

Perspectives on Professional Practice

AN INFORMATION SESSION FOR EDUCATORS.



What is the QRC?

The Qualifications Review Committee (QRC) is responsible for the initial assessment of certification applications and for recommending to the Governing Board changes to the certification criteria and/or process resulting from the committee's ongoing analysis of application review.

CRSP and CRST Fundamentals

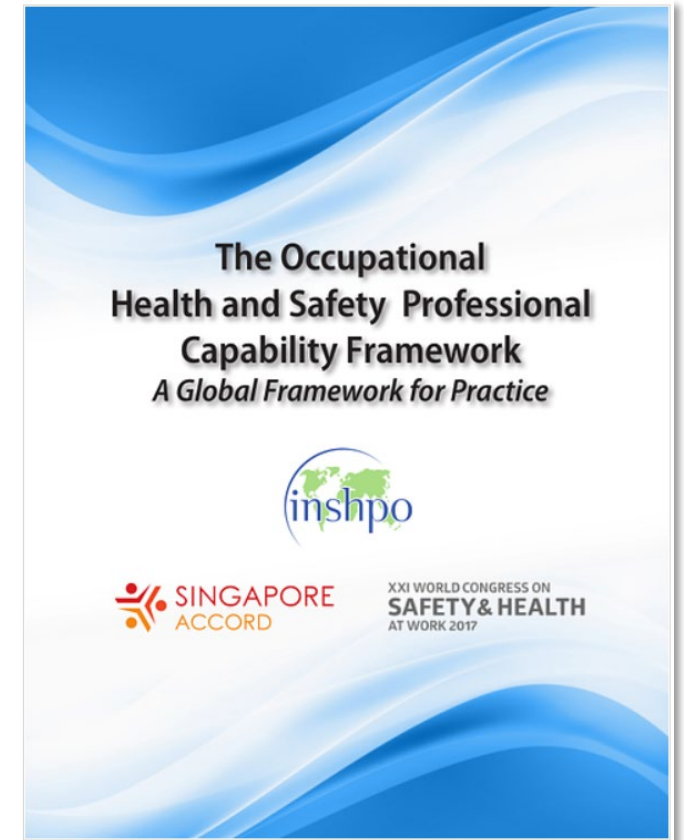
	CRSP Certification Eligibility	CRST Certification Eligibility
Education	Bachelor's degree from a recognized academic institution OR a 2-year diploma in Occupational Health and Safety from a recognized academic program.	Pathway A: 1-year OHS certificate from a recognized academic institution OR Pathway B: 2-year* diploma (or certificate) in any discipline from a recognized academic institution OR is qualified as a journeyperson in a trade. OR Pathway C: Minimum of a 2-year diploma in OHS from a recognized academic institution are eligible to write the CRST certification examination upon graduation.
Experience	48 months of professional level OHS experience obtained within the last 72 months (minimum of 900 hours/calendar year of practice in OHS).	Pathway A & B: 12 months of OHS experience in the last 24 months of where OHS duties are at least 35% of role. OR Pathway C: Waived
Professional Development	if applying with a Bachelor's degree, applicant must also demonstrate sufficient professional development in OHS to qualify.	if applying with a non-OHS diploma or journeyperson, applicant must also demonstrate professional development in OHS to qualify.
Examination	Successful pass CRSP Examination	Successfully pass CRST Examination

Professional Level OHS Experience

- Minimum of 48 months, professional level practice, where OHS duties constitute at least 50% (900 hours) of the applicant's responsibilities
- Must be current (48 month in the last 72 months)
- Gaps in employment must be explained.
- **Not all OHS experience is assessed at a professional level**

INSHPO Capability Framework

- Create greater clarity around the generalist OHS Professional role
- Defines the role of “OHS Professional” and “OHS Practitioner”
- Promotes a high standard of capability among OHS professionals
- Informs employers and regulators of the capabilities of OHS
- Benchmarks for education, training bodies and professional associations



At a glance

Table 1: Comparison of OHS Professional and OHS Practitioner roles

OHS Practitioner	OHS Professional
Implementer/executor of strategy and the framework for OHS critical control management	Designer of OHS management strategy and framework for OHS critical risk control management
Communicates predominantly with middle management, supervisor and shop floor, building relationships as a basis for influence, mentoring and providing technical advice	Influences senior managers, building relationships as a basis for influence, mentoring and providing integrated technical and strategic advice
Oversees and drives monitoring and compliance, acting as local change agent when required	Develops monitoring systems. Involved in organizational review and change management
Supports safe working environment by maintaining administrative processes, conducting training and using state-of-the-art tools, processes and standard practice solutions	Considers wider context of business processes and external regulatory, market and societal influences
Advice/action based on technical knowledge, experience and input by OHS Professionals and other technical advisors	Advice/action based on conceptual and technical knowledge mediated by analysis of evidence, experience and critical thought
Focuses on organization's primary processes operating in known contexts within established parameters	Able to extend his or her understanding and control to novel, unknown and complex risks and their control
Accesses, evaluates and uses a broad range of workplace and industry sources of information	Works autonomously within own initiative and responsibility but values professional collaboration
May work with SMEs in well-known hazards or under OHS Professional supervision in larger organizations	Usually works in large, complex and/or high-hazard organizations or as a consultant to medium-sized organizations
May work with SMEs in well-known hazards or under OHS Professional supervision in larger organizations	Usually works in large, complex and/or high-hazard organizations or as a consultant to medium-sized organizations
Usually educated through vocational or technical streams	Usually educated through university or higher education sector

Activity Assessment

Table 4: Activity matrix for OHS Practitioners and OHS Professionals

	OHS Practitioner				OHS Professional	
	Dimension	Domain		Dimension	Domain	
I Systems management approach	Support the implementation of a systems approach to OHS.	1.1	Support implementation of and monitor compliance with defined OHS management system, policy and procedures. Builds relationships as a basis for influence ¹⁹ with managers to understand the limitations of written safety rules and procedures and to favor control through workplace and process design, critical controls and proven competence.		Lead and support the development and implementation of a systems approach to OHS.	Lead the development of OHS management systems, policies and procedures. Understand management systems, policies and procedures in the broader context of the business as a sociotechnical system and develop effective, nonbureaucratic management systems acceptable to all stakeholders.
		1.2	Contribute to identification of required resources and work within resource framework.			Advise on and facilitate commitment of appropriate resources for sustainably managing OHS.
		1.3	Support and motivate line management and supervisors to provide OHS leadership and through them to influence workers to give appropriate priority to OHS in relation to other operational objectives.			Support and motivate senior management and through them, all people in the organization, to provide OHS leadership and to give appropriate priority to OHS in relation to other business objectives.
		1.4	Facilitate, monitor and provide feedback on implementation of operational plans to address and improve the controls of OHS hazards, their associated risks and related costs.			Facilitate development and utilization of strategic and operational plans to address and improve the control of OHS hazards, their associated risks and related costs.

Additional Contents

- Introduction to INSHPO and the Singapore Accord
- Position Profiles
- Scope of Practice
- Activities Matrix
- Knowledge Matrix
- Skills Matrix
- OHS Hazard Types

BCRSP Qualification Review Guidelines



Board of Canadian Registered Safety Professionals Guidelines for Qualifications Review Committee CRSP Application Evaluations

PROCEDURE PRO.004	
Title: Guidelines for Qualifications Review Committee CRSP Application Evaluations	Approved by: Qualifications Review Committee
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Last Review Date: December 7, 2022	

All applicant information is **CONFIDENTIAL**

- You are not at liberty to discuss the application or its contents outside of the QRC's deliberations.
- A QRC member who has completed a Reference Questionnaire (RQ) or a Practice Questionnaire (PQ) for a candidate shall not assess the application.
- A QRC member who knows the applicant either through a work or social relationship, shall not evaluate the application.

NOTE: Even if the candidate does not meet the minimum certification criteria, please complete the entire evaluation of the application in order that the candidate may be advised of all application deficiencies at the same time.

CRSP Review Guidelines

GUIDELINES FOR QUALIFICATIONS REVIEW COMMITTEE (QRC)

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CRSP application

- Submitted online via Clarus portal
- Candidate information
- Reference questionnaire
- Practice questionnaire
- Work history, including resume, job descriptions & employer verifications
- Formal education
- Professional development (where formal education is non-OHS)

Review

- Assigned to a member of QRC
- Review all required parts of application, including references, academic, professional development and professional practice
- Evaluate Professional Practice using a weighted evaluation matrix, using all parts of application to grade on a scale of 0.00 to 1.00
- Must achieve an overall score of 0.50

Weighted evaluation matrix

Area	Dimension	Applicant Meets/Does Not Meet on a scale of 0.00 to 1.0	Evaluation
Systems Management Approach	Lead & support the development of OHS management systems, policies and procedures. Understand management systems, policies and procedures in the broader context of the business as a sociotechnical system and develop effective, nonbureaucratic management systems acceptable to all stakeholders		0
Communication engagement and influence	Communicate, engage with and influence decisionmakers and other stakeholders to mitigate risk and optimize worker health and safety		0
Measurement and evaluation of OHS performance	Develop and lead processes for monitoring, measuring and evaluating OHS performance.		0
OHS risk management processes	Lead development of OHS risk management processes and facilitate and support their implementation and maintenance.		0
Experience reflective of OHS generalist	Broad scope of practice		0
Organizational Culture and its Impact on OHS	Lead and support key influencers, including managers, on strategies to foster an organizational culture that prioritizes OHS.		0
Knowledge management	Develop and implement processes for knowledge collection and management to enable positive OHS outcomes.		0
Professional and ethical practice	Promote and apply professional and ethical standards to practice		0
			0

Dimensions and evaluation

Lead & support the development of OHS management systems, policies and procedures. Understand management systems, policies and procedures in the broad context of the organization.
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Advise on and facilitate commitment of appropriate resources for sustainably managing OHS.
Support and motivate senior management and through them, all people in the organization, to provide OHS leadership and to give appropriate priority to OHS.
Facilitate development and utilization of strategic and operational plans to address and improve the control of OHS hazards, their associated risks and their consequences.
Communicate, engage with and influence decisionmakers and other stakeholders to mitigate risk and optimize worker health and safety
Develop and implement OHS-related communication and consultation systems and processes engaging all stakeholders.
Lead and facilitate OHS knowledge and skill development, training and understanding of OHS responsibilities, obligations and actions required to meet the organization's OHS objectives.
Support the development and delivery of OHS training for all levels in the organization.
Develop relationships with managers to support OHS development relevant to their roles.
Analyze and interpret information to communicate technical and theoretical concepts and knowledge about OHS.
Communicate and liaise with business partners, OHS regulators and other external bodies on behalf of the organization.
Be a "trusted advisor" to influence management decision making to consider OHS implications.
Develop and lead processes for monitoring, measuring and evaluating OHS performance.

Scope of practice

While many OHS specialist position descriptions may include one or more of the following areas of responsibility, the INSHPO Framework does not consider them to be core functions and does not address them in detail.

- Environment
- Emergency response management
- Rehabilitation, return to work
- Security

The CRSP evaluation guideline also indicates that an OHS professional possess a broad understanding of a core range of hazards and hazard controls.

Common reasons PE is not met

- Exclusively provide compliance supervision
- Not demonstrating capability across all 8 areas
- Specialist roles – not meeting “broad scope of practice”
- Duties not more than 50% (over 900 hours)
- Job descriptions that are vague, not current or simply match “key descriptors from BCRSP guide
- Early roles in progression

Potential outcomes of review

- Approved
- More information required
- Request staff follow up
- Refer to RSC Interview
- Refer to a panel review

Appeal

- Upon a denial, applicants will be advised of the reasons and the process and timeline for an appeal
- Applicants have the opportunity to provide supplemental evidence to explain how they meet criteria
- Appeals are reviewed by the QRC Chair
- If an appeal is denied, applicant will be advised of opportunity to submit further information for a final appeal to a panel of at least 3 QRC members

Tips for successful applications

Review available content on BCRSP Website

- Guidance for Applicants on Professional Practice Documentation Requirements
- Guidance for Applicants to the CRSP® Application Process

Review the INSHPO OHS Capability framework

Catalog evidence that demonstrates how experience meets each of the Practice Areas in Table 4 of the INSHPO Capability Framework

What does this mean to educators?

- You are seeing students before they become applicants – you can make a difference in how well prepared they will be!
- Explaining concepts of technician/practitioner vs professional
- Informing students about the INSHPO Capability Framework and how it affects the profession
- Create awareness about the CRST designation, on its own and as a step toward the CRSP

Questions?

