

**SKILLS FRAMEWORK FOR WORKPLACE SAFETY AND HEALTH
TECHNICAL SKILLS & COMPETENCIES (TSC) REFERENCE DOCUMENT**

TSC Category	Hazards Management					
TSC	Hazards Identification					
TSC Description	Implement systematic approaches for hazard identification and risk assessment to eliminate or reduce risks effectively					
TSC Proficiency Description	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
	WPH-WSH-1064-1.1	WPH-WSH-2064-1.1	WPH-WSH-3064-1.1	WPH-WSH-4064-1.1	WPH-WSH-5064-1.1	
	Identify a range of hazards, use risk matrices to evaluate the risks and take appropriate risk control measures according to the organisation's standard operating procedures (SOPs)	Apply hazard identification approaches and select appropriate risk control measures in the planning, preparation and execution of work activities	Identify Workplace Safety and Health (WSH) hazards, unsafe work conditions and/or practices and recommend reasonably practical control measures at the workplace for a number of key industries	Develop and implement risk management plans to eliminate or reduce risks for a safe workplace with compliance to regulations and Workplace Safety and Health (WSH) system requirements	Conduct risk assessments to identify and appraise hazards, evaluate the risks and estimate the costs due to the risks in a number of key industries	
Knowledge	<ul style="list-style-type: none"> Relevant Workplace Safety and Health (WSH) legal and other requirements Risk management framework Types of risk assessment formats Types of WSH hazards (including personal health issues) associated in a workplace Safe work procedures Common safety signs Classification of risks using risk matrices Relevant stakeholders Risk control measures 	<ul style="list-style-type: none"> Workplace Safety and Health (WSH) policies and procedures Roles and responsibilities of the risk assessment teams Principles of risk assessment and risk management Procedures and practices for the conduct of risk assessments Types of hazards (including personal health issues) and risks Methods of risk evaluation Risk matrices based on likelihood and severity ratings Classification of risks Hierarchies and types of risk control measures 	<ul style="list-style-type: none"> Applicable WSH legal and other requirements Risk management processes Types of WSH hazards (including personal health issues) at the workplace Methods of hazard identification Unsafe work conditions Unsafe work practices Hierarchy of controls Relevant stakeholders for implementing control measures Gaps in the existing control measures and actual practices Corrective actions and preventive actions (CAPA) 	<ul style="list-style-type: none"> WSH legal and other requirements Industry best practices and codes of practice on risk management Updates on amended or new WSH legal requirements Scoping of risk assessments Risk assessments and risk management workflows and practices Roles and responsibilities of the risk management teams Types of hazards and personal health hazards Human (including personal health issues) and cultural factors for risk assessments Methods and criteria of risk evaluation Types of risk matrices Risk evaluation procedures Hierarchies and types of risk controls Methods of implementing risk management Types of WSH communication 	<ul style="list-style-type: none"> Legal and other requirements applicable to risk management Processes to develop risk management plans Structure, responsibilities and competences of risk management (RM) and Risk Assessment (RA) teams Routine and non-routine activities Scope of risk assessments Information relevant to risk assessments Methods of hazard identification Nature and types of WSH hazards Impact of hazards to safety and health of personnel Methods of risk evaluation Types of risk assessment records used in risk assessments 	

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				<ul style="list-style-type: none"> Documentation control for risk management 		
<p>Abilities</p>	<ul style="list-style-type: none"> Identify WSH hazards (including personal health issues) in the workplace Evaluate the risks associated with the hazards identified in the workplace Suggest to stakeholders appropriate risk control measures to eliminate, reduce or confine the risks Participate in monitoring and reviewing risk control measures on an on-going basis 	<ul style="list-style-type: none"> Participate in activity-based risk assessments Identify hazards (including personal health issues) associated with routine and non-routine work activities Evaluate risk levels based on likelihood and severity ratings Identify types of risk control measures Perform risk control measures in accordance with the hierarchies of risk control Perform safety checks on work areas, safety signs, safety devices and equipment 	<ul style="list-style-type: none"> Identify WSH hazards including personal health issues, unsafe work conditions and practices at the workplace Evaluate the risk level of the hazards identified Recommend and implement WSH control measures in accordance with the organisational risk management plans Monitor and review the effectiveness of the implemented control measures Identify gaps in the existing control measures and report to management for appropriate corrective actions and preventive actions 	<ul style="list-style-type: none"> Establish risk management plans, workflows and practices Determine scope and extent of risk assessments List and communicate the roles and responsibilities of the risk management teams Oversee the implementation of risk management to ensure staff and contractors at all levels understand the processes and act safely during work activities Incorporate human (including personal health issues) and cultural factors in risk assessment processes Align risk management practices with industry best practices Manage and maintain documentation for risk management and review the documents on a regular basis to ensure their currency Oversee risk management in areas of accountability Investigate risk management related issues and recommend improvements 	<ul style="list-style-type: none"> Establish the workflow for Risk Management (RM) Plans for the organisation in compliance with WSH applicable legal and other requirements Form the Risk Management (RM) and Risk Assessment (RA) teams Analyse organisation's routine and non-routine processes and activities to establish the scope of risk assessments Identify types of hazards using relevant information Evaluate the impact of the hazards to safety and health of personnel, and prioritise the risk levels using appropriate risk assessment methods 	