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# Ensuring competence in the quarry industry

Helen Turner

HM Inspector of Health and  
Safety

# What is competence?

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- “The ability to apply knowledge, understanding, practical and thinking skills to achieve effective performance...”
  - NVQ definition
- “Sufficient training, experience, knowledge and other qualities to enable him properly to undertake the duties assigned to him...”
  - Quarries Regulations 1999

# What is competence?

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“The ability to perform activities within an occupation or function in such a manner as to engender the confidence of the individual, the employer, the end user and the community at large”

(Engineering Council)

# Why should we care?

It's all about staying in  
business



# Why should we care?

- public understanding

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# Why should we care?

- company credentials

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# Why should we care?

- the industry of the future



**ROCKWATCH**

# Why should we care?

- employees

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# Why should we care?

## - The Aberfan disaster, 1966

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Photo: I C Rapoport

## The Aberfan disaster

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“... the Aberfan Disaster is a terrifying tale of bungling ineptitude by many men charged with tasks for which they were totally unfitted, of failure to heed clear warnings, and of total lack of direction from above. Not villains but decent men, led astray by foolishness or by ignorance or by both in combination, are responsible for what happened at Aberfan.”

# What is competence?

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# Who cares about competence?

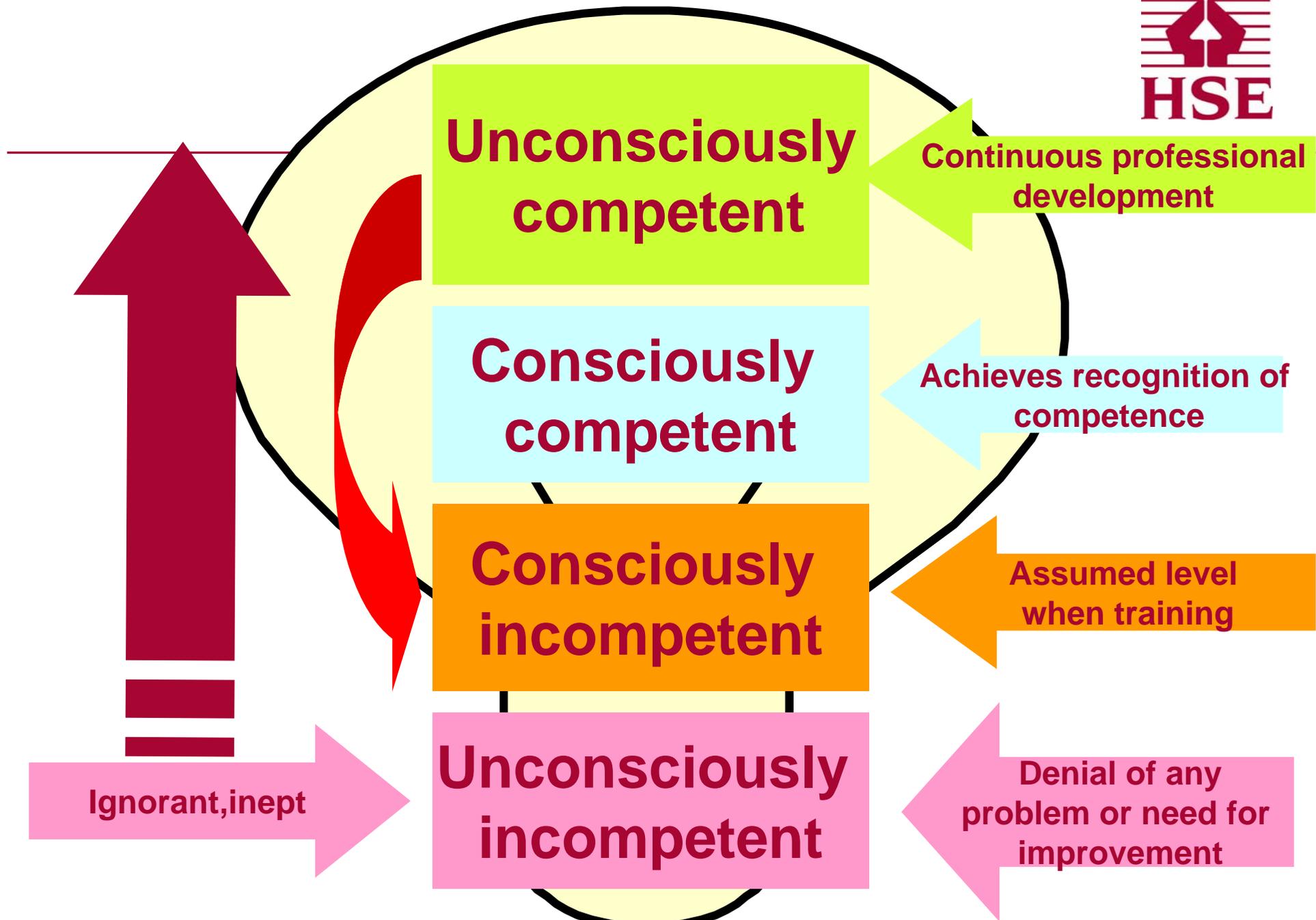
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- Employees
- Trades Unions
- Employers
- Customers
- Education and training providers
- Consultants
- Professional institutions
- The public
- Other enforcers
- Other agencies
- Government
- Etc...

# Why should regulators care?

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- Underpins goal setting legislation
- Underlying cause of failure to manage risk
- Potential for huge H&S gains (long term)
- Other stakeholders will help to deliver it - synergy
- Highly technical industries
- Limited inspection resource



**Unconsciously competent**

**Continuous professional development**

**Consciously competent**

**Achieves recognition of competence**

**Consciously incompetent**

**Assumed level when training**

**Unconsciously incompetent**

**Denial of any problem or need for improvement**

**Ignorant, inept**

## Competence in context

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- National Occupational Standards describe competences required – written by industry, for industry
- Underpinning knowledge provision – framework of education and training opportunities
- Assessment of competence in practice, against NOSs
- Additional skills acquired and developed on the job

# Competent people for the future

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- Resources for primary and secondary school curriculum
- Working with and through further and higher education providers
- Site visits and work experience (not just children)
- Industry and professional bodies working together



# Professional institutions

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- Sources of expertise and knowledge
- Professional membership requirements
- Continuing professional development schemes
- Opportunities for networking

# Competence matters

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... to everyone who has ever thought seriously about effective and efficient business management, in their own or someone else's company; or who has considered their own career prospects.

# A thought

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He who knows not, and knows not that he knows not, is a fool - shun him.

He who knows not, and knows that he knows not, is ignorant - teach him.

He who knows, and knows not that he knows, is asleep – wake him.

But he who knows, and knows that he knows, is a wise man - follow him.

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# Thank you

Any questions?