

# Specification of Competency Standards for Human Resource Management

## Unit of Competency

Title	Design occupational safety and health (OSH) strategies and policies
Code	107081L6
Range	Designing strategies and policies to introduce and achieve OSH within the organisation. This applies to the design of OHS strategies and policies for the development and maintenance of a positive culture of OSH with the support from senior management.
Level	6
Credit	6
Competency	<p>Performance Requirements</p> <p>1. Knowledge in the Subject Area</p> <ul style="list-style-type: none"> <li>• Understand the legal framework of OSH in the workplace and market trends of OSH policies, strategies, practices and programmes</li> <li>• Understand the key components of fostering a positive culture of OSH in the organisation</li> <li>• Understand the consequences of non compliance with OSH legislation, policies and procedures in respective operating markets and jurisdictions</li> </ul> <p>2. Applications and Processes</p> <ul style="list-style-type: none"> <li>• Design strategies and policies on OSH in compliance with relevant legislations</li> <li>• Determine OSH knowledge gaps for different levels of employees in the organisation</li> <li>• Engage senior management in the development of the appropriate strategies, policies and programmes on OSH, and the required budget and resources for implementation</li> <li>• Solicit support from managers and introduce OSH strategies, policies and programmes among employees, emphasising the benefits and importance of compliance</li> <li>• Establish OSH training matrix and offer appropriate OSH training programmes based on regulatory and in-house requirements</li> <li>• Design effective system to report, record and analyse OSH performance, with implementation of improvement measures to prevent recurrence and resolve OSH issues</li> </ul> <p>3. Professional Behaviour and Attitude</p> <ul style="list-style-type: none"> <li>• Effectively introduce changes and updates related to OSH to all levels of employees in the organisation</li> <li>• Regularly evaluate OSH strategies and policies to address the changing political, social and legal environment</li> </ul>
Assessment Criteria	<p>The integrated outcome requirements of this UoC are:</p> <ul style="list-style-type: none"> <li>• Establishment of strategies and policies on OSH in compliance with relevant legislations (e.g. to foster a positive OSH culture).</li> <li>• Identification of OSH training programmes for employees.</li> <li>• Identification of improvement measures to prevent recurrence of and resolve OSH issues.</li> </ul>
Remark	