



**srm**

**SAFETY RISK MANAGEMENT**

You're in safe hands

# TRAINING & COMPETENCY

WHEN IS IT ACTUALLY REQUIRED ?



**srm**

**SAFETY RISK MANAGEMENT**  
You're in safe hands

---

# OVERVIEW -

SAFETY RISK MANAGEMENT CONSULTANTS – “YOU'RE IN SAFE HANDS”

1. Significant challenge
2. Clarity to the various legal requirements

# INTRODUCTION

- **Unsafe Acts** are a greater cause of accidents and incidents than **Unsafe Conditions**
- 80% of incidents are as a result of **Unsafe Acts**
- 15% being **Unsafe Conditions**
- Human behavior greater contributing factor to accidents and incidents than unsafe plant, equipment and facilities.
  - Is this because plant, equipment and facilities are controlled primarily through engineering (higher order controls)?
  - Is poor human behavior because of poor training and supervision?

# CONTROLLING RISK

- Lack of training or incorrect training is probably the largest contributing factor in the 80% of **Unsafe Acts**
- **Hierarchy of Controls**
  - Eliminating the risk
  - Substituting the risk for something less hazardous
  - Engineering Controls such as guards & barricades
  - Administrative Controls such as training, supervision, signage, audits and inspections
  - Personal Protective Equipment & Clothing – the last layer or protection

# TRAINING INFLUENCES BEHAVIOR

- Training is an administrative control but it is designed to influence human behavior.
- SOP or SWP - framework of values or principles that they expect the employee to observe when performing a task.
- The expectation is that you would follow the steps.
- Employees don't always follow the company policies and procedures for a myriad of reasons

# TRAINING AND THE LAW – OHS ACT

- OHS Act S 8
  - (e) providing such information, instructions, training and supervision as may be necessary to ensure, as far as is reasonably practicable , the health and safety at work of his employee
- OHS Act S 13
  - (a) as far as is reasonably practicable, cause every employee to be made conversant with the hazards ...

## TESTING CONVERSANCE

- **Conversant** - Familiar with or knowledgeable about something
- Employee is conversant with regards to hazards, risks, precautions and the safe way to perform the task.
- Employer needs to confirm conversance through some means
- Employer gets 20 people in a room, tells them how to do something, gets them to sign an attendance register and then their off to do the job.
- An attendance register is evidence that the person was at the training, it does not prove that the employee understood anything.

# COMPETENCY

- Misunderstanding and incorrect interpretation of the term “competent person”
- TWO competent persons referred to in the Act namely:
- The dictionary meaning of a competent person, and A competent person as defined in various regulations.
- “Able, skillful, properly qualified, proper, and suitable”
- *Construction Regulations 2014 - “competent person”*
- Competency referenced 6 times in the Construction Regulations



# COMPETENCY

- Every person who operates a machine needs to be conversant to do so
- **GMR 4. Operation of machinery**
- **DMR 2015**

## INTERNAL OR EXTERNAL COMPETENCY BASED TRAINING

- Where many employers are battling is knowing when competency based training can be performed internally or externally
- The Construction Regulations 2014 would be the best example
  - Appoint of Competent Agent
  - Risk Assessment to be performed by a competent person
  - Fall Protection Plan to be developed by a competent person
- Employer demonstrate competency
- For all the examples above there is training and qualifications available which are registered in terms of the National Qualification Framework

# REGISTERED TRAINING & QUALIFICATIONS

- Other examples of competency based external training that is registered in terms of the National Qualifications Framework:
  - First Aid – levels 1 – 3
  - Health & Safety Representative Training Courses
  - Lifting Vehicles - Driver Training
  - Safety Officers
  - Safety Managers
  - Construction Manager
  - Scaffolding Erectors and Inspectors
  - Hazardous Chemical Substances and Dangerous Goods

# INTERNAL COMPETENCY BASED TRAINING

- Examples of training that can be done internally but an assessment of conversance or competency:
  - Safe use of ladders
  - Safe use of grinders
  - Operating general machinery within the organization such as manufacturing lines

---

## SUMMARY -

All persons performing any task need to be **CONVERSANT** in the hazards, risks and safe way to perform their task.

Certain tasks be performed by competent persons

Employers need to confirm if a demonstration of competence is required, is it based on qualifications and training that are registered on the National Qualifications Framework.

Can the training be done internally and assessment of conversance confirmed

---

# QUESTIONS

[CRAIG@MANGOLIVE.COM](mailto:CRAIG@MANGOLIVE.COM)

[NICHOLAS@SRMC.CO.ZA](mailto:NICHOLAS@SRMC.CO.ZA)

---

# THE END

SAFETY RISK MANAGEMENT CONSULTANTS – “YOU’RE IN SAFE HANDS”

ALL ACCIDENTS ARE PREVENTABLE – WORK SAFE 1<sup>ST</sup> TIME EVERY TIME