

concom 

● engineering your future
IMPRESS

The Start of Con Com

- The Issue of Craftsmen Competency is not new
- 1st Contractor Competency Forum was 1999
- Following Clients
 - Acordis Acrylic Fibres / BP / Conoco / Huntsman Tioxide / Knauf (UK) / Lenzing Fibers / Millennium Inorganic Chemicals / Novartis / Powergen / Synthomer / Total Lindsey Oil Refinery
- Selected Contractor Support
 - Fabricom Contracting Ltd / Jacobs Catalytic Ltd / Jex Engineering Ltd / LES Engineering Ltd

Need for Con Com

- Recognition that during Major Turnarounds small % of people working on Site were not trained or competent
- HSE pressure to demonstrate competency
- Debate within the Forum about whose responsibility it is – employer or employee
- However, very difficult for a craftsman to become competent without help from his employer
- One baseline of competence was CCNSG passport for all craftsmen

Con Com Auditing Process

- Systems Based Auditing Process was developed
- Code of Ethics developed
- List of Contractors was created by Clients and prioritised into P1 / P2 / P3
- Audit developed to focus on how employees are recruited / trained / tested / and Co. systems that control these processes etc.
- Not pass/fail audit based on Cont. Improvement
- Auditors were supplied by the Clients
- Recognition that Co.s are different in size etc.

Successes of Con Com

- Contractor Data base created Sept 2000 and now administered by Impress
- Audits lead by Impress Representative
- Move away from Grandfather rights to Competency Stds – ACE / CSCS etc.
- Savings in time for Client & Contractor
- 204 Contractors part of Scheme
- 440 Audits completed to date – 122 in 2009
- On Site auditing of Contractors from June 2009
- Free training at CATCH for ConCom members
- Annual Catch Up with Competency Seminars held

Current Aims of Con Com

- Increase Client Membership of Scheme from 12
- Work towards pass / fail audits and improve the questions on the Audit
- Common induction policy for Humber Bank companies
- Common emergency communication policy
- Agree competency level for all trades
- Further free courses to improve competency levels
- Stronger presence on the North Bank

The Future

- Little ConCom Client presence on the North Bank
- Only two Clients so far - BP and Nippon Goshei
- Only a small number of Contractors nominated by North Bank companies so far
- We believe that ConCom will
 - raise standards on North Bank
 - Satisfy HSE requirements
 - Create a good network of information about Contractors on the North Bank