

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

TSC Category	Operational Control Implementation					
TSC	Workplace Safety and Health Culture Management					
TSC Description	Create and maintain a workplace safety and health culture based on a common set of attitudes, behaviours, and competencies					
TSC Proficiency Description	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
		WPH-WSH-2076-1.1	WPH-WSH-3076-1.1	WPH-WSH-4076-1.1	WPH-WSH-5076-1.1	WPH-WSH-6076-1.1
		Support workplace safety and health (WSH) culture programmes	Promote a common set of attitudes, behaviours and competencies as the essential components of organisational workplace safety and health (WSH) culture	Develop and review the effectiveness of the organisation's workplace safety and health (WSH) culture programme	Establish a common set of attitudes, behaviours and competencies to achieve organisational workplace safety and health (WSH) excellence	Conduct external assessment of organisational workplace safety and health (WSH) culture
Knowledge		<ul style="list-style-type: none"> Types of WSH programmes that promote a safety and health culture WSH policies and procedures within work areas WSH legal requirements 	<ul style="list-style-type: none"> Attributes of a WSH CultureSAFE model CultureSAFE maturity level Characteristics of positive WSH cultures Benefits of promoting a positive WSH culture Potential barriers to WSH culture development Steps to promote WSH culture Types of WSH culture programmes Approaches to record changes in WSH culture development 	<ul style="list-style-type: none"> Attributes of a WSH CultureSAFE model CultureSAFE maturity level Methods of building WSH culture Types of WSH culture models Types of resources for implementing WSH culture programmes Process of developing a WSH culture building programme Methods of monitoring the implementation of a WSH culture improvement programme 	<ul style="list-style-type: none"> Attributes of a WSH CultureSAFE model CultureSAFE maturity level Process of WSH culture assessment Methods of identifying and measuring organisational WSH culture maturity levels Types of WSH culture enablers and barriers Characteristics of WSH culture and climate Principles of enabling WSH cultures and removing barriers WSH culture strengths and areas for improvement 	<ul style="list-style-type: none"> Definition of WSH culture Rationale and approach to WSH culture building Levels of WSH culture maturity WSH culture assessment tools and methodologies Scale and measurement systems for WSH culture assessments Types of WSH culture assessment findings Types of WSH cultures Methods for evaluating WSH Culture building programmes
Abilities		<ul style="list-style-type: none"> Adhere to WSH policies and procedures Report unsafe behaviours and work practices Escalate issues adhering to WSH policy and procedures 	<ul style="list-style-type: none"> Identify characteristics of positive WSH cultures in organisations Explain benefits of promoting positive WSH culture to relevant stakeholders Identify potential barriers to WSH culture development 	<ul style="list-style-type: none"> Examine organisations' WSH culture to propose areas of improvement Implement and monitor WSH culture programmes in accordance with the programme specifications 	<ul style="list-style-type: none"> Examine organisations' WSH culture profiles to determine strengths and areas of improvement Develop WSH culture programmes based on identified strengths and areas of improvement 	<ul style="list-style-type: none"> Determine dimensions and elements of each WSH culture attribute to be assessed Prepare assessment tools based on the elements Conduct surveys and on-site inspections

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		<ul style="list-style-type: none"> Participate in and promote WSH culture building programmes 	<ul style="list-style-type: none"> Obtain management support on WSH culture activities Facilitate open communication and teamwork towards improving organisational WSH Communicate WSH concerns, success stories and good practices in WSH culture to workers and management Implement WSH campaigns and other encouragement programmes Observe and record changes in organisational WSH culture development 	<ul style="list-style-type: none"> Record changes and disruptions to WSH culture development in the organisation 	<ul style="list-style-type: none"> Formulate proposals for organisational adoption of WSH culture 	<ul style="list-style-type: none"> Measure the attributes, dimensions and elements of a WSH culture index Highlight findings from WSH culture assessments and recommend follow-up actions Formulate WSH culture building initiatives to improve or enhance organisational WSH culture Evaluate organisational WSH culture building programmes
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