



COMPETENCE – WHO NEEDS IT?

Competence is everyone's responsibility.
Every role. Every level. Every decision. Every day.

OPERATORS TECHNICIANS ENGINEERS SUPERVISORS MAINTENANCE QUALITY MANAGERS LEADERS EVERYONE

Competence is the foundation of safe, reliable and effective performance.
Invest in competence. Protect people. Improve performance. Safeguard the future.

COMPETENCE MANAGEMENT CONSULTING
www.competence-management.consulting

If you work in a high-hazard industry, the answer is simple: **everyone**.

Too often, competence is viewed as something that only applies to operators or technicians. In reality, every decision made by a director, manager, engineer, supervisor, maintenance technician, quality professional, contractor and operator has the potential to influence safety, reliability and business performance.

Competence isn't just about having qualifications or years of experience.

It's the ability to **consistently apply knowledge, skills, experience and behaviours to perform a task (or group of tasks or a role) safely and effectively to a Standard across a range of foreseeable real-world situations.**

When competence is absent, organisations don't just risk reduced performance—they increase the likelihood of:

- Process safety incidents
- Equipment failures
- Environmental harm
- Poor quality
- Unplanned downtime
- Serious injury or loss of life

The strongest organisations recognise that competence is not a one-off training event. It is a managed process of defining requirements, assessing capability, closing gaps and continually maintaining standards throughout a person's career.

The question isn't "Who needs competence?"

The more appropriate question is:

Competence – Who Needs It?

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"Can your organisation demonstrate that every person carrying out a safety-critical role is competent to do so?"

Because in high-hazard industries, competence isn't optional—it's one of the most effective barriers against major accidents.

Who do you believe has the greatest influence on competence in an organisation: senior leaders, line managers, or the individuals themselves?

For a free Competence Need self assessment guide, please request it via email to office@competence-management.consulting

For more information, go to www.competence-management.consulting