

Cogent skills

for science industries

COMPETENCE AND COMPLIANCE MANAGEMENT CONSULTANTS

Delivering solutions for high hazard industries

Cogent Skills is the owner of the published Competency Management System guidelines and custodian of the Process Safety Management industry training standards – which are recognised by the UK's Health and Safety Executive's COMAH / Seveso III authority.



WHY IMPROVE YOUR SYSTEMS?

Managing your compliance requirements may be time consuming, stressful or even a step into the unsure or unknown? You can be fully confident that our consultants will help you develop the evidence for your systems, processes and the competence of your employees to be compliant - to help keep your license to operate.

Our consultants will examine, review and improve your systems - helping you to strengthen your approach to:

- Comply with COMAH / Seveso III regulatory requirements
- Deliver to ISO quality standards
- Improve your competitive advantage and corporate reputation
- Maintain your environmental license – reducing the risk of a Major Accident To The Environment (MATTE)
- Prepare evidence for a regulator inspection
- Reduce the risk of accidental shutdowns / business loss
- Reduce the risk of human error incidents and accidents
- Keep your 'License to Operate'



Comply with regulator requirements



Save time and budget



Implement Best Practice



Sleep well tonight

Regulatory Need

Major hazard organisations require competent staff who have the necessary skills, knowledge and experience to undertake critical tasks in such a way as to prevent a major accident or minimise the consequences to people and the environment should one occur.

COMAH Competent Authority, Inspection of Competence Management Systems at COMAH Establishments (Operational Delivery Guide)



Regulators have identified **Human Factors and Competence Management** as suboptimal and are investigating compliance.

A MESSAGE FROM OUR CEO

Thank you for considering Cogent Skills, to develop and deliver your competence and compliance management improvements.

Since 2008, we have had the honour of being the UK's strategic skills body and voice of the science industry.

By contracting us to deliver the consultancy solutions listed in this brochure, your business leaders (wherever in the world you are located) will be working with an expert panel vetted, highly experienced industry consultants.

Your project will be delivered via a platform best suited to your requirements, with the assurance that all deliverables are based upon high hazard safety standards guidelines - owned by Cogent Skills and developed in consultation with major accident hazard industry body working groups, which include sector employer leaders, regulatory authorities, trade unions and trade associations.



Our purpose is to:

- Raise skills levels.
- Develop training standards
- Produce best practice skills guidelines
- Deliver training and consultancy services aligned to standards recognised by competent authorities

If you have any comments about your future wants or needs relating to how we can provide new industry or regulatory / directives driven skills, guidance, or training standards, I would love to hear from you.

I look forward to learning about how our consultancy team have helped you.

Be kind and stay safe

A handwritten signature in black ink, appearing to read 'Justine Fosh'.

Justine Fosh
Chief Executive Officer
justine.fosh@cogentskills.com

WHY WORK WITH US?

Cogent Skills is a not-for-profit organisation, with charitable status. As an independent strategic skills body, our consultancy solutions includes industry guidance and training standards, which have been collaboratively developed with regulators and science industry employers.

By working with us to develop and deliver your competence and compliance management systems, you will receive services underpinned by cross-industry guidance and standards

Our Strengths

- Extensive experience within High Hazard industries. Since 2010, we have delivered services to
 - over 20,000 employees
 - across 300+ businesses
- We facilitate the industry-led PSM Competence Programme Board
- Publisher and owner of Competency Management Systems Best Practice Guidelines (2012)
- Custodian of HSE recognised Process Safety Management Standards
- Multi-sector, regulatory compliance and competency specialist consultants, each with between 30 to 45+ years' industry experience
- Extensive understanding of Process Safety Management – to improve safety, compliance and business efficiencies
- The Leading Voice of Science Industry Skills
- Worldwide delivery capacities (face to face or remote) within Major Accident Hazards safety-critical industries - including Life and Industrial Sciences, Utilities and Nuclear

“We engaged Cogent at the start of our Human Factors journey as our competent consultant. Their approach was very well received by all levels, with great feedback - really got the message across on what was an unfamiliar concept to much of our team. Cogent understood our needs very quickly and offered exactly the right approach - that still continues to deliver success. ”

Head of Safety, Pharmaceutical Manufacturer

FRAMEWORK SERVICES

Our industry specialists work with your Senior Management, Technical Authority or Learning and Development Leads to: **Audit | Develop | Update | Implement** the following subjects

Competence Management Review and Systems Development

Improving individual and organisational performance within high hazard industries

Human Factors Management Review and Systems Development

Minimizing the risk of human error within high hazard industries

Process Safety Management Review and Systems Development

Improving safety and compliance procedures within major accident hazard industries

Operational Performance

Tools and technique solutions to improve workforce competency and performance

- Bespoke Courses. A training programme specifically tailored to meet your specific business need or industry.
- Change Management. A training, support and coaching programme to manage workplace wellbeing, business and culture changes.
- OECD Benchmarking. A Corporate Governance survey for your Process Safety Management. To establish a benchmark for the awareness and understanding

Performance Development Workshops.

Short, specific skills sessions, to help improve your business' operations

- Bowtie-Barrier Risk Management.
- CMS Review.
- Consultancy Top-line.
- Human Factors Awareness.
- Lean 6-Sigma (Yellowbelt) Programme.
- Leading in the Process Industries.
- Permit to Work Awareness.
- Root Cause Analysis.
- Workplace Competence Assessment.

“It was an easy decision for the Board to choose Cogent Skills because they are the leading voice of industrial science.

With regards to cost, on a comparable scale to our other projects, it's very affordable – in terms of satisfying the business need, to have a robust CMS framework in place.”

UK Manufacturing Training Manager. Global leading polymer manufacturer

HOW CAN YOU IMPROVE YOUR BUSINESS?

Our services will help you to prepare for regulator inspections.
Positive outcomes can include:

- ✓ Adherence to ISO quality standards
- ✓ **Compliance to COMAH / Seveso III regulatory requirements**
- ✓ **Environmental compliance** – helps you to maintain your environmental license
- ✓ Improved corporate reputation and competitive advantage
- ✓ Improved management of your health and safety and operating procedures
- ✓ Improves staff morale and enhances operator wellbeing
- ✓ Reduced risk of incidents, accidents and equipment damage
- ✓ Reduces the risk of accidental shutdowns / business loss
- ✓ Attraction, retention and succession planning of best employees
- ✓ Enhances your safety systems
- ✓ Fulfilment of customer orders - delivering safely, on time, at the right price and produced to the customer's quality requirements
- ✓ Improved productivity, operational and business efficiencies
- ✓ Improved operator effectiveness, people and asset management
- ✓ Reduced risk of a Major Accident to The Environment (MATTE)
- ✓ Reduced risk of personal injury to employees and public
- ✓ **Keep your 'License to Operate'**



Delivering Consultancy solutions to address:

- Compliance and resilience
- Competence management
- Change management
- Culture and behaviours
- Course Design and delivery
- Capacity and capability
- Caring for your workforce

Consultancy solutions that make sense

- ... for businesses that use science
 - ... for innovation
 - ... for competitiveness
 - ... for human advancement

Reduce the risk - Improve your business performance
Allow your employees to SLEEP WELL tonight

How do I get involved?

Contact Cogent Skills Training:

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e. industry@cogentskills.com

w. cogentskills.solutions



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