

**Health and Safety Competence and Training Matrix**

Please note that the “Means of achieving” are examples of a range of ways an employee may achieve competence. The employee and/or their manager should choose the most appropriate method(s), taking account of the individual’s needs. For example online training may not be appropriate for employees who do not usually have access to a computer for their work. Information on the University’s health and safety induction and training resources can be found by following the [Health and Safety Training Courses](https://www.essex.ac.uk/staff/professional-development-and-training/health-and-safety-training-courses) link under Working at Essex / Professional Development on the Staff Directory.

Where departments / sections / businesses are responsible for teams that carry out high risk activities, they should develop specific training and competence matrices for the roles, using the following as a guide.

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| **Job role** | **Competence requirement** | **Means of achieving[[1]](#footnote-1)** |
| All employees | Understands own responsibilities for health and safety (including fire safety) and who are the key people in their Department[[2]](#footnote-2) with responsibilities for health and safety.Knows how to report accidents, hazards and safety concerns.Knows first aid and emergency evacuation procedures. | * Completion of [health and safety induction checklist](https://www.essex.ac.uk/-/media/documents/directories/health-and-safety/hs-induction-checklist.docx) with manager.
* Read University or UECS version of *the Health and Safety Policy as appropriate* and fire safety responsibilities at: <https://www.essex.ac.uk/staff/fire-safety/fire-safety-responsibilities>
* Read health and safety information within Moodle New Staff Induction
* Read *Departmental Health and Safety Management Statement*
* Health and safety briefing at staff meeting
* Complete How We Work at Essex or How We Work at Essex Booster if applicable
* Attend University Academic Staff induction and/or departmental induction sessions.
* Read relevant information on health, safety and wellbeing on the Staff Directory.
* Manager to check understanding through questioning (e.g. as part of normal supervision or “tool box talk”).
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| Employees – according to their job role | Knows risks associated with their work and what they need to do to protect themselves and others affected by their work.  | * Departmental on the job or formal instruction / training.
* Read and understand risk assessments or health and safety procedures associated with work. (e.g. department’s risk assessment for offices and low risk areas)
* Read and understand health and safety literature relating to work (e.g. manufacturers guidance, industry codes of practice).
* Manager to check understanding through supervision and questioning (e.g. as part of normal supervision or “tool box talk”).
* Read relevant H&S/OH advice
	+ *Under pressure: Advice on stress at work* (available from occupational health) or [Advice on stress at work](https://www.essex.ac.uk/staff/health-and-wellbeing/work-related-stress)
	+ [*Safe use of DSE guidance sheet*](https://www.essex.ac.uk/-/media/documents/directories/health-and-safety/dse-guidance-safe-use.pdf)*: Advice on safe use*
	+ [*Manual handling*](https://www.essex.ac.uk/staff/activities-health-and-safety/lifting-and-carrying)*: Advice on lifting and carrying*
	+ [*Working at height*](https://www.essex.ac.uk/staff/activities-health-and-safety/working-at-height)*: Advice on working safely at height*
* Complete any individual assessment required for role and engage with instruction and information e.g. DSE self-assessment form
* Those that **drive for business** read and understand their departments risk assessment or Policy on driving for work
* Those that **travel abroad** read University guidance at: <https://www.essex.ac.uk/staff/activities-health-and-safety/overseas-travel> and leaflet: [*Going Overseas? Stay Safe*](https://www.essex.ac.uk/-/media/documents/directories/health-and-safety/overseas-travel-leaflet.pdf)*.*
* Those that **travel to high risk** destinations complete travel security course (details available at above website)
* Depending on nature of work, instruction/training in:
	+ Job specific manual handling (F to F) - Employees for whom lifting and handling forms a significant part of the work or a significant risk.
	+ Working at height / safe use of access equipment (F to F) – employees likely to regularly use access equipment as part of their work.
	+ Safe use of / exposure to hazardous or dangerous substances
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| Employees – according to their job role (continued) |  | * Depending on nature of work, instruction/training in:
	+ Use and care of hazardous work equipment (in some cases formal certificates of competence are required)
	+ Use and care of personal protective equipment (PPE)
	+ Health risks arising from work activities (e.g. noise, hazardous substances, dusts/fumes, Hand-arm Vibration, ionising and non-ionising radiation, the Sun)
	+ Personal security, dealing with aggressive people, lone working
	+ Asbestos awareness
	+ Legionella awareness
	+ First aid
	+ Fire Marshal
	+ Fire Extinguisher operator
	+ Evacuation chair operator
	+ Managing own stress
	+ DSE Facilitator
	+ COSHH Assessor
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| Employees responsible for projects and events | Knows how to risk assess activities, events or projects (including research projects) they are responsible for. | As appropriate to project / event:* Read or given instruction / training in departmental safety / risk assessment procedures
* Read University guidance on organising events at: <https://www.essex.ac.uk/staff/activities-health-and-safety/event-safety>
* Instruction / training in risk assessment process
* Training / instruction on completing written schemes of work (e.g. biological or radiation hazards)
* Specific training in risk assessment for manual handling, hazardous substances etc.
* Read University guidance on Fieldtrips at <https://www.essex.ac.uk/staff/activities-health-and-safety/field-trips-and-off-site-visits>
* UCEA / USHA Guidance on *Health and Safety in Fieldwork* and, where relevant *BS 8848:2014: Specification for the provision of visits, fieldwork, expeditions and adventurous activities outside the United Kingdom* (availableon above field trips link).
* Fieldwork Leader and Fieldwork First Aid training for higher risk fieldwork.
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| All line managers, principal investigators, academic supervisors  | Knows own responsibilities for managing health and safety under law and the University’s Health and Safety PolicyUnderstands risks associated with the work they are responsible for and what they need to do to control them.Knows what they need to do to ensure the competence and capability of employees under their control.Knows what they need to do to monitor health and safety in their area of responsibility.Knows how to support employees with long term sickness absence to return to work Has an understanding of the impact of work on health and health on work. | * Read or given instruction / training in departmental safety / risk assessment procedures
* Read University or UECS *Health and Safety Policy* and other University / UECS Policies and standards relevant to risks in their area of responsibility
* Read relevant information on University’s health and safety website

Training in * How We Manage at Essex (online)
* Managing work related stress / resilience
* Managing absence and return to work
* Mental health first aid

For managers of areas where risks are potentially high / complex* IOSH Managing Safely OR

Managing Health and Safety Essentials (face to face) and Risk Assessment Essentials* Additional training/coaching in specific management and risk areas as required (e.g. incident investigation)

Training in:* Risk assessment process (Risk Assessment Essentials)
* Risks associated with work (see list under all employees)
* Where relevant, training in risk assessment for manual handling
* Where relevant training in the requirements of the hazardous substance policy
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| Heads of Department / Section / Business Unit and Executive Deans | Knows own responsibilities for managing health and safety in their Department/Faculty under law and the University’s Health, Safety and Wellbeing policyUnderstands risks profile of their Department and how they are controlled. | * 1:1 Inductions with Lead H&S Adviser and Fire Safety Manager on taking up role
* Induction meeting with or HSLO / DHSO to become familiar with departmental arrangements
* Coaching by Lead H&S adviser, Fire Safety Manager
* Other training as detailed under all line managers.

Where relevant training in the requirements of the hazardous substance policy |
| Those with strategic health and safety responsibilities | Knows own responsibilities for the strategic management of health and safety under law and the University’s *Health, Safety and Wellbeing Policy.*Understands and demonstrates good H&S leadershipUnderstands key H&S risks that impact on the University | * Read University / UECS *Health and Safety Policy* and other University Policies and standards relevant to risks in their area of responsibility
* Read HSE/UCEA/USHA guidance on *Leading Health and Safety at Work*

1:1 Inductions and briefings / coaching by Head of Health and Safety/ and fire safety officer* IOSH Leading Safely or University H&S Leadership course for Council
* Directors’ briefing
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| Health and Safety Liaison Officers (HSLO)Departmental Health and Safety Officers (DHSO) | Understands role in supporting Department on health and safetyUnderstands basic legal requirements and risks that impact on their Department / Section and the University’s arrangements for controlling them.For DHSOs: more in depth knowledge of legal requirements and risks relating to their Departmental activities and the principals of good health and safety management. | * Read University / UECS *Health and Safety Policy* and other University Policies and standards relevant to risks in their area of responsibility
* Coaching / induction from lead H&S adviser and Fire Safety Manager

Training / coaching in:* Managing Health and Safety Essentials
* Risk Assessment Essentials
* Other specific subjects according to needs (see all employees).

In addition to above, for DHSO:* IOSH Managing Safely
* Appropriate professional qualification / higher level H&S qualification, depending on job requirements. (Could include NEBOSH or NVQ certificates or equivalent).
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| Faculty Managers | Understands role in supporting Department on health and safetyUnderstanding of legal requirements and risks relating to their Faculties’ activities and the principals of good health and safety management. | * Training: Managing Health and Safety Essentials
* IOSH Managing Safely
* Coaching / briefings from Lead H&S adviser and Fire Safety Manager
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| Health and Safety Advisers and Assistant Health and Safety Advisers | In depth knowledge of health and safety legislation and principals of managing health and safety. Able to carry out risk assessments. | Depending on role: Chartered member, Certified or Technician member of Institution of Occupational Safety and Health (CMIOSH, CertIOSHor Tech IOSH), or equivalent. Continuing professional development. |
| Occupational Health Advisers | In depth knowledge of occupational health and legal requirements relating to occupational health. | Occupational Health degree or diploma, Qualified registered nurse.Continuing professional development. |
| Fire Safety Manager | In depth knowledge of fire safety legislation and standards. Able to carry out fire risk assessment. Able to deliver training in fire safety | Evidence of, or qualifications demonstrating, a high level of fire safety management competency (e.g. Level 4 Certificate in Fire Safety or equivalent)Recognised Fire risk assessment competency (See: National Competency Criteria at <http://www.cfoa.org.uk/19532> Continuing professional development. |
| Biological safety | UBSA: A thorough understanding of the legislation, guidance, procedures and best practice relating to the management of the risks arising from biological agents and genetic modification. Knowledge of all relevant sets of Local Rules.DBSO: Must have a good understanding of the legislation, guidance, procedures and best practice relating to the management of the risks arising from biological agents. Knowledge of all relevant sets of Local RulesEmployees working with GM and biological agents: Understands safe handling, experimental protocols, departmental systems, legal and University requirements and emergency and contingency arrangements for working with GM and biological agents | Formal Biological Safety Officer training ISTR-accredited Bio-safety level 1 (minimum) and level 2 course (desirable but not essential), BSO network, conferences and workshops, continuing professional development. Formal Biological Safety Officer training (ISTR-accredited Bio-safety level 1 or other appropriate training e.g. Health and Safety Laboratory. Biosafety – concepts and working practices at Containment Level 2) or sufficient recent experience in an appropriate area of work.Employees working with GM and biological agents should refer to:* The relevant Policy / Local Rules for training requirements. (available at <https://www.essex.ac.uk/staff/working-with-substances/biological-hazards-and-genetic-modification> ) for training requirements for GM and biological agents
* Biological Agents and Genetic Modification Safety training
* University standard on blood work for guidance on the defined standard for phlebotomy training.
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| Ionising Radiation | **RPA:** Must hold current RPA 2000 certificate, as required by IRR17 (Reg. 13). Must be experienced and competent in the University’s use of Ionising Radiation**RWA** (Radioactive Waste Adviser)MPE (Medical Physics Expert)**UIRPO:** Good understanding legislation relating to ionising radiation and the University’s local rules**DIRPS:** Good understanding legislation relating to ionising radiation and the University’s local rules. See: HSE Guidance on Radiation Protection Supervisors: [www.hse.gov.uk/pubns/irp6.pdf](http://www.hse.gov.uk/pubns/irp6.pdf)**Radiation workers:** Understands safe handling (where relevant), experimental and/or medical protocols, departmental systems, legal and University requirements and emergency and contingency arrangements for working with sources of ionising radiation.  | Certificate of Competence to be RPA: Qualification recognised by HSE i.e. as awarded by RPA 2000 (NVQ 4 or equivalent). Continuing professional development requiring submission of examples of work.The RWA must hold a Certificate of Recognition by the EA i.e.  as awarded by RPA 2000. The MPE must be registered on the [RPA 2000  list of existing MPEs](http://www.rpa2000.org.uk/mpe-recognition-scheme/). The Department of Health and Social Care (DHSC) and RPA2000 are in the process of developing and launching a formal system for the recognition and registration of MPEs. Formal RPS course, AURPO networking and conferences, continuing professional development. Refresher training will be required at least every 5 years.Formal RPS course. See also HSE Guidance on Radiation Protection Supervisors: [www.hse.gov.uk/pubns/irp6.pdf](http://www.hse.gov.uk/pubns/irp6.pdf). Refresher training will be required at least every 5 years.Formal IRMER 2017 training course for medical x-ray equipment such as DXA scanner.Refer to Ionising Radiation Policy and Management Plan at <https://www.essex.ac.uk/staff/working-with-physical-agents/ionising-radiation-safety>  |
| Non Ionising Radiation Non Ionising Radiation (continued) | **Lasers:** Laser Protection Adviser (LPA): Demonstrate a combination of knowledge (e.g. attending the HPA 5 day Laser Safety Management) and competence (through submitting a portfolio of written evidence under RPA 2000)).**UNIRPA** including the role of Laser Protection Adviser (LSA[[3]](#footnote-3)): Must have a good understanding of legislation relating to non-ionising radiation, including lasers, and the University’s NIR standards. Knowledge of safe management of lasers and other non - ionising radiation sources.**DNIRPA** including the role of Departmental Laser Safety Officer (DLSO)4: Good understanding of legislation relating to non-ionising radiation, including lasers, and the University’s NIR standards and departmental local rules. Working knowledge of safe management of lasers within their department and other non-ionising radiation sources.**Registered laser users**. Understanding of risks and what they need to do to protect themselves from harm**Artificial Optical Radiation (AOR) users.** Understanding of risks and what they need to do to protect themselves from harm**People at indirect risk** from laser or artificial optical radiation exposure (e.g. cleaners, maintenance, servicing contractors). Awareness of risks and what they need to do to protect themselves from harm | **Lasers:** RPA 2000Certificate of Competence to be RPA for lasers (NVQ 4 or equivalent). Continuing professional development requiring submission of examples of workUK Health Security Agency (UKHSA)Laser Safety Course (minimum 2 days) and regular attendance to the Laser Safety Forum.UKHSAcourses or equivalent, relating to non-ionising radiation to sources: artificial optical radiation, electromagnetic fields and radiofrequency radiation are available. Reading legislation and standards relating to non- ionising radiation. Continuing professional development. UKHSALaser Safety Course (minimum 2 days),UKHSAcourses or equivalent, relating to non-ionising radiation to sources: artificial optical radiation, electromagnetic fields and radiofrequency radiation are available. Reading legislation and standards relating to non-ionising radiation. Continuing professional development.Basic Laser Safety Training for all laser users and specific laser equipment training.High risk laser users require additional laser safety training (e.g. National Physical Laboratory training videos) including findings from the risk assessment, laser scheme of work and emergency procedures.AOR basic training (hazard, harm, risk controls and emergency procedures) including risk assessment findings, specific information on the work process and source,Basic Laser Safety Training and risk assessment findings relevant to their work.Training on the AOR hazards and risk assessment findings relevant to their workFurther information at: <https://www.essex.ac.uk/staff/working-with-physical-agents/non-ionising-radiation-safety> |
| Permits and Authority to Work | **Authorised Person (AP)** Person who is authorised to instruct contractors to work in their area on high hazard activities.**Authorising Engineer (AE)** Person who appoints the Authorised Person(s).**Authority Issuer (AI)** Person who is authorised to instruct contractors in their area on medium to low hazard activities. | Please refer to Section 4 of the Permit to Work & Authority to Access Policy for further information regarding Authorised Person (AP), Authorising Engineer (AE) and Authority Issuer (AI). If you wish to view this, please contact the Professional Lead for Health and Safety (Professional Services and Campus Services) |

1. Policy documents, checklists and details of training available can be found on the Staff Directory [↑](#footnote-ref-1)
2. References to Department includes Section, School, Unit and Business Unit [↑](#footnote-ref-2)
3. AURPO [Guidance on the safe use of lasers in education and research](https://aurpo.org.uk/wp-content/uploads/AURPO_Files/Guidance_Documents/2018-02-AURPO-GN7-Safe-Use-of-Lasers-in-Education-and-Research.pdf) [↑](#footnote-ref-3)