



International Network of Safety &  
Health Professional Organisations

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**GISHW Tokyo Meeting**  
**18<sup>th</sup> November 2024**

# INSHPO Members

- Formed in 2001, original members ASSE, CSSE and IOSH
- Now have 13 Full Members and 3 Associate Members
- INSHPO are a member of APOSHO

## Full Members



## Associate Members



## INSHPO's Mission

To improve workplace health and safety by advancing **OHS professional capabilities** and the value of the profession through global collaboration.

# Our Work

- **Global Capability Framework (GCF)**
- **Defines OHS Practitioner and OHS Professional**
- **Details Position Profile Parameters for both**
- **Details Skills and Knowledge OHS Practitioners/ Professionals need**
- **Online Position Description Builder and Self Assessment tool based on the GCF are available on our website**
- **Under review since 2022**

**The Occupational  
Health and Safety Professional  
Capability Framework**  
*A Global Framework for Practice*



Table 6: Skills Matrix for OHS Practitioners and OHS Professionals

# Leadership

B3 Leadership		
B3.1	Teamwork	<b>Understands</b> different traits, styles and team roles.
		<b>Understands</b> and recognizes the steps in group/team formation and supports the maturation of a group to form an effective team.
		<b>Supports</b> discussion to ensure that team members have a common understanding of the goals and individual roles and a shared commitment to the activity.
		<b>Shares</b> information and ideas openly and willingly inside and outside formal team processes and offers assistance to others in performing their tasks.
		<b>Respects</b> and listens to the opinion of others, has patience and respects and trusts others to complete their assigned tasks.
		<b>Actively participates</b> in team processes and demonstrates commitment by attending meetings and other activities.
		<b>Demonstrates</b> flexibility in own role in team, and openness to the opinions of others and in dealing with changing conditions.
		<b>Identifies</b> the phenomenon of “group think” and <b>challenges</b> the group to open the discussion to apply broader thinking.
B3.2	Negotiation and management of conflict	<b>Understands</b> that differences of opinion are a healthy part of management decision making and, in that context, affirms their own position.
		<b>Ensures</b> that all pertinent facts and context of the situation are known.
		<b>Identifies</b> the background and reason for differences in opinion and <b>respects</b> those differences.
		<b>Applies</b> interpersonal skills of listening, questioning and reflecting to facilitate discussion to <b>clarify</b> goals and common ground.
		<b>Facilitates</b> discussion to identify alternative strategies and compromises, which may achieve greater benefit for all concerned than original positions.
		<b>Confirms</b> clearly the agreement reached so that all involved have a similar understanding of the outcome.

Table 6: Skills Matrix for OHS Practitioners and OHS Professionals

# Leadership

	Skill	Performance criteria
B3.3	Personal Leadership	<b>Shows self-awareness</b> by identifying own leadership style and the need for both further development and situational adaptation to enhance leadership capabilities.
		<b>Demonstrates</b> up-to-date knowledge on OHS and current issues and an ability to explain complex/technical topics in a way that others can understand.
		<b>Creates</b> an imperative for change and a clear vision to bring people along.
		<b>Engages</b> people in the process, comprehends and accepts emotions, feelings and others' perspective and is able to build rapport with and empathy for others.
		<b>Demonstrates assertiveness</b> where needed in subtle, constructive ways.
		<b>Leads</b> by setting an example and by demonstrating confidence, optimism and interest in others, which, in turn, generates confidence in others.
		<b>Generates</b> the respect of others.
		<b>Builds</b> consensus and constructive problem solving.
		<b>Provides</b> support to people to make them comfortable, bases change on learning and <b>enables</b> people to have ownership of the outcome.
<b>Perseveres</b> and recognizes that change takes time.		

# Vision Zero

# Take Leadership Demonstrate Commitment

1 I demonstrate safety and health, set the standards and serve as a role model for my employees and managers.	Individual Rating	Overall Rating
I am responsible for the safety and health of my employees. I am aware of this and accept this responsibility.	○ ○ ○	
I have established and communicated occupational safety and health objectives (mission statement, principles).	○ ○ ○	
Safety and health take precedence for me – in case of doubt I say “stop”.	○ ○ ○	○
Safety and health is always the first item on the agenda in all meetings at my enterprise.	○ ○ ○	○
I am aware that I serve as a role model. I follow the rules and use personal protective equipment. When I see unsafe actions, I intervene immediately and talk to the person involved.	○ ○ ○	○
I attend training opportunities on occupational safety and health (OSH) for leaders and obtain current information.	○ ○ ○	
2 The importance of safety and health is known to everyone in my enterprise – and we talk about it openly.	Individual Rating	Overall Rating
We have clear rules for working safely.	○ ○ ○	
I make sure that every employee knows the rules.	○ ○ ○	○
I discuss safety and health matters with my employees.	○ ○ ○	○
My employees always know who is responsible and in charge.	○ ○ ○	○
I solicit feedback from my employees to determine whether I live up to my function as a role model.	○ ○ ○	

Vision Zero

Take  
Leadership  
Demonstrate  
Commitment

3 I act consistently and demonstrate the importance safety and health at work has for me.	Individual Rating	Overall Rating
Before anyone in my enterprise assumes management responsibilities, he or she attends an OSH leadership seminar.		
My managers know how important occupational safety is to me. Rules are followed equally by all employees and managers.		
I praise correct action and consistently address misconduct. I do not tolerate disorder or negligence at the workplace.		
I also emphasize the importance of occupational safety and health in the enterprise to contractors, companies we work with, suppliers and customers.		
4 I invest in safety and health in the enterprise.	Individual Rating	Overall Rating
My employees have sufficient time to do their work carefully and safely.		
My employees know their right and duty to stop work if it cannot be done safely.		
I and all my managers regularly verify that safe work practices are followed, for example in the course of safety inspections, safety audits, cross-audits and according to the principle of dual control.		
I make sure that adequate means and a financial budget are provided for safety and health.		



Together we are stronger

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