

**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 Performance Management					
<b>TSC Description</b>	Establish and monitor indicators measuring effectiveness of health, safety, security, environment and quality (HSSEQ) and work procedures in preventing incidents and safeguarding employees					
<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-3095-1.1</b>	<b>STP-WSH-4095-1.1</b>	<b>STP-WSH-5095-1.1</b>	
			Coordinate HSSEQ inspections and collect data for the compilation of HSSEQ performance reports	Lead HSSEQ inspections and implement HSSEQ performance monitoring plans for HSSEQ performance data collection and analyses	Establish measurement and monitoring of HSSEQ performance to ensure accordance with maritime codes and regulations	
<b>Knowledge</b>			<ul style="list-style-type: none"> <li>Acceptable HSSEQ conditions and behaviours</li> <li>Findings on non-conformance HSSEQ conditions and behaviours</li> <li>Basic reporting on HSSEQ performance</li> <li>Stakeholders to whom inspection findings should be communicated</li> <li>Indicators of conformance status</li> <li>Performance monitoring records</li> <li>Data on HSSEQ performance indicators including personal health issues</li> <li>Process of collecting data</li> </ul>	<ul style="list-style-type: none"> <li>HSSEQ inspection format and processes</li> <li>Processes to develop HSSEQ performance monitoring plans</li> <li>Types of HSSEQ conditions including personal health issues and practices to be monitored</li> <li>Types of HSSEQ performance monitoring plans</li> <li>HSSEQ performance measurement parameters</li> <li>Cost of incidents</li> <li>Cost impacts due to poor HSSEQ performance</li> <li>Selection criteria for HSSEQ performance monitoring teams</li> <li>International Organisation for Standards (ISO), International Safety Management (ISM), Training Management System (TMS)</li> </ul>	<ul style="list-style-type: none"> <li>Guidelines relevant to HSSEQ performance measurement</li> <li>HSSEQ performance indicators including personal health issues</li> <li>Measurement criteria for HSSEQ performance measurement</li> <li>HSSEQ conditions including personal health issues and practices to be monitored</li> <li>Selection criteria for HSSEQ performance monitoring team</li> <li>HSSEQ performance monitoring plan</li> <li>Stakeholders in HSSEQ performance reporting</li> <li>Analysis of HSSEQ performance data</li> <li>Intervention strategies to reduce HSSEQ risks</li> <li>International Organisation for Standards (ISO), International Safety Management (ISM),</li> </ul>	

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					Training Management System (TMS)	
<b>Abilities</b>			<ul style="list-style-type: none"> <li>Plan HSSEQ inspections to determine conformity with acceptable HSSEQ conditions and behaviours</li> <li>Report findings on HSSEQ non-conformity conditions and behaviours to relevant stakeholders</li> <li>Compile status reports on corrective and preventive actions to address findings</li> <li>Monitor closure of the corrective and preventive actions with reference to identified HSSEQ performance indicators</li> <li>Compile HSSEQ inspection reports to determine conformity to acceptable HSSEQ performance standards</li> </ul>	<ul style="list-style-type: none"> <li>Conduct HSSEQ compliance inspections</li> <li>Define purpose and objectives of HSSEQ performance monitoring plans</li> <li>Determine HSSEQ conditions and practices to be monitored, based on organisational needs and parameters for HSSEQ performance.</li> <li>Select appropriate personnel for the HSSEQ performance monitoring teams</li> <li>Set up HSSEQ performance monitoring processes</li> <li>Implement corrective and preventive measures to address HSSEQ non-compliance findings</li> <li>Implement HSSEQ performance monitoring plans</li> <li>Revise performance monitoring plans for continual improvement</li> </ul>	<ul style="list-style-type: none"> <li>Establish HSSEQ performance measurement parameters based on relevant international requirements from flag state and external auditors</li> <li>Review current HSSEQ performance data against HSSEQ standard conditions including personal health issues and practices from legal and other requirements</li> <li>Recommend appropriate intervention strategies based on monitoring results</li> <li>Establish training procedures for HSSEQ requirements and performance to be maintained according to updated maritime codes and regulations</li> </ul>	