

COMPETENCY

ARE YOU PREPARED?

AB BILL 30

SAFETY BULLETIN

ISSUE# 21-2018

**JUNE 1, 2018 - EMPLOYERS, SUPERVISORS AND WORKERS ARE TO BE
COMPLIANT WITH THE NEW ALBERTA OHS ACT**

BACKGROUND

The new Alberta Bill 30 Act:

- Introduces competency obligations for supervisors, service providers, and employers
 - Supervisors are to be competent to supervise
 - Workers are to be competent to provide services
 - Employers are to provide competent supervisors and workers who are familiar with provincial OHS legislation requirements; this may apply to self-employed persons or service providers if they are in a supervisory position
- Competency is intrinsically tied to the practice of due diligence. Supervisors, service providers and employers are now legally responsible for worker and work site competency

WHAT EMPLOYERS SHOULD KNOW

- Competency Management Systems (CMS) can help create a plan to manage workforce competence
- A CMS is a system that identifies, assesses and develops the critical competencies associated with specific workplace roles. These specific workplace roles present significant organizational risk as they rely on these critical worker competencies during normal process operations, process upsets, planned and unplanned maintenance and during emergencies
- Competencies are the measurable and observable knowledge, skills, experience and behaviours that you need to have to perform your assigned job tasks
- Competencies apply to both workers and leaders within an organization
- The use of a CMS can demonstrate employers due diligence efforts to attaining a level of workforce competence in line with legislative expectations
- Some of the key benefits of an effective CMS include:
 - Enhanced safety, efficiency and effectiveness of operations
 - Reduced potential for human error
 - Clarified roles, responsibilities and priority functions
 - Improved assurance that employees have been properly selected, trained, developed, and retained
 - Improved channels of communication with personnel
 - Reduce turnover of personnel

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- It is important to note that qualifications and designations are issued to individuals to indicate a level of competency gauged by set standards. The competency of an individual in a should be based on the assessed competencies relevant to their role
- All workers working within the CMS should be monitored periodically, including management, supervisors and service providers
- Further risk mitigation activities can include cumulative competency of workers involved in projects
- Critical competencies include demonstrated ability relating to:
 - Equipment function, limitations, maintenance and controls
 - Making decisions—foresight, risk mitigation, discretion and knowing when to seek guidance
 - Managing expectations of the manufacturer/designer, regulator and/or employer
 - Literacy

WHAT WORKERS SHOULD KNOW

- Workers should be suitably trained, have sufficient experience and adequately qualified
- Workers should understand cumulative competence
- Workers are empowered by their employer, supervisor and provincial OHS to refuse unsafe work
- Workers must be deemed competent to the specific work they are expected to undertake

RESOURCES

- [Energy Safety Canada - Competency Management Systems Guideline](#)
- [CAPP Guideline for Competency](#)
- [Safety Management & Regulatory Awareness for Wellsite Supervision](#)
- [Supervisor Leadership for Health and Safety in the Workplace](#)
- [Seismic Field Operations Supervisor \(SFOS\)](#)
- [CAODC Service Rig Competency Assessors](#)
- [Chainsaw Faller Competency Program](#)