

ACHIEVING SUSTAINABLE CHANGE IN SAFETY PERFORMANCE

“Leaders are accountable and accept responsibility for their own safety and skills, and that of their colleagues, by participating and engaging in HSE improvement processes.”



No company wants their employees hurt at work. Generally, companies are committed to safe working practises and the reduction of critical incidents and lost-time injury rate. Companies would like to improve their employee safety record, as well as change the safety culture within their organisation.

The key challenge, however, is to develop the competence of the employees to use safety systems effectively, while at the same time improving productivity outcomes.

At Competency Based Solutions (CBS), we understand this challenge. We can work in partnership with your company to deliver tailor-made interventions that not only enhance existing processes and develop skills at every level of the organisation, but ensure increased efficiency and productivity.

We also recognise that it's not an easy matter to change the safety culture of an organisation. Managers must not only incorporate safety processes into their everyday jobs, as well as develop critical safety leadership skills, but also learn to consider safety as important as other critical tasks.

Employees must be equipped with a broadened skill set, and a strong awareness of the actions they must take in order to build safety into their daily work practises, making safety a topic that all employees talk about.

We work with your leaders to create a culture where:

- * Employees look out for each other.
- * Employees believe HSE will keep them safe.
- * Employees talk to each other regarding safety concerns, and acknowledge good HSE practice.
- * Effective use of HSE planning tools delivers safe and reliable production outcomes.
- * HSE is fully integrated into the company's operations.
- * HSE will assure high-quality and on-schedule outcomes, including increased production.
- * Contractors and other third-parties 'see and feel' HSE expectations, and consciously align their work practices to those standards.

Your workplace is a dynamic environment with a regular influx of new employees and a constant turnover of multiple contractors working in remote and sometimes challenging locations.

The team at CBS will assist your people to develop the belief, attitude and skills to look out for themselves, their workmates, and those working around them to ensure a safe and efficient working environment.

ABOUT US

OUR APPROACH

At Competency Based Solutions we work at all levels of your organisation (executive, managers, and operations), to make your business safer and more competitive.

Our service delivery model is flexible and adaptive, and we engage in long-term partnerships in order to understand your operations, your people, your challenges, and your needs.

This application of high-level skills, combined with our personal approach, allow us to identify issues and develop solutions that reflect the environment in which you operate.

Our core competence is organisational development and planning, behavioural change and safety, and, more specifically, leadership development and cultural change.

OUR METHODOLOGY

We assist your company to achieve real and sustainable change using tailored solutions and methodology by developing leadership and competence in structured workplace activities.

We tailor our design, delivery and measurement to your company's unique challenges and needs, and this combination of tailored solutions within a long-term partnership ensures you achieve your strategic and business goals.

Our clients directly link our interventions to marked improvements in performance and significant and measurable gains in productivity.

ABOUT COMPETENCY BASED SOLUTIONS

Competency Based Solutions is an Australian owned international consulting group of advisors working in partnership with organisations undertaking operations and projects across Australia, Asia, Africa, the Middle East, Europe and North America.

Our extensive experience working with organisations in industrial settings such as oil and gas, mining, marine and construction, have seen us address the challenges of achieving sustainable change in the key areas of safety, while at the same time maintaining and improving performance.

Our unique approach includes:

- * Broad cultural change that integrates safety systems with all other business systems to achieve safe and productive workplaces.
- * The delivery of operational change through integrating competence development with structured workplace activities, ensuring that learning is applied to address real operational and business challenges.

Our consultants work in major hazard industries, and deliver our tailored solutions in industrial settings that are often harsh, hazardous, and culturally diverse. We have a sound knowledge of the safety issues facing major hazardous industries, and we successfully engage your employees from CEOs down to frontline operators.

