

Competency framework – FAQs



What is the new competency framework?

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. It's the result of a collaborative research project involving a wide range of stakeholders and drawing on a wealth of data.

We consulted with OSH professionals and business leaders, educators, regulators, professional bodies and trade associations to gather their views on the competencies required. We also analysed over 250,000 data sets from more than 10,000 IOSH members in 111 countries using Blueprint, our skills assessment tool.

The result is a competency framework with 69 competencies across 12 areas divided into three categories. Technical competence covers health and safety law, risk and incident management and new technical understanding on subjects such as ethical practice, ethical understanding, human capital and community impact. Core competence covers good decision-making in the workplace. Behavioural competence includes communication, working with stakeholders and personal performance.

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 you are ready to harness the power of our enhanced professional journey, including a new version of Blueprint, a new CPD scheme and a Career Hub, which will all launch in 2020.

Why did the framework need updating?

Occupational safety and health as a practice has changed significantly in the last decade. There are many factors influencing change, including increased business complexity, technology, the gig economy and constantly evolving business processes. As a result, OSH professionals need a wider range of skills. Our framework needs to reflect this, so that we can continue to drive the highest standards of capability within the profession.

How did the research project for the competency framework trigger the review of IOSH's membership grades?

The research conducted to inform the competency framework gave clarity to the competencies required and raised issues around parity with other professions. In short, it indicated a clear need for IOSH as the Chartered Institution to ensure that the standards it sets for entry to membership continue to be relevant to business and wider society.

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

IOSH's original competency framework detailed 27 competencies with the main emphasis on technical skills. The new framework recognises the continuing need for technical competencies but expands the range of skills, knowledge and behaviours as mentioned above. It's arguably the most comprehensive competency framework available for the occupational safety and health sector.

Can I still use Blueprint to create a development plan?

Yes. It is still available to use, but please keep in mind that the range of competencies it tests is not mapped to the new competency framework.

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

Yes. We are currently working on the next version of Blueprint which will become available to members during 2020. More information will follow next year on this.

How does IOSH's competency framework differ from other competency frameworks for the sector?

As the Chartered Institution and leading professional body for occupational safety and health, IOSH's standards are respected worldwide. Our new competency framework reflects these standards and is fundamentally practical – it's aimed at building capacity in the OSH profession. It will help to equip OSH professionals for the boardroom, so they are viewed on a par with colleagues at a similar level in functions such as finance and legal.

Will IOSH's CPD 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. The scheme will be aligned with the competency framework and will help guide members on what competencies to focus on during their CPD activities. More information will follow next year on this.

How can I find out more about the framework?

Please visit our [website](#) for more information or contact grades@iosh.com.