



AMERICAN SOCIETY OF
SAFETY PROFESSIONALS



INTRODUCTION TO HSE PROFESSION:

Relevant Skills for Growth

FACILITATOR'S PROFILE



DBA, Entrepreneurship

MSc. Environment & Safety Management

24+ Years' Cognate Experience

Safety Practitioner, Advocate, Consultant, Trainer & Auditor

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National Publicity Secretary, Oil & Gas Trainers Association of Nigeria (OGTAN)

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Outline

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Importance of HSE Profession

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Why HSE Profession

04

Competence framework of HSE professional

05

Relevance of Certifications and Professional Bodies

Objective

- To provide an overview of the Health, Safety, and Environment (HSE) profession, highlighting the key skills and competencies required for career growth and success.
- This presentation aims to equip aspiring and current HSE professionals with the knowledge needed to thrive in an evolving industry, emphasising the importance of competence continuous learning.



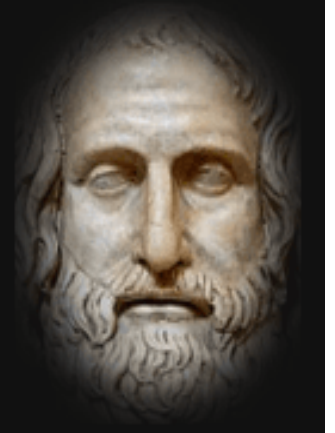


Food For Thoughts



Sweet is the
remembrance of
troubles when you
are in safety.

Euripides



Introduction to HSE

- Health, Safety, and Environment (HSE) is a critical discipline, encompassing measures to protect people, assets, and the environment from harm.
- Workplace operations in the industry involve inherent risks, including the potential for accidents, injuries, environmental pollution, and other hazards.
- Effective HSE management is essential for mitigating these risks and ensuring the safety of employees, contractors, and the communities in which the company operates.



Aim of HSE



People

We want to safeguard the well-being of personnel by reducing the likelihood of workplace injuries, illnesses, and fatalities.

Environment

We want to prevent environmental disasters, such as oil spills, gas leaks, and other forms of pollution.



Assets

We want to ensure profitability by minimising downtime, reducing costs associated with accidents and incidents, and protecting valuable assets and infrastructure.

Productivity

We want to ensure economic performance.



What is Health?



- **Health:** Refers to the physical, mental, and social well-being of individuals involved in or impacted by an organization's activities.
- It encompasses factors such as occupational health that deals with prevention of work-related injuries, illnesses, diseases, and the promotion of wellness programs for employees.
- Health considerations also extend to communities affected by an organization's operations, ensuring that their health is not compromised.



What is Safety?

- **Safety:** It is freedom from harms, and it is focused on preventing accidents, incidents, injuries, and fatalities within the workplace or surrounding areas.
- Safety measures include hazard identification, risk assessment, implementation of controls, provision of personal protective equipment (PPE), training on safe work practices, emergency response planning, and creating a safety culture that encourages reporting of near misses and hazards.



What is the Environment?

- **Environment:** Involves the protection and conservation of the natural surroundings impacted by an organisation's activities. This includes air, water, land, biodiversity, and ecosystems.
- Environmental considerations entail compliance with environmental regulations, pollution prevention, waste management, sustainable resource utilisation, environmental monitoring and reporting, conservation efforts, and minimising the ecological footprint of operations.



The Size of the Problem



	Work-related deaths	Accidents/incidents
ILO – global estimate	2.3 million (annually)	340 million (annually)
EU	3,355 (2020)	2.7 million (2020)
USA	5,190 (2021)	2.6 million (2021)
UK	135 (2022/23)	565,000 (2022/23)
Canada	1,081 (2021)	277,217 (2021)
Japan	774 (2022)	132,355 (2022)
Malaysia	186 (2022)	6,533 (2022)
Over 6000 deaths daily globally		

Source: RMS/ILO



Importance of HSE Practice



- Safeguards the well-being of personnel
 - Reduces workplace injuries, illnesses, and fatalities
- Prevents environmental disasters
 - Oil spills, gas leaks, pollution
- Contributes to operational efficiency and profitability
 - Minimises downtime, Assets damage
- Reduces costs associated with accidents and incidents
 - Reputation and Image

Priority Order...!!! PEAR

👉 **P**eople (Save Human Life)

👉 **E**nvironment (Protect the Environment)

👉 **A**ssets (Safeguard economic interests)

👉 **R**eputation



Why We Manage HSE?

hazards that could harm their physical or mental well-being

LEGAL

It is a legal binding to provide a safe and health workplace for work. Failing to comply with legal requirements can result in serious

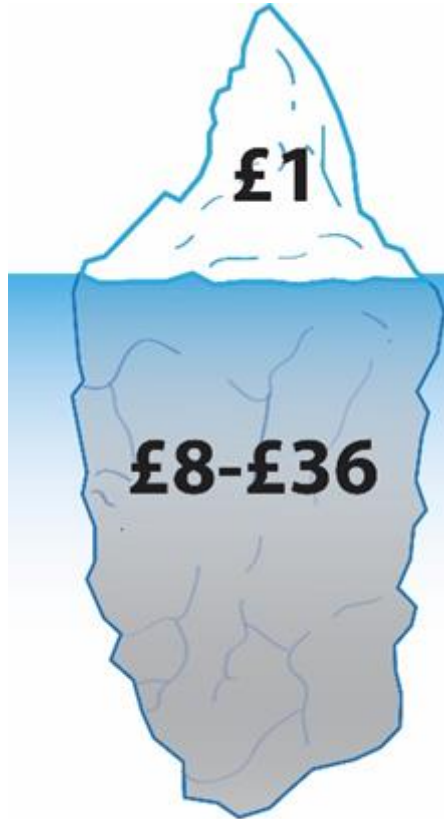


of accidents and thus reduce the financial losses.

SUSTAINABILITY

Managing health and safety is essential for creating a sustainable workplace. This can lead to improved business performance and sustainability.

Cost of Accident



INSURED COSTS

- Employee/third party compensation
- Damage to buildings and plant
- Damage to vehicles, equipment and tools
- Medical costs
- Legal costs of compensation and prosecution

UNINSURED COSTS

- Product and materials damage
- Emergency supplies and first-aid
- Clean up costs
- Delays and weakened morale
- Loss of experience and expertise
- Overtime and temporary labour
- Investigation time
- Supervisors' and managers' time diverted
- Increase in insurance premium
- Enforcement agency and court fines
- Effects on goodwill and reputation



Why HSE Profession

- Every workplace has its own unique hazards that will cause accidents if they are not controlled.
- You need professionals who can manage these hazards
- For example, STFs, noise, manual handling, chemicals, ergonomic, fire, etc



What HSE Professionals Do?

- However, most safety professionals do at least several of the following:
 - Hazard Recognition
 - Inspections/Audits
 - Fire Protection
 - Regulatory Compliance
 - Health Hazard Control
 - Ergonomics
 - Hazardous Materials Management
 - Environmental Protection



What HSE Professionals Do?

- Others include:
 - Training
 - Accident and Incident Investigations
 - Advising Management
 - Record Keeping & Documentation
 - Evaluation & Assessment of Control Systems
 - Emergency Response
 - Managing Safety Programs
 - Product Safety & Quality Management
 - Liaison



Where HSE Professionals Work?



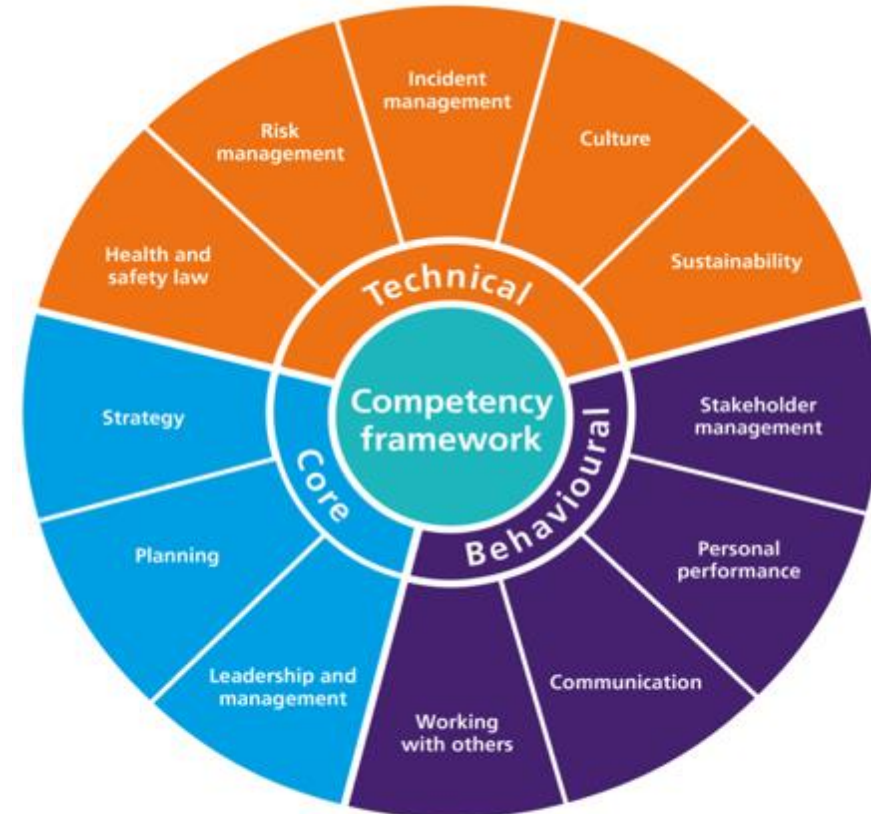
- Even working at a computer terminal can be hazardous, producing long-term injuries to the hand and wrist, back or other parts of the body.
- Whether a company does manufacturing, mining, transportation, agriculture, chemicals, fuels production, construction, or provides services, it will always face hazards in some or all of its operations

**HERE,
THERE +
EVERYWHERE**



Competence Framework of an HSE Professional

- Technical – Starters
 - (0-5 Years)
- Behavioural – Managerial
 - (5-10 Years)
- Core – Leadership
 - (10+Years & above)



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HSE Career Potentials



- Various Career Paths in Safety and Health:
 - Technical/Safety Engineer: Focuses on designing systems
 - Health and Safety Manager: Oversees safety programs and compliance
 - Environmental Health and Safety (EHS) Specialist
 - Risk Management
 - Industrial Hygiene: chemicals, noise, or pollutants, etc
 - Process Safety
 - Operational Safety
 - Project Safety
 - Fire Safety
 - Radiation Safety
 - Construction Safety
 - Biosafety



Becoming a Competent OSH Professional

• What's Competence?

COMPETENCE/ COMPETENCES

- Skills or qualification-based
- Useful for identifying skills and knowledge gaps
- Describes ability to perform to a set standard
- Knowledge
- Mastery of skills
- Understanding of core concepts
- Knowing the rules and procedures



Competence

A specific range of skill, knowledge ability to do something successfully being adequately or well qualified the condition of being capable of to meet demands, requirements

Becoming a Competent OSH Professional

- Key Ingredients of Competence



Are there Differences?



Yes, there Differences

And you need to know this if you want to grow in your career

Training

" Training is learning that is provided in order to improve performance on the present job. "

Dr. Leonard Nadler

Speaker, author, and master trainer Bob Pike says it succinctly at the opening of his book, *Creative Training Techniques*:

" The purpose of any training program is to deliver results. People must be more effective after the training \than they were before. "

The certification awarded to an individual in recognition of having achieved particular knowledge, skills, or competencies. It can also be a formal expression of the vocational or professional abilities of a worker for a specific occupation as recognized at international, national or sectoral levels.

Qualification

Source: ILO 2020



Certification



Certification is a process that evaluates the competency of an individual in a particular field or profession. It is a process in which an individual seeks recognition from an accredited organization that they possess the knowledge, skills, and experience required to perform a specific job.

Are there Differences?

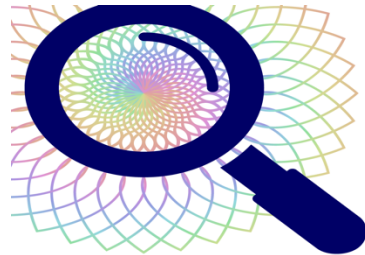
**Training
Providers**



AWARDING BODIES



PROFESSIONAL BODIES



**Certification
Bodies**



Accreditation Body

Knowledge Check!



Everything Safety



nebosh



PECB

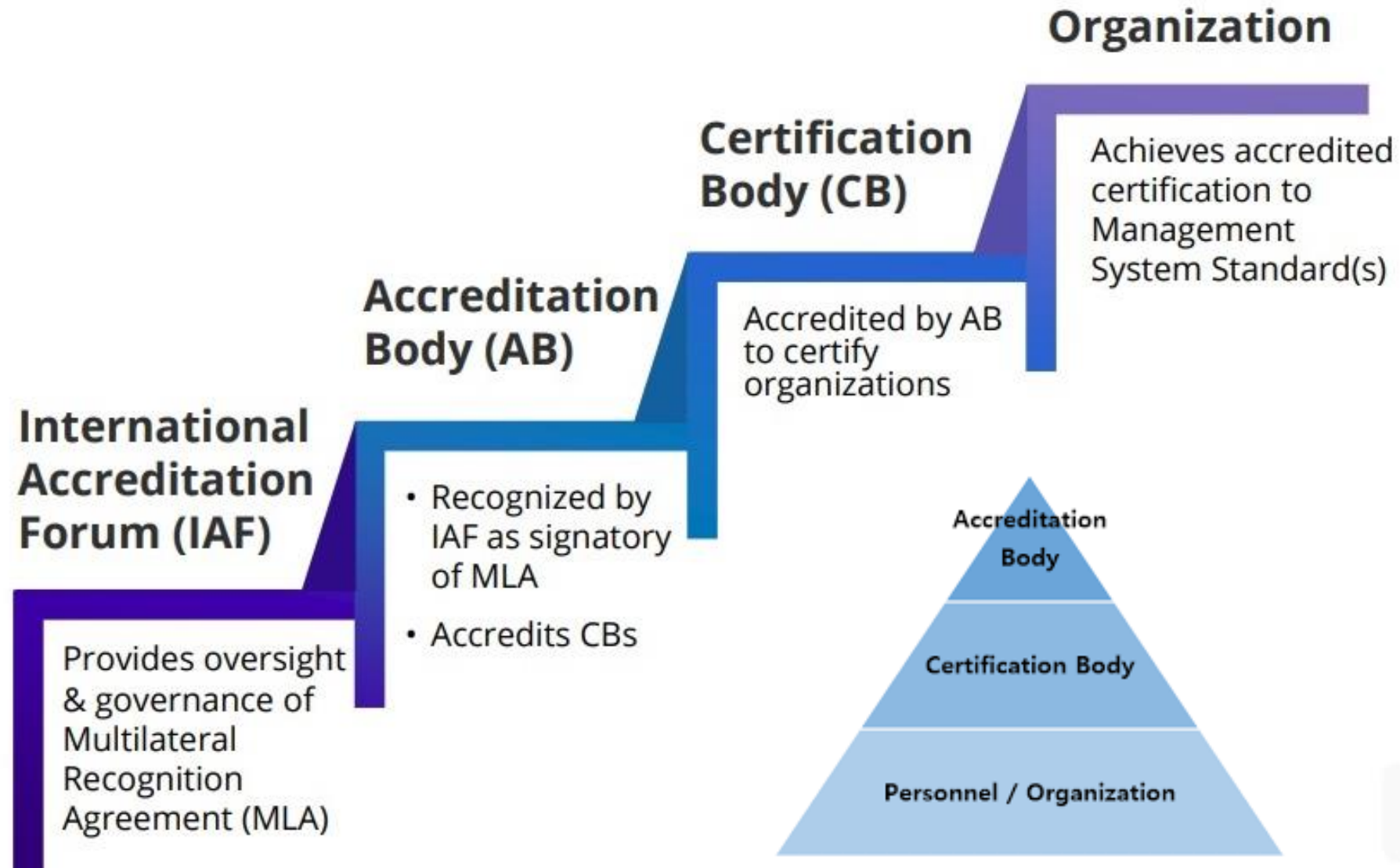
BCSP®



City & Guilds



As an example, ISO process



Becoming a Competent OSH Professional

- **The Importance of Certification:**

- Certification is highly regarded in the OSH field, validating expertise and commitment to safety. Certified OSH professionals are more competitive in the job market.

- **Key Steps to Certification:**

- Complete required training or education.
- Pass certification exams (often requiring ongoing professional development).

MOST IMPORTANT:

- Gain practical experience



Relevant HSE Certifications



Overview of Relevant Certifications (e.g., ISPON, NEBOSH, CSP)

- The Institute of Safety Professionals of Nigeria (ISPON) is Nigeria's chartered membership body for OSH professionals – Mandatory

Others are

- NEBOSH (National Examination Board of Occupational Safety & Health), UK
- IOSH (Institution of Occupational Safety and Health)
- BCSP (Board of Certified Safety Professionals), US
- American Society of Safety Professionals (ASSP)
- Canadian Society of Safety Engineering
- **ISO 45001: 2018** – SON, IRCA/CQI, PECB, NINAS, QMSAI, etc.
- **OSHA Certification (e.g. OSHA 30-Hour Training U.S Construction certification)**



The Role of Professional Bodies in HSE



1

Setting Standards and Guidelines

2

Advocacy and Policy Influence

3

Networking and Knowledge Sharing

4

Promoting Ethical Practices and Accountability

5

Providing a Pathway for Career Growth

6

Continuous Professional Development



Conclusion



- Safety professionals have responsibilities in every facet of human existence, whether at home, on the road or in any workplace.
- As long as there is interaction between human assets, systems, equipment and environment, the safety profession has relevance.
- This is because such interactions will bring about varying conditions and situations that will require the expertise and skills of the profession in order to prevent losses while simultaneously increasing productivity.





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