



The Competency



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Before we look at the experience and exposure, let us first define the Competencies of a Safety Professional. These are the knowledge, skills and aptitude required to do the job. I will not go into the dissection of competencies into the Human Resources realm of semantics but instead, let us use a simplified model. Let us divide the Competency into:

1. Functional Competency.
2. Core Competency.

1. FUNCTIONAL COMPETENCY

Functional Competency is by far the most familiar to a Safety Professional. This covers how well the Safety Professional can draw up and manage safety programmes, oversee risk management, apply risk assessment models, formulate safety intervention strategies and drive behavioural change, etc. The depth and scope depends on the job grade.

Functional Competency can be attained by attending a course followed by coaching and learning on the job. This will enable a person to gain sufficient experience. The functional courses will provide a certain level of certification. Think of Functional Competency as Technical Competency for a Safety Professional.

2. CORE COMPETENCY

Core Competency is usually defined as that which spans the organisation. This competency covers the soft skills and organisational agility of the Safety Professional. It is usually defined by the organisation as an expectation model or leadership model. This competency, though universal, is harder to develop as it requires more doing and coaching. Attending courses will only provide the concept. The real learning is in the doing.

Here is how we can add the competency portion into our Career Path.

	Coordinators	Engineers	Managers	Director	Vice President
Management Stream	Entry Level	General Practitioner	Heads a Unit	Heads a Geographical Area	Strategic Organisational
Technical Stream	Entry Level	Subject Matter Specialist	Heads a Subject Matter	Heads a Technical Unit	Strategic - Risk Control
Functional Competency	In-House certification/ Studying for a recognised certification	Certified/ Registered Practitioner at a Local Level	Certified/ Registered Practitioner at an International Level	Continuous/ Professional Development/ Industry Involvement	Continuous/ Professional Development/ Industry Engagement
Core Competency	Communication	Personal Leadership	People Leadership	Impact Across Functions Influencing	Impact Across Businesses Engagement

Next we will look at the experience and exposure to develop the Safety Professional.

Send your comments to: pub@iem.org.my. ■

*Professionalism goes beyond Qualification.
Safety Professional does not equate to Professional Safety.*