

Can you demonstrate someone is Competent?

4th September 2026



COMPETENCE MANAGEMENT
CONSULTING

CAN YOU DEMONSTRATE A PERSON IN A SAFETY-CRITICAL ROLE IS COMPETENT?

Competence is more than training. It's the ability to perform the role and safety-critical tasks consistently, safely and to the required standard.

MOVE FROM ASKING "HAVE THEY BEEN TRAINED?" TO ASKING "CAN WE DEMONSTRATE THEY ARE COMPETENT?"

COMPETENCE IS THE REQUIRED **OUTCOME**.

THE EVIDENCE

- 1** **ROLES & TASKS DEFINED**
Safety-critical roles and tasks are clearly identified.
- 2** **HAZARDS & RISKS UNDERSTOOD**
Hazards and risks associated with the tasks are identified and controlled.
- 3** **COMPETENCE STANDARDS ESTABLISHED**
The required standards for performance have been defined.
- 4** **REQUIREMENTS IDENTIFIED**
Knowledge, skills, attitudes, behaviours and experience are identified.
- 5** **TRAINING & DEVELOPMENT PROVIDED**
Learning and development aligned to the requirements.
- 6** **ASSESSED AGAINST CRITERIA**
Individuals are assessed against defined competence criteria.
- 7** **PERFORMANCE EVIDENCED**
Competence demonstrated through workplace performance and evidence.
- 8** **GAPS ADDRESSED**
Any gaps are addressed through further development.
- 9** **COMPETENCE MAINTAINED & REASSESSED**
Competence is maintained, refreshed and reassessed as appropriate.
- 10** **ASSURED**
The competence management process is monitored and assured.

Can You Demonstrate that a person in a Safety-Critical Role Is Competent?

For organisations operating in high-hazard or safety-critical environments, saying that someone is competent is very different from being able to **demonstrate it**.

Training records, qualifications and experience are important—but individually they do not necessarily demonstrate that a person can perform a safety-critical role consistently and to the required standard.

So, if you were asked today:

“What evidence do you have that this person is competent to perform this safety-critical role?”

Could you provide a clear and defensible answer?

Demonstrating competence requires a structured chain of evidence showing that:

- the **role and its safety-critical tasks** have been clearly defined;
- the associated **hazards and risks** are understood;
- the required **competence standards** have been established;
- the necessary **knowledge, skills, attitudes, behaviours and experience** have been identified;
- appropriate **training and development** have been provided;
- the individual has been **assessed against defined criteria**;
- competence has been demonstrated through **workplace performance and objective evidence**;
- any identified gaps have been addressed; and
- competence is **maintained, reassessed and assured** over time.

The question therefore shouldn't simply be:

“Have they been trained?”

It should be:

“Can we demonstrate, with appropriate evidence, that they are competent to perform the safety-critical role we are relying upon them to perform?”

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

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For safety-critical roles, competence shouldn't be an assumption.

It should be defined, developed, demonstrated, evidenced and assured.

#CompetenceManagement #Competence #SafetyCritical #ProcessSafety #RiskManagement
#WorkplaceCompetence #Training #SafetyLeadership