

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

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| TSC Category | Workplace Safety and Health Management | | | | | |
| TSC | Workplace Safety and Health Policy Development | | | | | |
| TSC Description | Develop organisational Workplace Safety and Health policies to ensure compliance with national regulations by applying knowledge of regulations and staying abreast of regulatory changes and practices | | | | | |
| TSC Proficiency Description | Level 1 | Level 2 | Level 3 | Level 4 | Level 5 | Level 6 |
| | | | | EVS-WSH-4005-1.1 | EVS-WSH-5005-1.1 | EVS-WSH-6005-1.1 |
| | | | | Support Workplace Safety and Health (WSH) policy development in compliance with organisational programmes and relevant regulations | Develop organisation-wide Workplace Safety and Health (WSH) policies in compliance with organisational programmes and relevant regulations | Formulate organisational Workplace Safety and Health (WSH) strategies and policies in compliance with organisational programmes and relevant regulations |
| Knowledge | | | | <ul style="list-style-type: none"> • Organisation's processes, policies and procedures • WSH policies, regulations, best practices, legislative requirements and their work practice implications • Personnel from whom to seek advice on WSH policy • Penalties for non-compliance with legal requirements • Documentation of WSH policies • Methods of communicating WSH policies • WSH responsibilities and duties of relevant stakeholders • Types of vessels and rigs, terminology and features | <ul style="list-style-type: none"> • WSH policies, regulations, best practices and objectives • International, legal and industry requirements influencing WSH policy • Organisation's processes, policies and procedures • Methods of analysing WSH performance data • Methods of collecting feedback from senior executives and key stakeholders • Types of internal and external factors affecting WSH policy • Methods of ensuring continual improvement to WSH policies | <ul style="list-style-type: none"> • Methods of reviewing WSH policy scope, criteria and objectives • Types of organisation-wide WSH programmes • Barriers to WSH change and innovation |

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| <p>Abilities</p> | | | | <ul style="list-style-type: none"> • Communicate WSH policies to stakeholders • Propose improvements on WSH policies to management • Report non-compliance to WSH policy in accordance with organisational WSH procedures • Track implementation of recommended actions to improve WSH policies | <ul style="list-style-type: none"> • Gather information to formulate a WSH policy in accordance with WSH management system standards • Devise WSH organisation policies in consultation with senior executives and key stakeholders • Monitor the progress of WSH management programmes in meeting WSH objectives • Approve proposed improvements to WSH policies | <ul style="list-style-type: none"> • Formulate WSH policy objectives • Establish WSH organisation structure and strategies • Identify organisation-wide programmes to implement WSH policy and objectives • Update management and key stakeholders on new or amended legal requirements related to WSH • Develop processes for review of WSH policy and objectives |
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