



Improving Safety Performance: managing your greatest asset

“Our people are our greatest asset.....”

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Cogent Skills Training Limited

Hardwick Hall, 20th November 2019

Assets

You've been given the green light to invest several million pounds in new process plant and state of the art control systems that will keep you ahead of the competition.

You have identified the suppliers and produced a fully costed and detailed maintenance schedule, quality management system operating procedures and inspection requirements covering the next 5 years, to maintain maximum operational effectiveness.

Assets?

You are spending several million pounds over the next 5 years on your staff and contractors, to operate and maintain your existing process plant.

You have produced a fully costed and detailed 5-year competence management and assurance plan to ensure your workforce has all the necessary skills, knowledge and behaviours required to safely operate and maintain your plant and to remain motivated, fully competent and highly productive.....

Or have you?

How much attention are you paying to the maintaining the integrity of your human assets ?

What management systems are you using ?

What benchmarks do you have ?

What interests your senior leadership ?

How do you know how well you are maintaining these assets ?

What is your focus ?

Compliance
Business Performance

Business Performance
Compliance

Business Performance + Compliance



Asset Management:

ISO55001:2014

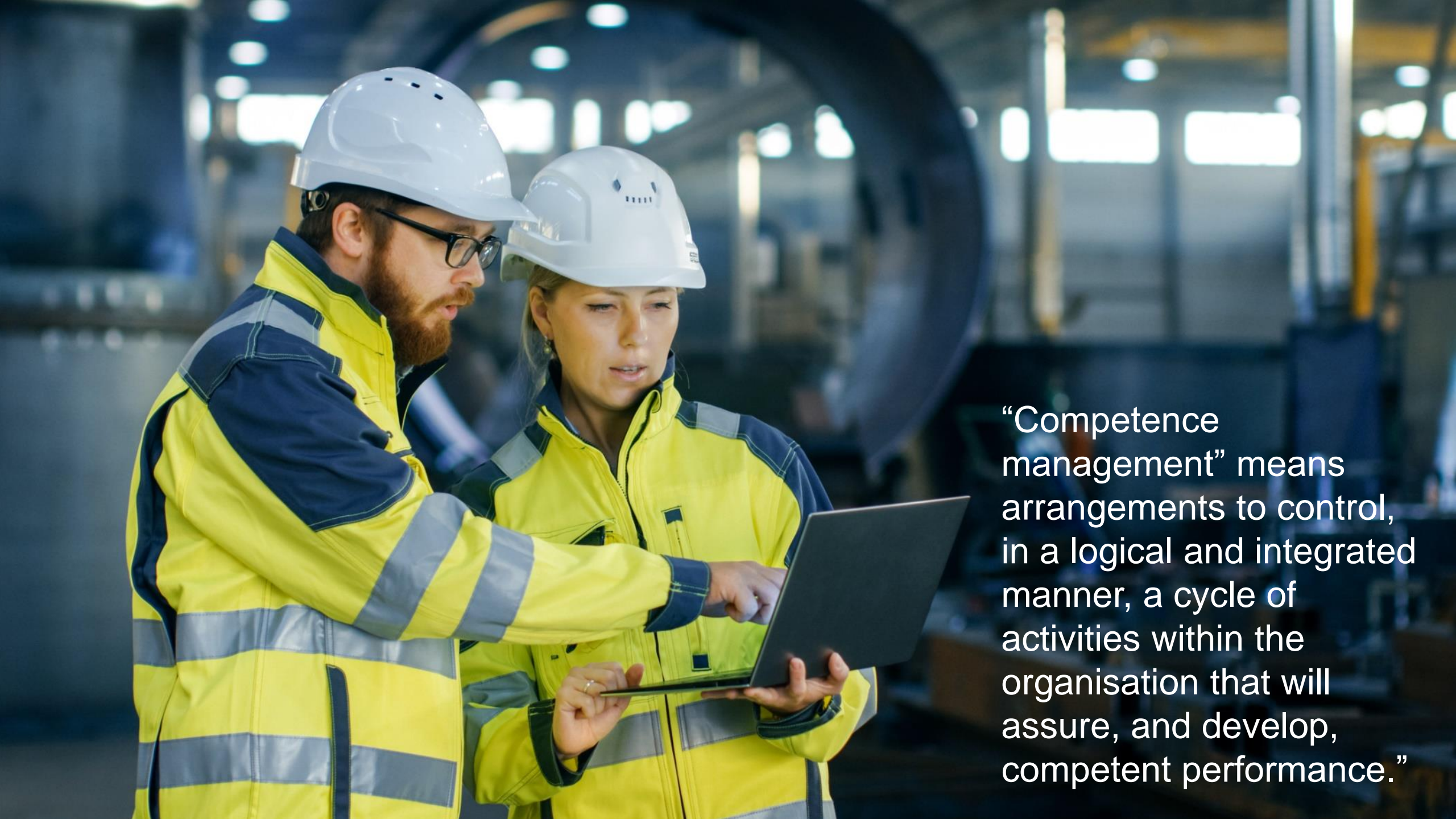
7.2 Competence

The organization shall:

- determine the necessary competence of person(s) doing work under its control that affects its asset performance, asset management performance and asset management system performance;
- ensure that these persons are competent on the basis of appropriate education, training, or experience;
- where applicable, take actions to acquire the necessary competence, and evaluate the effectiveness of the actions taken;
- retain appropriate documented information as evidence of competence;
- periodically review current and future competency needs and requirements.

NOTE Applicable actions can include, for example: the provision of training to, the mentoring of, or the reassignment of currently employed persons; or the hiring or contracting of competent persons.





“Competence management” means arrangements to control, in a logical and integrated manner, a cycle of activities within the organisation that will assure, and develop, competent performance.”

Best Practice Guidelines



June 2011



December 2011

Best Practice Guidelines

Cogent Skills:

Guidelines for Competence Management Systems for COMAH Sites

1. Define the Scope of the CMS
2. Design the CMS
3. Implement the CMS
4. Assess and maintain CMS
5. Verify and audit the CMS
6. Apply the guidelines to the contractor workforce

June 2011

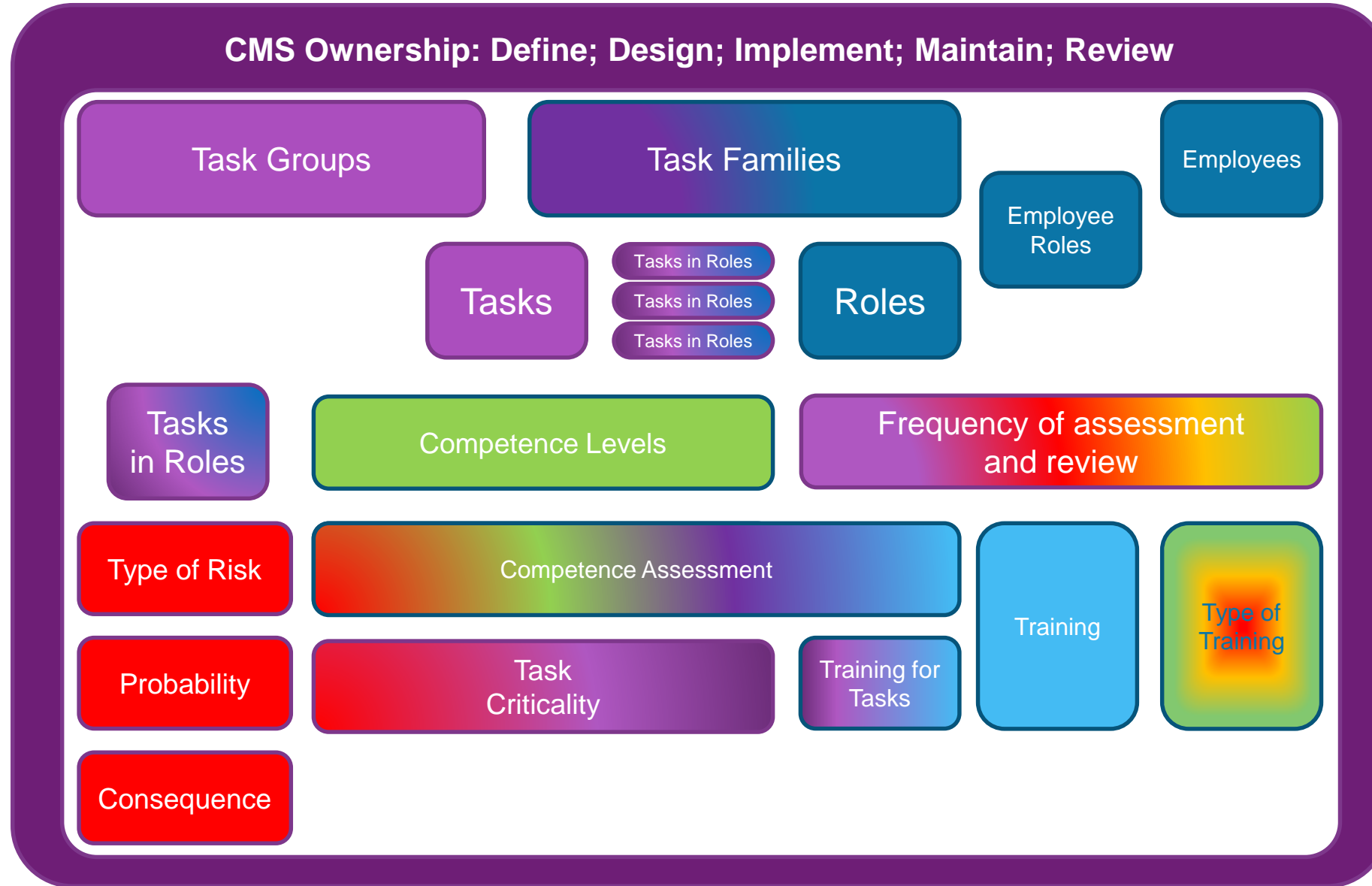
COMAH Competent Authority:

Inspection of Competence Management Systems at COMAH Establishments

- Phase 1: Establish requirements for the CMS
- Phase 2: Design the CMS
- Phase 3: Implement the CMS
- Phase 4: Maintain and develop competence
- Phase 5: Verify, audit and review the CMS
- *Principle 2: Where contractors and subcontractors are used, the competence standards applied to and used by contractors are the same as, or equivalent to, the standards required for the Operator's employees*

December 2011

Competence Management System Requirements

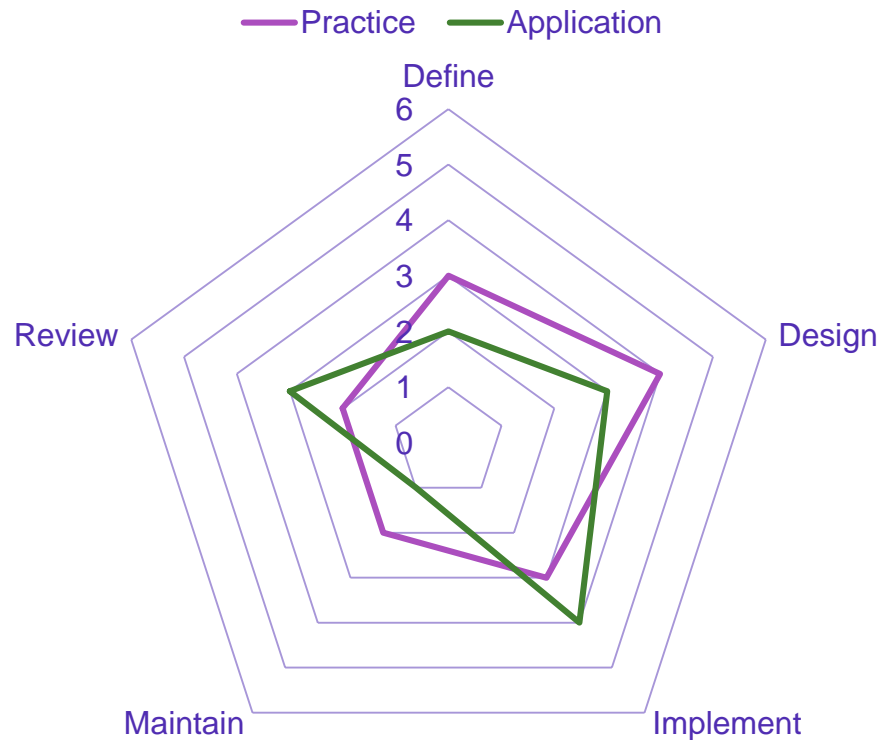


What Next?



How well are you doing?

What is your Benchmark?



- Do you have a CMS?
- Who owns your CMS?
- Who decides what the priorities for competence management and assessment are?
- What tasks are critical to your business: success, performance, safety, reputation?
- Who defines the assessment criteria?
- Who carries out assessments?
- How frequently do you assess competence for critical tasks?
- When did you last review or audit your CMS?
- When did it last appear on the Board agenda?

Any Questions?

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