Specification of Competency Standards for Human Resource Management
Unit of Competency

Title	Liaise with different departments to set and fulfil occupational safety and health (OSH) performance targets and indicators
Code	107083L4
Range	Liaising with major stakeholders to establish and fulfil OSH performance targets and indicators. This applies to the communication with departments for developing a positive culture of OSH and achieving OSH performance targets and indicators set by the organisation.
Level	4
Credit	4

Competency	Performance Requirements
	1. Knowledge in the Subject Area
	    • Understand employment related ordinances and statutory requirements in relation to OSH in respective operating markets and jurisdictions
	    • Understand OSH performance targets and indicators commonly adopted in the market in order to adopt the appropriate ones for the organisation
	2. Applications and Processes
	    • Liaise with departmental representatives to set up organisational OSH structure
	    • Organise cross-departmental OSH committee(s) to establish safety performance targets and indicators
	    • Liaise with relevant departments to set OSH performance targets and indicators through benchmarking similar organisations in the industry
	    • Communicate OSH performance targets and indicators with all levels of employees
	    • Perform regular review on the agreed OSH performance targets and indicators among the cross-departmental OSH committee(s)
	    • Work with OSH committee(s) to establish relevant improvement plans
	    • Perform OSH audit at both organisational and departmental levels
	    • Provide updates on good OSH performance to departments and employees and celebrate success
	3. Professional Behaviour and Attitude
	    • Regularly update OSH performance targets and indicators to address the changing business environment
	    • Use empathy and other communication skills in liaising with different departments

Assessment Criteria	The integrated outcome requirements of this UoC are:
	    • Identification of communication channels and tools to help the organisation to set and fulfil safety performance targets and indicators.
	    • Execution of two-way communication for setting and fulfilling safety performance targets and indicators (e.g. establishing improvement plans).

Remark	