

How to use the HSR Guidebook

Health & Safety Professionals

At the heart of the HSR Guidebook is an HSR competency framework visualised by the HSR Knowledge Wheel. The wheel was developed out of multiple workshops attended by OHS professionals and their HSRs. It is intended to:

- provide clarity around the knowledge, skills and attributes required in the HSR role, and
- lay a first stepping stone on a potential new career path into OHS.

Mentoring and training prioritisation

The Knowledge Wheel and Guidebook provide you with a framework against which you can mentor, coach and train your HSRs. It establishes which topics your HSRs need to have a reasonable working knowledge of and which only require a broad awareness.

The Guidebook has three sections:

1. Knowledge,
2. Awareness, and
3. Skills (personal attributes).

An HSR needs to understand topics in the Knowledge section well enough to be able to apply them to routine situations in the workplace. It is likely that training will be required, either by a competent OHS professional or an external training provider.

Most topics sit in the Awareness category. These



topics only require an awareness of general principles, sufficient to enable HSRs to engage in constructive and meaningful conversations with OHS professionals, their managers and H&S Committees.

A reasonable level of awareness can be gained in these areas simply by reading the summaries provided in the Awareness section.

He aha te mea nui? He tāngata, he tāngata, he tāngata

What is the most important thing in the world? It is the people, it is the people, it is the people.