire Declaration records the Package a respondent undertakes to provide for a planned or ongoing engagement or genuinely common Cohort, within its stated Scope. Use the assessment mode that describes the arrangements being declared.

Mode	Assessment perspective
Planned	Concrete arrangements committed to operate when required; an aspiration alone is insufficient.
Ongoing	Arrangements operating for the assessed period and their intended continuation.

Both modes preserve the distinction between a declared position and evidence of delivery. The Package Declaration is the dated, attributable statement of the declared Package, its Scope and associated assessment answers.

Assessment identity and dates

Each assessment identifies its Scope, engagement or Cohort, declarant, declaring capacity, declaration date, Coverage period and applicable WEQF release. Include an internal reference where relevant. The resulting Package Profile applies to that stated population, Package and period.

The regulatory reference basis identifies the dated basis of the method. It is distinct from the date of a declaration, the period when Provisions apply, a source-check date and a publication date. An assessment must use a release applicable to its jurisdiction and regulatory reference date. The release policy provides for quarterly review and versioned updates, with earlier updates where required. Section 5 sets out the maintenance and comparison rules.

Interpretation

The Package Profile presents the declared Package through its eleven Area totals and colour bands and the WEQF score: the uncoloured numerical Provision value together with the alphabetical overall Evidence indicator. It also shows all nine individual Evidence results and their A, B and C counts. The result describes the assessed arrangements; it is not a general rating of an organisation or contractual route. The Evidence indicator describes declared information and control arrangements, without independently verifying delivery.

WEQF does not determine employment or tax status, establish contractual validity, calculate a complete statutory floor or certify legal compliance. The Confirmation Module (2/3) and Outcome Module (3/3) are planned modules addressing contractual correspondence and delivery respectively; their functions are outside this Package Beta release.

2. Sources, propositions and assessment design

WEQF began with a broad source universe, reviewed its relevance and meaning, and extracted bounded propositions for assessment. The development records distinguish source inventory and filtering, coverage checking, consolidation, a dated source snapshot, atomic proposition extraction and classification, and question and answer formation. The resulting documented universe contains 143 sources. Schedule 1 - Source catalogue identifies each source, its authority, scope and treatment. Schedule 2 - Assessment map connects each active question to its proposition, source references and result destination.

Source selection and interpretation

The source universe brings together legislation, judicial authority, official codes and guidance, procurement and policy material, and research and contextual material. Sources were recorded and filtered for relevance, checked against WEQF's assessment subjects, and consolidated to resolve duplication and clarify source families. Each source retains its own authority, jurisdiction, relevant dates and conditions of application. A statutory requirement, a policy objective and a research finding therefore remain distinguishable within the reference.

The relevant passages were examined for the requirement, benefit, protection, access condition, record principle or contextual point they supported. For legal material, this involved identifying the interpretation used by WEQF, including the persons and relationships covered, operative dates, conditions and exceptions. Other material retained its own policy, guidance or research character. Consultation proposals and future measures remain identifiable as such. Inclusion in the universe does not mean that a source is an operative legal requirement or that it directly produces a question.

The source basis and WEQF's measurement choices are recorded separately. Source material supports the proposition attributed to it. WEQF determines the assessment focus, answer boundaries and result mappings used to describe that subject. Source-to-proposition extrapolation means translating the relevant source meaning into a bounded assessment subject while retaining its qualifications and trace. It does not extend a legal rule beyond its scope or turn a policy aspiration into an entitlement. The number of questions, the points allocated and the Evidence grading rules are features of the WEQF method; they do not acquire statutory authority through citation.

Extracting and classifying atomic propositions

An atomic proposition is a bounded statement concerning one distinct requirement, Provision, record or control principle, or contextual matter relevant to an engagement. It identifies the subject together with its material qualifications. Here, atomic means sufficiently distinct to receive its own treatment and assessment decision, without combining unrelated benefits or counting the same benefit twice. It permits assessment at a more precise level than the title of an Act, policy or report.

One source can support several propositions, and one proposition can draw on several sources. Consolidation brings overlapping material about the same subject together while preserving its source references, conditions and limits. Distinct subjects remain separate. Repeated source support does not create additional questions or points for the same Provision.

The extracted propositions were classified according to their function in WEQF. The active assessment groups are Prerequisites (C), Provisions (S) and Evidence (E). Contextual, monitored and excluded material receives the separate R, M or O treatment below. Classification applies to the proposition, so different meanings drawn from one source can receive different treatments.

Code and treatment	Function in the method
C - Named compliance-only prerequisite	A defined legal, regulatory, licensing, permission or administrative matter requiring an individual Yes/No confirmation. It contributes no Provision points.
S - Scored Provision spectrum	An independently existing Provision with distinguishable levels of usable benefit, protection, access, certainty or remedy. Each active S proposition produces one question assigned to one primary Area of Concern.
E - Evidence-architecture input	A principle concerning the formation, availability, attribution, control or preservation of the engagement-record. It informs the Evidence questions and indicator, without adding Provision points.
R - Report, overlay or context only	Information supporting interpretation, reporting or a mapping to an external objective. It adds neither Provision points nor Evidence-grade credit.
M - Monitor or defer	A future, uncertain or insufficiently defined proposition retained for review, with no operative effect on the assessment.
O - Outside native scope	A matter outside the subjects WEQF assesses, or without a sufficient connection to the method. It has no assessment effect.

The same substantive proposition is not counted both as a prerequisite and as a scored Provision. An external reporting use likewise does not score an underlying Provision a second time. The consolidated population comprises 141 propositions: 16 C, 70 S, 11 E, 26 R, 12 M and six O. Of these, 87 produce active questions. Eight S and two E propositions have no standalone question or additional result; the R, M and O groups remain non-scoring.

From source subjects to Areas of Concern

The source material informed the content and boundaries of WEQF's eleven Areas of Concern (AOCs). The approved Areas also guided the early coverage check: the source universe had to address the relevant parts of an engagement. Atomic extraction then identified the distinct Provisions within those subjects. Their person-facing function, such as income security, time away, information or remedy, determined their primary AOC. The Areas organise the resulting questions and reconstruct the answers into a readable Profile; they are WEQF's subject structure, not categories imposed by any single source.

Each active S proposition is assigned to one primary AOC and contributes its points there once. Overlapping source support is consolidated, and a Provision involving several parties or subjects does not earn duplicate credit. C prerequisites and E Evidence dimensions retain their separate completion and grading functions. This connects the source analysis, the individual assessment decisions and the Area results through a traceable allocation.

From propositions to questions and answers

The assessment contains 16 Prerequisite questions, 62 Provision questions across eleven Areas of Concern, and nine Evidence questions. Each retained assessment proposition has one substantive question. Question and answer formation translates its controlled meaning into a public decision: what is being assessed, which facts distinguish the permitted answers, and which conditions must remain visible. The question, factual answers and essential help were developed together, with the atomic proposition and source references retained in the formation record. Contextual, monitored and excluded propositions do not become additional questionnaire decisions.

Provision questions use three, four or five factual answer positions. Their boundaries reflect the particular subject: for example, an amount, duration, guarantee, access condition or material restriction. Spectrum length follows the meaningful distinctions in that Provision. The lowest position describes the lowest retained arrangement; it does not necessarily mean that no Provision exists. Higher positions describe stronger usable Provision within the question's defined scope.

Prerequisites use Yes/No responses. Evidence questions use three factual positions describing the relevant information and control arrangements. Question wording, essential help and answer criteria express the same meaning, with selection-critical conditions visible to the respondent. The Package Questionnaire Declaration preserves the controlled question identities and criteria while recording the declared arrangements.

The Package Questionnaire Declaration and Question Companion supply the wording and conditions needed to select answers. The assessment map preserves public question numbers, stable question and proposition references, source relationships and result mappings. The three worked traces demonstrate the reasoning for a Prerequisite, a Provision and an Evidence dimension. Sections 3 and 4 set out the common selection and calculation rules.

Scoring, neutrality and the dated snapshot

The retained factual answers are linked to WEQF's common result rules. Each Provision question has a maximum of 120 points, with equally spaced points across its three, four or five positions. Points are summed once within the primary AOC and then across all eleven Areas. Prerequisites control completion without earning points. Evidence answers produce the separate A, B or C indicator under the nine-dimension rule. The result remains traceable to the factual answer and its source-informed proposition.

The questionnaire is source-informed and source-neutral in its assessment treatment: the identity, institutional origin or number of references supporting a Provision does not itself confer points or change the published answer mapping. The source's authority, legal effect and conditions of application remain relevant to its interpretation. The questionnaire is also route-neutral and status-neutral. Equivalent assessed arrangements use the same factual criteria and result rules across supported routes and statuses, including where different parties provide parts of the Package. Universal means common across WEQF's defined Great Britain Beta scope; it does not claim coverage of every possible arrangement or jurisdiction.

The source analysis is tied to a dated regulatory snapshot. For this Edition, the reference basis is 01 October 2026. Development used a projected position, with a separate release requirement to confirm changes on or immediately after that date. Each assessment identifies its population, Package and period. Its Profile captures those declared arrangements under the applicable WEQF release. Later source or arrangement changes are handled through review and versioned reassessment, preserving the basis of the earlier result.

3. Assessment and answer rules

Complete the Package Questionnaire Declaration for the Scope, mode and Coverage period identified under Section 1. Use the exact permitted answers and essential help in that questionnaire, read with the Question Companion. Schedule 2 provides their reference map.

Questionnaire order

All 87 questions apply across the supported engagement categories, routes and statuses. Follow the published order, using one permitted response for each question.

Group	Public question numbers	Response format
16 Prerequisites (C)	Q01-Q16	An individual Yes or No for each statement.
62 Provisions (S)	Q17-Q78	One selection from the question's three, four or five factual positions.
Nine Evidence questions (E)	Q79-Q87	One selection from the dimension's three factual positions.

Record the assessment Scope and identity information at the start of the questionnaire. Prerequisites can be answered before selecting the engagement category; record the category before the Provision questions. Evidence is the common final group. A role, status or category does not supply an answer, remove a question or change the denominator.

Engagement category

Use the following definitions for the arrangement being assessed.

WEQF category	Definition
Permanent Engagement	Guaranteed regular minimum working hours and associated Pay, with either no agreed end date or defined completion point, or an agreed total duration of more than twelve weeks.
Temporary Engagement	An agreed end date or defined completion point and an agreed total duration of twelve weeks or less; or no guaranteed regular minimum working hours and associated Pay, regardless of duration.

Use agreed total calendar weeks, rather than time already served or remaining. An agreed duration of exactly twelve weeks is Temporary. Establish whether the assessment concerns a particular assignment or an underlying continuing relationship; guarantees belonging to another arrangement do not transfer automatically into the assessment.

These categories guide WEQF interpretation and do not determine legal status. Unknown category facts require clarification. An arrangement fitting neither definition is outside this Beta.

Prerequisite confirmations

Each prerequisite must receive an explicit Yes before an assessment can be completed, scored or published. Yes is never inferred from a role, category, another response or the inclusion of a statement. No or an unanswered prerequisite prevents completion.

Yes confirms the matter described by that prerequisite, including consideration of its applicability and the required arrangements within the selected mode. Read each statement with its own applicability conditions; the prerequisite group records confirmations and contributes no Provision points.

Selecting Provision and Evidence answers

Select the highest answer whose complete factual criteria are supported for the assessed arrangements. Consider every material condition, including access, restrictions, timing and any expressly permitted exceptions. Partial satisfaction of a higher position does not establish that position. Points and Evidence letters follow from the selected answers; they are not selected independently.

Answers concern the complete Package available to the person doing the work, including arrangements provided through other parties. For a common Cohort, the selected position must be supported across the material population within the question's criteria. Do not average different treatments into one response. Materially different Packages require separate assessments.

In Planned mode, answers concern concrete arrangements committed to operate when required. In Ongoing mode, they concern arrangements operating for the assessed period, information already due to exist and intended continuation. A future improvement does not erase an earlier material gap. Apply each question's particular timing and record requirements within that common approach.

Where a question supplies a warning about a conditional statutory floor, retain it with the response that triggers it. The warning explains a relevant boundary; it does not itself change points or introduce an additional completion gate. The selected answer must still satisfy its published conditions.

Unresolved responses and completion

Unknown, not determined, not applicable, none of these and blank responses do not complete a question. Obtain the information or clarification needed to select a permitted answer. Where no answer truthfully describes the arrangement, the assessment remains incomplete. Do not force a nearest match, invent an answer or remove the question from the calculation.

A supported low position is a valid response. Missing facts, missing required records or failure to satisfy an answer's conditions cannot automatically become zero Provision points or an Evidence result of C. The lowest position has its own criteria and is not a substitute for unresolved information.

Completion requires all sixteen affirmative prerequisites, one determinate permitted answer to each Provision and Evidence question, complete scope and attribution details, and an applicable release. The calculations follow Section 4. An incomplete assessment cannot issue a completed WEQF score and Profile.

4. Calculation and interpretation

The WEQF score combines the numerical Provision value and the alphabetical Evidence indicator. The two components retain distinct meanings and are presented together. Calculation uses the permitted answers selected under Section 3 and their mappings in Schedule 2.

Provision points

Each of the 62 Provision questions has a maximum of 120 points. Points are equally spaced across the question's permitted positions, ordered from lowest to highest.

Spectrum length	Points by position	Question colours in the same order
Three positions	0 60 120	Red Yellow Green
Four positions	0 40 80 120	Red Orange Yellow Green
Five positions	0 30 60 90 120	Red Orange Yellow Green Blue

The selected answer contributes its mapped points once, to its primary Area of Concern (AOC). Prerequisites and Evidence answers contribute no Provision points. Use the published answer mapping; an answer ID's numerical suffix does not establish its displayed position or value.

Area and overall totals

Area points = sum of the selected Provision points assigned to that Area.

Area maximum = number of Provision questions in that Area × 120.

Area of Concern	Provision questions	Maximum Provision value
AOC-01 - Engagement identity and clarity	2	240
AOC-02 - Work and income security	5	600
AOC-03 - Pay treatment and financial exposure	7	840
AOC-04 - Time, rest and time away	14	1,680
AOC-05 - Choice, autonomy and flexibility	7	840
AOC-06 - Benefits and longer-term protection	6	720
AOC-07 - Safety, dignity, equality and accessibility	5	600
AOC-08 - Development and progression	5	600
AOC-09 - Voice, representation and participation	3	360
AOC-10 - Information and comprehensibility	3	360
AOC-11 - Challenge, correction and remedy	5	600
Total	62	7,440

The overall numerical Provision value is the sum of the eleven raw Area totals, with a maximum of $62 \times 120 = 7,440$. It is reported as an uncoloured total out of 7,440. An Area containing more Provisions has a larger maximum because each question contributes equally. There is no additional Area weighting, normalisation back to 120, status adjustment or denominator reduction. Area percentages are not averaged to calculate the overall result.

Area percentages and reporting bands

For an Area of Concern:

Percentage = points achieved ÷ maximum available points × 100.

Raw point totals require no rounding. An Area percentage may be rounded to one decimal place, while the underlying calculation retains full precision. Determine the Area's reporting band from the unrounded percentage, or use the equivalent raw-point range printed on the scoring sheet.

Reporting band	Percentage range
Red	0% to below 20%
Orange	20% to below 40%
Yellow	40% to below 60%
Green	60% to below 80%
Blue	80% to 100%

These percentage bands apply to the eleven Areas of Concern. Question colours identify relative positions within their own spectra. The overall Provision total receives no colour band and is shown numerically out of 7,440. Evidence grades retain their separate colour mapping: C is Red, B is Yellow and A is Blue.

Results must remain understandable without colour. Show factual labels, points and denominators, with a clear selected or achieved position. Every Area remains visible, including those with low results.

Evidence indicator

Each Evidence question has three factual positions: position 1 maps to C, position 2 to B and position 3 to A. A is highest. Each dimension retains its own criteria; the common letters do not create a universal definition of record quality or operating model.

The lowest result across all nine resolved dimensions determines the overall indicator.

Nine dimension results	Overall Evidence indicator
All nine are A	A
All are A or B, with at least one B	B
All nine are resolved, with at least one C	C
Any required answer is missing, unresolved or unsupported	Incomplete - no completed indicator

For manual calculation, first confirm that all nine answers are valid. Take the smallest selected position number and apply the C/B/A mapping. Position numbers express order and contribute no points. Stronger dimensions do not compensate for a weaker one. Record all nine individual Evidence grades on the scoring sheet. The Package Profile shows all nine dimension results, their A/B/C counts and the derived overall Evidence indicator.

The formal result title is Declared Provision Data and Evidence Architecture Grade. It describes the declared information and control arrangements without asserting independent verification or delivery.

Worked calculations

The following illustrations assume the completion conditions in Section 3 are satisfied.

For AOC-01, selecting position 2 for Q17 (Q-S-001) and position 3 for Q18 (Q-S-002) contributes $60 + 120 = 180$ points. The Area result is $180 / 240 = 75\%$ - Green.

If the eleven Area totals sum to 5,040, the overall numerical Provision value is displayed as 5,040 / 7,440, without a colour band. If the nine Evidence results recorded on the scoring sheet are A, A, B, A, A, A, A, A, A, the Profile's Evidence counts are eight A, one B and zero C, and the overall indicator is B. The combined presentation is:

Provision total 5,040 / 7,440 | Evidence B

The letter adds no points. Neither the numerical value nor the letter alone is the WEQF score.

Area bands are determined from raw totals. For AOC-04, $1,340 / 1,680 = 79.7619\ldots\%$, displayed as 79.8% - Green. The scoring sheet's printed Green range is 1,008-1,343 points. Display rounding does not change the range containing the raw total.

Profile and supporting information

The results are presented with the assessment identity, Scope, mode, Coverage period and declaration details specified in Section 1. A published Package Profile carries the relevant reference identifying the declared account and its applicable Edition. Keep the declaration date or timestamp distinct from any save/reference date and the PDF generation or publication date.

Record	Information and purpose
Package Declaration	The dated, attributable statement of the declared Package, its Scope and associated assessment answers.
Package Profile	The WEQF score: uncoloured Provision total and overall Evidence grade; eleven AOC totals and bands; all nine Evidence results and A/B/C counts; completion, Scope, coverage, attribution and release/declaration references. Selected-answer detail can accompany the report.
Scoring sheet	All eleven Area totals and bands, all nine individual Evidence grades, the uncoloured Provision total and derived overall Evidence grade. Supplies the results transferred to the Profile.
Supporting assessment record	The complete questions and permitted answers, selected responses and stable identities, applicable release, calculations, attribution, declaration and material Scope limitations needed to understand and reproduce the Profile.
Engagement Record	The wider governing terms and operational information concerning the engagement, including relevant events, decisions, payments and changes. Its components can be held across connected documents and systems.

An independent review identifies its actual scope separately from the declared Evidence indicator and does not automatically improve that indicator. Sharing a Profile does not make every underlying record public; access remains appropriate to the person, purpose and information concerned.

WEQF sets no numerical quality pass threshold. A valid low result can form part of a completed assessment. Read the combined result alongside the Area results and full answer conditions: a higher total cannot establish fulfilment of a particular requirement. Buyer-defined criteria and external reporting mappings do not alter the native calculation. The results describe declared arrangements; they do not by themselves establish legal compliance, personal suitability or delivery.

5. Use, maintenance and comparison

Using the published method

WEQF is a free, publicly documented standard available for use in its published, unmodified form at zero cost. It is created, owned and maintained by Augscape Research & Development Limited. The documentation pack enables users to complete assessments, calculate results and generate and share Profiles independently of software, under the published licence. The controlled questions, answer meanings, calculation rules and other method elements must be used unchanged.

The Beta web application is the official digital implementation. It supports Package design and declaration, calculation and Package Profile presentation using the documented method. Authorised third-party implementations require Augscape's prior approval and licensing for development and publication, at its discretion. Equivalent permitted inputs under the same WEQF release must produce equivalent substantive results across documentation and authorised software implementations. Payment, sponsorship or a commercial relationship cannot purchase a different result or a hidden exception.

Use the questionnaire, interpretation and calculation rules belonging to the same applicable release, and record that release with the assessment. Feedback, disputed interpretations and proposed improvements are welcomed for Augscape's consideration. They inform controlled revisions rather than changing the published method through local adaptation.

Maintaining the release

Augscape's maintenance programme provides for quarterly review and versioned updates, with earlier updates where required. Reviews prioritise source and method changes capable of affecting applicability, questions, answer conditions, calculations or interpretation. Contextual material and monitored propositions receive review proportionate to their role. A review can confirm the method without changing its questions or calculations.

A source or method change is reviewed for its effect on WEQF. Where it materially affects the method, applicability, results or permitted claims, a public notice identifies the affected rules, relevant dates and required action. Use of the affected release for new assessments within that scope closes no later than the material change takes effect. The notice states any replacement, expiry or withdrawal and its implications for existing Profiles. Contextual or administrative updates with no such effect can be published without changing the assessment method. If a scheduled review becomes overdue, new formal Profiles are paused until the release is reviewed and its permitted use confirmed.

An update identifies its applicable scope and effective basis, the changes affecting use and the conditions for comparing results. Where an engagement spans a known change affecting the method, that change is a reassessment trigger. Applying an update does not silently recalculate a Profile or change what its declarant originally stated.

Changes to an assessed engagement

Material changes to the Provision Package, population, effective period or responsible parties require review of the affected assessment. Reassessment creates a separately attributable Profile linked to the original record. Preserve the declaration, answers, calculations and release basis supporting each account, together with the reason and effective date of the change.

Corrections to published information must also be attributable and visible. Retain the original account and its relationship to the correction, with a clear statement of which Profile is to be relied upon. A later declaration cannot be presented as an intention recorded before it existed. Administrative corrections that do not affect the assessment's meaning or result do not require a new assessment of the Package.

Comparing Package Profiles

Comparison begins with the underlying answers and their conditions. Establish that the populations, periods, modes and assessment bases are suitable for the comparison. Appropriately scoped Package information can support buyer questions, comparison and discussion. A Declaration Request invites an account of the arrangements; it does not prescribe the supplier's answer positions. Declared alignment with a buyer's objectives does not establish delivery.

The Area results and combined WEQF score summarise the Packages being compared. Retain the numerical denominator, the Evidence indicator and the scope of each Profile. A shared total or denominator alone does not establish equivalent Provision, and differences in coverage must remain visible.

When a method update affects comparison with an assessment made under another release, the update specifies the relationship:

Comparison basis	Meaning
Direct	No result-affecting change to the relevant method. Scope, period and mode still need to be suitable for the comparison.
Qualified	Results are broadly comparable, subject to identified differences that must accompany the comparison.
Not direct	Changes to the method or regulatory basis materially alter the meaning of the results. Bare totals must not be presented as equivalent measures.

Use the published comparison basis alongside the Profiles and their supporting assessment records. Any account of improvement must distinguish a change in the declared arrangements from a change in measurement; claims about realised outcomes require evidence of delivery and experience.

Worked traces

From sources to results

The questions and Declaration answers below reproduce the questionnaire wording. Illustrative results depend on the stated facts and each question's full criteria.

Prerequisite: required qualifications and approvals

Source basis. The Conduct Regulations and Gangmasters Rules address qualifications and checks within their respective scopes.¹ WEQF consolidates the subject as PRP-C-004:

Any qualification, experience, training, licence or professional authorisation required by law or a relevant professional body for the work must be identified and confirmed before the individual is supplied or starts work.

Question Q05 (Q-C-004). Have all qualifications and approvals required by law or a professional body been identified and confirmed before work begins?

Response	Effect
Yes	Applicability has been considered and all required qualifications and approvals are confirmed, or committed to be confirmed within the required timing in Planned mode. This prerequisite is satisfied; no points are awarded.
No	The prerequisite is not confirmed. Completion, scoring and publication are prevented.

Checking a required licence after supply or work starts fails the timing criterion. If no requirement applies, Yes remains available once that is established. WEQF defines this conditional confirmation and completion gate; it does not certify compliance.

Provision: pay during sickness absence

Source basis. Sick-pay legislation supplies the entitlement context.² PRP-S-018 consolidates eligibility, waiting time, payment level, duration and access. WEQF defines the comparison used by Q-S-018.

Question Q34 (Declaration). What pay is guaranteed during the first 13 weeks off sick?

Position	Declaration answer	Points
1	Time off sick is arranged without guaranteed sick pay or income support during the first 13 weeks.	0
2	Some income, such as Statutory Sick Pay or reduced pay, is guaranteed during the first 13 weeks off sick, but no period is covered at normal pay.	30
3	During the first 13 weeks off sick, normal pay is guaranteed for some of the time, totalling less than 4 weeks.	60
4	During the first 13 weeks off sick, normal pay is guaranteed for at least 4 weeks but less than 13 weeks in total.	90
5	Normal pay is guaranteed throughout the first 13 weeks off sick.	120

Selection. Count usual gross pay or agreed fees, including regular contractual components, for normal working time within one continuous absence. Apply eligibility, waiting periods, remaining allowances and the end of cover. Include SSP once. Discretionary payments are not guaranteed.

Result. Six weeks of guaranteed normal pay in total within the first thirteen support position 4: 90 points to AOC-04. Four and thirteen weeks are WEQF thresholds, not statutory limits; this bounded comparison does not rank every full-pay/partial-pay trade-off. No sick pay, or sick pay below the person's entitlement, may fall below applicable statutory requirements. Permanent and Temporary categories do not determine entitlement.

Evidence: information before acceptance and work

Source basis. Written-particulars and labour-supply requirements inform PRP-E-002: forming and issuing engagement information and recording its operative basis.³ Q-E-002 applies WEQF's broader full-set timing test.

Question Q83 (Declaration). When does the engaging party provide all engagement-record information and supporting materials that can reasonably exist before work starts and record the individual's acceptance?

Position	Declaration answer	Indicator
1	The engaging party provides legally required engagement-record information on time and makes a best effort to provide the full set of information and materials and record the individual's acceptance before work begins, but this is not guaranteed.	C
2	The engaging party provides the full set of engagement-record information and materials and records the individual's acceptance before work begins, although some information is provided when or after the individual accepts the engagement.	B
3	The engaging party provides the full set of engagement-record information and materials before the individual accepts the engagement and records their acceptance before work begins.	A

The full set covers legal and prerequisite information, parties, contacts, work, Pay, Provisions, handling procedures, governing materials and relevant organisational context. Unprepared material remains in scope if it could reasonably have existed before work; later events are recorded when they arise.

Result. Full information on Monday, first acceptance on Tuesday recorded that day, and work starting Wednesday supports A for this dimension. Completing the information at Tuesday's acceptance can support B. A later signature does not reset first acceptance.

WEQF defines the full-set test and C/B/A mappings; legal deadlines still apply. The answer adds no Provision points. The lowest of nine resolved dimensions determines the overall indicator. Recorded acceptance does not establish contractual validity.

Trace citations

1. Conduct of Employment Agencies and Employment Businesses Regulations 2003, regulations 19-20 (CSU-CHAIN-02); Gangmasters (Licensing Conditions) Rules 2009, Schedule, rules 17-20 (CSU-CHAIN-13).
2. Social Security Contributions and Benefits Act 1992, Part XI (CSU-PAY-04); Employment Rights Act 2025, sections 10-11 (CSU-CORE-02); implementation and commencement: CSU-CORE-03 , CSU-CORE-13 . Method: CSU-CTX-15 .
3. Employment Rights Act 1996, section 1 (CSU-CORE-01); Conduct Regulations 2003, regulations 13A and 20 (CSU-CHAIN-02); Gangmasters Rules 2009, Schedule, rules 15 and 20 (CSU-CHAIN-13). Schedule 2 includes the wider check, context and methodology references.

Schedule 1 - Source catalogue

The 143 entries include related source families. Titles and additional references link to the source material. GB means Great Britain; UK means United Kingdom.

Used (120) informs an assessment subject, boundary, reporting use or method context. Deferred (13) has no operative effect here. Excluded (10) falls outside native scope or supplies no distinct retained basis. These WEQF treatments do not remove legal duties.

Authority, territory and commencement remain source-specific. Augscape research provides contextual background; no specific research finding is relied upon here. WEQF methodology is identified separately from external authority.

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Core employment and engagement structure

Reference	Source / issuing authority	Authority and relevant scope	Treatment
CSU-CORE-01	Employment Rights Act 1996	Primary legislation; operative as amended. GB.	Used
CSU-CORE-02	Employment Rights Act 2025	Primary legislation; enacted; phased commencement. GB; some measures operative by 1 October 2026 and others future.	Used
CSU-CORE-03	DBT, Plan to Make Work Pay and Employment Rights Act: timeline update	Official implementation policy; not legislation; updated 25 August 2026. GB; future dates remain subject to implementation and parliamentary process.	Used
CSU-CORE-04	DBT, Employment status and employment rights	Official guidance; updated 7 April 2026. GB.	Used
CSU-CORE-05	Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000	Secondary legislation; operative. GB.	Used
CSU-CORE-06	Fixed-term Employees (Prevention of Less Favourable Treatment) Regulations 2002	Secondary legislation; operative. GB.	Used
CSU-CORE-07	Exclusivity Terms in Zero Hours Contracts (Redress) Regulations 2015 and Exclusivity Terms for Zero Hours Workers (Unenforceability and Redress) Regulations 2022 - ref. 2	Secondary legislation; operative. GB.	Used
CSU-CORE-08	Transfer of Undertakings (Protection of Employment) Regulations 2006	Secondary legislation; operative as amended. GB; applies only where the legal transfer conditions are met.	Used
CSU-CORE-09	Employment Relations (Flexible Working) Act 2023, Flexible Working (Amendment) Regulations 2023 and Acas Code of Practice on requests for flexible working - ref. 2, ref. 3	Primary and secondary legislation plus statutory code; operative. GB; revised regime operative from 6 April 2024.	Used

Core employment and engagement structure - continued

Reference	Source / issuing authority	Authority and relevant scope	Treatment
CSU-CORE-10	Workers (Predictable Terms and Conditions) Act 2023	Repealed primary legislation. GB; superseded before implementation.	Excluded
CSU-CORE-11	Employee Study and Training (Procedural Requirements) Regulations 2010, Employee Study and Training (Qualifying Period of Employment) Regulations 2010 and 2026 amending Regulations - ref. 2, ref. 3	Regulations; qualifying conditions and commencement apply. GB; qualifying conditions apply; 2026 amendment comes into force on 1 October 2026.	Used
CSU-CORE-12	DBT, Employment Rights Act 2025: factsheets	Official explanatory material; not legislation; collection updated 15 May 2026. GB according to each measure.	Excluded
CSU-CORE-13	Employment Rights Act 2025 - Commencement Nos. 1-4 Regulations 2026, including their transitional, saving and amending provisions - ref. 2, ref. 3, ref. 4	Secondary legislation; made; effects occur on the dates specified in each instrument. GB or wider where expressly stated; effects during 2026 and 2027.	Used

Pay, working time and financial exposure

Reference	Source / issuing authority	Authority and relevant scope	Treatment
CSU-PAY-01	National Minimum Wage Act 1998, National Minimum Wage Regulations 2015 and National Minimum Wage (Amendment) Regulations 2026 - ref. 2, ref. 3	Primary and secondary legislation; operative. GB; 2026 rates operative from 1 April 2026.	Used
CSU-PAY-02	Working Time Regulations 1998	Secondary legislation; operative as amended. GB, with sectoral and other exceptions.	Used

Pay, working time and financial exposure - continued

Reference	Source / issuing authority	Authority and relevant scope	Treatment
CSU-PAY-03	Employment Rights (Amendment, Revocation and Transitional Provision) Regulations 2023	Secondary legislation; operative from 2024. GB.	Used
CSU-PAY-04	Social Security Contributions and Benefits Act 1992, Part XI, Statutory Sick Pay (General) Regulations 1982 and Statutory Sick Pay guidance - ref. 2, ref. 3	Primary and secondary legislation plus official guidance; operative as amended. GB; Employment Rights Act 2025 changes operative from 6 April 2026.	Used
CSU-PAY-05	Employment (Allocation of Tips) Act 2023, Code of Practice Regulations 2024 and current statutory Code of Practice - ref. 2, ref. 3	Primary legislation and statutory code; operative. GB; principal regime from 1 October 2024.	Used
CSU-PAY-06	Revised statutory tipping Code of Practice	Proposed revised statutory code; consultation material, not controlling. GB; deferred in this reference basis.	Deferred
CSU-PAY-07	Late Payment of Commercial Debts (Interest) Act 1998 and Late Payment of Commercial Debts Regulations 2013 - ref. 2	Primary and secondary commercial legislation; operative. GB in qualifying commercial relationships.	Used
CSU-PAY-08	DBT, Make Work Pay: holiday pay compliance and enforcement	Official consultation; not current law. GB; published 30 June 2026; consultation closes 22 September 2026.	Deferred

Family, caring and other time away

Reference	Source / issuing authority	Authority and relevant scope	Treatment
CSU-LEAVE-01	Maternity and Parental Leave etc. Regulations 1999, Paternity and Adoption Leave Regulations 2002, Shared Parental Leave Regulations 2014 and Parental Bereavement Leave Regulations 2020 - ref. 2, ref. 3, ref. 4	Secondary legislation; operative as amended. GB; day-one paternity and unpaid parental leave changes operative from 6 April 2026.	Used
CSU-LEAVE-02	Social Security Contributions and Benefits Act 1992, Statutory Maternity Pay (General) Regulations 1986, Statutory Paternity Pay and Statutory Adoption Pay (General) Regulations 2002, Statutory Shared Parental Pay (General) Regulations 2014, Statutory Parental Bereavement Pay (General) Regulations 2020 and official employer guidance - ref. 2, ref. 3, ref. 4, ref. 5, ref. 6	Primary and secondary legislation plus official guidance; operative as amended. GB; eligibility and rates vary.	Used
CSU-LEAVE-03	Carer's Leave Act 2023, Carer's Leave Regulations 2024 and official guidance - ref. 2, ref. 3	Primary and secondary legislation plus official guidance; operative. GB; from 6 April 2024.	Used
CSU-LEAVE-04	Neonatal Care (Leave and Pay) Act 2023, Neonatal Care Leave Regulations 2025 and Statutory Neonatal Care Pay Regulations 2025 - ref. 2, ref. 3	Primary and secondary legislation; operative. GB; from 6 April 2025.	Used
CSU-LEAVE-05	Bereaved Partner's Paternity Leave Regulations 2026	Secondary legislation; operative. GB; qualifying deaths from 6 April 2026.	Used
CSU-LEAVE-06	Protection from Redundancy (Pregnancy and Family Leave) Act 2023 and Maternity Leave, Adoption Leave and Shared Parental Leave (Amendment) Regulations 2024 - ref. 2	Primary and secondary legislation; operative. GB; principal changes from 6 April 2024.	Used

Benefits and longer-term protection

Reference	Source / issuing authority	Authority and relevant scope	Treatment
CSU-BEN-01	Pensions Act 2008, Employers' Duties (Implementation) Regulations 2010, Automatic Enrolment Regulations 2010 and Pensions Regulator guidance - ref. 2, ref. 3, ref. 4	Primary and secondary legislation plus official regulator guidance; operative. GB.	Used
CSU-BEN-02	DWP, Access to Work	Official support scheme; non-statutory policy. England, Wales and Scotland scheme rules.	Used
CSU-BEN-03	Employers' Liability (Compulsory Insurance) Act 1969 and Employers' Liability (Compulsory Insurance) Regulations 1998 - ref. 2	Primary and secondary legislation; operative; relationship-dependent. GB.	Used
CSU-BEN-04	Pensions (Extension of Automatic Enrolment) Act 2023	Enabling primary legislation; implementation depends on regulations. GB; extension depends on implementing regulations.	Deferred

Equality, dignity, accessibility and safety

Reference	Source / issuing authority	Authority and relevant scope	Treatment
CSU-EQS-01	Equality Act 2010, Equality Act 2010 (Amendment) Regulations 2023 and EHRC Employment Statutory Code of Practice - ref. 2, ref. 3	Primary and secondary legislation plus statutory code; operative. GB.	Used
CSU-EQS-02	Worker Protection (Amendment of Equality Act 2010) Act 2023 and EHRC sexual-harassment technical guidance - ref. 2	Primary legislation plus official guidance; current preventive duty operative. GB duty from 26 October 2024.	Used

Equality, dignity, accessibility and safety - continued

Reference	Source / issuing authority	Authority and relevant scope	Treatment
CSU-EQS-03	Equality Act 2010 (Gender Pay Gap Information) Regulations 2017	Secondary legislation; operative; threshold-limited. GB; principally private and voluntary employers with 250 or more employees.	Excluded
CSU-EQS-04	Equality Act specific-duty instruments for England, Wales and Scotland - ref. 2, ref. 3	Secondary legislation; operative; territorially distinct public-sector duties. England, Wales and Scotland respectively.	Used
CSU-EQS-05	Health and Safety at Work etc. Act 1974	Primary legislation; operative. GB.	Used
CSU-EQS-06	Management of Health and Safety at Work Regulations 1999	Secondary legislation; operative. GB.	Used
CSU-EQS-07	Workplace (Health, Safety and Welfare) Regulations 1992 and HSE L24 Approved Code and guidance - ref. 2	Secondary legislation and approved code; operative. GB, subject to workplace exclusions.	Used
CSU-EQS-08	Personal Protective Equipment at Work Regulations 1992, 2022 Amendment Regulations and HSE L25 guidance - ref. 2, ref. 3	Secondary legislation and official guidance; operative. GB; 2022 extension covers qualifying limb (b) workers.	Used
CSU-EQS-09	Safety Representatives and Safety Committees Regulations 1977 and Health and Safety (Consultation with Employees) Regulations 1996 - ref. 2	Secondary legislation; operative. GB.	Used
CSU-EQS-10	Health and Safety (First-Aid) Regulations 1981, Display Screen Equipment Regulations 1992 and Health and Safety Information for Employees Regulations 1989 - ref. 2, ref. 3	Secondary legislation; operative. GB.	Used
CSU-EQS-11	Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013	Secondary legislation; operative. GB.	Used

Equality, dignity, accessibility and safety - continued

Reference	Source / issuing authority	Authority and relevant scope	Treatment
CSU-EQS-12	Health and Safety at Work etc. Act 1974 (General Duties of Self-Employed Persons) (Prescribed Undertakings) Regulations 2015	Secondary legislation; operative. GB.	Used
CSU-EQS-13	HSE, Management Standards for work-related stress	Official non-statutory method and guidance. GB.	Used
CSU-EQS-14	HSE, Violence and aggression at work	Official guidance. GB.	Used
CSU-EQS-15	HSE, Protecting pregnant workers and new mothers	Official guidance; updated 7 May 2026. GB.	Used
CSU-EQS-16	Manual Handling Operations Regulations 1992, Provision and Use of Work Equipment Regulations 1998, Control of Substances Hazardous to Health Regulations 2002, Work at Height Regulations 2005, Control of Noise at Work Regulations 2005, Control of Vibration at Work Regulations 2005 and Confined Spaces Regulations 1997 - ref. 2, ref. 3, ref. 4, ref. 5, ref. 6, ref. 7	Secondary legislation; operative but hazard-dependent. GB.	Deferred
CSU-EQS-17	Construction (Design and Management) Regulations 2015	Secondary legislation; operative; sector-specific. GB construction work.	Deferred

Voice, information, challenge and remedy

Reference	Source / issuing authority	Authority and relevant scope	Treatment
CSU-VCR-01	Trade Union and Labour Relations (Consolidation) Act 1992 and Employment Relations Act 1999 - ref. 2	Primary legislation; operative as amended. GB.	Used
CSU-VCR-02	Information and Consultation of Employees Regulations 2004	Secondary legislation; operative; threshold and procedural conditions apply. GB.	Used
CSU-VCR-03	Public Interest Disclosure Act 1998 and Employment Rights Act 1996 Part IVA	Primary legislation; operative as amended. GB; sexual-harassment disclosures added from 6 April 2026.	Used
CSU-VCR-04	Acas, Code of Practice on disciplinary and grievance procedures	Statutory code; operative. GB code effective 11 March 2015.	Used
CSU-VCR-05	Statutory Code of Practice on Dismissal and Re-engagement and commencement instrument - ref. 2	Statutory code; operative. GB; from 18 July 2024.	Used
CSU-VCR-06	Employment Tribunal Procedure Rules 2024 and Employment Tribunal (Extension of Time Limits) (Miscellaneous Amendments and Transitional Provisions) Regulations 2026 - ref. 2	Tribunal procedure and time-limit regulations. GB; SI 2026/758 comes into force 1 October 2026.	Used
CSU-VCR-07	Protection from Harassment Act 1997	Primary legislation; operative; territorial provisions differ. GB.	Used
CSU-VCR-08	Employment Relations Act 1999 (Blacklists) Regulations 2010	Secondary legislation; operative. GB.	Used
CSU-VCR-09	Acas, consultation on a draft revised Code of Practice on disciplinary and grievance procedures and draft Code - ref. 2	Official consultation and draft code; no operative effect here. GB; 2026 consultation.	Deferred

Voice, information, challenge and remedy - continued

Reference	Source / issuing authority	Authority and relevant scope	Treatment
CSU-VCR-10	Employment Tribunals Extension of Jurisdiction (England and Wales) (Amendment) Order 2026	Secondary legislation; made. England and Wales; comes into force 1 October 2026.	Used
CSU-VCR-11	Employment Rights Act 2025, section 152 and Schedule 12 - ref. 2	Enacted provisions; deferred pending operative commencement. GB, according to the affected claim.	Deferred

Labour supply and responsibility across parties

Reference	Source / issuing authority	Authority and relevant scope	Treatment
CSU-CHAIN-01	Employment Agencies Act 1973	Primary legislation; operative as amended. GB.	Used
CSU-CHAIN-02	Conduct of Employment Agencies and Employment Businesses Regulations 2003 and Key Information Document guidance - ref. 2	Secondary legislation plus official guidance; operative as amended. GB; Key Information Document duty from 6 April 2020.	Used
CSU-CHAIN-03	Agency Workers Regulations 2010 and official guidance - ref. 2	Secondary legislation plus official guidance; operative. GB; principal rights from 1 October 2011; guidance updated 25 March 2026.	Used
CSU-CHAIN-04	Fair Work Agency, enforcement policy statement and 2026-27 delivery plan - ref. 2	Official enforcement policy and operational plan; not legislation. Published in 2026; scope follows underlying labour-market regimes.	Used
CSU-CHAIN-05	Finance Act 2026 s 24(2); ITEPA 2003 Part 2 Ch 11 ss 61Y, 61Z and 61Z1; HMRC ESM2420 and ESM2440 - ref. 2, ref. 3, ref. 4, ref. 5	Primary tax legislation; operative. UK; payments from 6 April 2026.	Used

Labour supply and responsibility across parties - continued

Reference	Source / issuing authority	Authority and relevant scope	Treatment
CSU-CHAIN-06	HMRC, PAYE rules for labour supply chains that include umbrella companies	Official guidance; updated 19 June 2026. UK; payments from 6 April 2026.	Used
CSU-CHAIN-07	HMRC, Examples of good practice for umbrella companies	Official non-binding guidance; published 8 April 2025. UK.	Used
CSU-CHAIN-08	HMRC, Reduce the risk of using an umbrella company operating a tax-avoidance scheme	Official due-diligence guidance; operative. UK; updated 17 September 2025.	Used
CSU-CHAIN-09	ITEPA 2003, Part 2, Chapters 8 and 10	Primary tax legislation; operative. UK.	Excluded
CSU-CHAIN-10	HMRC, Understanding off-payroll working	Official guidance. UK.	Excluded
CSU-CHAIN-11	Finance Act 2004 Part 3, especially ss 62A-62C, 66(3A), 72A-72C; Finance Act 2026 ss 220 and 222; HMRC CISR85060 - ref. 2, ref. 3	Primary tax legislation and official guidance; specific accountability and supply-chain-risk mechanisms. UK CIS context; the statutory conditions and commencement under Finance Act 2026 s 222 govern applicability.	Used
CSU-CHAIN-12	Gangmasters (Licensing) Act 2004	Primary legislation; operative. GB licensed sectors.	Used
CSU-CHAIN-13	Gangmasters (Licensing Conditions) Rules 2009 and Fair Work Agency licensing standards - ref. 2	Secondary legislation plus official licensing standards; operative. GB licensed sectors; standards published 7 April 2026.	Used
CSU-CHAIN-14	Modern Slavery Act 2015, including section 54 - ref. 2	Primary legislation; operative. Offence provisions principally England and Wales; supply-chain transparency for qualifying organisations carrying on business in the UK.	Used
CSU-CHAIN-15	Home Office, Transparency in supply chains: a practical guide	Official guidance; updated 1 December 2025. UK section 54 reporting context.	Used

Labour supply and responsibility across parties - continued

Reference	Source / issuing authority	Authority and relevant scope	Treatment
CSU-CHAIN-16	Human Trafficking and Exploitation (Scotland) Act 2015	Scottish primary legislation; operative. Scotland.	Used
CSU-CHAIN-17	Fair Work Agency, How to report serious abuse or exploitation at work	Official guidance; published 3 August 2026. GB, according to underlying subject.	Used
CSU-CHAIN-18	HMRC, Advice on applying supply chain due diligence principles to assure your labour supply chains	Official HMRC guidance. UK labour-supply-chain context; risk- and arrangement-dependent.	Used

Right to work

Reference	Source / issuing authority	Authority and relevant scope	Treatment
CSU-RTW-01	Immigration, Asylum and Nationality Act 2006, Part 2	Primary legislation; operative as amended. UK.	Used
CSU-RTW-02	Border Security, Asylum and Immigration Act 2025, section 48	Primary legislation; commencement from 1 October 2026. UK; commences 1 October 2026.	Used
CSU-RTW-03	Border Security, Asylum and Immigration Act 2025 (Commencement No. 4) Regulations 2026	Commencement instrument; made. UK; brings section 48 into force on 1 October 2026.	Used
CSU-RTW-04	Immigration (Restrictions on Employment and Residential Accommodation) (Prescribed Requirements and Codes of Practice) (Amendment) Regulations 2026	Regulations; commencement from 1 October 2026. UK; comes into force 1 October 2026.	Used
CSU-RTW-05	Home Office, Extending the Right to Work Scheme - consultation and response	Final official policy response; not legislation. UK; response published 30 June 2026.	Used

Right to work - continued

Reference	Source / issuing authority	Authority and relevant scope	Treatment
CSU-RTW-06	Home Office, Code of practice on preventing illegal working, June 2026	Statutory code; the June 2026 code is given effect from 1 October 2026 by SI 2026/700. UK; extended Right to Work scheme from 1 October 2026.	Used
CSU-RTW-07	Home Office, Right to work checks: an employer's guide	Official employer guidance and proposed successor. UK; deferred pending alignment with the applicable scheme.	Deferred
CSU-RTW-08	Home Office, 2024 Code of Practice on preventing illegal working	2024 statutory code; deferred for this reference basis. UK; code effective from 13 February 2024.	Deferred

Children and young people at work

Reference	Source / issuing authority	Authority and relevant scope	Treatment
CSU-AGE-01	Children and Young Persons Act 1933; Children and Young Persons Act 1963; Children (Protection at Work) Regulations 1998; current official child-employment and child-performance guidance - ref. 2, ref. 3, ref. 4, ref. 5, ref. 6	Primary and secondary legislation plus official guidance; operative. England and Wales; local-authority bylaws and performance-licensing rules may vary.	Used
CSU-AGE-02	Children and Young Persons (Scotland) Act 1937 and current Scottish Government child-employment guidance - ref. 2	Primary legislation plus official guidance; operative. Scotland; local-authority bylaws and licensing rules may vary.	Used

Safeguarding, barring and disclosure

Reference	Source / issuing authority	Authority and relevant scope	Treatment
CSU-SAFE-01	Safeguarding Vulnerable Groups Act 2006; Police Act 1997 Part V; Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975; current DBS eligibility guidance - ref. 2, ref. 3, ref. 4	Primary and secondary legislation plus official regulator guidance; operative. England and Wales; applicability and the lawful disclosure level depend on the role and activities.	Used
CSU-SAFE-02	Protection of Vulnerable Groups (Scotland) Act 2007; Disclosure (Scotland) Act 2020; Regulated Roles (Prohibitions and Requirements) (Scotland) Regulations 2024; current Disclosure Scotland PVG guidance - ref. 2, ref. 3, ref. 4	Primary and secondary legislation plus official regulator guidance; operative. Scotland; regulated-role and PVG requirements depend on the statutory role criteria.	Used

Data, records and information integrity

Reference	Source / issuing authority	Authority and relevant scope	Treatment
CSU-DATA-01	Data Protection Act 2018, UK GDPR, Data (Use and Access) Act 2025 and ICO employment information guidance - ref. 2, ref. 3, ref. 4	Legislation and regulator guidance; amendments apply according to commencement. UK/GB according to provision.	Used
CSU-DATA-02	HMRC, PAYE recordkeeping guidance, The Pensions Regulator automatic-enrolment records guidance and GOV.UK staff records and data protection - ref. 2, ref. 3	Official operational guidance. UK/GB according to regime.	Used

Central-government and England procurement

Reference	Source / issuing authority	Authority and relevant scope	Treatment
CSU-PROC-01	Procurement Act 2023	Primary legislation; operative. Main regime for covered procurements commenced from 24 February 2025, subject to transition and territorial exceptions.	Used
CSU-PROC-02	Procurement Regulations 2024	Secondary legislation; operative with the Act. Covered new-regime procurement.	Used
CSU-PROC-03	Cabinet Office, Guidance: Key Performance Indicators	Official technical guidance; updated 20 July 2026. Section 52 generally concerns qualifying public contracts over £5 million, with exceptions.	Used
CSU-PROC-04	Cabinet Office, Guidance: Contract Performance Notices	Official technical guidance; updated 20 July 2026. Covered qualifying contracts; statutory exceptions apply.	Used
CSU-PROC-05	National Procurement Policy Statement	Statutory policy statement under Procurement Act 2023; operative. Effective 24 February 2025; stated territorial and procurement exceptions.	Used
CSU-PROC-06	Public Services (Social Value) Act 2012	Primary legislation; operative. Applicable public-services contracts and relevant frameworks.	Used
CSU-PROC-07	Cabinet Office, PPN 003: The Public Services (Social Value) Act 2012	Official procurement policy guidance; operative. Central government bodies; new-regime procurements from 24 February 2025; stated exclusions apply.	Used
CSU-PROC-08	Cabinet Office, PPN 002: Taking account of social value, including the current Social Value Model and Guide - ref. 2, ref. 3	Mandatory central-government policy package within its stated scope. Mandatory from 1 October 2025 for stated central-government scope.	Used

Central-government and England procurement - continued

Reference	Source / issuing authority	Authority and relevant scope	Treatment
CSU-PROC-09	Cabinet Office, PPN 026: The Social Value Model	Future central-government policy; deferred. Stated procurement scope from 1 January 2027.	Deferred
CSU-PROC-10	Cabinet Office, PPN 009: Tackling modern slavery in government supply chains	Current official guidance; updated 16 October 2025. Stated central-government, NDPB and NHS scope; exclusions apply.	Used
CSU-PROC-11	Cabinet Office, PPN 018: Supplier approach to payment	Mandatory central-government policy within scope; operative. Relevant contracts above £5 million per year including VAT, advertised from 1 October 2025.	Excluded
CSU-PROC-12	Cabinet Office, PPN 021: Payment Spot Checks in Public Sub-Contracts	Mandatory central-government policy within scope; operative. Qualifying contracts over £5 million per year; applied from 1 October 2025.	Used
CSU-PROC-13	Cabinet Office, PPN 004: Open Book Contract Management	Official information note; operative. Central government; proportionate to contract risk and complexity.	Excluded
CSU-PROC-14	Cabinet Office, PPN 011: The Commercial Playbooks and The Sourcing Playbook - ref. 2	Central-government commercial policy; operative. Central departments and associated bodies within stated scope.	Used
CSU-PROC-15	Cabinet Office, Supplier Code of Conduct	Official non-binding expectations; operative publication with some dated cross-references. Government suppliers and subcontractors.	Used
CSU-PROC-16	Cabinet Office, PPN 024: Public Interest Test and Insourcing Strategy	Published future central-government policy. Stated requirements from 1 April 2027.	Deferred

Central-government and England procurement - continued

Reference	Source / issuing authority	Authority and relevant scope	Treatment
CSU-PROC-17	Public Contracts Regulations 2015	Legacy statutory regime with continuing transitional application. Procurements begun before 24 February 2025 and other cases governed by the official transition arrangements.	Deferred

Wales procurement and fair work

Reference	Source / issuing authority	Authority and relevant scope	Treatment
CSU-WAL-01	Social Partnership and Public Procurement (Wales) Act 2023	Welsh primary legislation; relevant Part 3 duties operative. Wales; principal procurement duties from 25 March 2026 and reporting from 1 April 2026.	Used
CSU-WAL-02	Social Partnership and Public Procurement (Wales) Act 2023 (Commencement No. 3) Order 2025, Commencement No. 4 Order 2025 and Welsh Government Commencement No. 4 overview - ref. 2, ref. 3	Welsh commencement legislation and official timing guidance. Wales; specified provisions commenced 21 March 2025, 25 March 2026 and 1 April 2026.	Used
CSU-WAL-03	Welsh Government, statutory guidance on socially responsible procurement and setting and meeting SRP objectives - ref. 2	Statutory guidance; published 24 March 2026. Wales contracting authorities within the Act.	Used
CSU-WAL-04	Welsh Government, Public services outsourcing and workforce code	Official code under the Welsh regime; published 24 March 2026. Wales outsourcing services contracts within scope.	Used

Wales procurement and fair work - continued

Reference	Source / issuing authority	Authority and relevant scope	Treatment
CSU-WAL-05	Welsh Government, Model social public works clauses and explanatory notes - ref. 2	Official model clauses and guidance; current. Wales major construction contracts within the 2023 Act framework; updated 21 April 2026.	Used
CSU-WAL-06	Welsh Government, WPPN 003: Social value clauses/community benefits	Official procurement guidance; not statutory guidance; operative publication. Welsh public-sector procurements begun on or after 24 February 2025.	Used
CSU-WAL-07	Welsh Government, WPPN 015: Ethical employment practices and Ethical employment in supply chains collection - ref. 2	Official procurement guidance and voluntary code; current. Welsh public-sector supply chains; broader organisations encouraged.	Used
CSU-WAL-08	Wales Procurement Policy Statement	Welsh Government policy statement; current publication. Welsh public sector.	Used
CSU-WAL-09	Well-being of Future Generations (Wales) Act 2015	Welsh primary legislation; operative. Specified Welsh public bodies.	Excluded
CSU-WAL-10	Social Partnership and Public Procurement (Wales) Regulations 2026	Welsh secondary legislation; operative. Wales; regulations other than regulation 6 from 25 March 2026, regulation 6 from 1 April 2026.	Used

Scotland procurement and Fair Work

Reference	Source / issuing authority	Authority and relevant scope	Treatment
CSU-SCO-01	Procurement Reform (Scotland) Act 2014	Scottish primary legislation; operative. Scotland regulated procurement.	Used

Scotland procurement and Fair Work - continued

Reference	Source / issuing authority	Authority and relevant scope	Treatment
CSU-SCO-02	Scottish Government, Procurement Reform Act statutory guidance, including Fair Work First	Statutory guidance; current. Scotland regulated procurement; stated value and relevance/proportionality conditions.	Used
CSU-SCO-03	Scottish Government, SPPN 1/2024: Fair Work First implementation and current Fair work practices procurement guidance - ref. 2	Official procurement policy note and guidance; current; supersedes SPPN 6/2021 and the 2018 toolkit. Scotland public bodies; policy note updated 14 July 2025 and guidance updated June 2026.	Used
CSU-SCO-04	Public Contracts (Scotland) Regulations 2015 and Procurement (Scotland) Regulations 2016 - ref. 2	Scottish secondary legislation; operative. Scotland.	Used
CSU-SCO-05	Fair Work Convention, Fair Work Framework	Independent Scottish public-policy framework; non-statutory. Scotland.	Used
CSU-SCO-06	Scottish Government, Fair Work First guidance	Official non-statutory guidance. Scotland 2024 edition.	Used
CSU-SCO-07	Scottish Government, Fair Work First policy evaluation	Official research/evaluation; published 3 August 2026. Scotland.	Used
CSU-SCO-08	Scottish Government, SPPN 6/2021: Fair Work First implementation and Fair work practices in procurement: toolkit - ref. 2	Withdrawn or superseded policy material. Scotland; SPPN 6/2021 replaced 17 April 2024 and the 2018 toolkit superseded by refreshed guidance.	Excluded

Judgments, job quality, research and WEQF methodology

Reference	Source / issuing authority	Authority and relevant scope	Treatment
CSU-CTX-01	Uber BV and others v Aslam and others [2021] UKSC 5	Supreme Court judgment; binding legal authority. GB employment-rights context; judgment 19 February 2021.	Used
CSU-CTX-02	Autoclenz Ltd v Belcher and others [2011] UKSC 41	Supreme Court judgment; binding legal authority. GB; judgment 27 July 2011.	Used
CSU-CTX-03	Carnegie UK/RSA, Measuring Good Work: final report of the Measuring Job Quality Working Group	Independent research and measurement framework. UK context.	Used
CSU-CTX-04	Fabian Society/JRF, Status Critical	Independent policy research; published 16 August 2026. UK policy context.	Used
CSU-CTX-05	Employment Status Forum and launch/source notice by Rebecca Seeley Harris - ref. 2	Independent practitioner and policy forum material; developing. UK employment-status context.	Deferred
CSU-CTX-06	Augscape R&D, AMTF-001 - Fragmented Market Truth and Retrospective Data Dependency	Originating independent research. UK labour-chain context.	Used
CSU-CTX-07	Augscape R&D, CLCRH-001 - UK Construction Temporary Labour Chain Risk Heatmap	Originating independent research. UK construction temporary-labour context.	Used
CSU-CTX-08	Augscape R&D, ULESV-001 - UK Temporary Umbrella Labour Ethics, Social Value and ESG Assessment	Originating independent research. UK temporary-labour context.	Used
CSU-CTX-09	Augscape R&D, SLTE-002 - Supply-Line Transaction Evidence	Originating independent research. UK supply-chain context.	Used

Judgments, job quality, research and WEQF methodology - continued

Reference	Source / issuing authority	Authority and relevant scope	Treatment
CSU-CTX-10	Augscape R&D, SLTE-026 - PPN 026 and the Temporary Labour Social Value Opportunity	Originating independent research. UK procurement/labour context.	Used
CSU-CTX-11	ILO, Decent Work Agenda and Declaration on Fundamental Principles and Rights at Work - ref. 2	International normative framework; not directly a WEQF statutory floor. International.	Used
CSU-CTX-12	OHCHR, UN Guiding Principles on Business and Human Rights	International soft-law framework. International.	Used
CSU-CTX-13	OECD, Guidelines for Multinational Enterprises on Responsible Business Conduct and Due Diligence Guidance for Responsible Business Conduct - ref. 2	International responsible-business standards. International.	Used
CSU-CTX-14	Human Rights Act 1998 and other broad constitutional sources	Binding law but generally indirect for the assessment unit. UK.	Excluded
CSU-CTX-15	WEQF methodology - Augscape Research & Development Limited	WEQF methodology; framework definitions and measurement rules, not external legal authority. GB Package Beta.	Used
CSU-CTX-16	Kittel and Recolta Recycling, joined cases C-439/04 and C-440/04, judgment 6 July 2006 paras 51, 56, 59-61; HMRC VATF52200 - ref. 2	Court judgment and official HMRC explanation. EU judgment and UK HMRC VAT-fraud application context; statutory and knowledge conditions remain specific.	Used
CSU-CTX-17	Environmental Protection Act 1990 s 34(1), as explained by the Waste duty of care code of practice §§2.4 and 3.4-3.6	Statutory duty and official code; supporting analogy. England and Wales waste-duty-of-care context only.	Used

Schedule 2 - Assessment map

The 87 rows connect public question numbers, permanent question and proposition IDs, sources and results. Numbering gaps in permanent IDs do not imply missing questions. These are the mappings used by the Package Questionnaire Declaration.

Source labels omit CSU-: CORE-01 links to CSU-CORE-01 . Relationships include legal foundations, boundaries, policy, research and methodology; a link does not attribute the question's thresholds to that source. Use the Package Questionnaire Declaration and Question Companion for answer conditions.

Values run from lowest to highest displayed position. AOC identifies the receiving Area; DEA identifies the Evidence dimension. The questionnaire contains 288 answers: 32 Prerequisite, 229 Provision and 27 Evidence answers.

The question-specific references within the Q30 and Q75 rows supplement the 143-entry catalogue.

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Prerequisites - Q01-Q16

Question / proposition	Subject	Source references	Result
Q01 Q-C-001 PRP-C-001	Right to work	RTW-01 ; RTW-02 ; RTW-03 ; RTW-04 ; RTW-05 ; RTW-06	Prerequisite; no points
Q02 Q-C-002 PRP-C-002	Terms and information before work	CORE-01 ; CHAIN-01 ; CHAIN-02 ; CHAIN-13	Prerequisite; no points
Q03 Q-C-003 PRP-C-003	Labour-supply information	CHAIN-01 ; CHAIN-02 ; CHAIN-13	Prerequisite; no points
Q04 Q-C-008 PRP-C-008	Labour-provider licensing	CHAIN-12 ; CHAIN-13	Prerequisite; no points
Q05 Q-C-004 PRP-C-004	Required qualifications and approvals	CHAIN-02 ; CHAIN-13	Prerequisite; no points
Q06 Q-C-012 PRP-C-012	Children and young people at work	AGE-01 ; AGE-02	Prerequisite; no points
Q07 Q-C-013 PRP-C-013	Safeguarding and DBS/PVG checks	SAFE-01 ; SAFE-02	Prerequisite; no points

Prerequisites - Q01-Q16 - continued

Question / proposition	Subject	Source references	Result
Q08 Q-C-005 PRP-C-005	Health and safety before work	EQS-05 ; EQS-06 ; EQS-07 ; EQS-08 ; EQS-09 ; EQS-10 ; EQS-12 ; EQS-15 ; VCR-01	Prerequisite; no points
Q09 Q-C-007 PRP-C-007	Employers' liability insurance	BEN-03	Prerequisite; no points
Q10 Q-C-006 PRP-C-006	Equality and fair treatment	EQS-01 ; EQS-02 ; CORE-05 ; CORE-06 ; CHAIN-03 ; VCR-07 ; VCR-08	Prerequisite; no points
Q11 Q-C-009 PRP-C-009	Forced labour and human trafficking	CHAIN-14 ; CHAIN-15 ; CHAIN-16	Prerequisite; no points
Q12 Q-C-010 PRP-C-010	Handling personal information	DATA-01	Prerequisite; no points
Q13 Q-C-014 PRP-C-014	Access to engagement documents and updates	CORE-01 ; CHAIN-02 ; BEN-01 ; DATA-01	Prerequisite; no points
Q14 Q-C-015 PRP-C-015	Correcting engagement records	DATA-01	Prerequisite; no points

Prerequisites - Q01-Q16 - continued

Question / proposition	Subject	Source references	Result
Q15 Q-C-011 PRP-C-011	Business or service transfers	CORE-08	Prerequisite; no points
Q16 Q-C-016 PRP-C-016	Protection against unfair dismissal	CORE-01 ; VCR-01 ; VCR-04 ; CORE-02	Prerequisite; no points

AOC-01 - Engagement identity and clarity

Question / proposition	Subject	Source references	Points / Area
Q17 Q-S-001 PRP-S-001	Knowing who handles what	CORE-01 ; CHAIN-02 ; CHAIN-03 ; CHAIN-13 ; CTX-15	0 / 60 / 120 → AOC-01
Q18 Q-S-002 PRP-S-002	Knowing what work is agreed	CORE-01 ; CHAIN-02 ; CHAIN-13 ; CTX-15	0 / 60 / 120 → AOC-01

AOC-02 - Work and income security

Question / proposition	Subject	Source references	Points / Area
Q19 Q-S-003 PRP-S-003	Guaranteed paid work	CORE-02 ; CORE-03 ; CORE-07 ; SCO-02 ; SCO-03 ; SCO-05 ; CTX-03 ; CTX-15	0 / 60 / 120 → AOC-02
Q20 Q-S-004 PRP-S-004	Notice of work and schedule changes	CORE-02 ; CORE-03 ; SCO-02 ; SCO-03 ; SCO-05 ; CTX-03 ; CTX-15	0 / 30 / 60 / 90 / 120 → AOC-02
Q21 Q-S-005 PRP-S-005	Pay protection when scheduled work changes	CORE-01 ; CORE-02 ; CORE-03 ; SCO-02 ; SCO-03 ; CTX-03 ; CTX-15	0 / 60 / 120 → AOC-02
Q22 Q-S-006 PRP-S-006	Keeping service credit when work continues	CORE-01 ; CORE-06 ; CHAIN-03 ; CTX-03 ; CTX-15	0 / 60 / 120 → AOC-02
Q23 Q-S-007 PRP-S-007	Notice or pay when the engagement ends	CORE-01 ; CHAIN-02 ; CHAIN-13 ; CTX-15	0 / 30 / 60 / 90 / 120 → AOC-02

AOC-03 - Pay treatment and financial exposure

Question / proposition	Subject	Source references	Points / Area
Q24 Q-S-009 PRP-S-009	Pay commitment	PAY-01 ; PROC-08 ; SCO-02 ; SCO-03 ; WAL-03 ; CTX-15	0 / 40 / 80 / 120 → AOC-03
Q25 Q-S-011 PRP-S-011	Pay for required work-related time	PAY-01 ; PAY-02 ; EQS-08 ; CHAIN-02 ; CHAIN-13 ; CTX-15	0 / 60 / 120 → AOC-03
Q26 Q-S-012 PRP-S-012	Necessary work expenses	PAY-01 ; CORE-01 ; CHAIN-02 ; CHAIN-13 ; CHAIN-06 ; CHAIN-07 ; CTX-15	0 / 30 / 60 / 90 / 120 → AOC-03
Q27 Q-S-069 PRP-S-069	Protection from fees and required purchases	CORE-01 ; CHAIN-02 ; CHAIN-13 ; CHAIN-06 ; CHAIN-07 ; CTX-15	0 / 60 / 120 → AOC-03
Q28 Q-S-014 PRP-S-014	Limits on taking, holding back or reclaiming money	CORE-01 ; CHAIN-02 ; CHAIN-13 ; CTX-15	0 / 60 / 120 → AOC-03
Q29 Q-S-010 PRP-S-010	Payment timing	CORE-01 ; CHAIN-02 ; CHAIN-13 ; PAY-07 ; CTX-15	0 / 40 / 80 / 120 → AOC-03
Q30 Q-S-013 PRP-S-013	Pay protection when another party fails	CHAIN-02 ; CHAIN-13 ; CHAIN-05 ; CHAIN-06 ; CHAIN-07 ; CHAIN-08 ; CTX-15 Q30: Housing Grants, Construction and Regeneration Act 1996, section 113, with construction-contract definitions in sections 104 and 105. Payment and insolvency provisions retain their specific scope.	0 / 60 / 120 → AOC-03

AOC-04 - Time, rest and time away

Question / proposition	Subject	Source references	Points / Area
Q31 Q-S-015 PRP-S-015	Limits on total working hours	PAY-02 ; PAY-03 ; SCO-05 ; CTX-03 ; CTX-15	0 / 40 / 80 / 120 → AOC-04
Q32 Q-S-016 PRP-S-016	Breaks and time to rest	PAY-02 ; EQS-06 ; CTX-15	0 / 30 / 60 / 90 / 120 → AOC-04
Q33 Q-S-017 PRP-S-017	Paid holiday and funded annual time away	PAY-02 ; PAY-03 ; CHAIN-13 ; CTX-15	0 / 30 / 60 / 90 / 120 → AOC-04
Q34 Q-S-018 PRP-S-018	Pay during sickness absence	CORE-02 ; CORE-03 ; CORE-13 ; PAY-04 ; CTX-15	0 / 30 / 60 / 90 / 120 → AOC-04
Q35 Q-S-019 PRP-S-019	Maternity or birth-related time away and pay	LEAVE-01 ; LEAVE-02 ; LEAVE-06 ; CTX-15	0 / 30 / 60 / 90 / 120 → AOC-04
Q36 Q-S-020 PRP-S-020	Paternity or partner time away and pay	LEAVE-01 ; LEAVE-02 ; LEAVE-05 ; CTX-15	0 / 30 / 60 / 90 / 120 → AOC-04
Q37 Q-S-021 PRP-S-021	Adoption-related time away and pay	LEAVE-01 ; LEAVE-02 ; LEAVE-06 ; CTX-15	0 / 30 / 60 / 90 / 120 → AOC-04

AOC-04 - Time, rest and time away - continued

Question / proposition	Subject	Source references	Points / Area
Q38 Q-S-062 PRP-S-062	Sharing and arranging parental leave and pay	LEAVE-01 ; LEAVE-02 ; LEAVE-06 ; CTX-15	0 / 60 / 120 → AOC-04
Q39 Q-S-063 PRP-S-063	Time off and pay when a baby needs neonatal care	LEAVE-04 ; CTX-15	0 / 40 / 80 / 120 → AOC-04
Q40 Q-S-064 PRP-S-064	Parental time off to care for a child	CORE-01 ; CORE-02 ; CORE-13 ; LEAVE-01 ; CTX-15	0 / 40 / 80 / 120 → AOC-04
Q41 Q-S-065 PRP-S-065	Time off and pay for planned caring responsibilities	LEAVE-03 ; CTX-15	0 / 40 / 80 / 120 → AOC-04
Q42 Q-S-066 PRP-S-066	Time off and pay for dependant emergencies	CORE-01 ; CTX-15	0 / 40 / 80 / 120 → AOC-04
Q43 Q-S-067 PRP-S-067	Parental-bereavement time off and pay	LEAVE-01 ; LEAVE-02 ; CTX-15	0 / 40 / 80 / 120 → AOC-04
Q44 Q-S-068 PRP-S-068	Broader compassionate time off and pay	LEAVE-05 ; CTX-03 ; CTX-15	0 / 40 / 80 / 120 → AOC-04

AOC-05 - Choice, autonomy and flexibility

Question / proposition	Subject	Source references	Points / Area
Q45 Q-S-022 PRP-S-022	Choosing whether to accept work	CORE-04 ; CORE-07 ; CHAIN-02 ; CTX-01 ; CTX-03 ; CTX-15	0 / 60 / 120 → AOC-05
Q46 Q-S-023 PRP-S-023	Influence over working times	CORE-09 ; SCO-02 ; SCO-03 ; SCO-05 ; CTX-03 ; CTX-15	0 / 60 / 120 → AOC-05
Q47 Q-S-024 PRP-S-024	Influence over work location	CORE-01 ; CORE-09 ; SCO-05 ; CTX-03 ; CTX-15	0 / 60 / 120 → AOC-05
Q48 Q-S-025 PRP-S-025	Choice over work methods and task order	CORE-04 ; CTX-01 ; CTX-02 ; CTX-03 ; CTX-15	0 / 60 / 120 → AOC-05
Q49 Q-S-026 PRP-S-026	Freedom to work for other employers or clients	CORE-04 ; CORE-07 ; CHAIN-02 ; CTX-15	0 / 60 / 120 → AOC-05
Q50 Q-S-027 PRP-S-027	Arranging someone else to do the work	CORE-04 ; CTX-01 ; CTX-02 ; CTX-15	0 / 60 / 120 → AOC-05
Q51 Q-S-028 PRP-S-028	Requesting lasting changes to working arrangements	CORE-09 ; CORE-11 ; SCO-02 ; SCO-03 ; CTX-03 ; CTX-15	0 / 60 / 120 → AOC-05

AOC-06 - Benefits and longer-term protection

Question / proposition	Subject	Source references	Points / Area
Q52 Q-S-029 PRP-S-029	Pension and retirement-saving support	BEN-01 ; WAL-04 ; CTX-15	0 / 40 / 80 / 120 → AOC-06
Q53 Q-S-032 PRP-S-032	Funded healthcare and medical treatment	CTX-03 ; CTX-15	0 / 60 / 120 → AOC-06
Q54 Q-S-031 PRP-S-031	Longer-term income protection	PAY-04 ; BEN-03 ; CTX-03 ; CTX-15	0 / 60 / 120 → AOC-06
Q55 Q-S-034 PRP-S-034	Personal accident and injury cover	BEN-03 ; EQS-05 ; EQS-06 ; CTX-15	0 / 60 / 120 → AOC-06
Q56 Q-S-030 PRP-S-030	Death-in-service and life-assurance benefits	BEN-03 ; CTX-03 ; CTX-15	0 / 60 / 120 → AOC-06
Q57 Q-S-033 PRP-S-033	Severance and redundancy payments	CORE-01 ; CORE-06 ; CORE-08 ; WAL-04 ; CTX-15	0 / 60 / 120 → AOC-06

AOC-07 - Safety, dignity, equality and accessibility

Question / proposition	Subject	Source references	Points / Area
Q58 Q-S-035 PRP-S-035	Additional practical work adjustments	BEN-02 ; EQS-01 ; CTX-15	0 / 60 / 120 → AOC-07
Q59 Q-S-041 PRP-S-041	Additional pregnancy and post-birth work adaptations	EQS-01 ; EQS-06 ; EQS-15 ; CTX-15	0 / 60 / 120 → AOC-07
Q60 Q-S-037 PRP-S-037	Occupational-health assessment and support	EQS-05 ; EQS-06 ; EQS-13 ; EQS-15 ; CTX-15	0 / 40 / 80 / 120 → AOC-07
Q61 Q-S-038 PRP-S-038	Additional mental-health and wellbeing support	EQS-05 ; EQS-06 ; EQS-13 ; SCO-05 ; CTX-03 ; CTX-15	0 / 40 / 80 / 120 → AOC-07
Q62 Q-S-040 PRP-S-040	Protection and support for violence, threats or abuse	EQS-05 ; EQS-06 ; EQS-14 ; CHAIN-17 ; CTX-15	0 / 40 / 80 / 120 → AOC-07

AOC-08 - Development and progression

Question / proposition	Subject	Source references	Points / Area
Q63 Q-S-042 PRP-S-042	Practical help with getting started	CORE-01 ; CHAIN-02 ; CHAIN-13 ; CTX-03 ; CTX-15	0 / 60 / 120 → AOC-08
Q64 Q-S-044 PRP-S-044	Developing skills for the current role	CORE-11 ; PROC-08 ; WAL-03 ; WAL-07 ; SCO-02 ; SCO-03 ; SCO-05 ; CTX-03 ; CTX-15	0 / 40 / 80 / 120 → AOC-08
Q65 Q-S-045 PRP-S-045	Qualifications and learning outcomes usable elsewhere	CORE-11 ; PROC-08 ; WAL-03 ; SCO-02 ; SCO-03 ; CTX-03 ; CTX-15	0 / 40 / 80 / 120 → AOC-08
Q66 Q-S-046 PRP-S-046	Time and funding for further learning	CORE-11 ; PROC-08 ; SCO-02 ; SCO-03 ; SCO-06 ; CTX-15	0 / 40 / 80 / 120 → AOC-08
Q67 Q-S-047 PRP-S-047	Access to progression and future work	CHAIN-03 ; PROC-08 ; WAL-03 ; SCO-05 ; CTX-03 ; CTX-15	0 / 40 / 80 / 120 → AOC-08

AOC-09 - Voice, representation and participation

Question / proposition	Subject	Source references	Points / Area
Q68 Q-S-048 PRP-S-048	Having a say about work	VCR-02 ; VCR-04 ; PROC-08 ; SCO-02 ; SCO-03 ; SCO-05 ; CTX-03 ; CTX-15	0 / 40 / 80 / 120 → AOC-09
Q69 Q-S-049 PRP-S-049	Consultation before important changes	VCR-02 ; VCR-05 ; WAL-04 ; CTX-15	0 / 40 / 80 / 120 → AOC-09
Q70 Q-S-050 PRP-S-050	Support to use a representative	VCR-01 ; VCR-02 ; VCR-08 ; PROC-08 ; WAL-03 ; WAL-04 ; SCO-02 ; SCO-03 ; SCO-05 ; CTX-15	0 / 40 / 80 / 120 → AOC-09

AOC-10 - Information and comprehensibility

Question / proposition	Subject	Source references	Points / Area
Q71 Q-S-053 PRP-S-053	Accessible information and communication support	EQS-01 ; DATA-01 ; WAL-04 ; CTX-15	0 / 40 / 80 / 120 → AOC-10
Q72 Q-S-055 PRP-S-055	Understanding pay calculations and deductions	CORE-01 ; PAY-05 ; CHAIN-02 ; CHAIN-06 ; CHAIN-07 ; DATA-01 ; CTX-15	0 / 40 / 80 / 120 → AOC-10

AOC-10 - Information and comprehensibility - continued

Question / proposition	Subject	Source references	Points / Area
Q73 Q-S-070 PRP-S-070	Understanding important changes	CORE-01 ; VCR-05 ; CHAIN-02 ; CHAIN-06 ; CHAIN-07 ; DATA-01 ; CTX-15	0 / 60 / 120 → AOC-10

AOC-11 - Challenge, correction and remedy

Question / proposition	Subject	Source references	Points / Area
Q74 Q-S-056 PRP-S-056	Raising and handling complaints	PAY-05 ; EQS-01 ; EQS-02 ; VCR-04 ; CHAIN-17 ; CTX-15	0 / 60 / 120 → AOC-11
Q75 Q-S-061 PRP-S-061	Support with complaints and appeals	VCR-01 ; VCR-04 ; CORE-11 ; CTX-15 ; CORE-01 ; CORE-03 Q75: Acas, Step 4: The grievance meeting, on accompaniment and preparation. Required adjustments remain distinct from additional support.	0 / 40 / 80 / 120 → AOC-11
Q76 Q-S-058 PRP-S-058	Reviewing disputed decisions	CORE-09 ; CORE-11 ; VCR-04 ; CHAIN-03 ; CTX-15	0 / 60 / 120 → AOC-11
Q77 Q-S-060 PRP-S-060	Independent help to resolve disputes	VCR-04 ; VCR-06 ; VCR-10 ; CHAIN-17 ; CTX-15	0 / 40 / 80 / 120 → AOC-11
Q78 Q-S-059 PRP-S-059	Speaking up about wrongdoing	CORE-01 ; EQS-02 ; VCR-03 ; DATA-01 ; CTX-15	0 / 40 / 80 / 120 → AOC-11

Evidence - Q79-Q87

Question / proposition	Subject	Source references	Indicator / dimension
Q79 Q-E-001 PRP-E-001	Completeness and availability of the engagement record	CORE-01 ; CHAIN-02 ; CHAIN-13 ; DATA-01 ; DATA-02 ; CTX-15	C / B / A → DEA-01
Q80 Q-E-003 PRP-E-003	Linking the engagement-record to the correct people and work	CHAIN-02 ; CHAIN-06 ; CHAIN-07 ; CHAIN-13 ; DATA-02 ; PROC-02 ; CTX-09 ; CTX-15	C / B / A → DEA-03
Q81 Q-E-004 PRP-E-004	Linking the engagement-record to the project or business requirement	PROC-01 ; PROC-02 ; PROC-03 ; PROC-04 ; PROC-08 ; PROC-12 ; WAL-01 ; WAL-05 ; CTX-09 ; CTX-15	C / B / A → DEA-04
Q82 Q-E-005 PRP-E-005	Sources and responsibility for the engagement-record	CHAIN-03 ; CHAIN-05 ; CHAIN-06 ; RTW-02 ; RTW-04 ; PROC-01 ; WAL-01 ; WAL-04 ; CTX-06 ; CTX-15	C / B / A → DEA-05
Q83 Q-E-002 PRP-E-002	Preparation of the engagement-record before work	CORE-01 ; CHAIN-02 ; CHAIN-13 ; RTW-01 ; RTW-02 ; RTW-04 ; CTX-06 ; CTX-15	C / B / A → DEA-02
Q84 Q-E-009 PRP-E-009	Control of engagement-record processing	CHAIN-07 ; PROC-03 ; PROC-04 ; PROC-08 ; WAL-04 ; WAL-05 ; SCO-02 ; SCO-03 ; CTX-15 ; CHAIN-05 ; CHAIN-06 ; CHAIN-11 ; CHAIN-18 ; CTX-16 ; CTX-17	C / B / A → DEA-09
Q85 Q-E-008 PRP-E-008	When engagement events are recorded	PAY-02 ; PAY-03 ; PAY-05 ; EQS-11 ; CHAIN-07 ; CHAIN-13 ; DATA-02 ; PROC-04 ; CTX-06 ; CTX-15	C / B / A → DEA-08

Evidence - Q79-Q87 - continued

Question / proposition	Subject	Source references	Indicator / dimension
Q86 Q-E-010 PRP-E-010	Keeping earlier information and explaining changes	CORE-01 ; VCR-05 ; CHAIN-02 ; CHAIN-13 ; DATA-01 ; PROC-04 ; CTX-09 ; CTX-15	C / B / A → DEA-10
Q87 Q-E-011 PRP-E-011	Keeping records and protecting against loss	PAY-02 ; PAY-03 ; PAY-05 ; CHAIN-02 ; CHAIN-13 ; DATA-01 ; DATA-02 ; PROC-02 ; PROC-04 ; WAL-04 ; CTX-09 ; CTX-15	C / B / A → DEA-11