



IOSH – Competency Framework

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Introduction

- IOSH's new competency framework sets the standard of the skills, knowledge and behaviours of people working in OSH to manage risk and drive change in today's increasingly complex workplace.
- IOSH consulted with OSH professionals and business leaders, educators, regulators, professional bodies and trade associations to gather their views on the competencies required.
- IOSH analysed over 250,000 data sets from more than 10,000 IOSH members in 111 countries using Blueprint, our skills assessment tool



Competency Framework - Introduction

- With 69 competencies, divided into 12 areas across
 - Technical
 - Core
 - Behavioural categories

The newly updated framework covers all the skills, knowledge and behaviours needed by occupational safety and health professionals.



Competency - Technical

This section of the framework includes the collection of OSH technical competencies that underpin advisory ability.

- Health & Safety Law (8)
- Risk Management (9)
- Incident Management (5)
- Culture (7)
- Sustainability (5)

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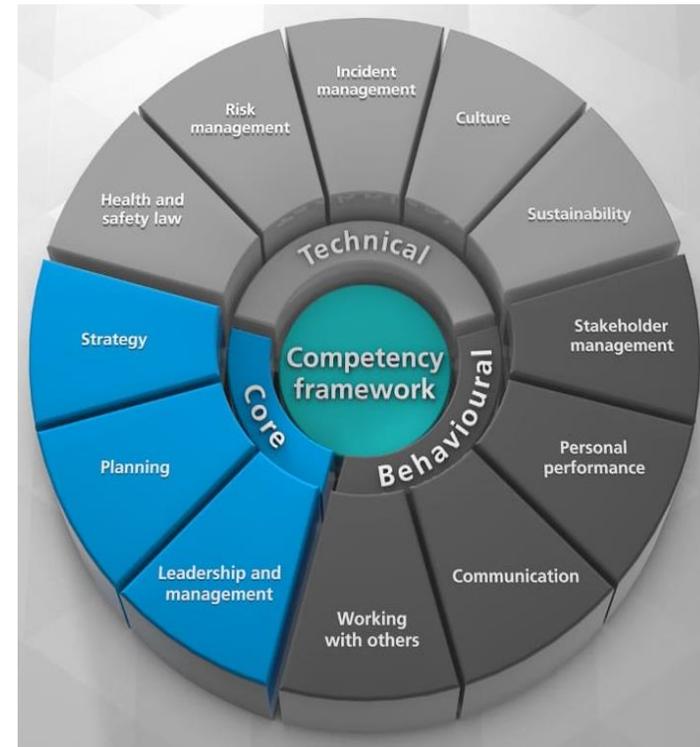


Competency – Core

This covers the skills, knowledge and behaviours to support and enable good decision making in the workplace.

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- Strategy (7)
- Planning (4)
- Leadership And Management (6)

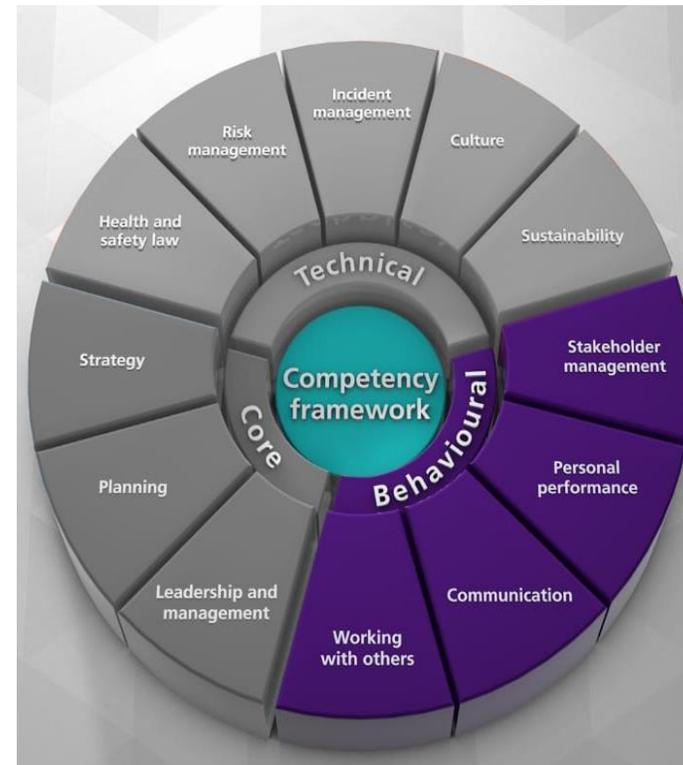


Competency – Behavioural

These competencies underpin the building of successful working relationships

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- Stakeholder Management (3)
- Personal Performance (6)
- Communication (4)
- Working with Others (5)



How do I use the framework to identify my development needs?

- The new framework is the starting point for IOSH members wishing to develop their OSH skills to the highest standards.
- In the next few months, we would encourage you to map your development needs to the framework - **so be are ready to harness the power of our enhanced professional journey**
- New version of **Blueprint**, a **new CPD scheme** and a Career Hub, which will all launch in **2020**

Why did the framework need to be updated?

- Occupational safety and health as a practice has changed significantly in the last decade
- There are many factors influencing change, increased business complexity, technology, the gig economy and constantly evolving business processes.
- OSH professionals need a wider range of skills
- Safety professionals can continue to drive the highest standards of capability within the profession

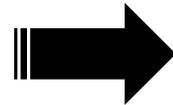
Safety for new Generation



Can I still use Blueprint to create a development plan?

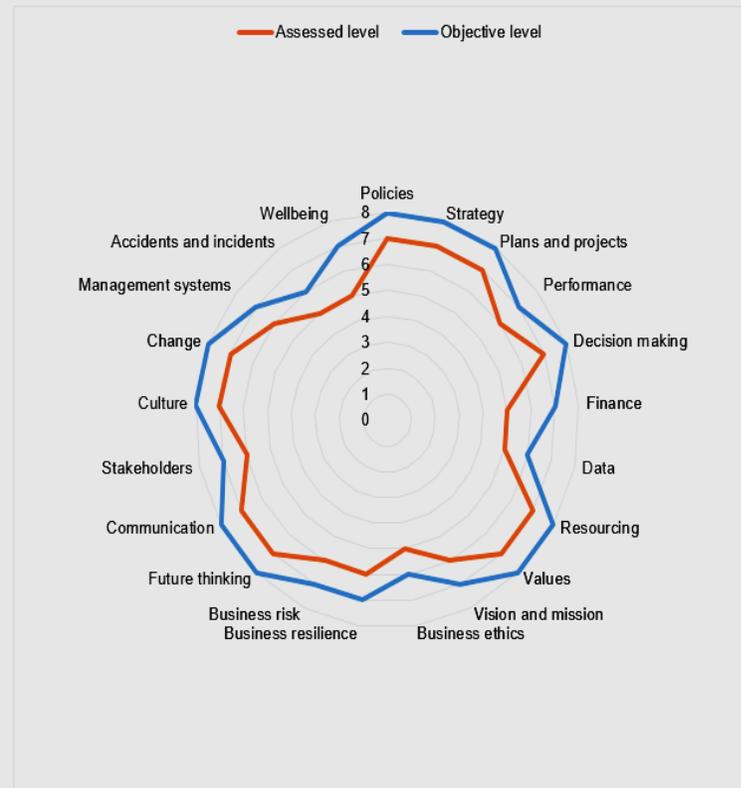
Your professional development plan

Mr Akhil Ananthakrishnan
Prepared on 28 August 2016



Development plan summary

The following diagram shows your assessed levels and development activities for the skills in the IOSH framework.



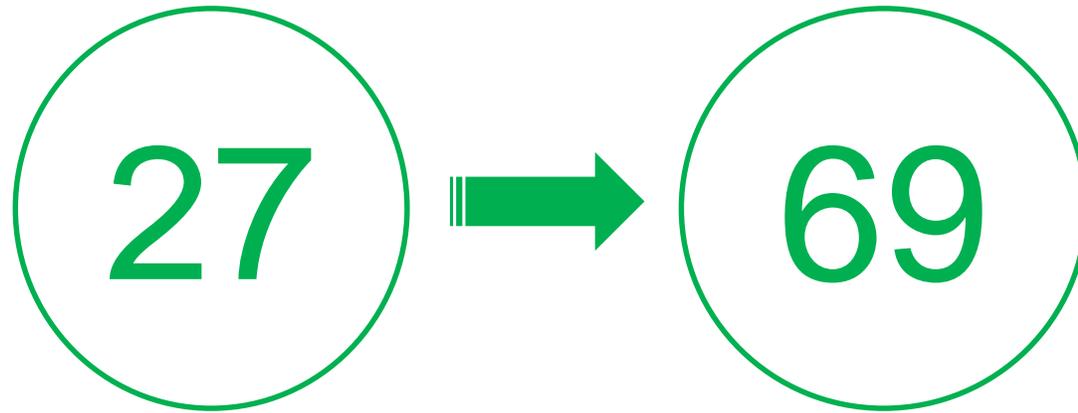
Will there be an updated version of Blueprint with the new competencies in it?

YES

- Next version of Blueprint which will become available to members during 2020
- More information on this will follow next year



How does the new competency framework differ from the original IOSH competency framework (Blueprint)?



- More Technical competencies
- Expanded range of skills, knowledge and behaviour
- The most comprehensive competency framework available for the occupational safety and health sector

Will IOSH's CPD scheme change to reflect the new competency framework?

YES

IOSH is currently working on a new, easier-to-use CPD scheme which will be launched to members during 2020

How will members be expected to prove proficiency in each competency? What evidence will IOSH need?

- Don't worry – you are not expected to be proficient in every competency!
- Competency frameworks can act as a guide for CPD.
- If you are looking to develop yourself in a particular area, give your focus on the same for now
- CPD can come in lots of shapes and sizes so doesn't necessarily need to be accredited. What is important is how relevant it is to help you with the skills you need in your working life

Membership Grades review & New Competency Framework



Dear Akhil,

I'm writing to advise you that IOSH is about to begin a major review of its **membership grades**. As your professional body, we recognise you're part of a profession that is constantly evolving and we want a **grading** structure that recognises the wider skills and competencies you now need.

You will know that occupational safety and health has changed radically over the last decade. Business processes, technology and ways of working have brought more complex and heightened risk to the workplace. There is a greater focus on health, safety and wellbeing within business and at Board level. As a result, OSH professionals now need to complement their strong technical skills and be equipped to influence and drive change at all levels.

In the last 12 months, we have conducted extensive research through consultation with a wide range of partners, regulators and employers around the world. We have subsequently strengthened our competency framework to reflect the broader range of skills of the modern OSH professional.

The next logical step is to review our **membership grades**, and not solely to reflect this enhanced skill set. This is also an opportunity to create parity with other professions, while simplifying the process to progressing through the **grades**.

As an IOSH **member**, your opinion on our **membership grades** is important to us. Over the coming months, we will be consulting with you and seeking your views at various stages during the process. All feedback will be collated with any proposed changes being voted on at our Annual General Meeting (AGM) in October 2020. Subsequent approved changes from the review would be subject to Privy Council approval and would not be implemented until 2021.

Find out more information about our **membership grades review** timeline and the new **competency framework**. If you have any questions, please do email us at grades@iosh.com.

Kind regards,

Vanessa Harwood-Whitcher
Director of Professional Services

The IOSH logo (Institution of Occupational Safety and Health) is in the top left corner. The main graphic consists of four concentric circles in shades of blue, orange, and purple. Below the graphic, the text reads: "Competency framework Professional standards for safety and health at work". The website address "www.iosh.com" is at the bottom left.

iosh Institution of Occupational Safety and Health

Competency framework
**Professional standards
for safety and health
at work**

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Any Questions?

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