

**SKILLS FRAMEWORK FOR SEA TRANSPORT  
TECHNICAL SKILLS AND COMPETENCIES (TSC) REFERENCE DOCUMENT**

<b>TSC Category</b>	Workplace Safety and Health					
<b>TSC</b>	Maritime Safety Culture Management					
<b>TSC Description</b>	Create and maintain a health, safety, security, environment and quality (HSSEQ) 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>STP-WSH-3094-1.1</b>	<b>STP-WSH-4094-1.1</b>	<b>STP-WSH-5094-1.1</b>	
			Promote a common set of attitudes, behaviours and competencies as the essential components of organisational health, safety, security, environment and quality (HSSEQ) culture	Develop and review the effectiveness of the organisation's health, safety, security, environment and quality (HSSEQ) culture programme	Establish a common set of attitudes, behaviours and competencies to achieve organisational health, safety, security, environment and quality (HSSEQ) excellence	
<b>Knowledge</b>			<ul style="list-style-type: none"> <li>• Organisation's HSSEQ culture maturity level</li> <li>• Characteristics of positive HSSEQ cultures</li> <li>• Benefits of promoting a positive HSSEQ culture</li> <li>• Potential barriers to HSSEQ culture development</li> <li>• Steps to promote HSSEQ culture</li> <li>• Types of HSSEQ culture programmes</li> <li>• Approaches to record changes in HSSEQ culture development</li> </ul>	<ul style="list-style-type: none"> <li>• Methods of building HSSEQ culture</li> <li>• Types of HSSEQ culture models</li> <li>• Types of resources for implementing HSSEQ culture programmes</li> <li>• Process of developing a HSSEQ culture building programme</li> <li>• Methods of monitoring the implementation of a HSSEQ culture improvement programme</li> </ul>	<ul style="list-style-type: none"> <li>• Process of HSSEQ culture assessment</li> <li>• Methods of identifying and measuring organisational HSSEQ culture maturity levels</li> <li>• Types of HSSEQ culture enablers and barriers</li> <li>• Characteristics of HSSEQ culture and climate</li> <li>• Principles of enabling HSSEQ cultures and removing barriers</li> <li>• HSSEQ culture strengths and areas for improvement</li> </ul>	
<b>Abilities</b>			<ul style="list-style-type: none"> <li>• Identify characteristics of positive HSSEQ cultures in organisations</li> <li>• Explain benefits of promoting positive HSSEQ culture to relevant stakeholders</li> <li>• Identify potential barriers to HSSEQ</li> </ul>	<ul style="list-style-type: none"> <li>• Examine organisations' HSSEQ culture to propose areas of improvement</li> <li>• Implement and monitor HSSEQ culture programmes in accordance with the programme</li> </ul>	<ul style="list-style-type: none"> <li>• Examine organisations' HSSEQ culture profiles to determine strengths and areas of improvement</li> <li>• Develop HSSEQ culture programmes based on identified strengths and areas of improvement</li> </ul>	

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			<p>culture development</p> <ul style="list-style-type: none"> <li>• Obtain management support on HSSEQ culture activities</li> <li>• Facilitate open communication and teamwork towards improving organisational HSSEQ culture</li> <li>• Communicate HSSEQ concerns, success stories and good practices in HSSEQ culture to workers and management</li> <li>• Implement HSSEQ campaigns and other encouragement programmes</li> <li>• Observe and record changes in organisational HSSEQ culture development</li> </ul>	<p>specifications</p> <ul style="list-style-type: none"> <li>• Record changes and disruptions to HSSEQ culture development in the organisation</li> </ul>	<ul style="list-style-type: none"> <li>• Formulate proposals for organisational adoption of HSSEQ culture</li> </ul>	
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