



Enhancing the safety and health profession

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How IOSH is supporting its members' career progression

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What is IOSH?

Professional body

A not for profit organisation holding a Royal Charter that exists for the public good

Thought leader

Underpinned by research, expertise and understanding around occupational safety and health



Membership organisation

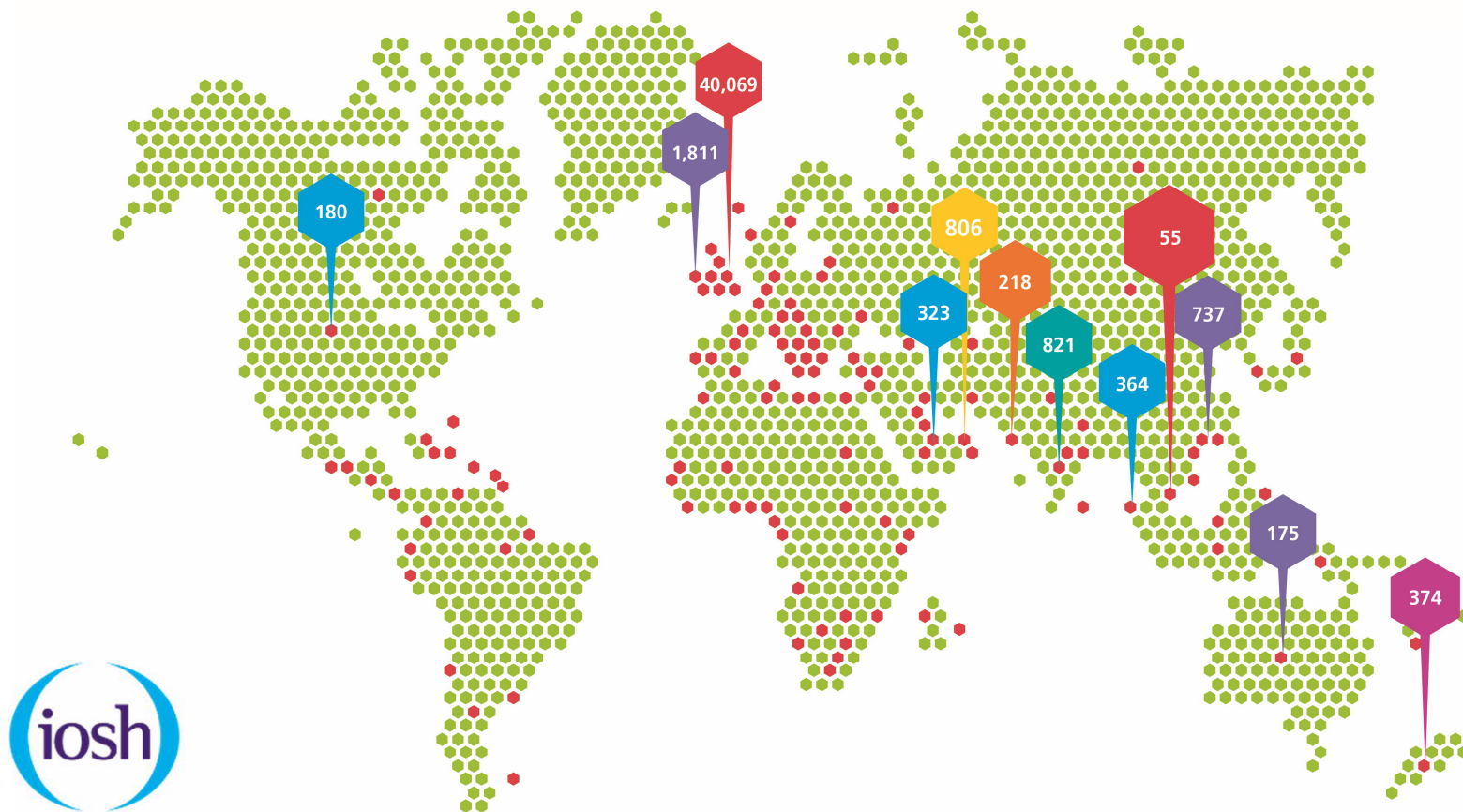
Supporting a global network of 47,000 members in 130 countries

Enabler

Helping organisations around the world to excel in safety and health. 180,000 delegates in over 70 countries trained each year

IOSH – branches and groups

47,000 members in 130 countries



IOSH – what we stand for

Our vision

A safe and healthy world of work

Six Priorities



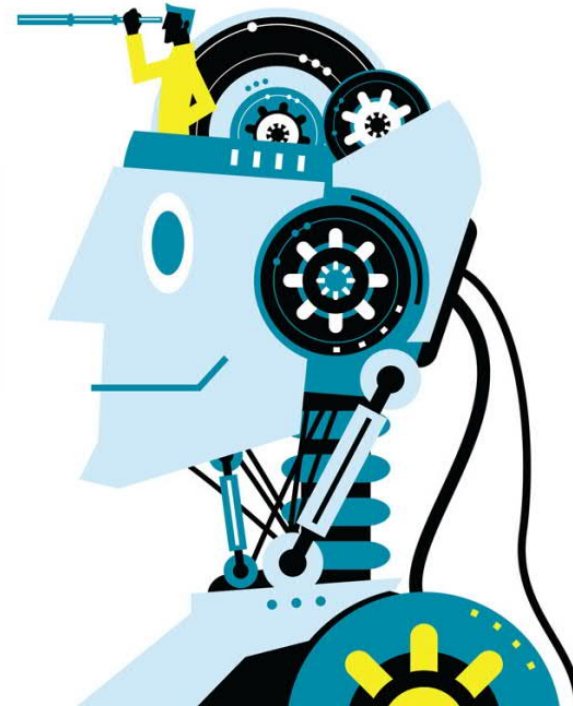
Our strategy



Workplace changes

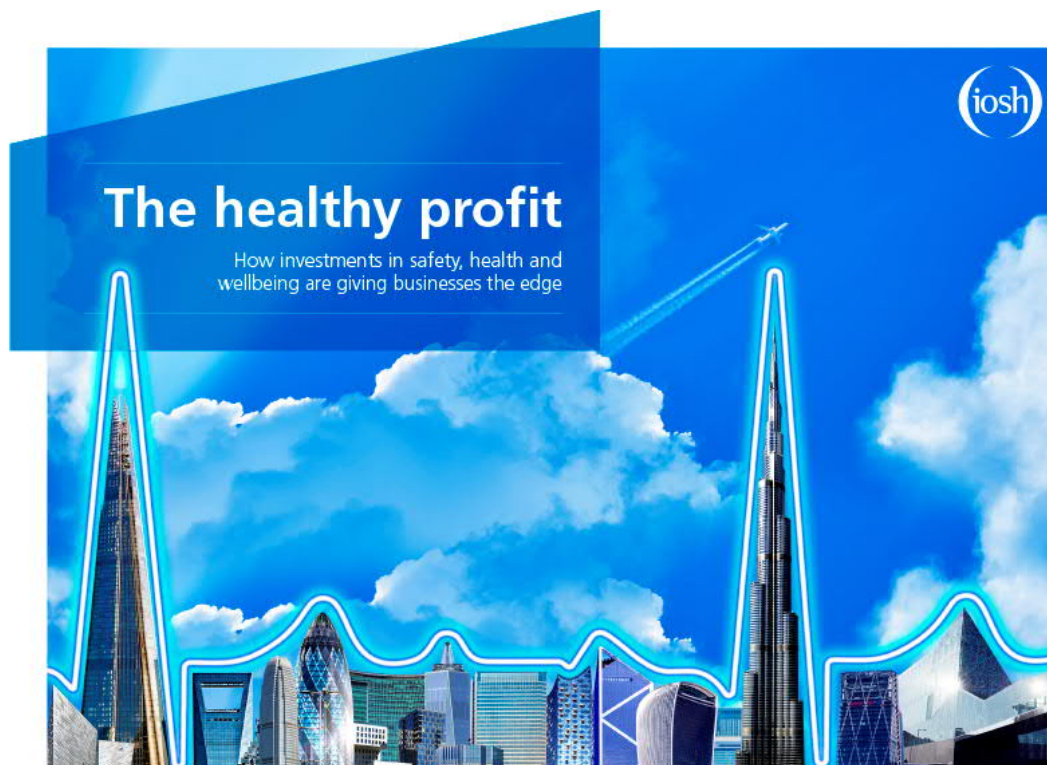
The impact of change on the health and safety at work agenda

- Why is the world changing?
 - Demographic changes
 - Technological changes
 - Organisational changes
 - Socio-political changes
 - Gig Economy
 - Zero-hours contracts
 - Flexible working
 - Working from home/remotely
 - Deferred retirement



The healthy profit

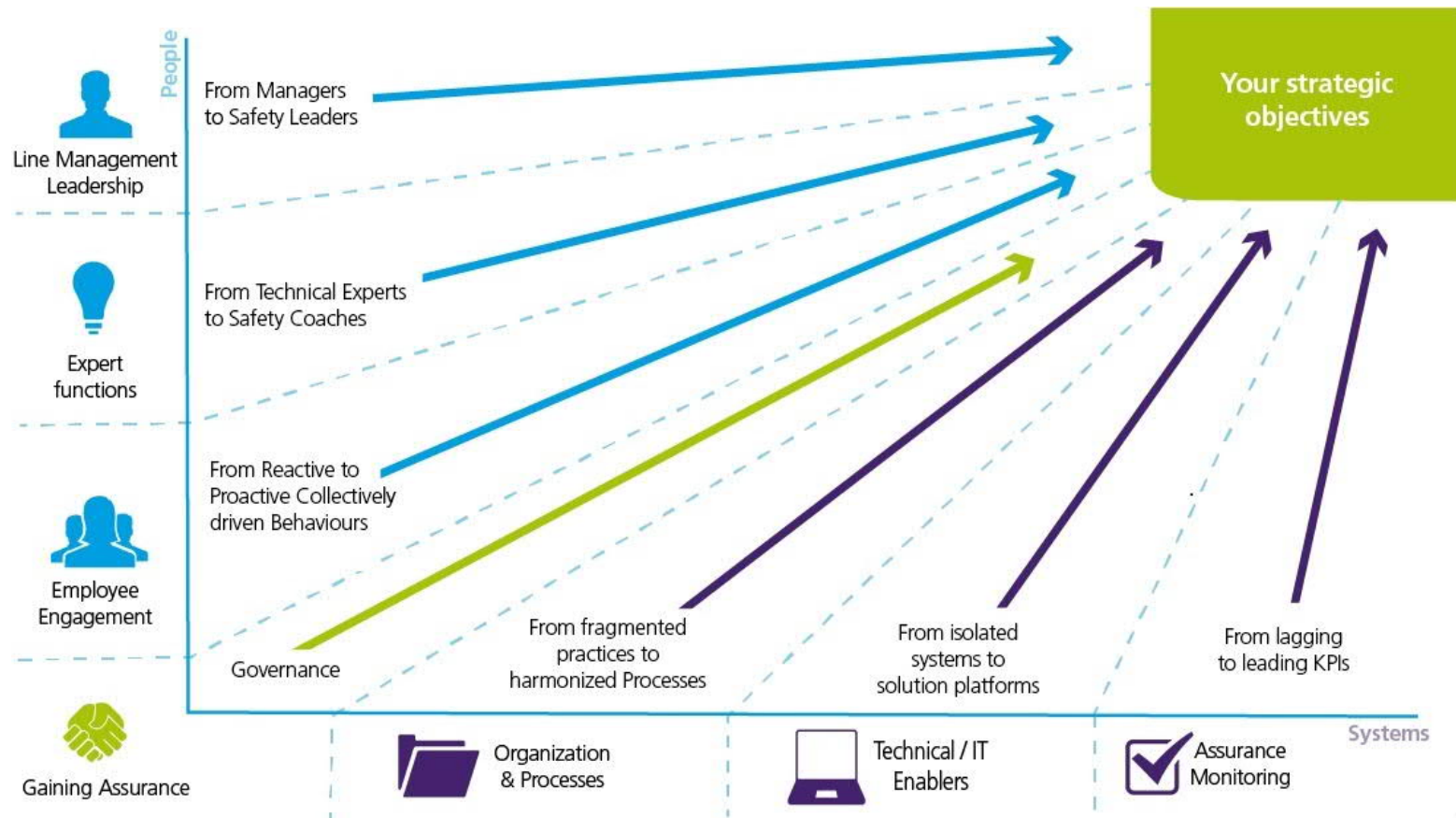
Our call to action to business



- Report highlights the investments being made by forward-thinking organisations
- An IOSH-commissioned survey found barriers exist for many businesses
- Investment in the safety and health of a workforce should be a core strategic aim
- Transparency and openness in reporting on OSH performance

Real-world challenges

How are organisations responding?



Impact on the profession

What's expected of the OSH Professional?

What OSH Professionals do can be quite broad and it's still widening....

- Traditional fields of responsibility
 - Safety
 - Occupational Health
 - Occupational Hygiene
 - Fire
 - Environment
 - Quality

- Evolving fields of responsibility
 - Wellness – including mental health
 - Psychosocial risks
 - Corporate social responsibility
 - Safeguarding
 - Sustainability
 - Human Capital

The future for OSH professionals

Our research says...

...health and safety is becoming more complex and spans many other disciplines...

...OSH is becoming more reliant on science and technology...

...organisations want improved productivity and adaptability...

...OSH professionals need to work as global citizens...

...organisations need OSH professionals to work as equal partners in the boardroom...

...organisations need OSH professionals to deliver value to the business...

...there is a talent shortage for those who can deliver "world-class" OSH...

...so OSH professionals need...

...a breadth of knowledge and flexibility.

...to be innovative and agile.

...to look at simplification, efficiencies and innovation.

...to understand different cultures and practices, as well as technical legislation.

...strategic and influencing skills.

...to be solution providers, not business blockers.

...to take up the opportunities.

Technical, core and behavioural themes

IOSH focus on competencies

- **Core competencies** - support the organisation's values and mission. They will usually apply to all jobs in the organisation and to include leadership and management
- **Behavioural competencies** - soft skills that reflect personal behaviours and attributes
- **Technical or job specific competencies** - apply to certain roles or a 'family' or 'group' within the organisation. These competencies outline any technical expertise required and assess the depth and breadth of that skill and knowledge.
- **'Meta' competencies** - relate to the recruitment of high potential individuals who the organisation would like to promote and develop

Enhancing the profession

How IOSH is supporting professional development

Some examples of new initiatives

- Improvements this year to our CPD (continuing professional development) system
- Creating new technical guides and running CPD courses
- A careers hub
- Student membership
- Future Leaders Community for new and aspiring OSH professionals
- Events designed for professionals at every level
- A new qualification with a focus on technical and business skills

Training and skills courses



iosh Training and Skills™

iosh Training and Skills
Executive Education

Leading Safely

iosh Training and Skills
Management Education

Managing Safely
Managing Safely Refresher
Managing Safely in Arabic
Fire Safety for Managers
Environment for Business
Managing Occupational Health and Wellbeing
Safety, Health and Environment for Construction Site Managers

iosh Training and Skills
Core Skills

Working Safely
Working Safely in Arabic
Fire Safety Awareness
Safety, Health and Environment for Construction Workers

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Professional Development

Professional Development Courses
Level 3 Certificate in Safety and Health for Business
Train the Trainer

TAILORED COURSES [Sector/Theme/Location]

The future of our profession

NCFE IOSH Level 3 Certificate in Safety and Health for Business



IOSH Conference 2019

Sessions on non-technical core competencies, such as

- Leadership skills
- Collaborating with other disciplines
- Use of language
- Shaping behaviours
- Strategic thinking

Visit us at IOSH 2019 – 16-17 September 2019, Birmingham



Summary

A changing world
of work

Organisations are
now responding

Leading to
changes in OSH
role

More
collaborative
working

OSH professionals
need to build
competencies

IOSH programme
to enhance the
profession



Thanks for your time

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