

## Submission from Morpheus Energy Services

<p>Is the Competency Standard clear in setting out requirements for industry in relation to competencies needed by workers conducting drilling and well servicing operations? If not, how could these requirements be articulated more clearly?</p>	<p>The wording within the Competency Standard refers to competencies and qualifications in the same term. Competencies generally refer to a unit of competence and these can change from training package to training package, and a Supervisor may not hold a specific competency unit, but still holds the required qualification. A review of the wording that relates to qualifications but says competencies may be beneficial. For Example Table A specifies qualifications, then 5. How to achieve competencies refers to units of competence in Table A</p>
<p>The regulator considers supervisors must hold the RII qualifications they are supervising, are there alternative means of demonstrating a person is competent to supervise and instruct trainees?</p>	<p>A competent person has acquired through training, qualification or experience the knowledge and skills to carry out the task.</p>
<p>Do the mandated competencies adequately reflect contemporary practice for ensuring competent workers? If not, what matters should be included in a revised competency framework?</p>	<p>The qualifications table do.</p>

<p>For drilling and rig workers new to industry is there a need to allow for initial exposure to the work environment prior to enrolment into formalised training? How would this maintain or improve competency?</p>	<p>Development of an Entry Level framework would support the onboarding and development of personnel. Turnover at the entry level is high in the industry and costs contractors a significant amount of funds and time to manage. Personnel are currently enrolled in a qualification prior to commencing work, and generally have a 12 month time frame to complete the training. New employees are considered Short Service Employees for a period of 6 months in most cases, and many do not extend past the first 6 months. Setting out an entry level framework that may include some VOC based training to a set list of criteria may be an advantage. Consultation across a range of vendors/stakeholders to determine the most appropriate training would be a good strategy to develop a robust onboarding system. Currently industry defines an ISI Induction which is required by most company's, a review of that system may also provide assistance to an entry level program.</p>
<p>Should well control be a mandatory component of competency requirements for drilling and well servicing workers?</p>	<p>It would be an advantage for the Driller position up on a Well Servicing Operation (Cert IV and Diploma), as long as the RII package Units of Competency align with the Well Control Qualifications current required by industry and are included within the RII Qualifications.</p>
<p>For drilling and well servicing operators that employ workers with international training and work experience, has there been any difficulty for these workers in receiving recognition of prior learning when seeking attainment of core electives and units under the RII package</p>	<p>There will always be difficulty in this area, due to the requirement of having to provide physical evidence to meet the competency assessment criteria of a training package.</p>