<table>
<thead>
<tr>
<th>TSC Category</th>
<th>Workplace Safety and Health</th>
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<tbody>
<tr>
<td>TSC</td>
<td>Workplace Safety and Health Culture Development</td>
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<tr>
<td>TSC Description</td>
<td>Create and maintain a Workplace Safety and Health culture based on a common set of attitudes, behaviours, and competencies</td>
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<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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<td>PTP-WSH-2034-1.1</td>
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<td></td>
<td>Support Workplace Safety and Health (WSH) culture programme</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 area
- WSH legal requirements
- Methods of promoting WSH culture
  - Types of WSH culture programmes
  - Benefits of promoting a positive WSH culture
  - 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 level
  - Principles of enabling WSH culture and removing barriers
  - Types of resources for implementing a WSH culture programme
- Methods of formulating cultural goals for WSH
  - Principles of aligning WSH cultural goals with organisational needs and legal requirements
  - Types of WSH culture assessment tools and methodologies
  - Methods of evaluating WSH culture building programmes
  - Methods of interpreting WSH culture assessment findings
  - WSH industry best practices
- Principles of motivational leadership
- Barriers to WSH change and innovation
- Types of facilitation methods for encouraging WSH change and innovation
- 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 policy and procedures
- Report unsafe behaviour 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 area
- Promote the benefits of a positive WSH culture within own work area
- Communicate potential barriers to WSH culture development in the organisation
- Conduct a WSH culture assessment 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 culture development in the organisation
- Formulate a suite of culture building initiatives to improve or enhance the WSH culture of the organisation
- Develop a WSH culture programme based on identified strengths and areas of improvement
- Justify rationale for WSH culture building to management
- Cascade the benefits of Workplace Safety and Health (WSH) to management
- Motivate senior executives to adhere and promote WSH policies and programmes
- Encourage the generation of WSH change and innovation ideas
<table>
<thead>
<tr>
<th>Evaluation of WSH culture building programmes</th>
<th>Facilitate translation of WSH innovations into practical and operational concepts</th>
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<tr>
<td>Minimise barriers to implement WSH change and innovation</td>
<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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