

**SKILLS FRAMEWORK FOR HEALTHCARE  
TECHNICAL SKILLS AND COMPETENCIES (TSC) REFERENCE DOCUMENT**

<b>TSC Category</b>	Quality and Patient Safety					
<b>TSC</b>	Workplace Safety and Health					
<b>TSC Description</b>	Establish a workplace safety and health system as well as maintain and comply with Workplace Safety and Health (WSH) policies and procedures					
<b>TSC Proficiency Description</b>	<b>Level 1</b>	<b>Level 2</b>	<b>Level 3</b>	<b>Level 4</b>	<b>Level 5</b>	<b>Level 6</b>
	<b>HCE-WSH-1008-1.1-1</b>	<b>HCE-WSH-2008-1.1-1</b>	<b>HCE-WSH-3008-1.1-1</b>	<b>HCE-WSH-4008-1.1-1</b>		
	Comply with Workplace Safety and Health (WSH) policies and procedures by following safe work practices, workplace emergency response procedures and risk control and participating in WSH management activities	Interpret and support Workplace Safety and Health (WSH) policies, procedures and programmes as well as risk management programmes, educate workers on WSH policies, procedures and implement WSH programmes and risk control measures	Maintain and interpret Workplace Safety and Health (WSH) policies, procedures and programmes as well as risk management programmes, educate workers on WSH policies, procedures and implement WSH programmes and risk control measures	Implement Workplace Safety and Health (WSH) systems, establish and evaluate WSH policies and risk control measures and work in consultation with WSH personnel and committees in accordance with the WSH Act		
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>• Worker’s responsibilities stipulated under the WSH Act</li> <li>• Risks associated with assigned tasks</li> <li>• Workplace procedures for reporting WSH issues and contributing and participating in WSH</li> <li>• Organisational procedures for risk control and dealing with emergencies</li> <li>• Types of personal protective equipment and safety devices</li> <li>• Types and importance of safety signs</li> <li>• Procedures for proper use of personal protective equipment, safety devices, anti-viral, and disinfectants</li> </ul>	<ul style="list-style-type: none"> <li>• Responsibilities of the workers and supervisors under the WSH Act</li> <li>• Roles and responsibilities of the WSH Committee as stipulated under the WSH (Safety Committee) regulations</li> <li>• WSH Act and its subsidiary legislation</li> <li>• Effective communication channels in the workplace</li> <li>• Organisation business continuity plans</li> </ul>	<ul style="list-style-type: none"> <li>• Industry best practices in risk control measures</li> <li>• WSH procedures for participation, consultation, resolution and communication of WSH issues</li> </ul>	<ul style="list-style-type: none"> <li>• Responsibilities of the designated personnel and committees under WSH Act and its subsidiary legislation</li> <li>• Responsibilities of employees, supervisors and management in WSH</li> <li>• Organisation’s WSH system, general policies, procedures, programmes and evaluation guidelines</li> <li>• Management arrangements relating to regulatory compliance, hazards and risks, control measures and relevant expertise required</li> <li>• Importance of benchmarking WSH performance against national and international standards</li> <li>• Business continuity planning and risk assessment related to</li> </ul>		

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				<p>infectious disease outbreaks</p> <ul style="list-style-type: none"> <li>• Potential impacts of infectious disease outbreaks on organisational business financials, staff and customers</li> <li>• Importance of assessing and reviewing workplace risk management activities in accordance with the guidelines provided by the WSH Act</li> </ul>		
<b>Abilities</b>	<ul style="list-style-type: none"> <li>• Practise personal hygiene at workplace and report WSH issues to appropriate persons in accordance with the organisational procedures and WSH Act</li> <li>• Follow safety signs, instructions and workplace risk control measures in accordance with the organisational procedures</li> <li>• Identify and report potential hazards and risks associated with the work areas and unsafe working conditions and work practices in accordance with the organisational procedures</li> <li>• Adhere to PPE requirement and safety devices required</li> <li>• Follow the instructions given by authorised personnel and infectious disease outbreak control in the event of emergency at the</li> </ul>	<ul style="list-style-type: none"> <li>• Interpret relevant WSH policies, procedures, programmes and related information in accordance with the WSH Act and its subsidiary legislation</li> <li>• Explain and provide the work group promptly with accessible information about identified hazards, outcomes of risk assessment and dealing with emergencies in the workplace</li> <li>• Execute the organisational emergency response and crisis management exercises and supervise and maintain order in the event of emergency at the workplace in accordance with the guidelines provided by the relevant regulatory requirements</li> <li>• Identify and report hazards in the workplace and implement work procedures for risk assessment, risk control and emergency situation</li> </ul>	<ul style="list-style-type: none"> <li>• Monitor and document changes in workplace practices, procedures, safety and health management programmes issues resolution and communicate to persons who may be at risk in accordance with the guidelines provided by the WSH Act</li> <li>• Assess the effectiveness in existing risk control measures and adequacy of resource allocation for implementation of risk control measures according to the hierarchy of control</li> <li>• Reassess changes in workplace practices or procedures to determine the mitigated risk level and document workplace risk control measures issues resolution in accordance with the guidelines provided by WSH Act</li> <li>• Implement and monitor procedures for WSH participation and</li> </ul>	<ul style="list-style-type: none"> <li>• Incorporate WSH responsibilities and duties into job descriptions of all employees and facilitate the allocation of financial and human resources for the operation of WSH system in the organisation</li> <li>• Set up a system for monitoring and evaluating WSH records that allow identification of patterns of workplace injuries and diseases within the area of managerial responsibility</li> <li>• Assess and evaluate the effectiveness of the WSH system and related policies, procedures and programmes according to the organisation's aims with respect to WSH</li> <li>• Develop risk assessment procedures that are integrated within systems of work and procedures in the organisation</li> <li>• Assess the risks presented by identified hazards and develop</li> </ul>		

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	<p>workplace in accordance with the guidelines provided by the relevant regulatory bodies</p> <ul style="list-style-type: none"> <li>• Participate in resolving hazards and risks identified in the work areas in accordance with the organisational procedures</li> <li>• Seek assistance and guidance from co-workers and supervisors in dealing with workplace emergencies</li> <li>• Participate in WSH training and provide feedback on information needed to handle workplace emergencies</li> </ul>	<p>management in accordance with organisational procedures</p> <ul style="list-style-type: none"> <li>• Participate in the investigation of emergency situations to identify their causes and maintain WSH management records in accordance with organisational procedures</li> <li>• Implement control measures to prevent recurrence and minimize risks of emergency situations based on the hierarchy of control in accordance with organisational procedures</li> <li>• React to the types of emergencies at the workplace and use equipment and materials required for workplace emergency response in accordance with the organisational procedures</li> <li>• Activate emergency services in the event of emergency at the workplace and participate in the organisational emergency response and crisis management exercises in accordance with the organisational procedures and guidelines provided by the relevant regulatory requirements</li> </ul>	<p>consultation effectively to ensure workers have the opportunities to contribute</p>	<p>measures to control assessed risks according to hierarchy of control, relevant WSH legislation, codes of practice and trends identified from the WSH records systems</p> <ul style="list-style-type: none"> <li>• Develop procedures for on-going control of risks associated with hazardous events that meet WSH and related legislation requirements in consultation with appropriate emergency services</li> <li>• Address hazard identification and risk control at the planning, design and evaluation stages to ensure adequate risk control measures are included within the area of managerial responsibility</li> <li>• Facilitate the provision of resources to enable implementation of new risk control measures in accordance with the organisational procedures</li> <li>• Monitor and improve existing risk management activities and risk control measures to ensure procedures are adopted effectively throughout the area of managerial responsibility</li> </ul>		
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