Remaining Competent

Sam Wood

- Safety or Security, cross competence

- What does competence encompass within the field of security

- At what point is overall competence achieved

- How do we bench mark the requirements for each role
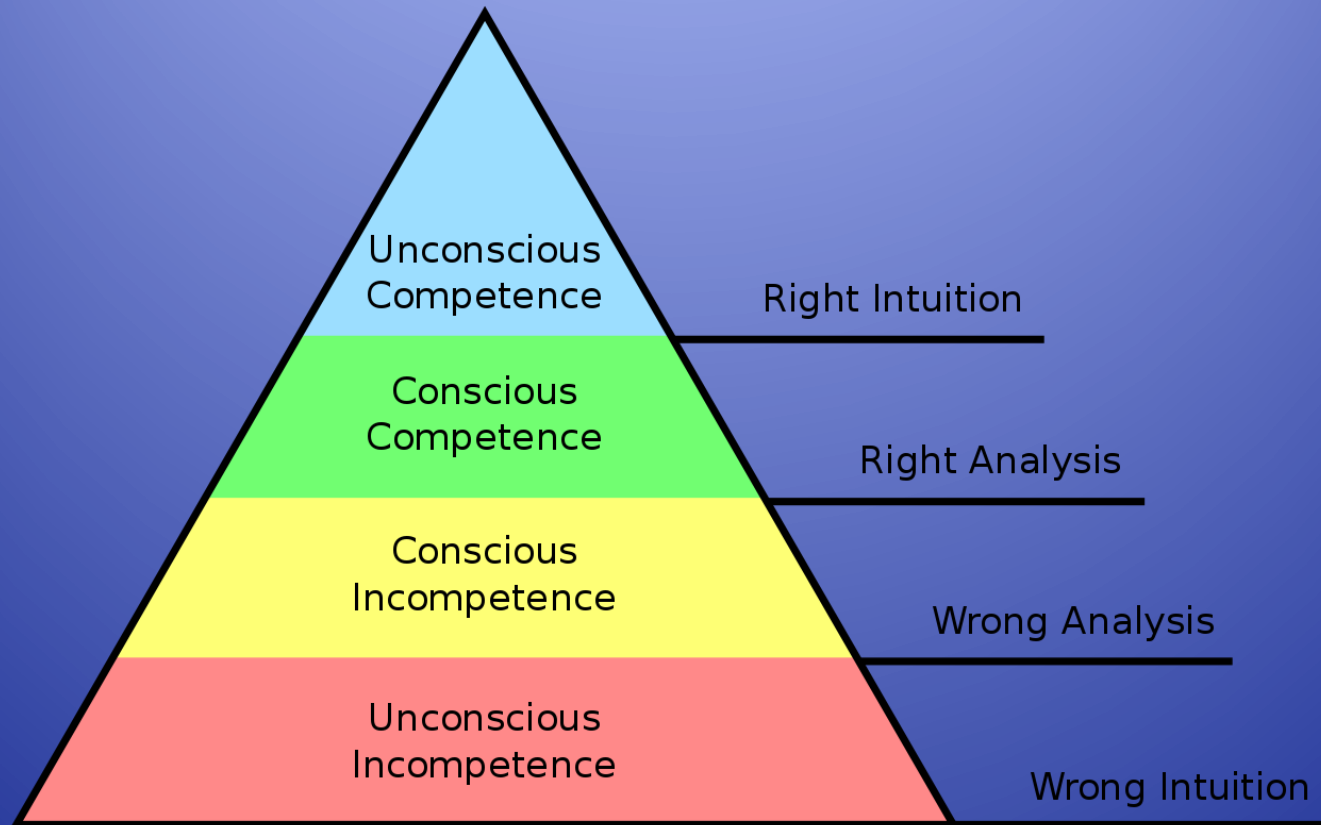
- How can we achieve competence within each role

Safety or Security

Competency a Complete Solution

Competency Paradigm

Hierarchy of Competence

Role requirements

- Set overall competency requirements for all organisational staff

The knowledge all members of the organisation should have regarding the purpose of the organisation and its' strategic objectives. Also the behavioural competency expectations, these are likely to reflect any company values

Role requirements

- Set competency requirements for specific area; security, SHEQ……,(HR, SMEs)

This is the base line knowledge for a specific area. All Security Managers may be required to go on certain CPNI (Centre for the Protection of National Infrastructure) courses or Health and Safety roles may all need a basic H & S course

Role requirements

- Set competency requirements for specific role; personnel security, physical security , Emergency Planning, Factory Controller

These will encompass the technical requirements for each role, perhaps cyber training or personnel security training or in SHEQ ,fire safety training

Role requirements

- Define whether roles are to respond in the event of an emergency/incident- safety or security…… Site Emergency Organisation

This is where roles from different technical areas may come together to work as a team in the event of an emergency as the Site Emergency Organisation and subsequently these roles will need cross competencies in the way of knowledge or skills, behaviours and attitude. A big part of this is joint decision making and interoperability. To do this knowledge must be across the board and these roles must be effective working together and have trained and exercised together

Right option right role

A person or technology

Selection procedures

Training & development

Performance Manage

Career paths

Succession planning

Site Emergency Organisation

How can we achieve cross competence?

- Joint Training

- Joint exercises, utilising Site Emergency Plans and Response Procedures

Exercising Response plans

- Annually (internal and external partners)

- Quarterly (internal and external partners)

- Monthly (internal partners)

- Weekly (the whole team and individuals)

Lessons Learned

Opportunities at all levels including Interoperability (JESIP) -------- Improving Organisational Competence

Lessons learned and how they influence and improve competence

Emergency Arrangements

B
Options

C
Options

D
Options

Site Plans

How did the whole site react-as they should ?

Lessons learned and how they influence and improve competence

A
Options

Department Procedures

C
Options

D
Options

Dept., Team

Each area has set responsibilities in an "event"- were they met?

Lessons learned and how they influence and improve competence

A
Options

B
Options

Individual Performance

D
Options

Individuals

Has each team member carried out the required role-is training needed?

Lessons learned and how they influence improvement and competence

| A | B | C | Act to improve |
| Options | Options | Options | |

Overall

Lessons learned at all levels should be logged and used in further training

Lessons learned and how they influence andf improve competence

Emergency Arrangements	Department Procedures	Individual Performance	Act to improve

Site Plans

How did the whole site react-as they should ?

Dept., Team

Each area has set responsibilities in an "event"- were they met?

Individuals

Has each team member carried out the required role-is training needed?

Overall

Lessons learned at all levels should be logged for use in training & exercises….

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- What does competence encompass within the field of security

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- How do we bench mark the requirements for each role

- How can we achieve competence within each role

Questions?

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