

TSC Category	Health, Safety and Environment Management					
TSC	Workplace Safety and Health Framework Development and Implementation					
TSC Description	Develop Workplace Safety and Health (WSH) frameworks and implement procedures and practices to ensure a safe and reliable workplace environment					
TSC Proficiency Description	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
	ECM-HSE-1004-1.1	ECM-HSE-2004-1.1	ECM-HSE-3004-1.1	ECM-HSE-4004-1.1	ECM-HSE-5004-1.1	ECM-HSE-6004-1.1
	Identify Workplace Safety and Health (WSH) policies, procedures and practices in the planning, preparation and execution of work activities	Apply Workplace Safety and Health (WSH) procedures and practices in the planning, preparation and execution of work activities	Interpret Workplace Safety and Health (WSH) policies, standards, procedures and practices to ensure compliance with the WSH system	Facilitate the development and implementation of Workplace Safety and Health (WSH) frameworks and procedures in control of operations, maintenance, contractor and other work activities	Evaluate Workplace Safety and Health (WSH) frameworks and systems to ensure effective implementation for the control of operations, maintenance, contractor and other work activities	Set direction for Workplace Safety and Health (WSH) frameworks and systems to meet the organisation's health, safety and environmental objectives.
Knowledge	<ul style="list-style-type: none"> WSH policies, procedures and practices Principles of hazard identification and risk assessment WSH in the workplace, signages, muster points, safety meetings WSH roles and responsibilities WSH document filing, storage and access Housekeeping policies, procedures and practices Types and correct uses of Personal Protective Equipment (PPE) 	<ul style="list-style-type: none"> WSH policies, procedures and practices Types and usage of Personal Protective Equipment (PPE) Safety signs and symbols Methods of maintaining a safe work environment WSH roles and responsibilities WSH policies and procedures that are applicable to contractors 	<ul style="list-style-type: none"> Workplace Safety and Health (WSH) Act, subsidiary legislations, regulations and Codes of Practice Roles and responsibilities of stakeholders in safety and health inspections Risk management processes Methods and techniques to identify hazards, evaluate risks and control risks Pitfalls of risk assessments Importance of risk management reviews and record keeping Fire and Explosion Prevention Safe Work Practices in Confined Space Mechanical, Electrical and Health Hazards 	<ul style="list-style-type: none"> WSH policies, procedures and practices WSH roles and responsibilities for individual and team Methods of setting WSH team objectives WSH legal and other requirements WSH related industry Codes of Practice and Singapore Standards WSH rules and regulations WSH communication methods Emergency evacuation procedures Types and uses of Personal Protective Equipment (PPE) 	<ul style="list-style-type: none"> WSH legal and other requirements WSH related industry Codes of Practice and Singapore Standards Methods to review, measure and control WSH workplace activities WSH key performance indicators (KPIs) Techniques and methods to review WSH legal compliance Methods of WSH audits and management review 	<ul style="list-style-type: none"> Corporate and legal WSH responsibilities and accountabilities WSH implementation methods and processes Methods of developing and maintaining a proactive WSH organisational culture WSH improvement methods in the workplace and within the workforce

			<ul style="list-style-type: none"> • Elements of Process Safety Management System • Occupational Safety and Health Management System (OSHMS) • Permit-to-Work systems and processes • Guidelines for issuing permits • Purposes and procedures for Lock-Out-Tag-Out (LOTO) • Types and objectives of safety and health inspections • ABC hazard rating system • Accident causation theories and their applications • Incident report writing techniques 			
Abilities	<ul style="list-style-type: none"> • Comply with WSH system in the workplace • Perform routine housekeeping duties • Access WSH documents, policies and procedures • Identify and select appropriate personal protective equipment 	<ul style="list-style-type: none"> • Comply with WSH system in the workplace • Maintain good housekeeping standards • Ensure correct selection of Personal Protective Equipment (PPE) • Ensure contractors comply with WSH policies and procedures • Contribute WSH improvement ideas 	<ul style="list-style-type: none"> • Comply with WSH legislations, guidelines and Codes of Practice and provide input for risk assessments • Identify hazards and control measures • Comply with safety and health management systems • Implement a Permit-to-Work system • Conduct safety and health inspections • Conduct incident investigations 	<ul style="list-style-type: none"> • Develop and implement WSH standards and practices • Ensure compliance with WSH policies and procedures within team and areas of accountabilities • Ensure WSH roles and responsibilities are defined, rolled out, understood and monitored • Ensure compliance with workplace procedures for risk control measures • Communicate WSH procedures and risk control measures to staff and contractors and provide training if required 	<ul style="list-style-type: none"> • Manage and direct WSH activities • Set and monitor WSH targets and KPIs • Manage and review WSH performance • Audit WSH system in accordance with legal and system requirements • Recommend continuous improvement of WSH policies and procedures • Communicate WSH performance across the organisation 	<ul style="list-style-type: none"> • Drive WSH strategic plans • Endorse WSH policies and frameworks • Liaise with external governing bodies on standards and legal compliance issues • Integrate WSH elements into the organisation's systems holistically • Drive WSH audits • Communicate WSH performance both internal and externally • Drive WSH continuous improvement activities and projects • Drive an effective and responsible WSH culture

				<ul style="list-style-type: none">• Ensure signages are in line with framework requirements• Supervise programmes to ensure emergency equipment is identified, available and maintained• Recommend improvements to WSH framework procedures to enhance the organisation's ability to comply with regulatory requirements		
--	--	--	--	--	--	--