

## WORK READY AND WORK SAFE

“Develop the mindset of your newest recruits and contractors to understand and value your company vision for HSE, and develop their skills to use the HSE tools that drive operational efficiency and integrity to deliver your business goals.”



Despite the recent economic downturn, the resources market continues to grow at an impressive rate, leading to an ongoing influx of new recruits into the industry.

Inevitably, when new recruits enter any workforce, they have a limited knowledge of the history, culture, or expectations of their new organisation.

While this might not matter in most instances, it is imperative in the resources industry that new recruits are fully conversant with all issues that might affect their ability to do their job, particularly in the areas of occupational health and safety.

Most new workers in the industry are recruited through employment agencies, with little or no assessment of their knowledge in the areas of health, safety, and the environment.

Add to this a transient population, the retirement of the so-called “baby boomers”, and the fact that the industry is venturing into more challenging geographical areas.

As a result, very real concerns have been raised that the constant influx of untrained people into the workforce will inevitably result in a major catastrophe.

We at Competency Based Solutions recognise the challenges facing the resources industry in maximising the potential of new workers, and ensuring that they develop an understanding of the importance of working and behaving safely.

Following an initial assessment, we assist new recruits to develop an understanding of their employer’s vision and values, and the scope of their operations.

We ensure recruits are fully aware of their roles and responsibilities within the organisation, the culture of their new workplace, a knowledge of safety systems and how and when to use them, and how to stop work when it is unsafe to continue.

Our approach at Competency Based Solutions is to work in partnership with you, our client, providing individually-tailored solutions of the highest standard, that not only assist in developing and maintaining a safety culture, but also drive your organisation’s efficiency and integrity, supporting you to achieve your operational and business goals.

To ensure new recruits are absorbed into your company’s safety-conscious culture, we will assist them to develop:

- \* An understanding of the importance of working and behaving safely.
- \* The skills and competence in the effective use of HSE tools, leading to a high standard of work performance.
- \* Knowledge of the appropriate HSE tools, and their application in any given situation.
- \* Motivation to believe in your company’s work-safety philosophy.
- \* Confidence to contribute to on-site safety culture.

## 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.



Tailored Design, Delivery &  
Measurement of Business Solutions

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