

Workforce Involvement Group

SI 971 TRAINING FORUM UPDATE

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&

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HISTORY

During 2009, attendees at two WIG events held at Thainstone and Norwich were asked how we could find ways to assist safety reps in their role.



Five issues were identified, with training being by far the largest.

Also..

Whilst conducting the SI 971 Inspection Programme during October/December 2010, the HSE established the following.....

SI 971 Inspection Programme findings

- **Safety reps regularly commented that they felt inadequately trained to participate fully.**
- **Examples of SR's not getting involved in investigations or only in a limited capacity.**
- **No example of SR's carrying out own investigations.**
- **SR inspections varied - a few carried out their own, most were as part of the DH regime.**
- **Joint working can be positive, but equally independence can provide an alternative channel for problems to be raised.**
- **Instances of very little proactive work by SR's.**

Action taken on issues identified

The many issues regarding training that were brought to WIG'S attention, were then broken down into eight actions. These actions were then designated to be addressed by the WIG Training Forum.



Action taken on issues identified

- 1. Basic course (5 day) does not cover all requirements.**
- 2. Companies need to recognise why we required the correct training.**
- 3. A standard of training that everyone will receive – a set package.**
- 4. Quality not quantity - Is it adequate? Could it be better? - Yes it could be better. How can it be improved?**
- 5. More training on Accident Investigation, Incident Investigation. Presentation and Communication Skills (Peers and Management), COSHH, Interview Skills. Hazard identification. Advanced RA Training.**
- 6. Not obviously adequate due to persons not knowing what is available.**
- 7. We should get more input to what courses are available and what information is available.**
- 8. Who receives it? Safety Reps, Safety Officer, OIM and Supervisors?**

Action taken on issues identified

Discussions were held with the Training Providers and OPITO.



A Matrix of 4 Identifiable Further Training Needs was developed - recognising existing training.

PROPOSED FURTHER TRAINING for SAFETY REPRESENTATIVES



Recommended Further Training	Justification	Duration	Providers
Principles of Risk Assessment	Basics are covered in the SI971 Course but it is recognised that further enhanced training is required by SR's.		OPITO approved
Combined Training:- Root Cause Analysis Accident Investigation Incident Investigation	Requirement has been identified in order to ensure SR's are fully conversant with the principles when engaged in investigations.		OPITO approved
Major Hazard Awareness	In order to increase understanding of MHA and its impact on the Revised Safety Case		OPITO approved
Development of Safety Auditing/Inspecting Skills	In order to improve and develop on the SI971 Basic Training Standard additional training may be required.		OPITO approved

Mandatory or not?

Reg 27

105 As a follow-up, consideration should also be given to developmental training needs covering (for example) new legislation, changing technologies or differing working practices. There may also be a need to consider appropriate top-up training from time to time, either to reinforce existing skills or when safety representative duties are resumed after a break of several months.

Progress

The Matrix has been presented to and accepted by the OIAC.



Presented to 2 further WIG events and met with wide approval.

Where are we?



Present the training matrix to SCLT for acceptance.



Once accepted, an OPITO standards work group shall be set up.



Job Done.