

Workplace Safety and Health Competency building for the industry

The importance of competency building

To reduce workplace fatalities and injuries among companies in the chemical industry, all stakeholders need to play their part in improving Workplace Safety and Health (WSH) standard. WSH professionals, employers and employees must be equipped with the right skills and capabilities to manage WSH activities and take responsibility for WSH outcomes.

The WSH Act requires employers to ensure that their employees have adequate training to perform their work. Hence, it is in a company management's best interests to systematically identify the training needs for WSH and establish a competency framework for everyone in the organisation to follow.

Setting up competency framework

Identification of the right skills and capabilities necessary for each individual within an organisation can be confusing without the proper framework. Grouping members within an organisation with common training needs helps to effectively identify skills required and maximise resource allocation for competency building.

In general, we can divide WSH stakeholders in the chemical industry into four categories:

- WSH personnel
- Senior management
- Line Supervisors, Human Resource and middle management
- Workers

For WSH personnel, the Singapore Workforce Development Agency (WDA) and Ministry of Manpower (MOM), with support from other stakeholders, have jointly developed a competency map under the Singapore Workforce Skills Qualifications (WSQ) system. For the remaining three groups, their competency maps need to include three main components:

- Occupational skills (WSH skills for specific task)
- Industrial knowledge and skills (WSH skills for the industry cluster)
- Broad-based skills (WSH skills for management and leadership)

For more information, please refer to "Building WSH competencies in Singapore" available at WSH council website: https://www.wshc.sg/files/wshc/upload/cms/file/Building_WSH_Competency_Report_V7.pdf

A copy of the "WSH Professionals Competency Map and Qualifications Framework" can be obtained from WDA website: [http://www.wda.gov.sg/content/wdawebiste/L207-AboutWSQ/L301-WSQIndustryFramework-WorkplaceSafetyandHealth\(WSH\)Professionals.html](http://www.wda.gov.sg/content/wdawebiste/L207-AboutWSQ/L301-WSQIndustryFramework-WorkplaceSafetyandHealth(WSH)Professionals.html)
 WSH training courses, including those that are mandated under the law, can be sought from Learning Service Provider (LSP) under Singapore Accreditation Council's (SAC) accreditation scheme.

Process Safety is Everybody's Responsibility!

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