

Overview of Technical Skills & Competencies (TSC)

Technical Skills and Competencies (TSCs)

TSC Category	TSC Title	TSC Description	Proficiency Levels					
			1	2	3	4	5	6
Audit Management	Workplace Safety and Health Audit Programme Management	Manage the WSH audit programme to ensure compliance to organisational audit procedures and legal requirements					●	●
	Workplace Safety and Health Audit System Management	Establish the policies and work procedures to ensure organisation's compliance to audit requirements					●	●
Big Data Analytics	Data Synthesis	Analyse data to monitor the processes for operations or process flow optimisation			●	●	●	●
Business Development	Business Negotiation	Engage stakeholders in accordance to established protocols to achieve business goals				●	●	●
	Business Presentation Delivery	Deliver effective and engaging presentations for a variety of audiences					●	●
	Workplace Safety and Health Business Case Development	Identify new ways to better meet the needs of existing Workplace Safety and Health (WSH) practices and ensure these work in an integrated fashion and bring benefits to the organisation				●	●	
General Management	Innovation Management	Manage organisation's ability to respond to internal and external opportunities by using creativity to introduce new ideas, processes and products		●	●	●	●	
	Change Management	Manage organisational change management systems to drive organisational success and outcomes by preparing, equipping and supporting adoption of change		●	●	●	●	
	Conflict Resolution	Adopt organisation's conflict mediation guidelines to find peaceful solutions to disagreements by evaluating and implementing resolution approaches and analysing mediation outcomes				●	●	●
	Corporate Governance	Establish organisational frameworks to ensure stakeholder interests are balanced and aligned with regulatory frameworks and organisational objectives				●	●	●
	Financial Budgeting	Prepare organisational budgets to support short and long term business plans through forecasting, allocation and financial policy settings					●	●
	Staff Performance Management	Maximise employee performance to meet business goals by aligning organisational objectives with internal processes, creating learning and development for staff and providing systems of feedback and support			●	●	●	
	Stakeholder Management	Manage organisation's key stakeholders, strategic partners and investors to maintain high levels of engagement by identifying needs, setting service standards and resolving issues in accordance with organisational procedures			●	●	●	

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Hazards Management	Asbestos Removal	Formulate an asbestos removal plan for the removal of asbestos from the workplace to minimise exposure and protect the health of all involved						●	
	Asbestos Risk Management	Formulate a management plan and implement control measures for the management of asbestos						●	
	Biological Hazards Management	Assess the necessary control measures including facility control, equipment control, safe practices and procedures and the use of personal protective equipment to help ensure biosafety at the workplace						●	●
	Confined Space Management	Assess safety when working in confined spaces under the relevant regulations						●	●
	Ergonomic Hazards Management	Evaluate risks due to ergonomics at the workplace and measure the impact of ergonomics to employees						●	●
	Hazard Control in Laser Devices	Manage and control laser hazards from laser devices to ensure safety and to fulfil the licensing requirements for such devices						●	●
	Hazardous Substances Impact Evaluation	Manage relevant information for the evaluation of the health effects caused by hazardous substances commonly found at the workplace to initiate timely intervention actions						●	●
	Hazardous Substances Management	Manage processes and procedures for the sampling of hazardous substances and exposure at the workplace						●	●
	Hazards Identification	Implement a systematic approach for hazard identification and risk assessment to effectively eliminate or reduce risks	●	●	●	●	●	●	●
	Indoor Air Quality Management	Manage of indoor air quality (IAQ) through the identification and analysis of IAQ problems						●	●
	Local Exhaust Ventilation System Management	Apply a design and qualitative approach to assess the effectiveness, performance and compliance of the local exhaust ventilation system		●	●	●	●	●	●
	Noise and Vibration Control	Manage noise and vibration control measures and assessment of control measures to prevent ill health effects at the workplace						●	
	Noise and Vibration Monitoring	Manage noise and vibration monitoring and assessment of monitoring to prevent ill health effects at the workplace						●	
	Radioactive Materials and Irradiating Apparatus Management	Manage radioactive materials and irradiating apparatus to ensure radiation safety at the workplace						●	●
	Skin Exposure Risk Management	Manage risks resulting from exposure to workplace hazards and identify the hazards that may cause injury to the skin						●	●
	Thermal Stressors Management	Manage human physiological response to thermal environment, approaches and methods of evaluating thermal risks and the control measures for the mitigation of the heat stress and their health effects						●	●

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Network Technology Management	Internet of Things Management	Interrelate computing devices, equipment and machines' data in a networked environment to provide specific solutions	●	●	●	●			
	Operational Control Implementation	Behavioural Safety Management	Manage behavioural safety programmes in an organisation				●	●	
Operational Control Implementation	Emergency Response Management	Manage emergency response plans for the range of contingencies affecting the various industry	●	●	●	●			
	Human Factors in Job Design	Identify and mitigate risks of incidents and/or accidents caused by human factors				●	●		
	Risk Management	Apply appropriate methodologies to assess workplace safety and health risks within an organisation				●	●		
	Workplace Health Management	Implement the necessary control measures to measure health hazards and ensure workplace health at the workplace				●	●		
	Workplace Safety and Health Control Measures	Identify lapses in workplace safety and health within an organisation and put in place reasonable practical control measures based on the Hierarchy of Control				●	●		
	Workplace Safety and Health Culture Management	Create and maintain a workplace safety and health culture based on a common set of attitudes, behaviours, and competencies		●	●	●	●	●	
	Workplace Safety and Health Incident Management	Apply a systematic and objective approach in workplace incident and accident investigations which include responding, reporting, gathering data and information, root cause analyses, implementation and review of corrective and preventive measures, to prevent recurrence of incidents and accidents	●	●	●	●	●		
	Workplace Safety and Health Performance Management	Establish and monitor indicators measuring effectiveness of workplace safety and health policies and work procedures in preventing incidents and safeguarding employees	●	●	●	●	●	●	
	Project Management	Project Coordination	Coordinate project activities and workflows in collaboration with project teams and relevant stakeholders, as determined by project plans, to fulfil expected project outcomes and objectives			●	●	●	
		Quality Management	Exposure and Risk Management	Measure and assess the risks due to hazardous substances at the workplace					●
Quality Management	Technical Writing	Apply technical writing approaches to communicate complex information and enable actions in pursuit of defined project goals				●	●		
	Technology Management	Cloud Computing Application	Manage cloud computing technologies in order to offer a collaborative framework with centralised storage and contact points, fewer visibility barriers, and opportunities to enact simplified, standardised processes			●	●	●	
Technology Application		Apply and integrate evaluated technologies into organisation operations or processes to achieve desired outcome		●	●	●			
Technology Infrastructure Management and Integration		Evaluate latest available technologies to integrate into existing operations so as to improve customer service, reduce costs and streamline supply chains			●	●	●		

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Workplace Safety and Health Management	Workplace Safety and Health Management in Chemical, Process, Pharmaceutical Industries and Laboratories	Manage the operational issues associated with the control and put in place appropriate risk control measures in the chemical, process, pharmaceutical industries and laboratories industry		●	●	●	●	
	Workplace Safety and Health Management in Construction Industry	Manage the operational issues associated with the control and put in place appropriate risk control measures in the construction industry		●	●	●	●	
	Workplace Safety and Health Management in Manufacturing Industry	Manage the operational issues associated with the control and put in place appropriate risk control measures in the Manufacturing industry		●	●	●	●	
	Workplace Safety and Health Management in Marine Industry	Manage the operational issues associated with the control and put in place appropriate risk control measures in the marine industry		●	●	●	●	
	Workplace Safety and Health Management in Service Industry	Manage the operational issues associated with the control and put in place appropriate risk control measures in the service industry		●	●	●	●	
	Workplace Safety and Health Policy Development	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	●	●	●	●	●	●
	Workplace Safety and Health Supervision in Tunnelling Construction	Apply appropriate control and safety measures when supervising deep excavation and tunnelling construction works common safety		●	●			
	Workplace Safety and Health System Management	Develop Workplace Safety and Health (WSH) frameworks and implement procedures and practices to ensure a safe and reliable workplace environment	●	●	●	●	●	●