

Certification system for specialists of transport enterprises

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Introduction. Transport companies join together employees of various specialties, but one of the main ones is a specialist responsible for road safety and a specialist in technical diagnostics and control over the technical condition of vehicles. The level of competence, qualifications, and experience of these specialists determines not only the accident-free operation of the transport company, but also the provision of safe working conditions for the staff.

Problem Statement. As a result of studying the requirements for these specialists, it was established that in order to maintain the level of knowledge and professional competence, these specialists must undergo regular certification. This article is devoted to the content of the system of certification of specialists.

Theoretical Part. Currently, control over the level of professional competence of specialists can be organized both inside the enterprise, in accordance with the administrative documents of the head of the enterprise, in the Commission of Rostransnadzor, and in specially created centers for evaluating qualifications. For a person responsible for road safety, the procedure for monitoring his knowledge and skills is established, and a specialist in technical diagnostics and control over the technical condition of vehicles works on the basis of professional standards

Conclusion. Regulations on the formation of a certification system for specialists of transport enterprises are aimed at improving road safety. Currently, the procedure for determining whether a specialist's knowledge meets the required competencies of the professional standard is not regulated, so the employer evaluates the specialist's qualifications independently, taking into account regulatory requirements.

Keywords: transport enterprise, certification of specialists, professional standard, technical diagnostics, control, technical condition, vehicle.

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Introduction. Transport is one of the most important components of Russia's industrial infrastructure. Its effective and stable functioning is the key to improving the quality of life of the population. The main task of transport is to meet the needs of the population in timely and complete transportation and delivery of goods. There are a large number of transport companies that are directly engaged in the transportation of passengers and cargo, as well as enterprises that have vehicles.

According to statistics, vehicles of transport companies become participants in road accidents much more often than private vehicles [1, 2]. Currently, the most dangerous is bus transport. It should be taken into account that buses have a much greater risk of causing damage to other traffic participants compared to passenger cars.

Main causes of road accidents are violations of traffic rules by drivers and technical failures of vehicles. There are many factors that can cause an accident. There is a comprehensive approach to solving this problem, but the number of accidents still remains at a high level [3, 4]. It is established that the human factor is the cause of most accidents — the lack of appropriate skills of employees, low level of responsibility, psycho-emotional overload, etc.

Problem Statement. The purpose of this study is to develop the main provisions of the formation of certification system of transport companies' specialists that ensure road safety. The developed system is based on the

regulatory documents in this industry, as well as on the regional characteristics of the enterprise and vehicles. To solve this task, it is necessary to justify the requirements for specialists of transport enterprises. When forming the requirements, it should be emphasized that the causes of accidents can be:

- lack of appropriate monitoring of the technical condition of vehicles;
- use of faulty equipment;
- incorrect logistics decisions;
- insufficient organization of road safety, that is, failure to perform direct functions by specialists responsible

for safety, as well as specialists in technical diagnostics and monitoring of the technical condition of vehicles.

Theoretical Part. A comprehensive system for ensuring the necessary level of professional competence should contain two main sections:

- justification and formation of the requirements for specialists;
- creation of a permanent certification system for transport enterprises' employees.

Let us consider the requirements for specialists of transport companies. To reduce the severity of road accidents consequences, modern requirements for the professional competence of transport workers, requirements for knowledge, skills and abilities in accordance with the working conditions of personnel and labor functions are formed, which is the basis for certification and assessment of qualifications. A sufficient level of professional training, confirmed by certification, is a guarantee of safe transportation by road.

There are a number of legislative documents that define the requirements for road safety, passenger and cargo transportation. One of the fundamental normative documents is Federal law of 10.12.1995 no. 196-FZ "On road traffic safety" [5], according to which legal entities and individual entrepreneurs engaged in transportation by road and urban land electric transport are required to:

- ensure that the organization has an official responsible officer for road safety who has passed the certification;
- ensure that employees meet the professional and qualification requirements for transportation;
- ensure the availability of premises and equipment necessary for parking, maintenance and repair of vehicles, or the conclusion of appropriate contracts with specialized organizations;
- organize and conduct pre-trip monitoring of the technical condition of vehicles.

To meet these requirements, transport companies must appoint a specialist responsible for road safety and a specialist for diagnosing and monitoring the technical condition of vehicles.

Certification of specialists of transport enterprises should be implemented in accordance with the following approaches:

- officer responsible for road safety should be qualified according to Order of the Ministry of Transport of Russia of 28.09.2015 no. 287 "On approval of professional and qualification requirements for employees of legal entities and individual entrepreneurs engaged in road transport and urban ground electric transport" [6];
- specialist in technical diagnostics and control over the technical condition of vehicles must meet the requirements of the professional standard "Specialist in technical diagnostics and control over the technical condition of vehicles during periodic technical inspection" [7].

Let us consider the certification system for transport enterprises' specialists. Order no. 287 of the Ministry of Transport of the Russian Federation dated 28.09.2015 defines the requirements for certification of those responsible for road safety. Certification can be carried out by the territorial bodies of the Federal Service for Supervision of Transport and the Federal Budget Institution "Agency for Road Transport". For specialists in technical diagnostics and control

over the technical condition of vehicles engaged in work in accordance with the professional standard, the procedure for establishing compliance with the required competencies is not normalized at present.

In accordance with article 195.1 of the Labor Code of the Russian Federation, a professional standard is a characteristic of the qualification required for an employee to perform professional activities [8]. The professional standard specifies generalized labor functions. It contains data on the employee's level of education, knowledge and skills for a specific type of activity. Each function includes a list of related labor actions. They are implemented when performing specific actions based on the necessary skills and knowledge. In accordance with the requirements of the professional standard [7], the employee's qualification assessment, i.e. determining whether the position meets the qualification requirements, should be conducted at least once every three years.

Currently, the national system of professional qualifications is being formed and changes are being made to the Labor Code. However, not all qualifications are formed and not all centers operate that are charged with their assessment procedure. By the decision of the National Council for Professional Qualifications under the President of the Russian Federation dated 23.06.2015, the Council for Professional Qualifications in the automotive industry performs an independent assessment of the qualification "Specialist in technical diagnostics and control over the technical condition of motor vehicles during periodic technical inspection".

On the website of the Federal State Budgetary Institution "VNII Truda", the Ministry of Labor of Russia presents a Register of professional qualifications councils authorized by the National Council for Professional Qualifications under the President of the Russian Federation [9]. At the same time, the Council for Professional Qualifications in the automotive industry was created on the basis of the non-profit partnership "Association of Russian Automakers". The Qualifications Assessment Centre (QAC) is subordinate to the Council for Professional Qualifications and conducts professional examinations. To date, for the specialty "Specialist in technical diagnostics and control over the technical condition of vehicles during periodic technical inspection", regional centers have not been formed. Therefore, the employer can evaluate the compliance of specialists with the requirements of the professional standard on its own or involve a specialized organization.

The employer can independently assess the employee's compliance with the qualification requirements within the framework of staff assessment or certification. Assessment is regulated by local regulations of the enterprise, and certification — by Federal acts and the Labor Code of the Russian Federation. The procedure for checking compliance with the professional standard is documented, and the employee participation is not required. In this case, a Commission is created by the order, which includes employees of the personnel, legal services, training departments, trade union representative (if available), and others. To determine the level of education and practical experience of the employee, the commission analyzes the employment record and copies of educational documents. Members of the commission determine the length of service for the desired profile, university and specialty of education. Based on the results of the audit, a free-form report is drawn up on whether or not the employee's education and experience meet the requirements of the professional standard.

According to the second option the qualification assessment is carried out using evaluation materials that are developed and approved in accordance with the requirements of the professional standard. The exam involves two stages: theoretical and practical. The employer can independently develop assessment materials or contact training centers where training and assessment of qualifications for this professional standard are conducted. Theoretical exam involves checking the knowledge of regulatory and legislative documents regulating labor functions, as well as the technological content of the activities of specialists in diagnosing and monitoring the condition of vehicles. For the exam, test questions are developed with the choice of an open answer, tasks to establish compliance, tasks to establish

the sequence of execution. If employees do not pass the certification, they are offered training. You can take retraining and advanced training courses before certification on a voluntary basis. In case of failure, the applicant is given an opinion on his results with appropriate recommendations, the implementation of which will help in the future to successfully pass the professional exam.

Conclusion. The stated provisions on the formation of the certification system for transport enterprises' specialists ensure the improvement of road safety. At the same time, the assessment of qualifications allows an employee who does not have a professional education, but has work experience, to adapt more confidently to the labor market, allows planning a professional career. This increases the competitiveness of citizens in the labor market, and gives the employer the opportunity to adjust measures aimed at ensuring safety of conditions and compliance with labor protection requirements.

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E. V. Egelskaya — scientific supervision, formation of the main concept, goals and objectives of the research, correction of conclusions; D. N. Sorokina — preparation of the text, analysis of research results, revision of the text, formation of conclusions.