# WSH Professionals Competency Map and Qualifications Framework (Version 2)

To drive organisational WSH awareness and compliance through key activities such as identifying, anticipating, assessing, evaluating and managing risks to provide safe and incident-free workplaces for the well-being of employees, temporary workers, contractor personnel, visitors and any other person at the place of work.

## INDUSTRY KEY PURPOSE

**Core Units**

- **Policy and Risk Management**
  - WP02-PR-601C-1: Manage WSH Audit Programme (2CV)
  - WP02-PR-602C-1: Advise on WSH Legal Requirements and Good Practices (1CV)

- **Operational Control**
  - WP02-IC-601C-1: Recommend Continual Improvement to WSH Management System (2CV)
  - WP02-IC-602C-1: Apply Risk Assessment Methodologies in WSH Process (4CV)

- **Corrective and Preventive Actions**
  - WP02-CA-601C-1: Conduct WSH Management System Audit (2CV)
  - WP02-CA-602C-1: Conduct a WSH Culture Assessment (2CV)

- **Interpersonal Skills**
  - ES-IP-401G-1: Lead Workplace Communication and Engagement <ES WSQ> (2CV)
  - ES-IP-501G-1: Manage Cross Functional and Culturally Diverse Team <ES WSQ> (2CV)

## ELECTIVE UNITS

**Specialist Diploma in WSH**

- Core Units: 13 Units
- Elective Units: 3 Units

**Graduate Certificate in WSH**

- Core Units: 6 Units
- Elective Units: 1 Unit

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### Typical Job Titles

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## Competency Units

**Policy and Risk Management**
- WP02-PR-301C-1: Administer WSH Policy (1CV)
- WP02-PR-302C-1: Identify WSH hazards and Implement Control Measures (2CV)

**Operational Control**
- WP02-IC-301C-1: Coordinate WSH Management System with Legal Compliance (2CV)
- WP02-IC-302C-1: Coordinate Implementation of Emergency Preparedness and Response Plans (1CV)
- WP02-IC-303C-1: Promote WSH Culture Development (1CV)

**Corrective and Preventive Actions**
- WP02-CA-301C-1: Investigate and Report WSH Incidents (2CV)
- WP02-CA-302C-1: Measure, Monitor and Report WSH Performance (1CV)

**Process**
- WP02-PR-101C-1: Identify Hazards and Maintain Risk Control Measures (2CV)
- WP02-PR-102C-1: Support WSH Legal Compliance and Incident Reporting (2CV)

**Operational Control**
- WP02–IC–101C-1: Participate in Implementing WSH Management Process (2CV)

**Corrective and Preventive Actions**
- WP02–CA–101C-1: Check and report outcome of WSH inspection (2CV)

**Interpersonal Skills**
- ES-IP-101G-1: Communicate and Relate Effectively at the Workplace <ES WSQ> (2CV)

**Analytical, Conceptual and Evaluative Skills**
- ES-ACE-101G-1: Demonstrate Initiative & Enterprising Behaviors <ES WSQ> (2CV)
- ES-ACE-102G-1: Solve Problems & Make Decisions at Operations Level <ES WSQ> (2CV)
- ES-ACE-301G-1: Foster Initiative & Enterprise in Teams <ES WSQ> (2CV)
- ES-ACE-302G-1: Solve Problems & Make Decisions at Supervisory Level <ES WSQ> (2CV)

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## Elective Units

**Group 1:**
- WP02-PR-303E-1: Supervise WSH in Construction Industries (MOM – BCSS) (3CV)
- WP02-PR-304E-1: Supervise WSH in Construction Tunneling (MOM – BCSS Tunneling) (3CV)
- WP02-PR-305E-1: Supervise WSH in Manufacturing Industries (MOM – BISH) (3CV)
- WP02-PR-306E-1: Supervise WSH in Marine Industries (MOM – SSSC) (3CV)
- WP02-PR-307E-1: Supervise WSH in Service Industry (3CV)

**Group 2:**
- PI-PRO-328E-1: Supervise Workplace Safety and Health in Process Plant <PI WSQ> (3CV)
- ES-IP-302G-1: Facilitate Effective Work teams <ES WSQ> (2CV)
- ES-ACE-302G-1: Solve Problems & Make Decisions at Supervisory Level <ES WSQ> (2CV)
- ES-ACE-301G-1: Foster Initiative & Enterprise in Teams <ES WSQ> (2CV)

## Typical Job Titles
- WSH Coordinator, Supervisor
- WSH Representative, Promoter, Advocate

**Advanced Certificate in WSH**
- 8 Core Units + 2 Elective Units

**Certificate in WSH**
- 5 Core Units + 1 Elective Unit

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Updated on: 26 June 2014
COURSE ENTRY REQUIREMENTS & ASSUMED SKILLS AND KNOWLEDGE

EITHER
- A recognised WSH degree qualification for WSHO registration with MOM; and
- At least 2 years of post-WSH qualification working experience as a WSH officer or similar occupational role

OR
- Technology/Science-related/Engineering diploma/degree; and
- WSQ Specialist Diploma in WSH qualification (Level C); and
- At least 2 years of post-WSH qualification working experience as a WSH officer or similar occupational role

OR
- GCE “O” Level English & Mathematics grade B4 or ES Workplace Literacy and Numeracy Level 7; and
- WSQ Specialist Diploma in WSH qualification (Level C); and
- At least 2 years of post-WSH qualification working experience as a WSH officer or equivalent

ASSUMED SKILLS AND KNOWLEDGE (LEVELS A & B)

- Possess ES Workplace Literacy Level 6 or GCE “O” Level English grade C6; and
- Possess ES Workplace Numeracy Level 6 or GCE “O” Level Maths grade C6, or bridging course; and
- Possess GCE “O” Level Science grade C6, or bridging course; and
- Possess WSH skills and knowledge equivalent to that of Advanced Certificate in WSH; and
- At least 2 years of post-WSH qualification working experience as a WSH supervisor, coordinator or similar occupational role

- Possess ES Workplace Literacy and Numeracy Level 5 or GCE “N” Level English grade 5 & Mathematics grade 5; and
- Possess WSH skills and knowledge equivalent to that of Certificate in WSH; and
- Have at least 1 year of WSH relevant working experience

- Possess ES Workplace Literacy and Numeracy Level 4 or Secondary 2 education; and
- Have completed ES WSH or equivalent; and/or
- Hold a WSH related appointment
For purposes of attaining full qualifications, equivalency between the earlier versions of WSH Professionals Competency Units and the corresponding version 2 updates are recognised as follows:

<table>
<thead>
<tr>
<th>Graduate Certificate in WSH</th>
<th>Current Competency Unit</th>
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<tbody>
<tr>
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<td>WP02-PR-601C-1 Manage WSH Audit Programme</td>
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<td>WP02-PR-602C-1 Advise on WSH Legal Requirements and Good Practices</td>
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<td>WP02-IC-601C-1 Recommend Continual Improvement to WSH Management System</td>
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<td>WP02-IC-602C-1 Apply Risk Assessment Methodologies in WSH Process</td>
<td>WP-IC-604E-1 Apply Risk Assessment Tools in WSH Process</td>
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<td>WP02–IC–501C-1 Design and Implement Behavioural Safety Programme</td>
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<td>WP02–CA–501C-1 Establish Measurement and Monitoring of WSH Performance</td>
<td>WP-CA-501C-1 Establish Measurement and Monitoring of WSH Performance</td>
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<td>WP02–CA–502C-1 Establish and Manage WSH Incident Investigation and Analysis Process</td>
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<td>WP02–CA–503C-1 Manage Internal WSH Management System Audit</td>
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