

Which organisations need to be most aware?

15th August 2026



COMPETENCE MANAGEMENT
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WHICH ORGANISATIONS NEED TO BE MOST AWARE OF COMPETENCE REQUIREMENTS?

ESPECIALLY IN HIGH-CONSEQUENCE INDUSTRIES

CHEMICAL MANUFACTURING OIL & GAS NUCLEAR PHARMACEUTICALS UTILITIES & POWER CONSTRUCTION

RAIL AVIATION MARITIME HEALTHCARE FOOD MANUFACTURING DATA CENTRES ...AND BEYOND

ASK YOURSELF:
Can your organisation demonstrate that the people carrying out safety-critical and business-critical activities are genuinely competent—not just trained?

COMPETENT PEOPLE. SAFER OPERATIONS. STRONGER PERFORMANCE. SUSTAINABLE SUCCESS.

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Which organisations need to be most aware of competence requirements?

The simple answer is **every organisation**.

The more accurate answer is **those where a lack of competence can have the greatest consequences**.

When competence fails, organisations don't just risk poor performance. They risk:

- Serious injury or loss of life
- Major environmental damage
- Process safety incidents
- Product quality failures
- Regulatory enforcement
- Business interruption
- Reputational damage

This is why sectors such as:

- 🏭 Chemical Manufacturing
- 🛢️ Oil & Gas
- ☢️ Nuclear
- 💊 Pharmaceuticals
- ⚡ Utilities & Power Generation
- 🏗️ Construction
- 🚆 Rail
- ✈️ Aviation
- 🚢 Maritime
- 🏥 Healthcare
- 🍴 Food Manufacturing
- 💻 Data Centres

...place such importance on demonstrating competence rather than simply providing training.

However, competence isn't just a "high hazard" issue.

For further information, go to www.competence-management.consulting or email office@competence-management.consulting

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Every organisation relies on people making decisions, carrying out tasks and exercising judgement. Whether someone is operating a process plant, maintaining machinery, managing a project, approving a permit, designing a product or leading a team, the same principle applies:

The greater the consequence of getting it wrong, the greater the need to assure competence.

Training alone is not evidence of competence.

Competence is the consistent ability to apply the right **knowledge, skills, experience and behaviours** to perform safely and effectively under real workplace conditions.

The organisations that consistently achieve high standards of safety, reliability and operational performance don't leave competence to chance.

They define it.

They assess it.

They maintain it.

They continually improve it.

Ask yourself one question:

Can your organisation demonstrate that the people carrying out safety-critical and business-critical activities are genuinely competent—not just trained?

If the answer isn't an unequivocal **yes**, it may be time to review how competence is managed.

#Competence #CompetenceManagement #ProcessSafety #Leadership #SafetyCulture
#OperationalExcellence #RiskManagement #HighHazardIndustries #WorkforceDevelopment
#HealthAndSafety #Training #Assurance #Engineering #BusinessPerformance