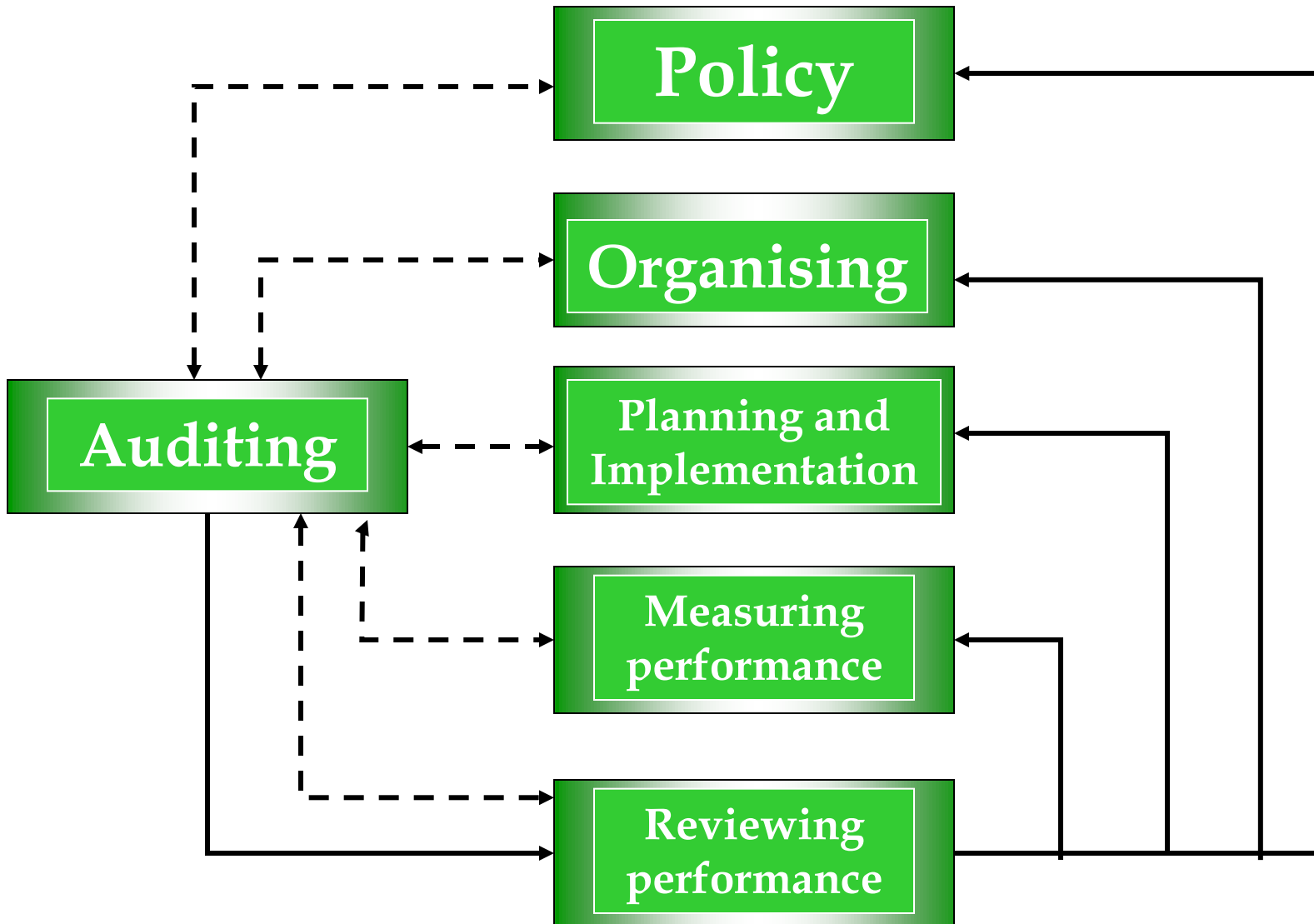


**Training, Competency Assessment**  
**and Certification in**  
**Health Safety & Environment**

Presentation by:

**Engr. Abdul Hanan Al Fateen**

# Key Elements of Successful HSE Management



HSE Right means Top Management of the Organisation is Committed to achieve, and maintain a system to assure:

- **NO Accident,**
- **NO Harm to People and**
- **NO Damage to Environment**

**with continuous improvement.**

**As part of HSE, is to move the company from Unconscious Incompetence to Unconscious Competence.**

## **Unconscious Incompetence**

**Unawareness of HSE issues and system's shortcomings**

## **Conscious Incompetence**

**Awareness of HSE issues and some of the system's failure, weaknesses, future opportunities and threats**

## **Conscious Competence**

**Awareness of the benefits and improvements in performance standards and company's good reputation**

## **Unconscious Competence**




**Unawareness of automatic management process, more proactive and outward-facing, ensuring that full benefits are obtained from the investment.**

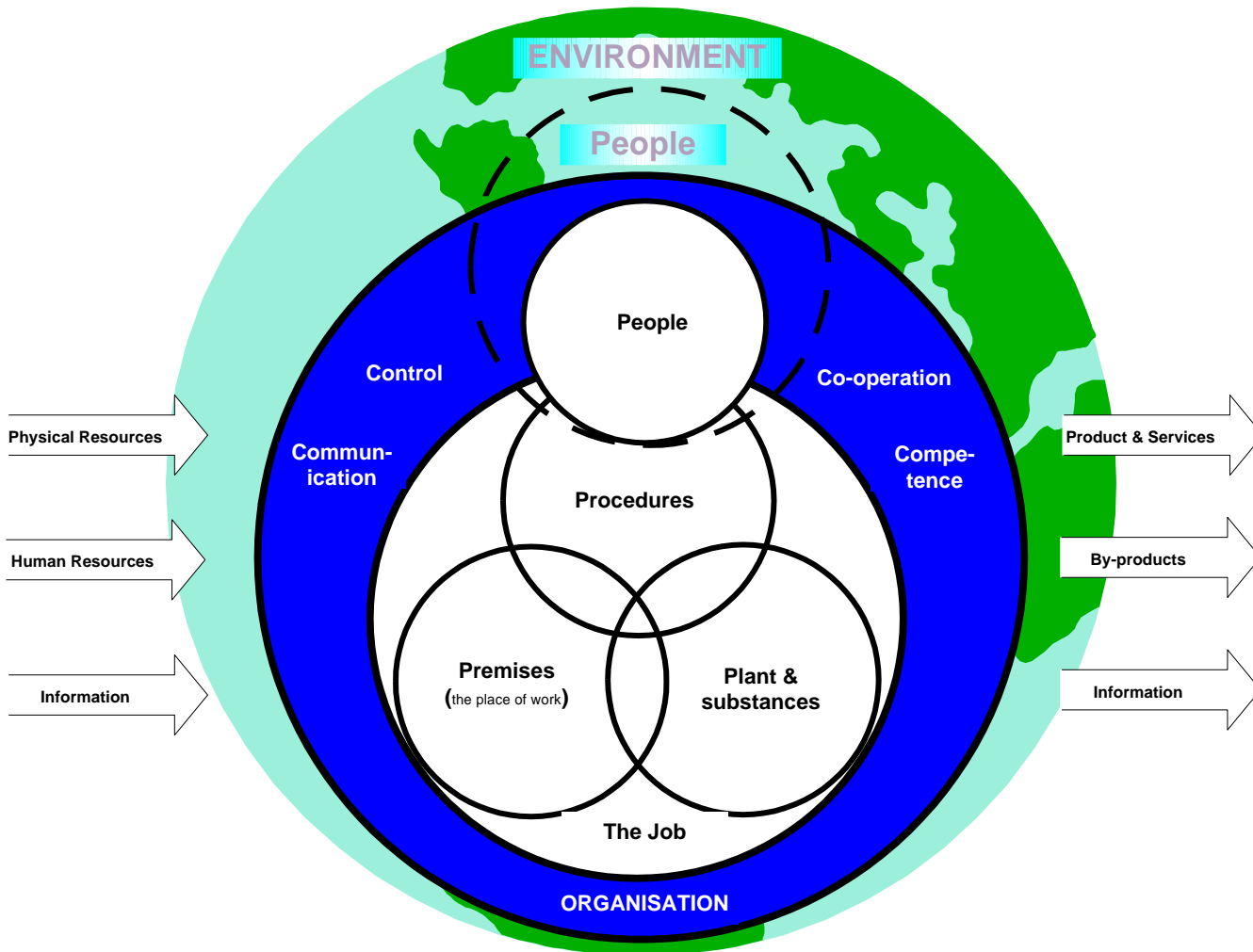
**The competence of an individual are the particular aspects of his job expected to contribute to the performance of an organisation by working effectively.**

**Thinking of HSE right organisations need top management commitment and personnel resources (competent personnel) to aim on improving all aspects of HSE Management System by:**

- **Having confidence that our services are of highest quality**
- **Seeking continuous improvement in all we do**
- **Ensuring that Customer satisfaction is our ultimate goal**

HSE Performance standards should ensure that all employees are competent in HSE aspects of their work and include reference to:

-  an assessment of suitability before recruitment and placement;
-  the provision of training and supervision to ensure competence;
-  health surveillance and monitoring.



**PLANNING AND IMPLEMENTATION**  
**Framework for setting HSE performance standards**

Competence (training and awareness) of managers and staff is requirement of HSE as defined in:

Section 4.4.2 of ISO 14001:1996 Standard for Environmental Management Systems and ISO 18001:1999 Standard for Occupational Health and Safety Management Systems; and Section 6.2.2 of ISO 9001:2000

Sections 3.10 to 3.13 of RoSPA QSA (The Quality Safety Audit)

Training programme therefore, is essential not only for HSE standard requirement but also for removing fears and easing through the change necessary for improving environmental performance.

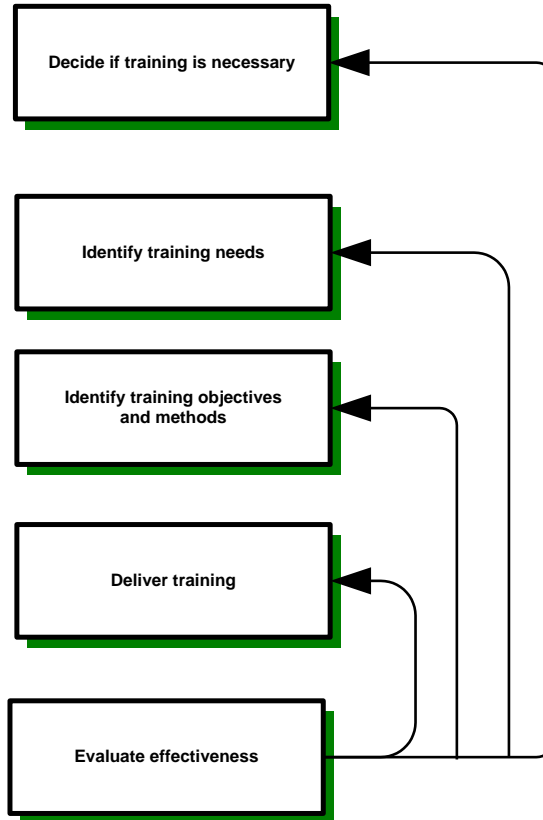


## The Training:

Training helps people acquire the knowledge, skills and attitudes to make them competent in the HSE aspects of their work. An approach to training should consider risks and opportunities for business benefit and public opinion.

A SWOT analysis in initial HSE review can address areas of weakness to be improved by training. Training needs can be identified by using different methods e. g. *Skills-gap Analysis Technique or skills matrix.*

## Training Cycle



## CERTIFICATION:

HSE management system contains the "plan, do, check, and act" continuum of activities.



PLAN-DO-CHECK-ACT DIAGRAM

Certification from Internationally recognised Body provides external visibility and assurance of the organisation's commitment and performance meet the criteria and an international standards and a badge as an incentive or reward. HSE Certification is a benchmark for assessment and review internally by a competent assessor as well as externally for any lacking objectivity.

So the benefits of certificate by external independent assessment include:

Validation that you have got it right;

A “badge” to show the world at large;

Benefits from benchmarking against other registered companies;

A yardstick to keep internal standards right;

A goal for your staff to achieve.

# **Recommended Certificates for HSE**

ISO 14001:1996

Standard for Environmental Management Systems

and

ISO 18001:1999 Standard for

Occupational Health and Safety Management Systems

or

RoSPA QSA (The Quality Safety Audit)