

## Specification of Competency Standards for Human Resource Management

### Unit of Competency

Title	Evaluate effectiveness of occupational safety and health (OSH) strategies and policies
Code	107086L6
Range	Evaluating the effectiveness of OSH strategies and policies with quantitative and / or qualitative evaluation methods. This applies to the periodic review of OSH strategies and policies for continuous development of a positive culture of OSH in the organisation with the involvement of major stakeholders.
Level	6
Credit	5
Competency	<p>Performance Requirements</p> <ol style="list-style-type: none"> <li>1. Knowledge in the Subject Area <ul style="list-style-type: none"> <li>• Understand the key components of mechanism for evaluating effectiveness of OSH strategies and policies adopted by the organisation</li> <li>• Understand different metrics in measuring effectiveness of OSH strategies and policies in the market</li> </ul> </li> <li>2. Applications and Processes <ul style="list-style-type: none"> <li>• Determine key success factors of OSH strategies and policies with major stakeholders</li> <li>• Solicit employees' views through appropriate means or activities (e.g. focus group, interview, chat room) to evaluate the effectiveness of the OSH strategies and policies</li> <li>• Evaluate OSH training matrix on a regular basis</li> <li>• Consolidate and investigate available data (e.g. number of injuries and equipment damage) to determine the impact of OSH strategies and policies</li> </ul> </li> <li>3. Professional Behaviour and Attitude <ul style="list-style-type: none"> <li>• Present to senior management the results of evaluation and recommendations to enhance OSH strategies and policies</li> <li>• Define the scope of evaluation to cover multiple factors or levels (e.g. from employee reaction to business impact)</li> </ul> </li> </ol>
Assessment Criteria	<p>The integrated outcome requirements of this UoC are:</p> <ul style="list-style-type: none"> <li>• Execution of evaluation of OSH strategies and policies in accordance with the predefined criteria and mechanisms.</li> <li>• Provision of recommendations to improve OSH strategies and policies based on evaluation results.</li> <li>• Engagement of major stakeholders in the evaluation of OSH strategies and policies.</li> </ul>
Remark	