

Competence Management System Review

Testing the strength of your competence management system



The Competence Management System Review is a member benefit of the Science Industry Partnership

It is the starting point for the identification and quantification of the strength of your competence management system

Using a targeted assessment process, our consultants work with your Senior Management Team to benchmark your current Competence Management System, policies and procedures to identify any gaps or areas for improvement



About the Competence Management System Review

The process follows the principles outlined within the Cogent Skills Guidelines for Competence Management Systems, and the assessment criteria for Competence Management Systems as described within the Health and Safety Executive's Operational Delivery Guide and Medicines and Healthcare Products Regulatory Agency (MHRA).

During the System Review, we will record the responses of your senior management team against a series of targeted statements covering the following elements within a Competence Management System:

- Demonstrating leadership and commitment
- Identifying business critical activities
- Setting procedures and standards
- Assessing and maintaining individuals' knowledge
- Taking action to improve competence
- Commitment to continuous improvement

Scores and notes will be recorded against each element to reflect the consensus achieved by your senior management team. The results for each element will be analysed and discussed at the end of the review and summarised within a confidential report.

The Output

Following on from the competence management system review your Science Industry Partnership consultant will issue a report summarising the results, key findings, recommendations and proposing additional services to support the achievement of the recommended actions.



"Following our Competence Management System Review we have a much greater appreciation of good practice in competence management. We also have a better understanding of the current status of our existing system. We've now identified areas where we can improve things and our site team is committed to putting in place a clear action plan. With Cogent Skills' support we've now got a CMS development plan and are clear on the resources we need to put in place to ensure a fully robust system." **Site Director, Chemicals Manufacturing Plant.**





Next Steps

The Review provides you with a baseline to create a targeted and positive plan for the assessment and development of your workforce.

It can be the start of a competency-based training plan which results in a training and development solution that meets all of your company's needs.

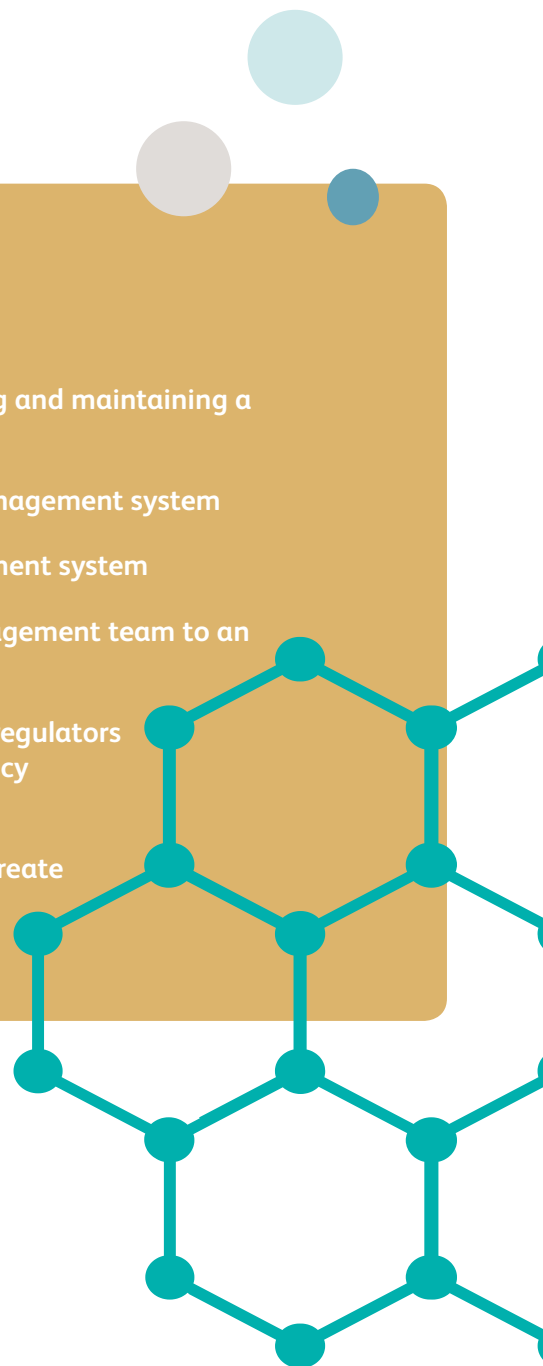
Membership Days Used

This intervention will require the allocation of 2 SIP Membership Days.

Benefits

After the CMS Review you will have:

- An appreciation of the principles of good practice for developing and maintaining a competence management system
- An understanding of the current status of your competence management system
- Identified areas for improvement to your competence management system
- The opportunity to secure the commitment of your senior management team to an outline improvement plan
- A competency-based approach means you can demonstrate to regulators and stakeholders that you have the infrastructure for Competency Management
- The employer and employees benefit from this approach, as it create a strong and positive basis for organisational and professional development



Contact us:

For a discussion about SIP membership please contact the SIP Membership help desk.

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