

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

<b>TSC Category</b>	Workplace Safety and Health Management					
<b>TSC</b>	Workplace Safety and Health Performance Management					
<b>TSC Description</b>	Establish and monitor indicators measuring effectiveness of the Workplace Safety and Health WSH policy and work procedures in preventing incidents and safeguarding employees in marine industry operations					
<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>EVS-WSH-2004-1.1</b>	<b>EVS-WSH-3004-1.1</b>	<b>EVS-WSH-4004-1.1</b>	<b>EVS-WSH-5004-1.1</b>	
		Support Workplace Safety and Health (WSH) inspections by conducting checks according to work plans and instructions	Perform Workplace Safety and Health (WSH) inspections to support the performance monitoring process	Develop Workplace Safety and Health (WSH) inspection plans and review outcomes to facilitate performance monitoring	Devise Workplace Safety and Health (WSH) performance management goals, measurements and parameters	
<b>Knowledge</b>		<ul style="list-style-type: none"> <li>Types of routine and non-routine work activities in the environmental services industry</li> <li>Types of compliance inspection processes</li> <li>Methods of hazard identification and risk assessment</li> <li>Types of risks associated with hazards, unsafe work practices and conditions in the environmental services industry</li> <li>Types of non-compliances, unsafe work conditions and practices in the environmental services industry</li> <li>Principles of the Hierarchy of Control</li> <li>WSH control measures and personal protective equipment (PPE)</li> <li>Gaps in the existing control measures and actual practices</li> </ul>	<ul style="list-style-type: none"> <li>Types of WSH inspection processes</li> <li>Types of WSH reporting processes</li> <li>WSH policy performance requirements</li> <li>Types of data used to gain insight into WSH performance</li> <li>Methods of collecting WSH data</li> <li>Analysis WSH performance data</li> <li>Organisation's processes, policies and procedures</li> </ul>	<ul style="list-style-type: none"> <li>Process to develop a Risk Management Plan</li> <li>Types of WSH conditions and practices to be monitored</li> <li>Types of WSH performance monitoring plans</li> <li>Selection criteria for WSH performance monitoring team</li> </ul>	<ul style="list-style-type: none"> <li>Organisation's strategies and goals relevant to WSH performance</li> <li>WSH performance indicators and measurement criteria</li> <li>Cost of incidents</li> <li>Intervention strategies to reduce WSH risks</li> <li>Types of WSH policies, regulations and legislations</li> </ul>	

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<b>Abilities</b>		<ul style="list-style-type: none"> <li>• Adhere to WSH policy and procedures</li> <li>• Assist in the conduct of compliance inspections within work area</li> <li>• Identify non-compliances, unsafe work conditions and practices</li> <li>• Monitor and review the effectiveness of the implemented control measures</li> <li>• Identify gaps in the existing control measures and report to management for appropriate corrective actions and preventive actions</li> <li>• Communicate the risks and control measures to the relevant stakeholders</li> </ul>	<ul style="list-style-type: none"> <li>• Intervene in the presence of unsafe behaviour and work practices</li> <li>• Identify types of hazards using relevant information</li> <li>• Analyse organisation's routine and non-routine processes and activities to establish the scope of risk assessment</li> <li>• Evaluate the impact of the hazards to safety and health of personnel, and prioritise the risk level using appropriate risk assessment methods</li> <li>• Formulate risk control strategies and implementation plans</li> <li>• Evaluate effectiveness of implemented control measures to identify residual risks</li> </ul>	<ul style="list-style-type: none"> <li>• Establish the Risk Management (RM) plan workflow</li> <li>• Establish the method of monitoring the implementation of risk management plan</li> <li>• Form the RM and Risk Assessment (RA) team</li> <li>• Identify deviations from the risk management plan and propose appropriate corrective actions</li> <li>• Revise risk management plan for continual improvement</li> <li>• Maintain the risk assessment documentation in accordance with legal and other requirements</li> </ul>	<ul style="list-style-type: none"> <li>• Formulate the risk management plan</li> <li>• Establish WSH performance measurement parameters based on relevant requirements and purpose</li> <li>• Review current WSH performance data against WSH standard conditions and practices from legal and other requirements</li> <li>• Determine WSH conditions and practices to be monitored</li> <li>• Develop WSH performance monitoring plans</li> <li>• Recommend appropriate intervention strategies based on monitoring results</li> </ul>	
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