

# Liquids Pipeline SMS Workshop



## Competence, Awareness & Training

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**When an organization invests in training, it builds trust and confidence within its workforce that Leadership values the safety of its employees, contractors, and the public.**

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## Expectations

- **Assure**
  - Employees whose responsibilities fall within the PSMS scope have appropriate level of competence in terms of education, knowledge and experience.
  - Contractors have the needed competence
- **Define the need for and provide training including:**
  - Refresher training
  - Raising awareness
- **Maintain records**
- **Provide training and updates for:**
  - Applicable elements of the PSMS that affect their jobs
  - Newly emerging or changing risks, problems in execution of the PSMS, and opportunities to improve processes and procedures
  - Potential consequences of failure to follow processes or procedures

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## Objective – Employees

1. Define competencies
2. Identify gaps in qualifications
3. Create a plan to address the gaps
4. Refresh skill sets

## Objective – Contractors

Assure that contractors used to support the PSMS are competent

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## Let's Discuss

- What is included when we talk about “competence”?
- What method do you use to identify and document competencies for different jobs?
- How do you achieve the appropriate levels of competence?
- How do you measure success? Identify gaps? Continually improve?
- How do you assure contractor competence?