



Competent to
Operate

WorkSafe Training and Supervision Workshop 2018

- Overview
- Key Roles
- Plant
- Grading
- Assessments
- SkillsView
- Numbers/Progress
- Outcomes

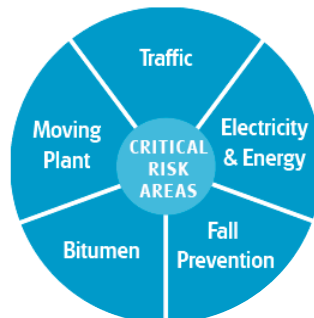


The Competent to Operate (CTO) programme

- Fulton Hogan's In-house Verification of Competency (VOC) for mobile plant
- 18 plant types identified
- Occurs by way of a field-based assessment
- Carried out by an approved CTO Assessor
- National standard, relevant to all employees who operate mobile plant

Competent to Operate = Licence + Endorsement + Competent Assessment
If you turn the key you must be assessed!

Under the Health & Safety at Work Act 2015, a PCBU must ensure, so far as reasonably practicable, the **safe use, handling** and storage **of plant**, structures and substances.



Roll the clock back....The History of CTO in Fulton Hogan

2012: Incident with Rob Holland in Gisborne followed by MBIE improvement notice to assess all operators

2013: National Project from May 2013 – steering group formed plus form development and process determined

- June - National Competency Programme approved by Executive
- July - NZ Assessor structure and assessors identified
- August – Assessor's trained & Programme Piloted in Alexandra
- Sept - Rollout to Southern Zone
- November - Rollout to Central & Northern Zones

2014: Assessments continue, improvements, plant added

2015: Second wave of assessors trained, moving into upskilling, plant added

2016: Upskilling continues, refresher assessments commence, moving into maintenance phase, assessments reviewed and adjustments/improvements made

2017: Additional plant added

Assessors

- Full-Time Assessors: North Island (Brian Soar), South Island (Ray Patrick)
- Supported by 60 plus Regional Part-Time Assessors
- Supported by regional verifiers (SMEs) where working outside of scope

South Island Full Time
Assessor

North Island Full Time
Assessor

Regional Part Time Assessors

Verifiers

Plant (Scope)

18 Plant Type	
Roller	Crane
Grader	Chip Spreader
Loader	Skid Steer Loader (Bobcat)
Tractor	Articulated Dump Truck
Excavator	Rigid Dump Truck
Paver	Bitumen/Emulsion Sprayer
Mill	Bitumen/Emulsion Tanker/Trailer
Truck (Class 2 or 4)	Truck and Trailer
Bulldozer	Ride-on Mower




Assessment Grades

Grade	Meaning of Grade	Supervision Requirements
0 – Needs Assessment	<u>New staff</u> : Must only operate plant under active supervision until competency assessment has been completed. <u>Current staff</u> : Operate as usual, supervision applied as manager deems suitable	Active Supervision: The supervisor is alongside the operator, is not undertaking another task, and is in direct eye contact with the operator.
1 – Needs Training	Must only operate plant under active supervision until trained and reassessed as competent	Active Supervision: The supervisor is alongside the operator, is not undertaking another task, and is in direct eye contact with the operator.
2 – Able to Operate Under Supervision	Must only operate plant under supervision until trained and reassessed as competent	The supervisor must be on site, and able to see the operator.
3 – Competent	Employee is competent to a basic, safe minimum standard and may operate plant unsupervised.	Managers and Foremen <u>must</u> read the attached notes to check for any activities which may still require supervision or assessment e.g. “Not Yet Competent in loading and unloading plant”*
4 – Able to Train Others	May operate plant unsupervised and is able to train others in the functions of this type of plant. Typically a skilled operator with good communication skills.	Managers and Foremen should still check notes for any areas not assessed or competent in.

Assessment Process

Spark NZ 9:45 AM 41%
Done Stewart Connolly

 **Fulton Hogan**

Competency Details

Assessment

Technical Knowled...

Evaluation

Sign off

Task: Operate Excavator

Make*

Model (< or > 5T?)*

Operator*

Operator Experience*

Region*

Department*

Assessment Date* No Date Selected

Assessment Type* [Assess1](#) [Reassess](#) [Refresh](#)

Location*

Assessor*

Verifier

Licence Required & Sighted* 1

Endorsement Required & Sighted * T

Training Records Submitted [Yes](#) [No](#)



Assessment

Rating

1 = Needs Training; 2 = Able to work under supervision; 3 = Competent; 4 = Able to train others

Appropriate PPE

Skill rating 3 (0 - 4)
Comments The appropriate ppe was warn for the assessment

Pre-start Check

Skill rating 3 (0 - 4)
Training Needs
Comments Appropriate pre start was carried out for the assessment

Identifies Hazards on Site

Identifies Hazards on Site and manages those hazards when operating a Loader

Skill rating 3 (0 - 4)
Training Needs
Comments is able to identify hazards within the work place

Getting On and Off Safely

Skill rating 3 (0 - 4)
Training Needs
Comments Three points of contact used to enter and exit the machine

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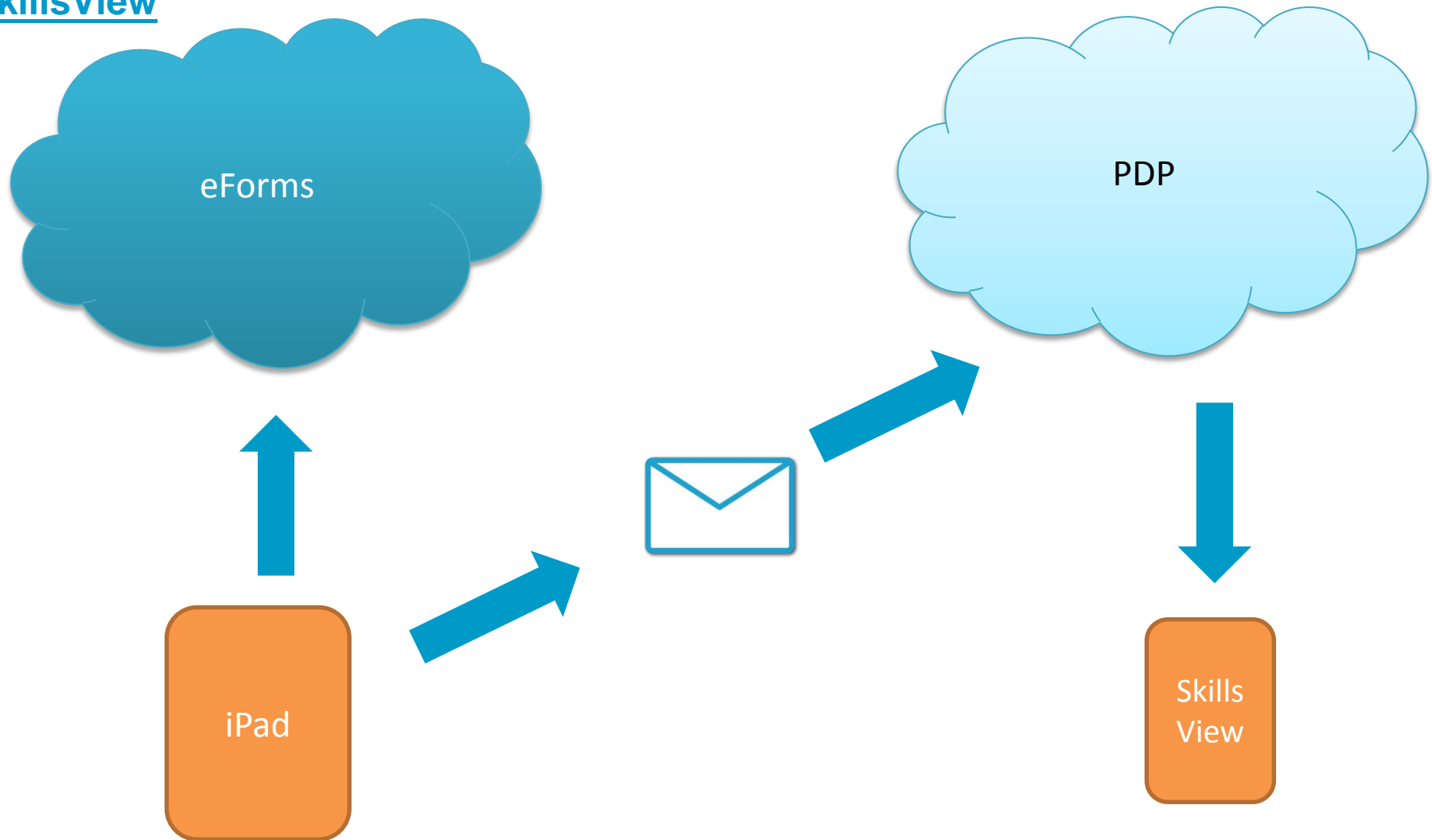
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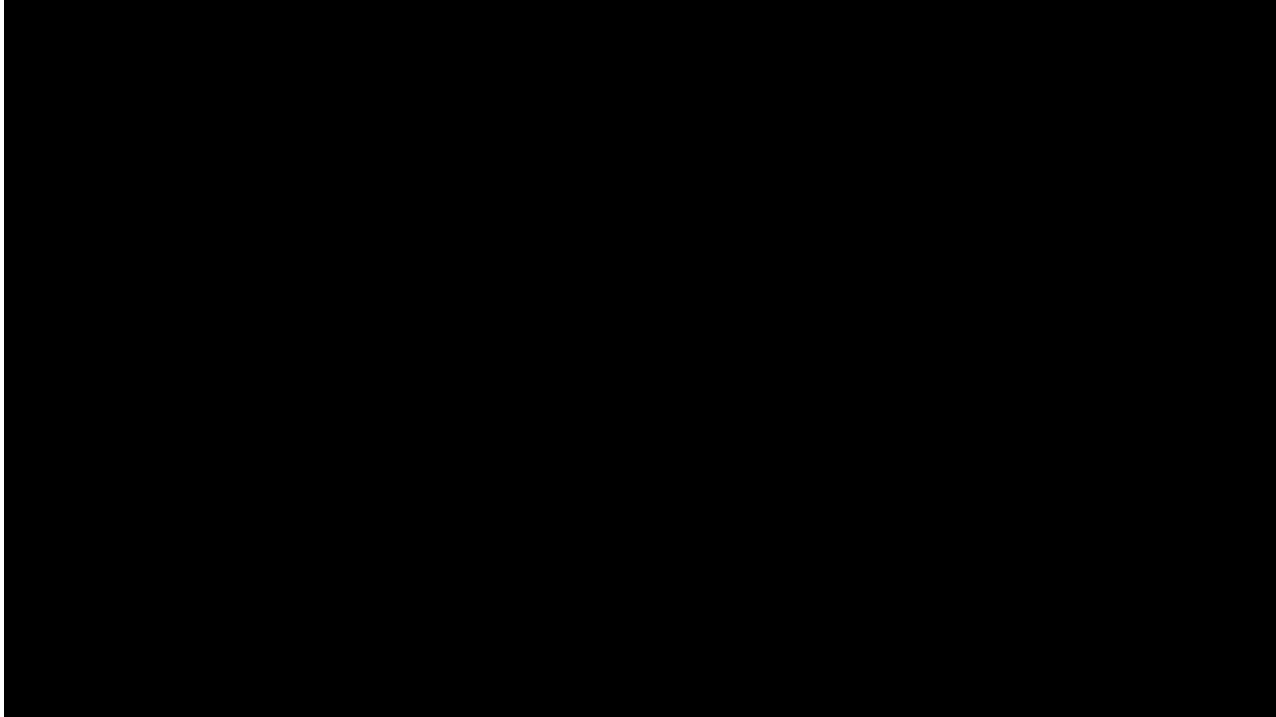
Operator Controls, Basic Movement & Bucket Operation

Skill rating 3 (0 - 4)
Training Needs
Comments The operation of this machine is not a problem

SkillsView



SkillsView



As of February 2018

- Over **17900** assessments completed since CTO began (August 2013), of which;
 - **9483** attributed to 'current/active' employees
 - **94% (8951)** of all assessments completed have achieved competency (Grade 3&4)
 - **6% (532)** of all assessments completed require some level of training and reassessment (not-yet-competent, Grade 1&2)
 - Grade 0: Needs Assessment account for **4% (436)** of all grades (0-4)
-

As of February 2018

- Assessment Count - Plant Type
 - Loader - **3637** assessments
 - Roller - **3166** assessments
 - Excavator - **3060** assessments

- Assessment Count - Region
 - Canterbury - **4256** assessments
 - Auckland - **2347** assessments
 - Sakai - **1754** assessments

- Operator Count
 - Loader - **1859** operators
 - Roller - **1561** operators
 - Excavator - **1471** operators



Benefits of CTO

- Contributes to improved mobile plant related safety performance, through ensuring sub-standard operators are identified and supervised
- Identifies **highly** capable operators
- Supports incident investigation
- Develops goal-orientated training initiatives
- Provides a framework for constructive feedback and recognises employee ability
- Sets clear performance expectations for employees
- Lends to greater employee engagement

