

Data Driven Risk Based (DDRB) Oversight Competencies

This competency set comprises a number of different sub competencies to define the skills and knowledge an individual requires to be competent in DDRB. Some of the competencies are present as either Process Competencies or as Additional Technical Knowledge and Skills Competencies.

Description: To enable a proportionate approach to oversight of an organisation based on the analysis of data and assessment of the effectiveness of the regulated organisation's safety and quality management systems.

Competency	Description	Skills	Knowledge	Behaviour
Managing Safety Risk	The management of oversight priorities based on a safety risk register that captures the risks faced by the regulator's industry, and the data from the oversight of hazard logs for service providers both during periods of normal operation and during change.	<p>Ability to assess a service provider's hazard log.</p> <p>Ability to identify hazards and assess in the context of the organisation being regulated.</p> <p>Ability to apply Human Factors principles to assessing the service provider's risk processes.</p> <p>Ability to see beyond the individual's technical discipline to understand and appreciate the wider implications regarding risk for the organisation</p>	<p>Knowledge of risk assessment methods.</p> <p>Knowledge of human behaviour in terms of effectiveness of mitigating actions.</p>	<p>Challenges organisations on their risk processes and management of change using coaching techniques where appropriate.</p> <p>Is willing to discuss with an operator the significance of regulatory decisions and findings.</p>

Competency	Description	Skills	Knowledge	Behaviour
Assessing Change	The evaluation of change through safety assessment in order to be able to make a regulatory decision about the acceptability of the case.	<p>Ability to make a regulatory decision regarding a submitted safety assessment. In particular where an alternative means to achieve an acceptable level of safety is proposed or the submission is to manage risks as low as reasonably acceptable, especially where full compliance with a specific OTAR requirement cannot be achieved.</p> <p>Ability to clearly record rationale behind any conclusions made.</p>	<p>Understanding of when a safety assessment should be conducted.</p> <p>Understanding of the scope of and elements that should be included in a safety assessment as well as the scale required.</p>	Where appropriate, is able to use appropriate questions to challenge the organisation submitting the safety assessment.
Managing Data and Information	The capability to recognise, obtain and seek significant data and be able to analyse and make decisions on levels of oversight required.	<p>Ability to analyse, critique and interpret data to identify trends, and any underlying issues/potential weak areas of safety performance within an organisations operations</p> <p>Ability to clearly present conclusions, their basis and seek further data from Service Providers to validate these.</p>	<p>Understanding of the data required in order to be able to conduct performance based oversight.</p> <p>Awareness of limitations of data, analysis and issues with collection.</p> <p>Awareness of alternative sources of available data.</p>	Encourages service providers to collate and provide data for their own risk assessment processes and promotes the tangible benefits of doing do.

Competency	Description	Skills	Knowledge	Behaviour
		Ability to evaluate subjective data.		
Coaching	The use of coaching techniques to elicit ideas and solutions from service providers	Ability to use coaching questions to seek safety performance improvements with industry and encourage ownership of solutions.	Understanding of the theory and processes involved in coaching.	Uses coaching questions in routine oversight.
Setting Safety Objectives and Safety Performance Indicators (SPIs)	The assessment of safety objectives and SPIs as set by the regulator's regulated service providers.	<p>Ability to bring together the knowledge of the operator with the principles of monitoring safety.</p> <p>Ability to link objectives to risks and indicators. Can identify and clearly describe why an objective and indicator is poorly created and unmanageable.</p>	<p>Understanding of what constitutes safety objectives and SPIs.</p> <p>Understanding of how hazards, risks, objectives and indicators are linked and why they are used.</p> <p>Awareness of common mistakes</p> <p>Understanding of what dictates the lifespan of a safety objective.</p>	Regularly reviews safety objectives, SPIs and safety performance with Service Providers. Challenges Service Provider when these are not up to date and seeks the reasons for this.
Applying systems, tools and processes	The identification and justification of a DDRB approach to regulating service providers using data derived from evidence within Service Providers and regulator's systems, tools and processes	<p>Ability to accurately record information and follows processes.</p> <p>Have regulatory expertise in an</p>	Knowledge of how to harness data and evidence from service provider and regulator systems, tools and processes to drive future	Uses and optimises regulatory systems to ensure that the regulator has sufficient information to be able to make DDRB based

Competency	Description	Skills	Knowledge	Behaviour
		<p>operational specialism, whilst able to engage with other operational disciplines in building a comprehensive cross discipline risk picture</p> <p>Ability to take best safety performance practice from one operational technical discipline, adapting and implementing into another operational technical discipline.</p> <p>Ability to know when to engage and seek support, collaboratively driving good DDRB outcomes.</p> <p>Ability to collect, record and share information.</p>	<p>DDRB oversight.</p> <p>Understanding of how to focus, coordinate and plan risk mitigations across disciplines.</p>	<p>regulatory decisions.</p> <p>Seeks to engage support from colleagues and work collaboratively in order to drive good DDRB outcomes.</p>
Assessing Organisational Culture	The application of an analytical approach to assess whether an organisation has positive leadership and a Just Culture	<p>Ability to question and challenge an organisation on their methods of dealing with incidents and accidents.</p> <p>Ability and confidence to seek and challenge a service provider's application of Just Culture throughout its</p>	<p>Understanding of the processes to apply to assess how an incident/accident has been dealt with.</p> <p>Understanding of the reasons behind Just Culture.</p> <p>Understanding of the foundations to building a</p>	<p>Seeks opportunities to promote the benefits and logic of a Just Culture.</p> <p>Confidently challenges and reasons with an Accountable Manager where issues of lack of leadership or Just Culture exist.</p>

Competency	Description	Skills	Knowledge	Behaviour
		operation.	Just Culture. Awareness of the indicators of a Just Culture. Awareness of the conditions for and options available to tackle 'unjust' cultures.	
Human Factors	See Process Competencies			
Evaluation of Safety Management Systems (SMS)/Security Management Systems (SeMS)	See Process Competencies			
Safety Development	See Additional Technical knowledge/Skills competencies			