

Competence assurance

A well trained and well motivated staff can be the difference between success and failure. Competency management systems which have been specifically tailored can assist management to ensure that staff are part of the safety culture within an organisation. Benefits of a well developed system will lead to a lower accident rate, more motivated staff and overall improved performance.

The issues

Staff must be fit and equipped with the necessary skills, experience and knowledge in order to perform the tasks of their designated employment; this may have strict legislative standards which the business must ensure are adhered to.



Our capability

Our team of consultants has extensive experience in this area; we can provide systems to meet the standards required for drivers, shunters, conductors, crossing keepers, signallers, platform personnel, controllers and managers. We can also provide systems for trainers and assessors in any of these disciplines. We can provide competence management systems to deal with planned and unplanned events when there is any sort of disruption to normal services.

We can provide support to clients in the following areas:

- development and review of risk based competency standards that meet applicable legislation;
- developing and reviewing existing company management systems for the recruitment, selection, training, assessment, reassessment, monitoring and briefing of all personnel who are employed to undertake tasks which have strict industry standards and legislation which must be applied;
- develop systems to ensure that the persons employed to undertake tasks are fit for that purpose, both physically and legally;
- the allowance for human idiosyncrasies, environmental factors both internal and external and organisational issues to feed into the management system; and
- we can see where existing systems need to be adapted/enhanced to meet the ever-changing technological and legal needs of the industry.

