## TSC Category
Workplace Safety and Health

## TSC
Workplace Safety and Health Culture Development

## TSC Description
Create and maintain a workplace safety and health culture based on a common set of attitudes, behaviours, and competencies

<table>
<thead>
<tr>
<th>TSC Proficiency Description</th>
<th>Level 1</th>
<th>Level 2</th>
<th>Level 3</th>
<th>Level 4</th>
<th>Level 5</th>
<th>Level 6</th>
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<tbody>
<tr>
<td></td>
<td>MAR-WSH-2013-1.1</td>
<td>MAR-WSH-3013-1.1</td>
<td>MAR-WSH-4013-1.1</td>
<td>MAR-WSH-5013-1.1</td>
<td>MAR-WSH-6013-1.1</td>
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<tr>
<td>Support workplace safety and health (WSH) culture programmes</td>
<td>Collaborate with stakeholders to promote the workplace safety and health (WSH) culture programme</td>
<td>Develop and review the effectiveness of the organisation’s workplace safety and health (WSH) culture programme</td>
<td>Lead the creation of a workplace safety and health (WSH) culture within the organisation</td>
<td>Transform the organisation’s workplace, safety and health (WSH) culture by facilitating interventions to uphold the organisational values and policies</td>
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### Knowledge
- Types of WSH programmes that promote a safety culture
- WSH policy and procedures within work areas
- WSH legal requirements
- Methods of promoting WSH cultures
- Types of WSH culture programmes
- Benefits of promoting positive WSH cultures
- Types of barriers to WSH culture development
- Methods of building WSH culture
- Types of WSH culture models
- Methods of identifying and measuring organisational WSH culture maturity levels
- Principles of enabling WSH cultures and removing barriers
- Types of resources for implementing WSH culture programmes
- Methods of interpreting WSH culture assessment findings
- WSH industry best practices
- Principles of motivational leadership
- Barriers WSH change and innovation
- Types of facilitation methods for encouraging WSH changes and innovations
- Objectives of cascading organisational WSH policies to senior executives and key stakeholders
- Factors influencing the organisation’s WSH policies and objectives

### Abilities
- Adhere to WSH policies and procedures
- Report unsafe behaviours and work practices
- Escalate issues adhering to WSH policy and procedures
- Participate in and promote WSH culture building programmes
- Implement WSH culture programme within own work areas
- Promote the benefits of positive WSH cultures within own work areas
- Communicate potential barriers to WSH culture development in the organisation
- Conduct WSH culture assessments for an organisation
- Examine the organisation’s WSH culture to propose areas of improvement
- Monitor the implementation of WSH culture programmes
- Record changes and disruptions to WSH
- Formulate suite of culture building initiatives to improve or enhance the WSH culture of the organisation
- Develop WSH culture programmes based on identified strengths and areas of improvement
- Justify rationale for WSH culture building to management
- Cascade benefits of Workplace Safety and Health (WSH) to management
- Motivate senior executives to adhere to and promote WSH policies and programmes
- Encourage generation of WSH change and innovation ideas
<table>
<thead>
<tr>
<th>Role</th>
<th>Culture development in the organisation</th>
<th>Evaluate WSH culture building programmes</th>
<th>Facilitate translation of WSH innovations into practical and operational concepts</th>
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<tbody>
<tr>
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<td>Evaluate WSH culture building programmes</td>
<td>• Minimise barriers to implement WSH changes and innovations</td>
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<td>• Collaborate with senior management to align WSH policies with organisational vision, mission and values</td>
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<td>• Establish a no-blame culture and empower others to intervene in the presence of unsafe behaviours and practices</td>
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