

A Competent Workforce

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Viridor Waste Management

Introduction

- Competence
- Training
- Safety Advisors
- Summary

Viridor Waste Management

- One of UK's leading waste management companies
- Established 1956 – Golden Anniversary!
- Turnover c.£300 million 2006/07
- 1700 employees
- Highly acquisitive
- 27 local authority contracts, >10,000 business clients
- partnership approach
- 25 operational landfill sites UK-wide
- 6.75 million tonnes handled p.a.

Define 'Competent'

- Able
- Skilful
- Properly qualified
- Suitable
- Sufficient

HSE Definition

- *“...acquire the skills, knowledge and attitudes to make them competent in the health and safety aspects of their work...”*

Three key words...

- Skills
 - Knowledge
 - Attitudes
-
- All achieved through training

Training...

- Decide if training is necessary
- Identify training needs
- Identify training objectives and methods
- Deliver training
- Evaluate effectiveness
- *Feedback loop*

Decide if training is necessary

- Training is not a substitute for proper risk control
- Can be used temporarily
- Key is to understand job requirements and individual abilities

Identify training needs

- Accident, ill-health and incident records
- Gather information about how work is done
- Observe and question – ‘what and why?’
- Consult risk assessments

- Organisational need
- Job need
 - Management
 - Non-management
- Individual need

Identify objectives and methods

- Job analysis & risk assessment
- Class room
- Self learning
- Formal courses
- Toolbox talks
- On the job – beware

Deliver Training

- Internally
- Externally
- Consultants and training companies

Evaluation and Feedback

- Led to the desired improvement?
- Needs met?
- Cost/resource well spent?
- Target future training

Advertisement Feature!

- ESA Training Standards Working Group
- WISH document to be published shortly
- Help SME's and larger organisations

H&S Advisors

- Status & competence
- Formulate & develop policies
- Promote positive H&S culture
- Planning & setting objectives & goals
- Implementation & monitoring
- Review performance

They need to:

- Be properly trained & qualified
- Maintain good information systems
- Interpret law & legislation
- Involved in the establishment of arrangements, systems and control standards
- Accident/incident reporting

- Accident/incident investigation
- Present advise independently & effectively
- Relationships internally & externally

Trade Unions

- T & G
- GMB
- Amicus
- Unison etc
- Use them – inside the tent.....

Summary

- Competence means skills, knowledge and attitude
- Engage the workforce
- Record all training
- Use resources wisely
- *‘Good safety equals good business’*

- Thank you!