

WSH Professionals Competency Map and Qualifications Framework (Version 2)

INDUSTRY KEY PURPOSE

To drive organisational WSH awareness and compliance through key activities such as identifying, anticipating, assessing, evaluating and managing risks to provide for 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

QUALIFICATIONS

COMPETENCY CATEGORIES

COMPETENCY UNITS

Occupational Level

TYPICAL JOB TITLES

CORE UNITS

ELECTIVE UNITS

Graduate Certificate in WSH
6 Core Units + 1 Elective Unit

Specialist Diploma in WSH
13 Core Units + 3 Elective Units^{^^}
^{^^} At least 1 elective from each group

Policy and Risk Management	<ul style="list-style-type: none"> WP02-PR-601C-1 Manage WSH Audit Programme (2CV) WP02-PR-602C-1 Advise on WSH Legal Requirements and Good Practices (1CV) 		D	WSH Auditor, Lead Auditor, Consultant, Specialist
Operational Control	<ul style="list-style-type: none"> WP02-IC-601C-1 Recommend Continual Improvement to WSH Management System (2CV) WP02-IC-602C-1 Apply Risk Assessment Methodologies in WSH Process (4CV) 	<ul style="list-style-type: none"> WP02-IC-603E-1 Apply WSH Operational Excellence (4CV) 		
Corrective and Preventive Actions	<ul style="list-style-type: none"> WP02-CA-601C-1 Conduct WSH Management System Audit (2CV) WP02-CA-602C-1 Conduct a WSH Culture Assessment (2CV) 			
Interpersonal Skills		<ul style="list-style-type: none"> 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) 		

COMPETENCY CATEGORY DESCRIPTOR

<p>Policy and Risk Management Consists of all the activities involved in managing the organisational WSH management system, setting the direction for the business to deal with WSH issues in daily operations and ensuring relevancy and effectiveness of the system.</p>
<p>Operational Control Consists of activities involved in the operational control of the organisational WSH management system, including day-to-day operational activities such as managing resources, behaviours, promoting good WSH culture and implementing systems of work procedures.</p>
<p>Corrective and Preventive Actions Consists of activities to ensure the continued sustainability and effectiveness of the organisational WSH management system, such as WSH inspections and audits, setting and conducting performance measurements and making adjustments based on those findings.</p>
<p>Interpersonal Skills Consists of skills to work and communicate effectively in a diverse team environment and negotiate for mutually beneficial outcomes</p>
<p>Analytical, Conceptual and Evaluative Skills Consists of skills to generate feasible, efficient and innovative solutions to solve work problems, enhance productivity and capitalize on new opportunities</p>
<p>Training Delivery This functional area relates to the delivery of training interventions.</p>
<p>Process</p>

Policy and Risk Management	<ul style="list-style-type: none"> WP02-PR-501C-1 Establish WSH Policy and Advise on WSH Legal Compliance Issues (3CV) WP02-PR-502C-1 Identify WSH Hazards and Assess WSH Risks (2CV) WP02-PR-503C-1 Recommend WSH Control Measures (2CV) WP02-PR-504C-1 Manage WSH Risk (2CV) WP02-PR-505C-1 Develop a WSH Management System (1CV) 	<p>Group 1:</p> <ul style="list-style-type: none"> WP02-PR-506E-1 Manage WSH in Construction industry (2CV) WP02-PR-507E-1 Manage WSH in Chemical, Process, Pharmaceutical industries and Laboratories (2CV) WP02-PR-508E-1 Manage WSH in Manufacturing industry (2CV) WP02-PR-509E-1 Manage WSH in Service industry (2CV) WP02-PR-510E-1 Manage WSH in Marine industry (2CV) <p>Group 2:</p> <ul style="list-style-type: none"> WP02-PR-511E-1 Establish Environmental Management System (2CV) WP02-PR-512E-1 Develop a Business Case for WSH (2CV) WP02-PR-513E-1 Apply Human Factors in Job Design (3CV) 	C	WSH Officer*, Professional, Advisor, Specialist, Manager, Engineer, Executive
Operational Control	<ul style="list-style-type: none"> WP02-IC-501C-1 Design and Implement Behavioural Safety Programme (1CV) WP02-IC-502C-1 Establish and Review Emergency Preparedness and Response Plan (2CV) WP02-IC-503C-1 Develop a WSH Culture (1CV) 	<p>Group 2:</p> <ul style="list-style-type: none"> WP02-IC-504E-1 Manage Financial Resources for WSH (2CV) WP02-IC-505E-1 Plan, Prepare and Deliver Presentations (2CV) 		
Corrective and Preventive Actions	<ul style="list-style-type: none"> WP02-CA-501C-1 Establish Measurement and Monitoring of WSH Performance (2CV) WP02-CA-502C-1 Establish and Manage WSH Incident Investigation and Analysis Processes (2CV) WP02-CA-503C-1 Manage Internal WSH Audit System (2CV) 			
Interpersonal Skills	<ul style="list-style-type: none"> ES-IP-401G-1 Lead Workplace Communication and Engagement <ES WSQ> (2CV) OH-NT-501C-1 Compose Technical Report <OHP WSQ> (1CV) 	<p>Group 2:</p> <ul style="list-style-type: none"> ES-IP-402G-1 Develop a Work Team <ES WSQ> (2CV) ES-IP-501G-1 Manage Cross Functional and Culturally Diverse Teams <ES WSQ> (2CV) 		
Analytical, Conceptual and Evaluative Skills		<p>Group 2:</p> <ul style="list-style-type: none"> ES-ACE-402G-1 Solve Problems & Make Decisions at Managerial Level <ES WSQ> (2CV) ES-ACE-401G-1 Support the Establishment of a Framework for Initiative and Enterprise <ES WSQ> (2CV) 		
Training Delivery		<p>Group 2:</p> <ul style="list-style-type: none"> TR-TDL-304C-1 Prepare and Facilitate Classroom Training <TAE WSQ> (2CV) 		

* Qualifier required.
Attainment of qualification does not automatically qualify for the titles. Additional criteria such as industrial knowledge and experience etc. can be set by the qualifier body.

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QUALIFICATIONS

COMPETENCY CATEGORIES

COMPETENCY UNITS

Occupational Level

TYPICAL JOB TITLES

CORE UNITS

ELECTIVE UNITS

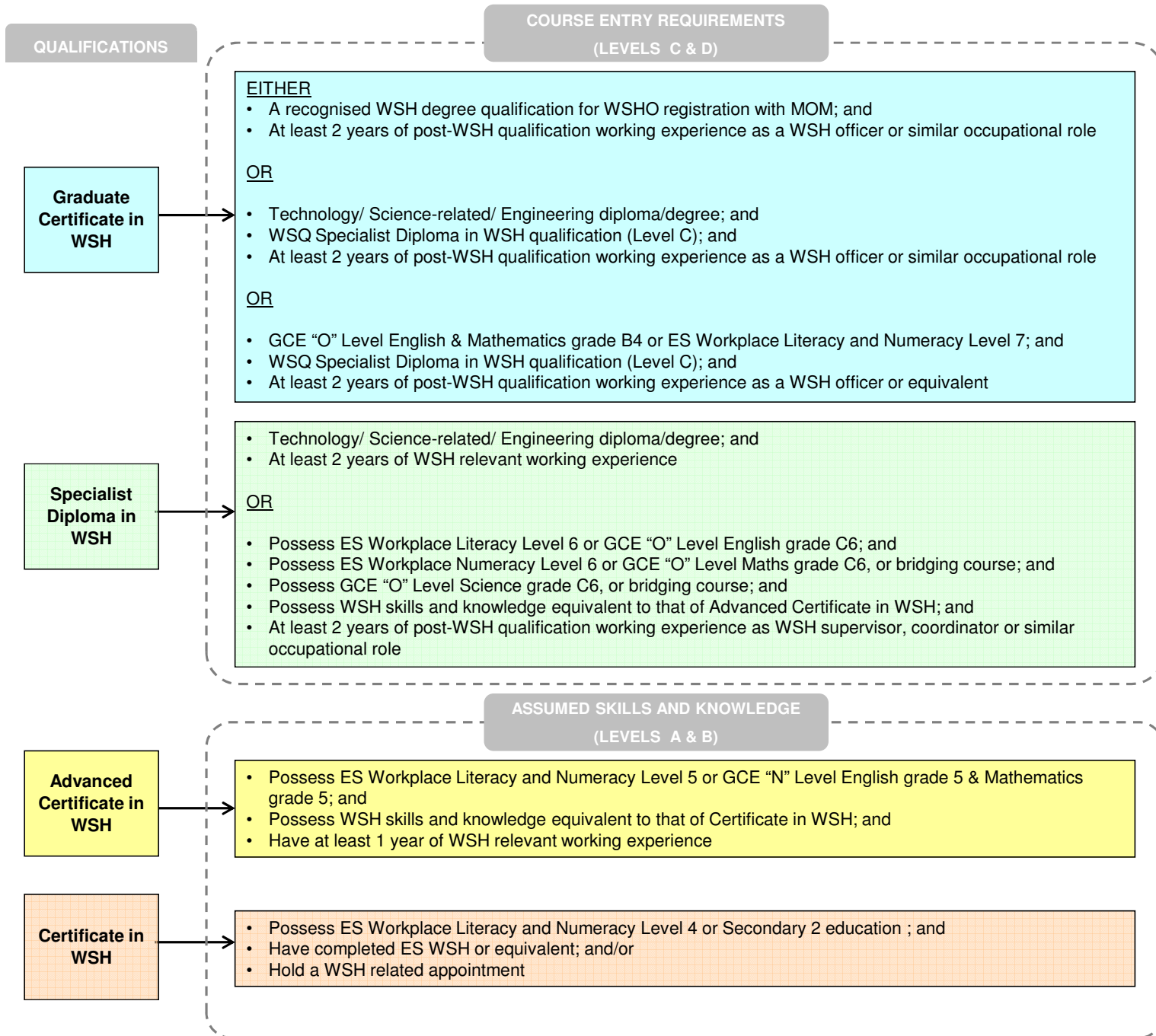
Advanced Certificate in WSH
8 Core Units + 2 Elective Units^
^1 elective from each group

Certificate in WSH
5 Core Units + 1 Elective Unit

Policy and Risk Management Operational Control Corrective and Preventive Actions Process Interpersonal Skills Analytical, Conceptual and Evaluative Skills	<ul style="list-style-type: none"> •WP02-PR-301C-1 Administer WSH Policy (1CV) •WP02-PR-302C-1 Identify WSH hazards and Implement Control Measures (2CV) 	<ul style="list-style-type: none"> •WP02-PR-303E-1 Supervise WSH in Construction Industries (MOM – BCSS) (3CV) •WP02-PR-304E-1 Supervise WSH in Construction Tunnelling (MOM – BCSS Tunnelling) (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 1: Supervise WSH in Construction Industries (MOM – BCSS) (3CV) Supervise WSH in Construction Tunnelling (MOM – BCSS Tunnelling) (3CV) Supervise WSH in Manufacturing Industries (MOM – BISH) (3CV) Supervise WSH in Marine Industries (MOM – SSSC) (3CV) Supervise WSH in Service Industry (3CV) Group 1: Supervise Workplace Safety and Health in Process Plant <PI WSQ> (3CV) Group 2: Facilitate Effective Work teams <ES WSQ> (2CV) Solve Problems & Make Decisions at Supervisory Level <ES WSQ> (2CV) Foster Initiative & Enterprise in Teams <ES WSQ> (2CV)	B	WSH Coordinator, Supervisor
	<ul style="list-style-type: none"> •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) 				
	<ul style="list-style-type: none"> •WP02-CA-301C-1 Investigate and Report WSH Incidents (2CV) •WP02-CA-302C-1 Measure, Monitor and Report WSH Performance (1CV) 				

Policy and Risk Management Operational Control Corrective and Preventive Actions Interpersonal Skills Analytical, Conceptual and Evaluative Skills	<ul style="list-style-type: none"> •WP02-PR-101C-1 Identify Hazards and Maintain Risk Control Measures (2CV) •WP02-PR-102C-1 Support WSH Legal Compliance and Incident Reporting (2CV) 		Group 1: Supervise Workplace Safety and Health in Process Plant <PI WSQ> (3CV) Group 2: Facilitate Effective Work teams <ES WSQ> (2CV) Solve Problems & Make Decisions at Supervisory Level <ES WSQ> (2CV) Foster Initiative & Enterprise in Teams <ES WSQ> (2CV)	A	WSH Representative, Promoter, Advocate
	<ul style="list-style-type: none"> •WP02-IC-101C-1 Participate in Implementing WSH Management Process (2CV) 				
	<ul style="list-style-type: none"> •WP02-CA-101C-1 Check and report outcome of WSH inspection (2CV) 				
	<ul style="list-style-type: none"> •ES-IP-101G-1 Communicate and Relate Effectively at the Workplace <ES WSQ> (2CV) 	<ul style="list-style-type: none"> •ES-IP-102G-1 Work in a Team <ES WSQ> (2CV) 			
	<ul style="list-style-type: none"> •ES-ACE-102G-1 Solve Problems & Make Decisions at Operations Level <ES WSQ> (2CV) •ES-ACE-101G-1 Demonstrate Initiative & Enterprising Behaviors <ES WSQ> (2CV) 				

COURSE ENTRY REQUIREMENTS & ASSUMED SKILLS AND KNOWLEDGE



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:

Graduate Certificate in WSH

Current Competency Unit		Prior Competency Unit Recognised for Credit Exemption	
CORE UNITS			
WP02-PR-601C-1	Manage WSH Audit Programme	WP-PR-601C-1	Manage WSH Audit Programme
WP02-PR-602C-1	Advise on WSH Legal Requirements and Good Practices	WP-PR-602C-1	Advise on WSH Legal Requirements and Good Practices
WP02-IC-601C-1	Recommend Continual Improvement to WSH Management System	WP-IC-601C-1	Recommend continual improvement to WSH management system
WP02-CA-601C-1	Conduct WSH Management System Audit	WP-CA-601C-1	Conduct WSH Management System Audit
WP02-IC-602C-1	Apply Risk Assessment Methodologies in WSH Process	WP-IC-604E-1	Apply Risk Assessment Tools in WSH Process
ELECTIVE UNITS			
WP02-IC-603E-1	Apply WSH Operational Excellence	WP-IC-602E-1	Apply WSH Operational Excellence

Specialist Diploma in WSH

Current Competency Unit		Prior Competency Unit Recognised for Credit Exemption	
CORE UNITS			
WP02-IC-501C-1	Design and Implement Behavioural Safety Programme	WP-IC-501C-1	Design and Implement Behavioural Safety Programme
WP02-IC-502C-1	Establish and Review Emergency Preparedness and Response Plan	WP-IC-502C-1	Establish and Review Emergency Preparedness and Response Plan
WP02-CA-501C-1	Establish Measurement and Monitoring of WSH Performance	WP-CA-501C-1	Establish Measurement and Monitoring of WSH Performance
WP02-CA-502C-1	Establish and Manage WSH Incident Investigation and Analysis Process	WP-CA-502C-1	Establish and Manage WSH Incident Investigation and Analysis Process
WP02-CA-503C-1	Manage Internal WSH Management System Audit	WP-CA-503C-1	Manage Internal WSH Management System Audit
ELECTIVE UNITS			
WP02-PR-506E-1	Manage WSH in Construction Industry	WP-PR-505E-1	Manage WSH Risks in Construction Industry
WP02-PR-507E-1	Manage WSH in Chemical, Process, Pharmaceutical Industries and Laboratories	WP-PR-506E-1	Manage WSH Risks in Chemical, Process, Pharmaceutical Industries and Laboratories
WP02-PR-508E-1	Manage WSH in Manufacturing Industry	WP-PR-507E-1	Manage WSH Risks in Manufacturing Industry
WP02-PR-509E-1	Manage WSH in Service Industry	WP-PR-508E-1	Manage WSH Risks in Service Industry
WP02-PR-510E-1	Manage WSH in Marine Industry	WP-PR-509E-1	Manage WSH Risks in Marine Industry
WP02-PR-511E-1	Establish Environmental Management System	WP-PR-510E-1	Establish Environmental Management System
WP02-IC-504E-1	Manage Financial Resources for WSH	WP-IC-506E-1	Manage Financial Resources for WSH
WP02-IC-505E-1	Plan, Prepare and Deliver Presentations	WP-IC-505E-1	Plan, Prepare and Deliver Presentations

Advanced Certificate in WSH

Current Competency Unit		Prior Competency Unit Recognised for Credit Exemption	
CORE UNITS			
WP02-PR-301C-1	Administer WSH Policy	WP-PR-301C-1	Administer WSH Policy
WP02-IC-302C-1	Coordinate Implementation of Emergency Preparedness and Response Plans	WP-IC-302C-1	Coordinate Implementation of Emergency Preparedness and Response Plans
WP02-CA-301C-1	Investigate and Report WSH Incidents	WP-CA-301C-1	Investigate and Report WSH Incidents
WP02-CA-302C-1	Measure, Monitor and Report WSH Performance	WP-CA-302C-1	Measure, Monitor and Report WSH Performance
ELECTIVE UNITS			
WP02-PR-307E-1	Supervise WSH in Service Industry	WP-PR-306E-1	Recognise WSH Hazards and Control Measures in Service Industry

Certificate in WSH

Current Competency Unit		Prior Competency Unit Recognised for Credit Exemption	
CORE UNITS			
WP02-PR-101C-1	Identify WSH Hazards and Maintain Risk Control Measures	WP-PR-101C-1	Participate in Hazard Identification and Risk Control
WP02-PR-102C-1	Support WSH Legal Compliance and Incident Reporting	WP-PR-102C-1	Support WSH Legal Compliance and Incident Reporting