<table>
<thead>
<tr>
<th>TSC Category</th>
<th>Operational Control Implementation</th>
</tr>
</thead>
<tbody>
<tr>
<td>TSC</td>
<td>Workplace Safety and Health Performance Management</td>
</tr>
<tr>
<td>TSC Description</td>
<td>Establish and monitor indicators measuring effectiveness of workplace safety and health policies and work procedures in preventing incidents and safeguarding employees</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>
</tr>
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<tbody>
<tr>
<td></td>
<td>WPH-WSH-1078-1.1</td>
<td>WPH-WSH-2078-1.2</td>
<td>WPH-WSH-3078-1.2</td>
<td>WPH-WSH-4078-1.1</td>
<td>WPH-WSH-5078-1.1</td>
<td>WPH-WSH-6078-1.1</td>
</tr>
<tr>
<td>Participate in compliance inspections and report outcomes of inspections</td>
<td>Support workplace safety and health (WSH) inspections by conducting checks according to work plans and instructions</td>
<td>Plan and conduct workplace safety and health (WSH) inspection, monitor compliance and compile reports on the WSH performance</td>
<td>Develop and implement workplace safety and health (WSH) performance monitoring plans for WSH performance data collection and analyses</td>
<td>Establish measurement and monitoring of workplace safety and health (WSH) performance</td>
<td>Apply operational excellence strategies to improve workplace safety and health (WSH) processes</td>
<td></td>
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</tbody>
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| Knowledge | • Compliance inspection process  
|           | • Organisational procedures  
|           | • Types of non-compliances  
|           | • Unsafe work conditions including personal health issues  
|           | • Unsafe work practices  
|           | • Types of reporting channels and formats  
|           | • Means of communicating corrective and preventive actions  
|           | • Corrective actions and preventive actions | • Types of routine and non-routine work activities  
|           | • Types of compliance inspection processes  
|           | • Methods of hazard identification and risk assessment  
|           | • Types of risks associated with hazards, unsafe work practices including personal health issues  
|           | • Types of non-compliances, unsafe work conditions including personal health issues and practices  
|           | • Principles of hierarchy of control  
|           | • WSH control measures and personal protective equipment (PPE)  
|           | • Gaps in existing control measures and actual practices | • WSH inspection format  
|           | • Acceptable WSH conditions and behaviours  
|           | • WSH inspection process  
|           | • Stakeholders relevant to WSH inspection  
|           | • Findings on non-conformance WSH conditions and behaviours  
|           | • Stakeholders to whom inspection findings should be communicated  
|           | • Indicators of conformance status  
|           | • Performance monitoring records  
|           | • Data on WSH performance indicators including personal health issues  
|           | • Process of collecting data  
|           | • Cost impacts due to poor WSH performance | • Processes to develop workplace safety and health (WSH) performance monitoring plans  
|           | • Types of WSH conditions including personal health issues and practices to be monitored  
|           | • Types of WSH performance monitoring plans  
|           | • WSH performance measurement parameters  
|           | • Cost of incidents  
|           | • Collection of data  
|           | • Selection criteria for WSH performance monitoring teams | • Guidelines relevant to WSH performance measurement  
|           | • WSH performance indicators including personal health issues  
|           | • Measurement criteria for WSH performance measurement  
|           | • Cost of incidents  
|           | • Collection of data  
|           | • Selection criteria for WSH performance monitoring teams | • Guiding principles of WSH operational excellence  
|           | • WSH operational excellence readiness assessments  
|           | • WSH operational excellence strategies  
|           | • Engagement strategies of WSH operational excellence  
|           | • Resources required to implement WSH operational excellence  
|           | • Phases of WSH operational excellence implementation  
|           | • WSH operational excellence tools  
|           | • Value stream mapping and process flow tools  
|           | • Voice of customer (VOC) tools  
|           | • Data collection methods |

| Abilities | • Facilitate the conduct of compliance inspections  
|           | • Adhere to WSH policies and procedures  
|           | • Plan and conduct WSH inspections to determine  
|           | • Define purpose and objectives of WSH  
|           | • Establish WSH performance | • Conduct readiness assessment on WSH |

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<table>
<thead>
<tr>
<th>Skills</th>
<th>Tasks</th>
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<tbody>
<tr>
<td>Participate in WSH inspections</td>
<td>Assist in conduct of WSH inspections within work areas</td>
</tr>
<tr>
<td>Identify non-compliances, unsafe work conditions including personal health issues and unsafe work practices</td>
<td>Identify non-compliances, unsafe work conditions including personal health issues and practices</td>
</tr>
<tr>
<td>Report inspection findings and observations to superiors using appropriate channels and formats</td>
<td>Monitor and review effectiveness of implemented control measures</td>
</tr>
<tr>
<td>Participate in monitoring status of corrective and preventive actions in accordance with management instructions</td>
<td>Identify gaps in existing control measures and report to management for appropriate corrective actions and preventive actions</td>
</tr>
<tr>
<td>Communicate risks and control measures to relevant stakeholders</td>
<td>Report findings on WSH non-conformity conditions and behaviours to relevant stakeholders</td>
</tr>
<tr>
<td>Conformity with acceptable WSH conditions and behaviours in accordance</td>
<td>Recommend corrective and preventive actions to address findings</td>
</tr>
<tr>
<td>Performance monitoring plans</td>
<td>Monitor closure of the corrective and preventive actions with reference to identified WSH performance indicators</td>
</tr>
<tr>
<td>Measurement parameters based on relevant requirements and purposes</td>
<td>Compile reports on company’s WSH performance</td>
</tr>
<tr>
<td>Design and develop WSH operational excellence strategy</td>
<td>Implement WSH operational excellence engagement strategies to improve WSH processes</td>
</tr>
<tr>
<td>Establish phases of WSH operational excellence implementation</td>
<td>Revise performance monitoring plans for continual improvement</td>
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**Operational excellence to improve WSH processes**

- Participate in WSH inspections
- Identify non-compliances, unsafe work conditions including personal health issues and unsafe work practices
- Report inspection findings and observations to superiors using appropriate channels and formats
- Participate in monitoring status of corrective and preventive actions in accordance with management instructions

**Technical skills & competencies (TSC) reference document**

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