During 2012-2015 all top-tier COMAH sites and a third of lower-tier sites will be subjected to a competence check inspection (Part A inspection) by the Health and Safety Executive (HSE) to confirm that a CMS is being effectively managed and implemented. The inspection will involve a walk and / or talk through a safety critical task to confirm that staff have the necessary skills, knowledge and experience to undertake critical tasks adequately.

Any inspections that uncover significant failings in the competence of the person undertaking the task, or the ways the work is set out or controlled eg. Risk assessment, operating procedures or plant design, will result in improvement notices or a further more in-depth competence inspection (a Part B inspection).

This comes after the 2010 HSL Annual Operational Intelligence report showed that human error was “by far, the most frequent cause for loss of containment events.”

This was closely linked to inadequate procedures, poor plant design and unsuitable risk assessment. ABB and the HSE believe that to be competent organisations they must have certain procedures and systems in place (a CMS). For the competence inspections the HSE are assuming that these Competency Management Systems are already in place and are auditing their effectiveness.

What we offer
ABB recognise that organisations will be at different stages with regards to competence and ensuring they are prepared for the HSE inspection. Therefore we offer a high level systems review in the form of a pre-inspection readiness workshop.

The session will raise awareness of competence assurance and develop understanding of the HSE competence requirements, as well providing an overview of the existing CMS.

The workshop session will bring together representatives from a cross section of the organisation including; operations, maintenance, technical engineers and the senior management team to give a broad perspective on ‘where we are now’ through a facilitated self assessment process.
The current means of assuring competence will be analysed against best practice to identify any gaps standing in the way of fitness for purpose. Should this workshop highlight issues, ABB can offer a full pre-Part A task review to provide a focus for improvement actions.

**Benefits**
- Assesses if the current CMS is fit for purpose
- Raises awareness and engagement of competency in the organisation
- Gives a greater understanding of the HSE’s competence expectations and their implications
- Provides assurance for the organisation and the HSE

**Why ABB?**
ABB is able to combine technical, operational, functional and process safety management capability with expertise in training and people change management.

Our team of experienced specialists with operational heritage will use their experience to make pragmatic technical judgements and offer solutions that are cost effective.

We have extensive experience of introducing improvements and technical solutions in organisations and in managing the necessary changes so prefer to work alongside customers in fully implementing sustainable change.

ABB provide full competence assurance; from the pre-audit readiness workshop, to a more thorough competence gap analysis review, right through to helping fill any gaps, by conducting further studies or providing competency development support.