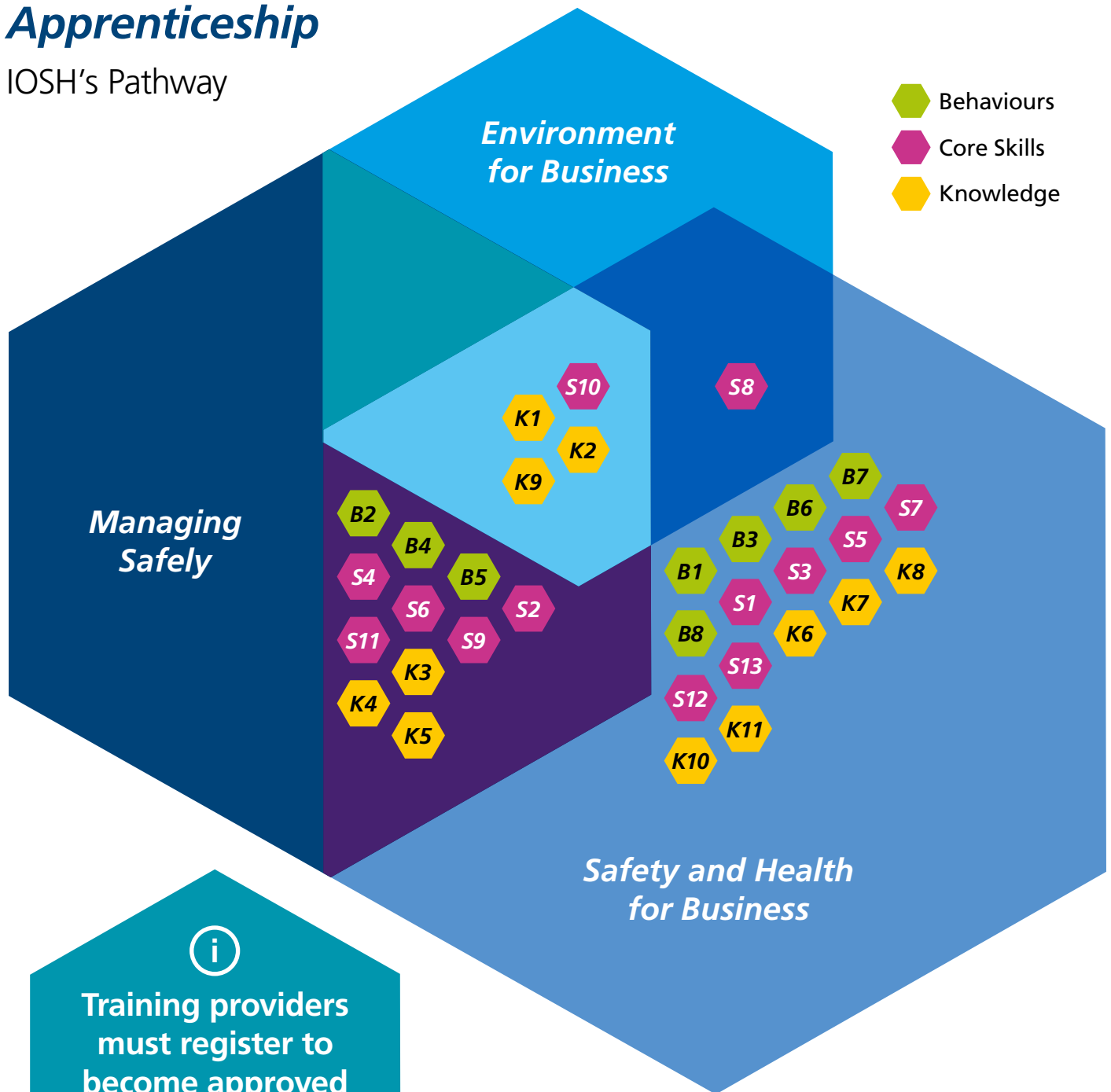


Level 3 Safety, Health and Environment Technician Apprenticeship

IOSH's Pathway



Training providers must register to become approved apprenticeship training providers

	Behaviours	Assessment Method	Courses covering relevant knowledge
B1	Communicate effectively: Be able to contribute effectively in both spoken and written styles, adapting to the audience to present information or training in an assertive, engaging way.	Work Project and Presentation	<i>Safety and Health for Business</i>
B2	Work effectively in a team: Be able to work with others (colleagues, suppliers, clients and the public) and lead by example in a collaborative and non-confrontational way. Be able to adjust to change in relation to the requirements of the organisation.	Work Project and Presentation	<i>Managing Safely Safety and Health for Business</i>
B3	Contribute to a positive SHE culture. Challenge behaviour that is inconsistent with SHE culture, respect the culture and values of others in contributing a positive SHE culture. Positively influence behaviour in others to achieve desired outcomes and resolve conflicts.	Work Project and Presentation	<i>Safety and Health for Business</i>
B4	Drive Innovation: Be able to identify areas for improvement and suggest sustainable innovative solutions.	Discussion	<i>Managing Safely Safety and Health for Business</i>
B5	Use their Professional Judgement: Be able to work within own level of competence, know when to seek advice from others.	Discussion	<i>Managing Safely Safety and Health for Business</i>
B6	Apply the code of ethics: Work within rules and regulations of professional competence and code of conduct as defined by a professional institution. Be able to resist pressures to allow others to utilise unsafe working practices.	Discussion	<i>Safety and Health for Business</i>
B7	Commit to equality and diversity: Apply attributes of equality and diversity to meet the requirements of fairness at work.	Work Project and Presentation	<i>Safety and Health for Business</i>
B8	Continue their professional development: Identify own development needs and take action to meet those needs. Use own knowledge and expertise to help others when requested.	Discussion	<i>Safety and Health for Business</i>

	Core Skills	Assessment Method	Courses covering relevant knowledge
S1	Present and hold an audience's attention, for example when delivering SHE training, toolbox talks, inductions or presenting data or investigation findings to the workforce or management team. Show they can sell the SHE message, have personal impact, deal with challenge, reflect on personal performance, use appropriate language for the audience.	Work Project and Presentation	<i>Safety and Health for Business</i>
S2	Assist the management team in the development, management, implementation and monitoring of the Safety, Health and Environmental Management System by updating systems in line with changes in legislation or best practice, delivering training, coaching operational teams and undertaking workplace inspections.	Work Project and Presentation	<i>Managing Safely Safety and Health for Business</i>
S3	Provide advice on the practical implementation of the company's SHE policies and processes applying generic industry guidance into the context of the workplace.	Work Project and Presentation	<i>Safety and Health for Business</i>
S4	Identify the hazards and evaluate: 1. workplace instructions that are relevant to the individual's job 2. working practices in the individual's job that may harm themselves or others' 3. aspects of the individual's job that could harm themselves or others 4. which of the potentially harmful working practices and aspects of the individual's work present the highest risks to themselves or others 5. how to deal with hazards in accordance with workplace instructions and legal requirements	Work Project and Presentation	<i>Managing Safely Safety and Health for Business</i>
S5	Support the practical application of the workplace instructions and suppliers' or manufacturers' instructions for the safe use of equipment, materials and products	Discussion	<i>Safety and Health for Business</i>
S6	Support and assist in the implementation of SHE inspections and monitoring systems demonstrating the balance between enforcement and internal support.	Discussion	<i>Managing Safely Safety and Health for Business</i>
S7	Undertake and/or assist with the monitoring, analysis of and reporting of SHE performance.	Knowledge Test	<i>Safety and Health for Business</i>
S8	Prepare and maintain records relating to safety, health or environmental matters that comply with legal and workplace requirements and are accessible to those who are authorised to use them. E.g. records associated with Provision and Use of Work Equipment Regulations, Lifting Operation and Lifting Equipment Regulations, Noise at Work Regulations, Hand Arm Vibration Regulations or Environmental Permitting Regulations.	Discussion	<i>Safety and Health for Business Environment for Business</i>
S9	Assist the management team in establishing, managing or maintaining relationships with external stakeholders such as local authorities, Health and Safety Executive, Environment Agency, Occupational Health, Occupational Hygienists and others as required and directed.	Discussion	<i>Managing Safely Safety and Health for Business</i>
S10	S10: Research Safety, Health and Environmental Issues and best practices. Review updates of health and safety regulations e.g. changes to Construction, Design and Management Regulations or updates to the Control of Substances Hazardous to Health along with workplace instructions, making sure that information is from reliable sources.	Discussion	<i>Managing Safely Safety and Health for Business Environment for Business</i>
S11	Assist and/or manage the investigation of accidents, incidents, dangerous occurrences, near misses and other incidents as directed.	Discussion	<i>Managing Safely Safety and Health for Business</i>
S12	Recognising where decisions have a financial cost and assisting to develop a budget.	Work Project and Presentation	<i>Safety and Health for Business</i>
S13	Recognising situations where the activity will benefit from contributions and expertise of other internal departments such as HR, Finance, IT or Occupational Health.	Discussion	<i>Safety and Health for Business</i>

	Knowledge	Assessment Method	Courses covering relevant knowledge
K1	The moral reasons for good safety, health and environmental working practices, ensuring no harm to people or the environment.	Knowledge Test	<i>Managing Safely Safety and Health for Business Environment for Business</i>
K2	The statutory health, safety and environmental legislation and sources of associated guidance and information applicable to their working environment. E.g. Health and Safety at Work etc. Act 1974, Management at Work Regulations 1999, Environmental Protection Act 1990, Environment Act 1995.	Knowledge Test	<i>Managing Safely Safety and Health for Business Environment for Business</i>
K3	How a SHE Management system works, the range of standards which a typical HSE professional would be involved with e.g. OHSAS 18001, ISO 45001, ISO 14001 and if applicable how these are applied in their working environment.	Knowledge Test	<i>Managing Safely Safety and Health for Business</i>
K4	Appropriate methods for identifying, evaluating and controlling hazards relevant to their workplace. E.g. 5 steps to Risk Assessment and involving people who are experienced in the activity.	Knowledge Test	<i>Managing Safely Safety and Health for Business</i>
S5	The range of work activities in a given situation and identify how to prioritise the hazards with the potential to cause harm and/or loss.	Discussion	<i>Managing Safely Safety and Health for Business</i>
K6	The difference between occupational hygiene, health surveillance and health and wellbeing campaigns and methods for implementing these in the workplace.	Knowledge Test	<i>Safety and Health for Business</i>
K7	How to plan and have systems in place to manage change during an activity relevant to the working environment.	Knowledge Test	<i>Safety and Health for Business</i>
K8	How people think and why they make decisions which can lead to risk, how behaviours can be used, the components of a behavioural program and potential blockers to the successful implementation of a behavioural programme.	Knowledge Test	<i>Safety and Health for Business</i>
K9	How to plan for Safety, Health or Environmental emergencies – e.g. accidents, exposure to hazardous substances, fire, pollution.	Knowledge Test	<i>Managing Safely Safety and Health for Business Environment for Business</i>
K10	Theories for incident causation and prevention such as James Reason's Swiss Cheese model, Heinrich and Hertzberg theories (Domino, Competency Matrix) including behavioural considerations and implications on business risk (fines, reputation, lost work etc).	Knowledge Test	<i>Safety and Health for Business</i>
K11	How to write and present a business justification e.g. cost/benefit analysis to influence managers.	Work Project and Presentation	<i>Safety and Health for Business</i>