

## BEST PRACTICE

LOCATION: Company-wide      ARTICLE YEAR: 2012  
ACTIVITY: Competence Assurance      COMPANY: Breedon Aggregates (scotland) Ltd  
SUB ACTIVITY: N/A      COMPANY LOCATION: Company wide  
BEST PRACTICE No: BP842      COMPANY TEL: 07919 221465  
COUNTRY OF ORIGIN: United Kingdom

### TITLE

**SCQF accredited certificate of competency in**

### ARTICLE

#### Description

Breedon Aggregates (Scotland) wanted to create an externally accredited training course that demonstrated competency to the National Occupational Standards that satisfied both the company requirements of Regulation 9 of the Quarries Regulations and the MPA 'Safer by Competence' policy. The company looked at each job role and a training unit was developed using this information. Common factors were removed from all the roles and a general operations training unit was also created.

Company representatives met with the Scottish Credit & Qualification Framework (SCQF) personnel and the Scottish Qualifications Authority (SQA). They worked with their system of levels and credit scoring to achieve the goals which both the company and the MPA had laid down. The scheme is now accredited by the SCQF at all the levels required by the MPA 'Safer by Competence' policy. The SQA monitor both the training and the assessment process and it also provides external verification of the scheme.

The complete training course consists of 17 units. All operatives are required to complete the general unit before moving onto the unit which is directly related to their job role. This step approach ensures that the operatives have a firm and shared understanding of the safety, environmental and health issues that may occur within the business.

The units are based on tool box talks and short courses. The operatives put this information into practice before they are assessed. The assessment process involves three visits over several months. These are a critical part of the scheme. Training/assessment material is reviewed constantly as changes to legislation occur and new equipment becomes available.

#### Benefits

- Demonstrates a fully competent and safer workforce
- Complies with Regulation 9 of the Quarries Regulations and MPA's 'Safer by Competence' policy
- Improves employees understanding of the business and the level of workmanship

### ARTICLE IMAGES

