

ULTRA ACCESS

Competency within the British Scaffolding Industry

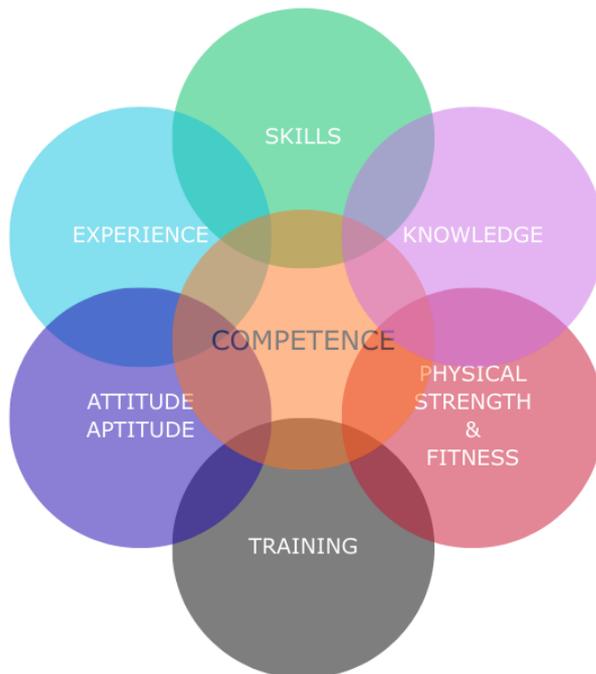
How to decide how one is competent at their job...

How to decide that you have the right person for the job, and what their competency is at said job can be a risky thing, especially in the safety-critical world of scaffolding.

How the HSE (the **H**ealth and **S**afety **E**xecutive) defines the word "competence" is:
"The combination of training, skills, experience and knowledge that a person has and their ability to apply them to perform a task safely."

However, other factors, such as attitude and physical ability, may also affect someone's competence.

Using the attached Venn Diagram, we would explain it like this:



Competence (or having competent operatives and/or staff) is critical to the success of a project or a business. Being a competent scaffolder is also incredibly important, as one's wages and their reputation is based on how competent they are at the job.

So... how does one measure competence?

There are several ways, one being training, to a recognised standard, like **CISRS** training for scaffolders, or maybe something like requiring a skills test for all new operatives, or asking for previous employer references - with 2 being the usual number-of, and visually assessing one's physical state, although this could be seen as discrimination, so be aware.

DUTY OF CARE obligations require that various steps are taken, when assessing a scaffolders competence, before any works are carried out.

Scaffolding **CISRS** cards display a certain level of training - with both experience and physical strength required to sit / pass said courses, however knowledge isn't always guaranteed, due to limitations in the training process and as much as the CISRS cards are an industry imperative for many Principal Contractors, they also doesn't show either attitude or aptitude.

So, to cover all your bases (as it was) - **ULTRA ACCESS** would highly recommend a mixture of valid and in date CISRS cards, (although not a legal requirement) and 2-3 other measures, like a quick Skills / Knowledge Test and References, with a brief chat to each and every new operative to assess attitude.

With the risks involved when carrying out scaffolding works, it pays to be thorough and if-even a bit "OCD" when selecting the right scaffolders, for the right project, or employment in general.

ULTRA ACCESS
Scaffold Technical Support

www.ultra-access.co.uk
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