

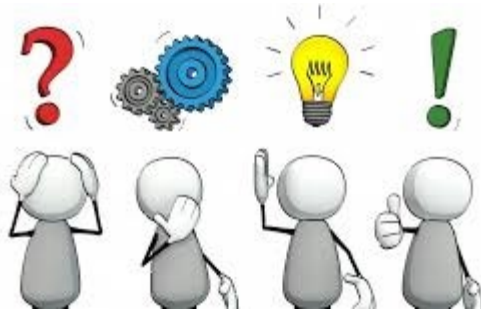


Part 147 Competency Assessment

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Part 147 Seminar – Competency Assessment

During a recent review of CAA audit findings it was noted that the root cause can often be attributed to poor competency, we therefore tasked the A31 Helicopter Onshore Working Group to develop guidance as to what Competency Assessment should consist of.



During the next few slides we will review their guidance and expand on the areas to be covered:

Part 147 Seminar – Competency Assessment

So what is Competency??

“Competence can be defined as a measurable skill or standard of performance, knowledge and understanding which takes into account attitudes and behaviours to deliver an expected level of performance”.



Part 147 Seminar – Competency Assessment

So where do we start?

We begin with the ‘validation’ of the candidate which would typically consist of pre-interview screening and checks, followed by formal interviews of candidates to ensure they hold the required knowledge and background for the role being considered.

It is recommended that competency based interviews be conducted.



Part 147 Seminar – Competency Assessment

So what should be included in the competency assessment?

- *Review of the Technical Requirements*
- *Attitude and Behaviour factors*
- *Decision Making & Judgement Taking*
- *Professionalism*
- *Integrity*
- *Adaptability*
- *Leadership*
- *Teamworking (Collaboration)*
- *Feedback*



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Format of the Assessment

*The competency assessment is **not** a box ticking exercise. It is a means for an organisation to evaluate its staff in a safe environment in situations and scenarios that they would typically find themselves.*

The format of the assessment document can take many forms but should clearly evidence what was assessed and the outcome during the assessment.

Feedback should be provided to the staff member and any additional training be recorded and retained on file.



Part 147 Seminar – Competency Assessment

Additional Guidance

[CAP1715 Competency Assessment Guidance](#)

