

**SKILLS FRAMEWORK FOR ENVIRONMENTAL SERVICES
TECHNICAL SKILLS & COMPETENCIES (TSC) REFERENCE DOCUMENT**

TSC Category	Workplace Safety and Health Management					
TSC	Workplace Safety and Health Culture Development					
TSC Description	Create and maintain a Workplace Safety and Health culture based on a common set of attitudes, behaviours, and competencies					
TSC Proficiency Description	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
		EVS-WSH-2003-1.1	EVS-WSH-3003-1.1	EVS-WSH-4003-1.1	EVS-WSH-5003-1.1	EVS-WSH-6003-1.1
		Support Workplace Safety and Health (WSH) culture programmes	Collaborate with stakeholders to promote the Workplace Safety and Health (WSH) culture programmes	Develop and review the effectiveness of the organisation's Workplace Safety and Health (WSH) culture programmes	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
Knowledge		<ul style="list-style-type: none"> Types of WSH programmes that promote a safety culture WSH policy and procedures within work area WSH legal requirements 	<ul style="list-style-type: none"> Methods of promoting WSH culture Types of WSH culture programmes Benefits of promoting a positive WSH culture Types of barriers to WSH culture development 	<ul style="list-style-type: none"> Methods of building WSH culture Types of WSH culture models Methods of identifying and measuring organisational WSH culture maturity level Principles of enabling WSH culture and removing barriers Types of resources for implementing a WSH culture programme 	<ul style="list-style-type: none"> Methods of formulating cultural goals for WSH Principles of aligning WSH cultural goals with organisational needs and legal requirements Types of WSH culture assessment tools and methodologies Methods of evaluating WSH culture building programmes Methods of interpreting WSH culture assessment findings WSH industry best practices 	<ul style="list-style-type: none"> Principles of motivational leadership Barriers to WSH change and innovation Types of facilitation methods for encouraging WSH change and innovation Objectives of cascading organisational WSH policies to senior executives and key stakeholders Factors influencing the organisation's WSH policies and objectives

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<p>Abilities</p>		<ul style="list-style-type: none"> • Adhere to WSH policy and procedures • Report unsafe behaviour and work practices • Escalate issues adhering to WSH policy and procedures • Participate in and promote WSH culture building programmes 	<ul style="list-style-type: none"> • Implement WSH culture programme within own work area • Communicate the benefits of a positive WSH culture within own work area • Communicate potential barriers to WSH culture development in the organisation 	<ul style="list-style-type: none"> • Conduct a WSH culture assessment for an organisation • Examine the organisation's WSH culture to propose areas of improvement • Monitor the implementation of WSH culture programmes • Record changes and disruptions to WSH culture development in the organisation 	<ul style="list-style-type: none"> • Formulate a suite of culture building initiatives to improve or enhance the WSH culture of the organisation • Develop a WSH culture programme based on identified strengths and areas of improvement • Justify rationale for WSH culture building to management • Formulate WSH culture building initiatives to improve and/or enhance the WSH culture of the organisation • Recommend improvements to WSH culture building programmes 	<ul style="list-style-type: none"> • Cascade the benefits of Workplace Safety and Health (WSH) to management • Establish WSH building programmes to adopt WSH policies and programmes according to organisational procedures • Facilitate translation of WSH innovations into practical and operational concepts • Collaborate with senior management to align WSH policies with organisational vision, mission and values • Establish a no-blame culture and empower others to intervene in the presence of unsafe behaviours and practices
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