

**SKILLS FRAMEWORK FOR MARINE AND OFFSHORE  
TECHNICAL SKILLS & COMPETENCIES (TSC) REFERENCE DOCUMENT**

<b>TSC Category</b>	Workplace Safety and Health					
<b>TSC</b>	Workplace Safety and Health Culture Development					
<b>TSC Description</b>	Create and maintain a workplace safety and health culture based on a common set of attitudes, behaviours, and competencies					
<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>MAR-WSH-2013-1.1</b>	<b>MAR-WSH-3013-1.1</b>	<b>MAR-WSH-4013-1.1</b>	<b>MAR-WSH-5013-1.1</b>	<b>MAR-WSH-6013-1.1</b>
		Support workplace safety and health (WSH) culture programmes	Collaborate with stakeholders to promote the workplace safety and health (WSH) culture programme	Develop and review the effectiveness of the organisation's workplace safety and health (WSH) culture programme	Lead the creation of a workplace safety and health (WSH) culture within the organisation	Transform the organisation's workplace, safety and health (WSH) culture by facilitating interventions to uphold the organisational values and policies
<b>Knowledge</b>		<ul style="list-style-type: none"> <li>Types of WSH programmes that promote a safety culture</li> <li>WSH policy and procedures within work areas</li> <li>WSH legal requirements</li> </ul>	<ul style="list-style-type: none"> <li>Methods of promoting WSH cultures</li> <li>Types of WSH culture programmes</li> <li>Benefits of promoting positive WSH cultures</li> <li>Types of barriers to WSH culture development</li> </ul>	<ul style="list-style-type: none"> <li>Methods of building WSH culture</li> <li>Types of WSH culture models</li> <li>Methods of identifying and measuring organisational WSH culture maturity levels</li> <li>Principles of enabling WSH cultures and removing barriers</li> <li>Types of resources for implementing WSH culture programmes</li> </ul>	<ul style="list-style-type: none"> <li>Methods of formulating cultural goals for WSH</li> <li>Principles of aligning WSH cultural goals with organisational needs and legal requirements</li> <li>Types of WSH culture assessment tools and methodologies</li> <li>Methods of evaluating WSH culture building programmes</li> <li>Methods of interpreting WSH culture assessment findings</li> <li>WSH industry best practices</li> </ul>	<ul style="list-style-type: none"> <li>Principles of motivational leadership</li> <li>Barriers WSH change and innovation</li> <li>Types of facilitation methods for encouraging WSH changes and innovations</li> <li>Objectives of cascading organisational WSH policies to senior executives and key stakeholders</li> <li>Factors influencing the organisation's WSH policies and objectives</li> </ul>
<b>Abilities</b>		<ul style="list-style-type: none"> <li>Adhere to WSH policies and procedures</li> <li>Report unsafe behaviours and work practices</li> <li>Escalate issues adhering to WSH policy and procedures</li> <li>Participate in and promote WSH culture building programmes</li> </ul>	<ul style="list-style-type: none"> <li>Implement WSH culture programme within own work areas</li> <li>Promote the benefits of positive WSH cultures within own work areas</li> <li>Communicate potential barriers to WSH culture development in the organisation</li> </ul>	<ul style="list-style-type: none"> <li>Conduct WSH culture assessments for an organisation</li> <li>Examine the organisation's WSH culture to propose areas of improvement</li> <li>Monitor the implementation of WSH culture programmes</li> <li>Record changes and disruptions to WSH</li> </ul>	<ul style="list-style-type: none"> <li>Formulate suite of culture building initiatives to improve or enhance the WSH culture of the organisation</li> <li>Develop WSH culture programmes based on identified strengths and areas of improvement</li> <li>Justify rationale for WSH culture building to management</li> </ul>	<ul style="list-style-type: none"> <li>Cascade benefits of Workplace Safety and Health (WSH) to management</li> <li>Motivate senior executives to adhere to and promote WSH policies and programmes</li> <li>Encourage generation of WSH change and innovation ideas</li> </ul>

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				<p>culture development in the organisation</p>	<ul style="list-style-type: none"> <li>• Evaluate WSH culture building programmes</li> </ul>	<ul style="list-style-type: none"> <li>• Facilitate translation of WSH innovations into practical and operational concepts</li> <li>• Minimise barriers to implement WSH changes and innovations</li> <li>• Collaborate with senior management to align WSH policies with organisational vision, mission and values</li> <li>• Establish a no-blame culture and empower others to intervene in the presence of unsafe behaviours and practices</li> </ul>
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