

Does your organisation need a CMS?

18th August 2026



COMPETENCE MANAGEMENT
CONSULTING

DOES YOUR ORGANISATION NEED A COMPETENCE MANAGEMENT SYSTEM?

A simple self-assessment to understand your level of need.

Answer 20 key questions across four important areas to identify your level of risk, complexity and external expectation — and get a clear indication of the level of Competence Management System (CMS) your organisation may need.



1. RISK PROFILE

Consider the potential impact of failure, legislation and safety-critical or business-critical activities.



2. WORKFORCE COMPLEXITY

Assess the complexity of your workforce, roles, skills, contractors and knowledge dependence.



3. REGULATORY & CUSTOMER EXPECTATIONS

Understand external requirements for competence assurance and evidence.



4. OPERATIONAL PERFORMANCE

Review incidents, performance consistency and opportunities to improve.



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To obtain copy of self assessment form, email
office@competence-management.consulting



www.competence-management.consulting

office@competence-management.consulting

Does your organisation actually need a Competence Management System?

Not every organisation needs the same level of formal competence management.

But how do you determine what *your* organisation needs?

A useful starting point is a **Competence Need Self-Assessment** — a structured way of considering the level of risk, complexity and external expectation associated with the work your organisation undertakes.

Our assessment considers four key areas:

◆ Risk Profile

Could an error cause serious injury, environmental harm, significant financial loss or business interruption? Are people undertaking safety-critical or business-critical tasks?

◆ Workforce Complexity

Do you employ multiple technical disciplines, rely on contractors, experience changing roles or depend heavily on experienced individuals whose knowledge may not be formally captured?

◆ Regulatory & Customer Expectations

Do regulators, customers, certification bodies or contracts require you to demonstrate that people are competent?

◆ Operational Performance

Have incidents, near misses, quality failures or inconsistent performance highlighted potential competence issues? Can managers confidently demonstrate who is competent to perform specific tasks?

The assessment uses **20 questions**, scored from 1 to 5, producing an overall score out of 100.

That score provides an indication of organisational need ranging from:

Minimal Need → Basic Need → Structured Need → Essential Need → Business Critical

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



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For organisations operating in higher-risk environments, the question is increasingly not simply:

“Have our people been trained?”

It is:

“Can we demonstrate that the people carrying out critical activities are competent to do so?”

A short self-assessment can provide a valuable indication of whether existing arrangements are proportionate — or whether a more structured **Competence Management System (CMS)** should be considered. For a copy, email office@competence-management.consulting

#CompetenceManagement #Competence #WorkforceCompetence #RiskManagement
#OperationalRisk #SafetyManagement #CompetenceAssurance #TrainingAndDevelopment
#HighHazardIndustry #BusinessPerformance