

A PACT Project

An assesement system

Purpose

Ports of Auckland Ltd wanted assurance that the training and assessment, of new recruits and staff to new job roles, was to consistent operating procedures and standards. To this end, PACT developed, in conjunction with Ports of Auckland Ltd tutors, documentation covering 7 stevedoring jobs which included:

- Standard operating procedure steps and standards
- General safety standards
- Assessment tasks
- Assessment achievement recording system
- Quality control system



Outline

The development of the documentation and the system involved working with teams of long serving, very practical, hands on stevedores who were very knowledgeable about their jobs, but not always able to express themselves in words suitable for documentation requirements.

PACT encouraged them to express themselves, then translated the information they provided into easy to understand and follow operating procedures and assessment tasks. PACT also trained the tutors to achieve the NZQF Workplace Assessor unit standards.

This documentation has provided a very sound, consistent foundation for standards based training and assessment of competence of on job performance at both Bledisloe and Fergusson terminals.

The system has been implemented successfully and has contributed to the reduction of accidents and incidents in 'at risk' job roles and has increased trainee competence and tutor/assessor confidence.



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