



Awarding  
Organisation

# IOSH professional qualifications

Developing and recognising  
excellence and expertise of  
health and safety professionals



# Your trusted partner for OSH professional qualifications

Accelerated by the Covid-19 pandemic, uncertainty and changes in the business landscape, technological advancements, societal change in attitudes to sustainability and ethical business are among those challenges facing OSH professionals that can be turned into opportunities.

As a profession, we must adapt and stretch boundaries by developing OSH professionals with not only the technical know-how but also the ability to perform the business partner role; to drive an OSH culture, to understand social sustainability and support organisational productivity and success.

Supporting our mission to create a safe and healthy world of work, the IOSH professional qualifications develop and recognise the excellence and expertise of health and safety professionals to improve global standards in OSH.

Our professional qualifications recognise the importance of ensuring that what OSH professionals do, is front and centre within their organisations and in the minds of senior leaders. There is an opportunity for OSH professionals to demonstrate how they can be trusted advisers and enablers, ones who can cope with the demands, changes and challenges being faced by businesses globally.

As an awarding organisation, we are able to drive improved professional standards in OSH qualifications, further enhancing the competence, credibility and standing of the OSH profession, dedicated to the protection of workers everywhere.

Thank you.

**Vanessa Harwood-Whitcher**

*Vanessa Harwood-Whitcher*



# Why choose the IOSH professional qualifications



## Professional advantage

- ✓ Develop and apply a broad range of competencies to implement and lead effective health, safety and wellbeing practices within workplaces and in workplace cultures.



## Transferable skills

- ✓ Develop a mix of technical, soft and business skills directly linked to the IOSH competency framework, that are transferable and equip you on your professional journey



## Professional recognition

- ✓ Pathway for career enhancement as an OSH professional, leading to academic eligibility for TechIOSH and CertIOSH through completion of the qualifications



## Recognised quality globally

- ✓ The internationally recognised assurance of quality that comes with an Ofqual regulated qualification



## Wealth of resources and support

- ✓ Once you become an IOSH Student Member you will gain access to our breadth of tools and knowledge, including IOSH Blueprint, our online CPD tool.



## The Institute of Leadership approved

- ✓ Our IOSH Level 6 Diploma is an accredited leadership development programme that is contemporary, engaging and focuses on improving practice.
- ✓ Pathway to attain membership to The Institute of Leadership at a discounted rate.

## Developed to meet the needs of employers

The IOSH professional qualifications have been developed by listening to the requirements of businesses and recognising the challenges of a new world of work. Because of our global networks with organisations and individuals, across multiple sectors and sizes, combined with our own research we have insight into the challenges of the OSH profession now and into the future. Employers can be confident that the IOSH professional qualifications equip their OSH professionals to act as business enablers within the organisation, implementing and leading change that delivers real value.

Employers can trust in the IOSH brand, with 75 years of commitment to the public good, reinvesting in OSH research and operating with a single vision driven by our charitable objects – to drive a safer and healthier world of work.

IOSH is the world's largest, and only Chartered, professional body for occupational safety and health. It is a membership organisation, with over 49,000 members in more than 130 countries and the leader of a profession that transforms the world of work, making it safer and healthier every day.

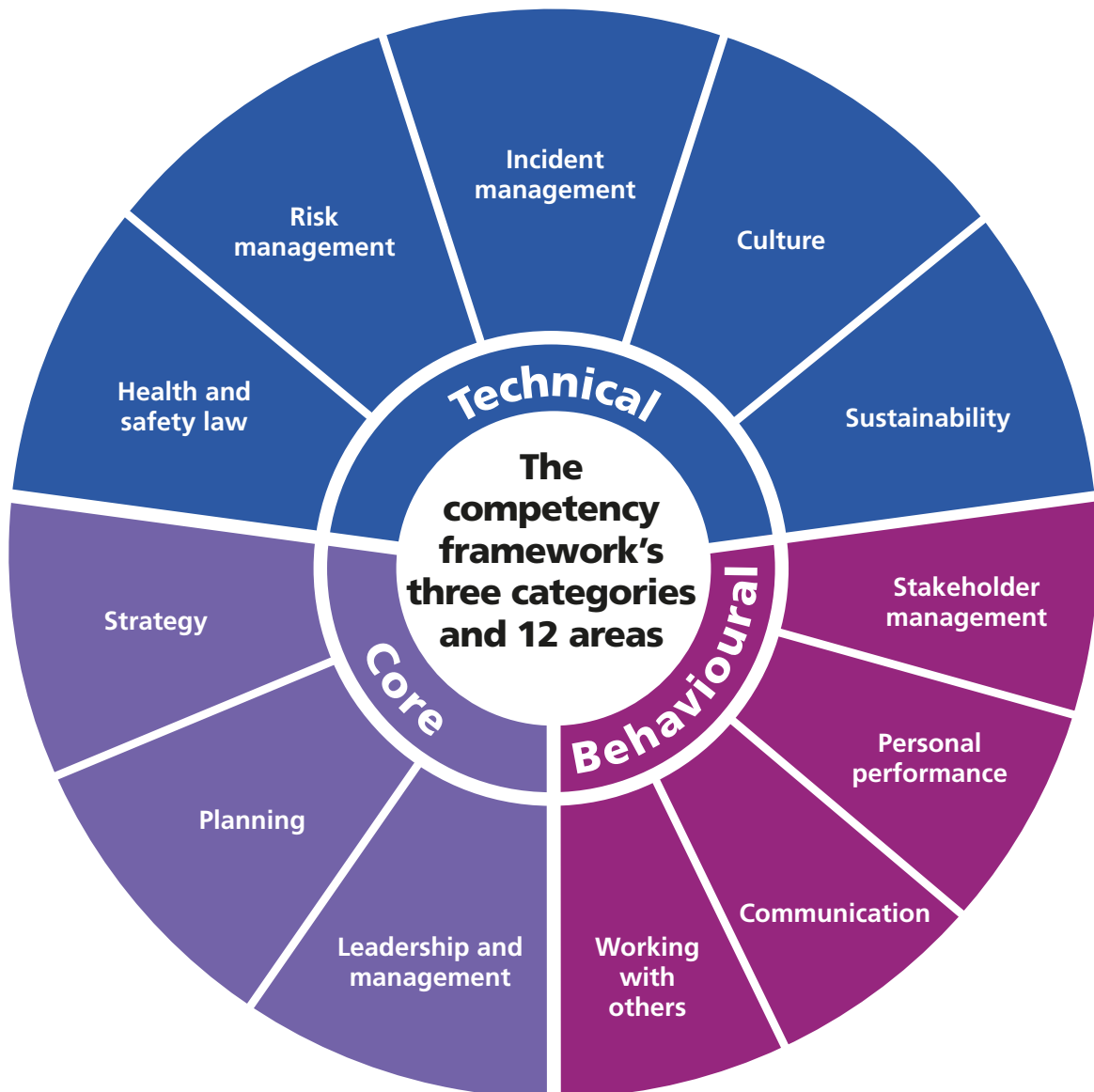
We have over 75 years of experience in setting standards and developing resources, guidance and training in the occupational safety and health profession. IOSH is a regulated awarding organisation (AO), recognised by The Office of Qualifications and Examinations Regulation (Ofqual), meaning we can offer our own qualification routes to membership, underpinned by our own competency framework.



## Competency framework

The IOSH professional qualifications are based on the IOSH competency framework. IOSH's competency framework is built on extensive research and consultation with occupational safety and health (OSH) professionals, employers and other stakeholders. The updated framework reflects the significant changes that have occurred in the workplace over the last decade. Today's OSH professionals need a broader range of skills, knowledge, and behaviours to influence and drive change.

The competency framework includes 69 competencies across three categories: technical, core and behavioural. It is not a 'one size fits all' tool; the range and level of competencies required for each individual role will vary and depend on factors such as the sector, the individual's seniority or career stage and the size of organisation. Each unit within the IOSH professional qualifications has clear linkage to the competency framework, with direct alignment to the technical, core and behavioural competencies.



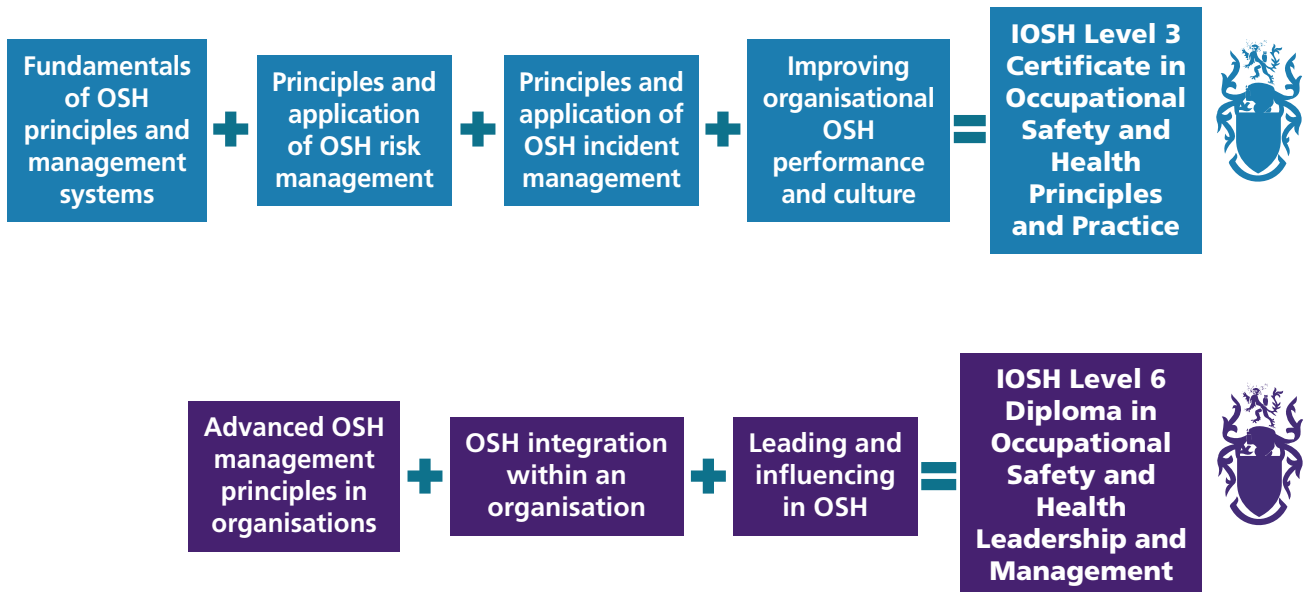
# IOSH Qualifications Roadmap

At IOSH, we offer our own pathway for your OSH professional development, wherever you work in the world. Our qualifications are developed with employer needs in mind, to provide you with the technical, core business and behavioural skills needed to meet the increasing demands for OSH expertise.



\*a minimum of two year's relevant full-time experience and mandatory CPD required in addition

\*\*a minimum of one year's relevant experience and mandatory CPD required in addition



# Spotlight on IOSH membership

At the start of your IOSH Certificate or Diploma you'll need to join as a Student Member if you're not already a member and you meet the eligibility criteria. Being a member of IOSH opens a world of professional opportunities to safety and health that will support progress at work and contribute tangibly to business success. It will also enable you to access a multitude of benefits, including IOSH Blueprint and CPD to support your learning journey and beyond.

## How can membership benefit my studies?

### Career support and advice

Get access to our Career Hub, helping you to plan and manage your career goals, with practical career development and job-hunting tips and advice to prepare you for your dream OSH role.



### Bursary

Access our IOSH Student Member Bursary which exists to help train aspiring OSH professionals, and to support with their studies. Eligibility criteria applies.



### IOSH Mentoring

Benefit from a mentor, who can provide you with support, guidance and advice, helping you to build your confidence and expand your horizons.



### Professionalism

Demonstrate your commitment to high standards of professionalism and work ethics from the start, boosting your post-study employability. Use our online CPD programme to develop your career plan and reflect on your learning and work.



### Specialist technical knowledge and research

Develop and deepen your knowledge with our extensive range of research materials and our technical information service providing you with an array of online resources, books and technical guides. Access webinars to keep your knowledge up to date and relevant.



### Networking

Connect with our existing 48,000 global members, join industry-specific groups and local branches, and attend some of the 300-plus events a year by them. As part of our Future Leaders Community, join other new and aspiring professionals at tailor-made events and in our dedicated online forum space.



### Discounts

Discounts on all IOSH events.



### Stay up to date

Access our newsletters and magazine, keeping you up to date with the latest news updates, as and when you need them.



# IOSH Level 3 Certificate in Occupational Safety and Health Principles and Practice

A qualification for new and  
aspiring OSH professionals  
to build OSH capability





## Who is the qualification for?

**Designed as a clear career pathway for new and aspiring OSH professionals, providing the knowledge, application, and real-life skills that they and employers require to apply safety systems and positively influence OSH performance within organisations.**

This qualification is for learners who are pursuing a career in OSH in a variety of sectors and for those already working in the profession who have some responsibility for OSH in their role. Learners may be working in the capacity of supervisor, manager, team leader or preparing to work at this level.

Learners who achieve this qualification will have greater credibility and confidence when talking to senior management about safety and health in organisations.

## What will I learn?

**The content reflects the significant changes that have occurred in the workplace over the last decade and will build your capability in the skills, knowledge, and behaviours you need to optimise your own and organisation's performance through effective use of appropriate OSH processes, procedures, and organisational resources.**

The IOSH Level 3 Certificate will enable you to:


- understand the fundamentals of OSH principles and management systems
- understand and apply OSH principles in the workplace to mitigate risk and help to prevent incidents
- understand and apply principles of OSH incident management
- contribute to the development and maintenance of a positive OSH culture
- improve your own and your organisation's performance through sustainable and effective application of systems, processes, procedures, and resources
- undertake detailed work in a technical area of OSH
- take responsibility for your own work and sometimes the work of others.



**A global qualification  
to optimise your own  
and organisation's  
OSH performance**

## How long will it take to complete?

 **Qualification**  
IOSH Level 3 Certificate in  
Occupational Safety and Health  
Principles and Practice

 **Guided Learning Hours (GLH)**  
80 hours – including supervised  
assessment time

 **Self Study Hours**  
42 hours



 **Total Qualification Time (TQT)**  
122 hours

TQT is the number of notional hours which represents an estimate of the total amount of time that could reasonably be expected to be required for a learner to achieve and demonstrate the achievement of the level of attainment necessary for the award of a qualification.



**Positively influence OSH performance at all levels**

## Course overview and assessment

**To be awarded the IOSH Level 3 Certificate in Occupational Safety and Health Principles and Practice, learners are required to successfully complete four mandatory units.**

Assessment for the qualification is conducted via our online e-assessment platform and consists of one multiple-choice knowledge exam and one scenario-based assessment. Both assessments are remotely invigilated enabling learners to complete them at home or work.

### Unit L3C01

#### Fundamentals of OSH principles and management systems

The aim of the unit is to enable learners to demonstrate an understanding of the key principles of OSH including management systems and specialist services and the role they play in supporting OSH performance and good practice.

- OSH principles and elements of a safety management.
- System and their role in OSH performance.
- Management systems in relation to OSH.
- Specialist services to support good OSH practice.

### Unit L3C02

#### Principles and application of OSH risk management

The aim of this unit is to enable learners to understand when to apply OSH tools and techniques including risk assessment, risk management, workplace inspections and audits and to be able to apply them effectively to workplace scenarios.

- Application of risk assessment and risk management.
- Carrying out and reviewing risk assessments in the workplace.
- Role and process of workplace inspection and audit.
- Undertaking a workplace inspection.

### Unit L3C03

#### Principles and application of OSH incident management

The aim of this unit is to enable learners to understand the principles of incidents and their causation, and the process and application of practical skills required for effective incident investigation.

- Principles of incidents and their causation.
- Process of investigating incidents.
- Undertaking an incident investigation.

### Unit L3C04

#### Improving OSH performance and culture

The aim of this unit is to enable learners to ensure their own effectiveness as an OSH professional and the effective application of the organisation's safety management systems by influencing and collaborating with colleagues.

- Application of an organisation's safety management system
- Influence of professional conduct and capabilities on OSH performance
- Delivering improvements to OSH controls through effective communication



# IOSH Level 6 Diploma in Occupational Safety and Health Leadership and Management

A qualification for a  
new generation of  
OSH professionals  
to influence and  
drive change



## Who is the qualification for?

**Designed for a new generation of OSH professionals looking to lead as business enablers, driving change in a new world of work.**

The IOSH Level 6 Diploma enables future leaders to gain a business focussed understanding of how OSH best practice can help drive business benefits when embedded across an organisation wherever it operates around the world.

The qualification is designed for ambitious occupational safety and health professionals, who have or aspire to have responsibility in their organisation for managing occupational safety and health policy, procedures, and practice, reporting to or as a member of the senior leadership team.

IOSH listened to our 49,000 member OSH professionals, but critically to the voice of business and other stakeholders who recognise the need for a new type of OSH professional. This is an OSH professional who shapes the thinking of the board, leading the agenda by articulating the business benefits of change. In a world dominated by ESG and a social sustainability agenda, balancing people to that of planet and profit, the new OSH professional must be able to present the strategic agendas of the “H” alongside the “S”. The new IOSH Level 6 Diploma makes this possible.

## What will I learn?

**Building on the content from the IOSH Level 3 Certificate you will develop and apply a broad range of competencies to lead and embed effective health, safety and wellbeing practices within workplaces and in workplace cultures, operationally and strategically shaping governance best practice through an OSH lens.**

The IOSH Level 6 Diploma will provide you with the tools, knowledge and skills which can be deployed to:

- evaluate, advise, develop, and manage opportunities for improvement in OSH performance and culture in the context of the wider business
- demonstrate a high level of knowledge and capability in technical areas of specialism within the context of a business
- demonstrate strong core business skills to underpin the delivery of the health, safety and wellbeing requirements of the organisation
- manage and lead internal and external relationships to influence, challenge and drive change in effective OSH practices and culture within an organisation
- represent OSH to any stakeholder, using information in a commercially astute way to support decision making.



**A practical,  
future-focused  
OSH qualification**

## Institute of Leadership Approved

We are delighted that the IOSH Level 6 Diploma in Occupational Safety and Health Leadership and Management has been approved by the Institute of Leadership (IoL). Recognised as meeting IoL's standards for supporting improved leadership practice, the IOSH Level 6 Diploma qualification purpose, learning content and approaches have been assessed as current, relevant, inclusive, and accessible to support the diverse needs of learners. The qualification reflects the five values of IoL: Authenticity, Vision, Achievement, Ownership and Collaboration.

The programme has been recognised as a pathway to IoL Membership (MIoL)\* providing learners with additional professional recognition of their learning experience and ongoing commitment to effective leadership, inspiring others to achieve excellence. IOSH Blueprint also provides access directly to a range of IoL's MyLeadership resources which are mapped to the IOSH Competency Framework to support learning on the IOSH Level 6 Diploma.

\*On successful completion of the IOSH Level 6 Diploma in OSH Leadership and Management, learners are eligible to apply for The Institute of Leadership Member (MIoL) at a specially discounted rate.

## About The Institute of Leadership


The Institute of Leadership is an award winning, global, professional membership body for leaders and managers with mission of 'inspiring great leadership everywhere'. Headquartered in the UK, but with a membership base across the world, three professional grades of membership entitle members to use post-nominal letters as follows: Associate Member (AIoL), Member (MIoL) and Fellow (FIoL). Membership is validated by an official membership certificate. All members are offered access to a wide range of services supporting their continuous professional development including online learning tools, webinars and events, podcasts, career advice and other resources.




**Driving change  
in a new world  
of work**

## How long will it take to complete?

 **Qualification**  
IOSH Level 6 Diploma in  
Occupational Safety and Health  
Leadership and Management

 **Total Guided Learning Hours (GLH)**  
155 hours

 **Self study hours**  
225 hours



 **Total Qualification Time (TQT)**  
380 hours

Total qualification time is the number of notional hours which represents an estimate of the total amount of time that could reasonably be expected to be required for a learner to achieve and demonstrate the achievement of the level of attainment necessary for the award of a qualification.



**Designed for  
ambitious  
occupational  
safety and health  
professionals**

## Course overview and assessment

**To be awarded the IOSH Level 6 Diploma in Occupational Safety and Health Leadership and Management, learners are required to successfully complete three mandatory units.**

Assessment for the qualification is conducted via an IOSH AO set assignment for unit L6D01 where the learner is required to complete a technical self-critique of a safety management system. Units L6D02 and L6D03 are assessed synoptically where the learner is required to produce an OSH strategic proposal and presentation based on their business, followed by questioning from an assessor. A short reflective assignment is also required as part of the assessment of L6D03.

### Unit L6D01

#### Advanced OSH management principles in organisations

The aim of the unit is to enable learners to demonstrate advanced understanding of OSH legal frameworks and management principles, including the application, development, appraisal, and implications of different approaches in the context of a business.

- OSH legal frameworks around the world
- Key components of OSH risk management
- Approaches to OSH incident management
- Integrating OSH risk into organisational risk processes

### Unit L6D02

#### OSH integration within an organisation

The aim of this unit is to enable learners to critically appraise OSH performance within an organisation and demonstrate a wide appreciation of how internal and external factors can influence OSH decision making and approach, whilst contributing to wider business strategy. The learner will develop recommendations for improving and implementing organisation wide OSH practices and culture.

- Contribution of OSH activities to an organisation's value chain
- Implications of external factors and organisation change on an organisation's approach to OSH
- Contribution of OSH to sustainability
- Organisation wide approach to OSH

### Unit L6D03

#### Leading and influencing in OSH

The aim of this unit is to enable learners to demonstrate understanding and application of leadership skills that equip them to influence, challenge and drive change within OSH in an organisation. Learners will critically review the effectiveness of their own capability and performance to fulfil the OSH leadership role and identify areas for Continuing Professional Development (CPD).

- Individual and team behaviour and performance
- Leading and influencing other to achieve results
- Embedding an organisation wide approach to OSH
- Reviewing own OSH leadership and competence





# Next steps?

**The IOSH Qualifications are delivered by our Approved Study Centres, offering flexibility and choice for a broad range of learning preferences.**

To find out more about your options visit our website [iosh.com/AOqualifications](https://www.iosh.com/AOqualifications)





IOSH is the Chartered body for health and safety professionals. With over 50,000 members in more than 130 countries, we're the world's largest professional health and safety organisation.

We set standards and support, develop and connect our members with resources, guidance, events and training. We're the voice of the profession and campaign on issues that affect millions of working people.

IOSH was founded in 1945 and is a registered charity with international NGO status.

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**Registered charity in Scotland No. SC043254**

