



GAS.PCB-01:2025

Accreditation Policy for Personnel Certification Bodies

© Global Accreditation System (GAS).

All rights reserved. No part of this publication may be reproduced, stored in a retrieval system, or transmitted, in any form or by any means—electronic, mechanical, photocopying, recording, or otherwise—without the prior written permission of the Global Accreditation System (GAS).

This document is the intellectual property of the GAS. Unauthorized use, distribution, or modification of this document is strictly prohibited.

For authorized versions and updates, visit:
www.gas.international.

Contents

0. FOREWORD.....	3
1. PURPOSE AND SCOPE OF APPLICATION	3
1.1 PURPOSE OF THE POLICY	3
1.2 SCOPE OF APPLICATION	3
1.3 MANDATORY COMPLIANCE.....	4
2. NORMATIVE AND REFERENCE DOCUMENTS.....	4
3. TERMS AND DEFINITIONS	5
4. PRINCIPLES AND APPROACHES TO ACCREDITATION	5
4.1 IMPARTIALITY AND INDEPENDENCE	6
4.2 COMPETENCE AND PROFESSIONAL INTEGRITY	6
4.3 TRANSPARENCY AND EVIDENCE-BASED DECISION-MAKING	6
4.4 CONFIDENTIALITY	6
4.5 PROPORTIONALITY AND FLEXIBILITY	7
4.6 FAIRNESS AND EQUAL ACCESS	7
4.7 RESPONSIBILITY AND ACCOUNTABILITY	7
5. RIGHTS AND OBLIGATIONS OF ACCREDITED PCBS	7
5.1 RIGHTS OF ACCREDITED PCBS.....	7
5.2 OBLIGATIONS OF ACCREDITED PCBS.....	7
6. FINAL PROVISIONS.....	8

0. FOREWORD

This Policy defines the approach of the GAS Accreditation Agency to the accreditation of personnel certification bodies (hereinafter referred to as PCBs) that carry out competence assessment and certification of individuals in accordance with approved certification schemes.

Accreditation is granted in accordance with the international standard:

- **ISO/IEC 17024** — Conformity assessment — General requirements for bodies operating certification of persons.

This Policy is aimed at ensuring that personnel certification performed by accredited bodies is:

- reliable and technically sound;
- impartial and independent of commercial interests;
- transparent to the market and interested parties;
- aligned with international practices for the recognition of certified personnel.

1. PURPOSE AND SCOPE OF APPLICATION

1.1 Purpose of the Policy

This Policy establishes the principles, basic requirements, and general approaches in accordance with which the GAS Accreditation Agency:

- conducts accreditation of personnel certification bodies;
- carries out surveillance of accredited PCBs;
- makes decisions on the maintenance, extension, limitation, suspension, or withdrawal of accreditation.

The purpose of this Policy is to ensure that accredited bodies demonstrate:

- objectivity and impartiality;
- competence and technical capability;
- transparency of certification processes;
- traceability of decisions;
- compliance with ISO/IEC 17024.

1.2 Scope of Application

This Policy applies to:

- bodies applying for GAS accreditation as personnel certification bodies;
- bodies maintaining a valid GAS accreditation status;
- individuals involved in the processes of assessment, decision-making, and surveillance in relation to such bodies.

Accreditation under this Policy covers personnel certification:

- for professional, technical, and managerial competencies;
- in fields related to management systems, safety, engineering and IT professions, auditors, inspectors, consultants, and similar roles;
- under certification schemes developed by the PCB itself or approved by external programs (sectoral, professional, or international).

Accreditation under this Policy does not cover activities that do not meet the definition of personnel certification in accordance with ISO/IEC 17024 (in particular, the provision of training services only, without a formalized certification procedure).

1.3 Mandatory Compliance

Compliance with the requirements of this Policy is a condition for:

- obtaining GAS accreditation;
- maintaining a valid accreditation status;
- conducting surveillance and reassessment activities.

Failure to comply with or violation of the requirements of this Policy may constitute grounds for suspension, limitation, or withdrawal of accreditation in accordance with GAS procedures.

2. NORMATIVE AND REFERENCE DOCUMENTS

This section lists the international and internal documents whose provisions are applied during the accreditation of personnel certification bodies.

The documents listed are valid at the time of publication of this Policy. In the event of their revision or replacement, the latest editions shall apply, including all amendments and supplements.

International standards:

- **ISO/IEC 17024** — Conformity assessment — General requirements for bodies operating certification of persons.
- **ISO/IEC 17011** — Conformity assessment — Requirements for accreditation bodies accrediting conformity assessment bodies.

GAS internal documents:

- **GAS.G-01** — Code of Ethics for GAS experts, assessors, and personnel.
- **GAS.G-02** — Policy on the use of marks and references to GAS accreditation.
- **GAS.G-03** — Policy on conflict of interest and impartiality.
- **GAS.G-04** — Appeals and complaints procedure.
- **GAS.G-05** — GAS Policy on sustainable development and climate responsibility.
- **GAS.PCB-02** — Accreditation criteria for personnel certification bodies.

This list is not exhaustive. The GAS Accreditation Agency may apply additional standards, guidelines, or internal documents where necessary to fully assess a body's compliance with the requirements established within the scope of its activities.

3. TERMS AND DEFINITIONS

In this Policy, the terms used are those defined in ISO/IEC 17024. For the purposes of this document, the following definitions apply:

Accreditation — the formal recognition by the GAS Accreditation Agency of the competence of a personnel certification body to perform specified tasks of assessment and certification of persons in accordance with the requirements of international standards and GAS criteria.

Personnel Certification Body (PCB) — an organization that develops, implements, and maintains personnel certification schemes, conducts competence assessment, and makes decisions on the issuance, maintenance, suspension, or withdrawal of certificates.

Personnel Certification Scheme (Certification Scheme) — a set of competence requirements, assessment criteria, procedures, and rules that define whom, for what, and how the PCB certifies.

Candidate — an individual who applies for certification in accordance with an established personnel certification scheme.

Certified Person — an individual whose competence has been confirmed by a personnel certification body in accordance with a defined certification scheme and who has been issued a valid certificate.

Impartiality — the principle of ensuring an objective approach to personnel certification, free from conflicts of interest or undue influence of external factors.

Independence — the absence of any financial, business, or other interest that could affect the objectivity of the PCB's certification decisions.

Competence — the demonstrated ability to apply knowledge and skills to achieve intended results in the process of personnel assessment and certification.

Scope of Accreditation — the boundaries of activities within which a PCB is competent and authorized to perform personnel certification (by schemes, sectors, functions, levels of competence, etc.).

4. PRINCIPLES AND APPROACHES TO ACCREDITATION

GAS accreditation of personnel certification bodies is based on internationally recognized principles that ensure confidence in certified persons and in the decisions of PCBs.

4.1 Impartiality and Independence

Accreditation of PCBs is carried out in accordance with the principles of objectivity, absence of conflicts of interest, and independence of all participants in the process — from GAS experts to members of bodies responsible for making accreditation decisions.

PCBs shall ensure that:

- certification decisions are not influenced by commercial pressure or internal or external influences;
- training, consulting, and certification activities are clearly separated where such services are provided by related entities.

4.2 Competence and Professional Integrity

The reliability of personnel certification directly depends on the competence of:

- PCB personnel;
- examiners, technical experts, and members of decision-making committees.

Accredited PCBs shall:

- have documented competence criteria for all roles involved in the certification process;
- ensure the planning and implementation of training, internal monitoring, and regular reassessment of competence;
- adhere to the principles of professional ethics and integrity in their work with candidates and certified persons.

4.3 Transparency and Evidence-Based Decision-Making

The accreditation process and the activities of accredited PCBs are based on principles of evidence-based decision-making:

- all certification decisions are based on documented assessment results;
- certification schemes, criteria, and procedures shall be clearly described and made available to interested parties (to the extent that confidentiality is not compromised).

4.4 Confidentiality

The GAS Accreditation Agency and accredited PCBs shall protect confidential information obtained:

- from candidates and certified persons;
- from employers, clients, and other parties involved in the assessment.

Disclosure of information to third parties is permitted only with the consent of the relevant person or within the requirements of legislation and recognition agreements.

4.5 Proportionality and Flexibility

Accreditation in the field of personnel certification covers a wide range of professions and sectors. The GAS Accreditation Agency applies the principle of proportionality, whereby:

- requirements and assessment methods are aligned with the risks, impact, and specific characteristics of the relevant certification scheme;
- at the same time, uniform standards of quality, impartiality, and confidence in certification results are maintained.

4.6 Fairness and Equal Access

GAS ensures equal conditions for all applicants for accreditation and promotes the assurance that:

- personnel certification schemes do not contain unjustified barriers for candidates;
- assessments are conducted without discrimination on any grounds unrelated to competence.

4.7 Responsibility and Accountability

Accredited PCBs are responsible for:

- the reliability of certification decisions;
- the proper use and protection of certified person status;
- timely response to identified errors or nonconformities.

The GAS Accreditation Agency is responsible for the objectivity and justification of decisions regarding accreditation, surveillance, and withdrawal of accreditation of personnel certification bodies.

5. RIGHTS AND OBLIGATIONS OF ACCREDITED PCBs

5.1 Rights of Accredited PCBs

A PCB has the right to:

- use the GAS mark in accordance with GAS.G-02;
- refer to its accreditation status within the approved scope;
- receive information on changes to policies and procedures;
- submit appeals and complaints in accordance with GAS.G-04.

5.2 Obligations of Accredited PCBs

A PCB shall:

- comply with the requirements of ISO/IEC 17024 and GAS criteria;
- inform GAS of changes in its structure, personnel, or certification schemes;

- maintain the competence of involved personnel;
- ensure access for GAS experts to documents and records;
- provide the GAS Accreditation Agency in a timely manner with up-to-date information to maintain the accuracy of data in the centralized register;
- pay the established fees.

6. FINAL PROVISIONS

6.1 This document forms an integral part of the regulatory framework of the Global Accreditation System (GAS) and is mandatory for application by all PCBs seeking to obtain or maintain GAS accreditation.

6.2 Compliance with the requirements is monitored by the GAS Accreditation Agency during initial, surveillance, and reassessment activities.

6.3 This document shall be reviewed at least once every three years or in the event of changes to international standards or GAS policies.

6.4 The GAS Accreditation Agency is responsible for the review, update, approval, and publication of the current edition of this document.

6.5. The valid version of this document is published on the official website: [**gas.international**](https://gas.international).