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## **H&S Development Programme for SfBN**

# Review of H&S National Occupational Standards/Qualifications

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# Purpose of Presentation

- To brief the meeting on the recent review of:
  - H&S National Occupational Standards
  - H&S Qualifications
- To highlight key findings and identify any areas for improvement

# National Occupational Standards

- Aim: To research existing NOS and identifying linkage with Health & Safety
- Objectives:
  - Identify common strands
  - Look for contextualised NOS
  - Review Entry Level NOS
  - Produce a database of H&S NOS

# Methodology

- Use SSDA Directory as the main data source (desktop study)
- Use filters to reduce the number of NOS
- Inspect remaining NOS and consider linkage with H&S
- Develop process to enable common strands and contextualisation to be identified

# Methodology

- Health, Safety, and Health and Safety were used as filters to reduce number of NOS in the Directory
- Reduced NOS from 5500 to approx 3000
- Visual inspection of each NOS further reduced NOS to approx 800
- A sample of H&S related NOS were used to develop a process for data capture
- Working Group agreed to use the “POPIMAR” approach

# POPIMAR Approach

- Taken from HSE publication HSG 65.
  - Sets out best practice for the management of H&S
  - Based on Safety Management Systems
  - Provides a template for separating different elements of H&S management contained within some standards
  - Enables NOS to be split between Managing H&S and Workplace Safety

# POPIMAR

- P -policy setting
- O -organisation & arrangements
- P -planning
- I -implementation & delivery of plans
- M -monitoring of performance
- A -auditing (validation process)
- R -reviewing overall performance

# Working Safely

- Split into two parts
  - Generic H&S in the workplace (covers majority of people at work)
  - Specific H&S based on hazards related to that sector/industry
- This approach helps to identify contextualised NOS within SSC/SSB

# Assumptions 1

- Workplace environment – where an employee works
- Environmental – workplace environmental issues only
- Security – relates to a secure workplace for self and others
- Welfare – an integral part of H&S
- Quality - only included if it relates directly to H&S

## Assumptions 2.

- Operational Related NOS – these have generally been excluded unless H&S is a primary element
- Skills for Health – the NOS related to this SSC were mainly related to public health and were not considered to be part of H&S at Work

# Summary of Findings

- 865 individual NOS
- Many are duplications
  - Same NOS but given different reference number by an SSC for different industries/units within its sector, if these are taken out this reduces NOS to 601
  - NOS used in one sector is copied by other SSC/SSB who then give the NOS their own reference number in the Directory
- Many SSC/SSB use ENTO suite of H&S NOS (Units A-H) now updated by HSS 1-9.

# Summary of Findings cont'd

- 188 NOS linked to POPIMAR (safety management systems)
- 548 NOS linked to generic working safely i.e. covers basic H&S knowledge in the workplace
- However, only eleven different areas/topics of H&S are covered by these NOS
- A new H&S NOS has recently been developed to deal with entry level either for work experience (pre-work) and/or new starters

## Summary of Findings cont'd

- NOS considered to fit the Working Safely (specific) category split into:
  - Major Hazard in that sector and/or the SSC/SSB has been given the focus e.g. Fire (Employers Organisation for Local Government)
  - Industry specific e.g. shipping, nuclear, oil/gas, food industry etc
- Confirms that many NOS have been contextualised

## Summary of Findings cont'd

- Many of the generic NOS have the same/similar title but the content is very different
- Many of the NOS have the same content but the title is different
- Different formats have been used for the written NOS. Some are very detailed, some a single page.

## Conclusions

- Number of NOS in the SSDA Directory could be significantly reduced through rationalisation, especially the Workplace (generic) NOS
- A separate H&S topic plus filters would help with location of H&S NOS in the directory
- Adoption of POPIMAR approach (or similar) would aide this further

## Conclusions

- Database developed during the review should enable SSC/SSB to identify H&S NOS especially contextualised NOS
- Rationalisation of NOS would improve linkage with Qualifications and Training
- The new NOS for entry level provides a H&S standard at this level for the first time

# NOS Summary

- There are many common strands within the NOS Directory, but rationalisation will improve this further
- A degree of contextualisation has taken place but this is only in a small number of sectors
- A number of hazards have been contextualised but many have not
- The NOS cover both safety management systems and individual workplace safety
- There is now a H&S NOS database to provide easier access to information

# H&S Qualifications

- Aim: To research existing H&S Qualifications and their linkage to NOS
- Objectives:
  - Identify common strands, commonality, and any overlap
  - Produce a database of current accredited H&S qualifications

# Methodology

- Use the National Database of Accredited Qualifications as a start point
- Use filters to reduce number of potential H&S related qualifications
- Explore other key websites to identify other H&S qualifications
- Identify equivalent qualifications in Scotland using Scottish Qualifications Authority website

# Methodology

- Health, Safety, and Health and Safety were used as filters:
  - 434 results from Health
  - 125 results from Safety
  - 54 results from Health & Safety
- Further inspection reduced the number of accredited H&S qualifications to 74 involving 20 different Awarding Bodies

# Approach

- The report provides an update on current National Qualifications Framework reviews including similar updates for Wales and Scotland
- The report explains the myriad of qualifications and their placement within the National Frameworks and also clarifies the relevant “level” of each qualification within the framework
- A database was developed to capture relevant information about each H&S accredited qualification and its linkage with National Occupational Standards

# Summary of Findings

- H&S Qualifications have a wide range of topics from generic H&S to specific industry H&S. In addition they include qualifications for progression to professional bodies such as Institution of Occupational safety and Health (IOSH). They include qualifications for generic hazard risk assessments as well specific industry hazards i.e. radiation and spectator safety
- The qualifications cover levels 1-6 plus a newly developed qualification at Entry Level 3
- A number of qualifications are the same but from a different awarding body

# Summary of Findings cont'd

- There is a mix of titles at the same level i.e. Award, Certificate, Diploma
- A number of accredited qualifications have a direct link with a H&S National Occupational Standard others had a more tenuous link, some were difficult to link with NOS
- There are a plethora of H&S qualifications in the market place but these are not accredited within the NDAQ

## Summary of Findings cont'd

- H&S is integrated into many qualifications at “unit” level i.e. part of a more general qualification such as BTEC’s and Modern Apprenticeships rather than as a stand-alone in its own rite
- Most of the Scottish H&S qualifications were unitised as above

# Conclusions

- There are not many stand-alone H&S accredited qualifications compared with the large number of NOS
- Those that exist cover a wide spectrum
- A number of high risk industries are covered but many are not

# Conclusions

- There is strong linkage between the professional type of qualifications and ENTO H&S NOS but the link is weaker for the more generic H&S qualifications
- A number of accredited qualifications (18) have an accreditation end date of 31/12/2007
- This review should be viewed as a first-step as it is likely that more qualifications could come to light during the consultation period and stronger links to NOS could be identified by SSC/SSB