



Risk control

Highways Competency Framework



In partnership with



Highways Competency Framework

UK Roads Liaison Group Launches the Asset Management Competence Framework

March 2019 saw the release of the UKRLG's Asset Management Competence Framework (the Framework)¹.

Recommendation 15 of the Well Managed Highways Infrastructure Code of Practice (CoP) identified that "appropriate competencies for all staff should be identified. Training should be provided where necessary for directly employed staff, and contractors should be required to provide evidence of the appropriate competencies of their staff."

The Framework is designed to help highways authorities meet Recommendation 15 in a consistent manner by bringing together knowledge gained from research and aligning this with the CoP and ISO 55000:2014 Asset Management – Overview, Principles, and terminology.

Key Sections

Section 2 of the Framework identifies 5 different competence levels, chosen to keep them consistent with other industry competence frameworks, and 10 broad categories of competence subject areas which are grouped into the competence levels.

Job Roles are then defined to complete this section.

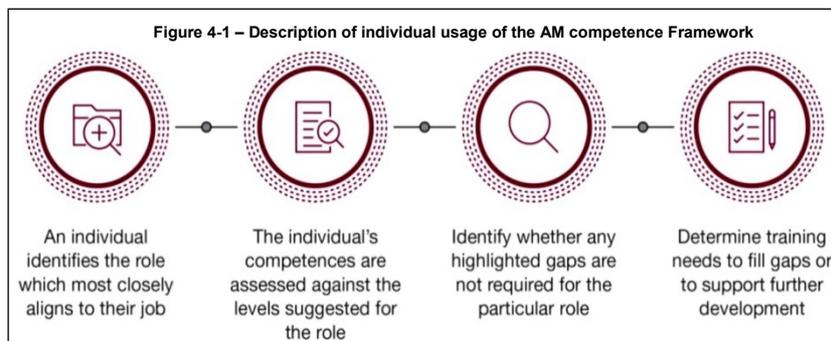
Section 3 consists of extracts from the Appendices in the form of two tables to illustrate the structure to the Framework.

For each of the typical Job Roles, Table 3-1 identifies and maps the competence areas (i.e. legislation), the competence description, and recommended competence level for the Highways Authority, and recommended competence. The full table is found as Table 1 in Appendix C.

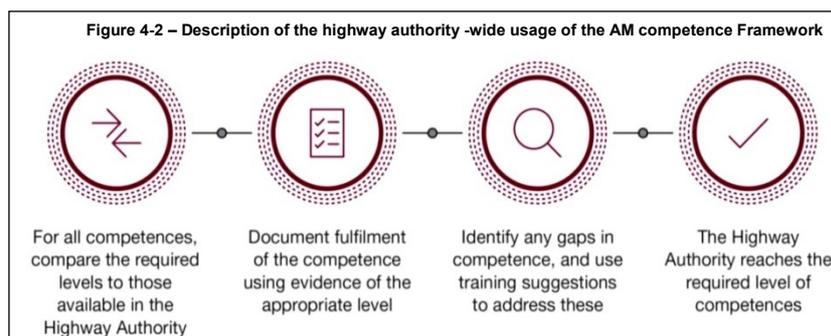
Table 3-2 identifies the competence area and competence description again, followed by the provenance of each competence indicating which of the documents in the literature review (Appendix B) is desirable. This is followed by suggested training methodologies and how to evidence competence. The full table is found as Table 2 in Appendix D.

Section 4 explains how the Framework should be used, either by:

- 1 assessing individual staff competencies as illustrated in the extracted Figure 4-1:



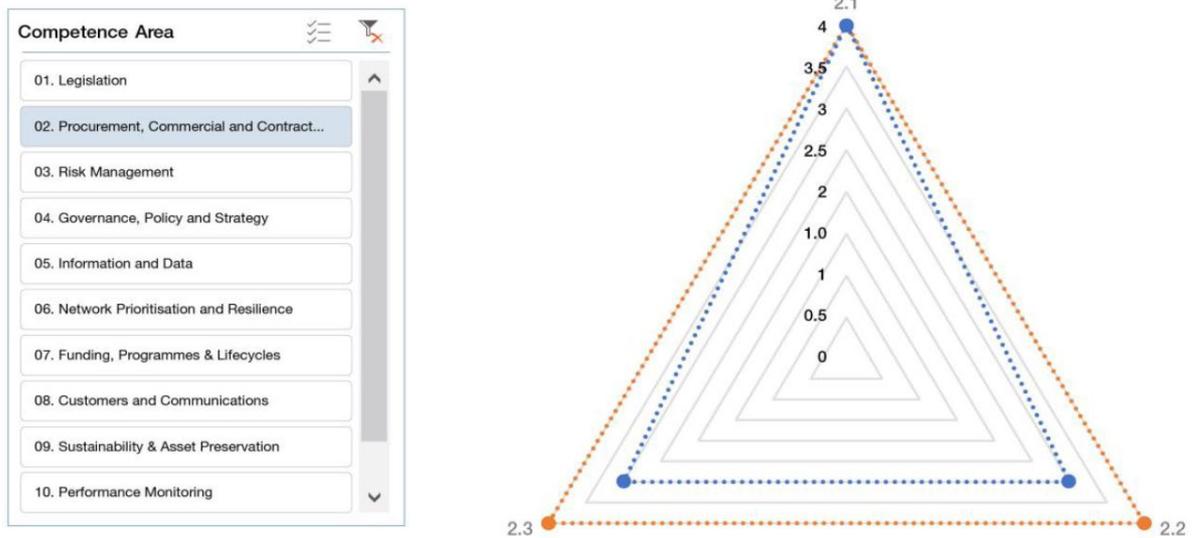
- 2 or a single assessment of the entire authority as illustrated in the extracted Figure 4-2:



¹ <http://www.ukroadsliaisongroup.org/en/codes/asset-management-competence-framework.cfm>

An Excel Scoring Tool has been developed and is freely available² from the UKRLG. An extract of an example assessment is illustrated below.

Figure 4-3 – Example assessment for Competence 2.1



Section 5 clarifies that the Framework is not intended to provide a comprehensive set of requirements for the inspection of assets, rather, it is intended to align with separate competence guidance for inspectors of specific asset types.

Conclusion

The release of the Framework should prompt Highways Authorities to consider their current provision for ensuring competence of inspectors etc. and how the contents of the Framework document could assist them in reinforcing the competencies already in place.

Gallagher Bassett Risk Control shall include an overview of the Competence Framework within any future relevant training sessions. Should you need further advice contact your risk control consultant.

Links to Further Information

- Asset Management Competence Framework – UK Roads Liaison Group
<http://www.ukroadsliasongroup.org/en/codes/asset-management-competence-framework.cfm>
- Well Managed Highways Infrastructure: A Code of Practice – UK Roads Liaison Group

² <http://www.ukroadsliasongroup.org/en/utilities/document-summary.cfm?docid=D0849BC2-D3F2-4D03-8F9F8647D8A368C5>

Further information

For access to further RMP Resources you may find helpful in reducing your organisation's cost of risk, please access the RMP Resources or RMP Articles pages on our website. To join the debate follow us on our LinkedIn page.

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For more information, please contact your RMP risk control consultant or account director.

contact@rmpartners.co.uk



Risk Management Partners

The Walbrook Building
25 Walbrook
London EC4N 8AW

020 7204 1800
rmpartners.co.uk

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