<table>
<thead>
<tr>
<th>TSC Category</th>
<th>Operational Control Implementation</th>
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<tbody>
<tr>
<td>TSC</td>
<td>Workplace Safety and Health Culture Management</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>WPH-WSH-2076-1.1</td>
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<tr>
<td>Support workplace safety and health (WSH) culture programmes</td>
<td>Promote a common set of attitudes, behaviours and competencies as the essential components of organisational workplace safety and health (WSH) culture</td>
<td>Develop and review the effectiveness of the organisation’s workplace safety and health (WSH) culture programme</td>
<td>Establish a common set of attitudes, behaviours and competencies to achieve organisational workplace safety and health (WSH) excellence</td>
<td>Conduct external assessment of organisational workplace safety and health (WSH) culture</td>
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**Knowledge**
- Types of WSH programmes that promote a safety and health culture
- WSH policies and procedures within work areas
- WSH legal requirements
- 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
- 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
- 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
- Attributes of a WSH CultureSAFE model
- CultureSAFE maturity level
- 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**
- Adhere to WSH policies and procedures
- Report unsafe behaviours and work practices
- Escalate issues adhering to WSH policy and procedures
- 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
- Examine organisations’ WSH culture to propose areas of improvement
- Examine organisations’ WSH culture profiles to determine strengths and areas of improvement
- Implement and monitor WSH culture programmes in accordance with the programme specifications
- Develop WSH culture programmes based on identified strengths and areas of improvement
- Examine organisations’ WSH culture profiles to determine strengths and areas of improvement
- Implement and monitor WSH culture programmes in accordance with the programme specifications
- Develop WSH culture programmes based on identified strengths and areas of improvement
- 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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<th>Participate in and promote WSH culture building programmes</th>
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<tr>
<td>Obtain management support on WSH culture activities</td>
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<td>Facilitate open communication and teamwork towards improving organisational WSH</td>
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<td>Communicate WSH concerns, success stories and good practices in WSH culture to workers and management</td>
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<tr>
<td>Implement WSH campaigns and other encouragement programmes</td>
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<td>Observe and record changes in organisational WSH culture development</td>
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<td>Record changes and disruptions to WSH culture development in the organisation</td>
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<tr>
<td>Formulate proposals for organisational adoption of WSH culture</td>
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<tr>
<td>Measure the attributes, dimensions and elements of a WSH culture index</td>
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<tr>
<td>Highlight findings from WSH culture assessments and recommend follow-up actions</td>
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<tr>
<td>Formulate WSH culture building initiatives to improve or enhance organisational WSH culture</td>
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<tr>
<td>Evaluate organisational WSH culture building programmes</td>
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