

**New Minimum Required Qualifications for
Providers of Preventive and Protective Services to Employers
and Self-Employed Persons**

The minimum required qualifications which persons interested in providing preventive and protective services to Employers and Self-Employed Persons must satisfy in order to be approved by the Chief Inspector, as of January 1st 2017, are the following:

Qualifications:

1. Academic and/ or Special Education and proven professional experience in accordance with their academic education, on issues of Occupational Safety and Health, as listed in **Table 1**.
2. Very good knowledge of the Cyprus and European Legislation and Policy on Safety and Health at Work according to **Table 2**. As of January 1st 2013, the Department of Labour Inspection holds a written examination twice a year which every applicant must sit for and obtain a pass.

TABLE 1

No.	Academic and / or Special Education on Occupational Safety and Health	Professional experience in Occupational Safety and Health (min. years) (Note 1)
1.	University degree or title or equivalent qualification in Occupational Medicine recognized by the Cyprus Medical Association and registration on the Medical Register.	2
2.	University degree or title (including postgraduate title) or equivalent qualification in Occupational Safety and Health.	2
3.	University degree or title (including postgraduate title) in subjects other than those mentioned in categories (1) and (2) and special education on issues of Occupational Safety and Health as described in Note 2 .	3
4.	Higher Technical Institute (HTI) Diploma, three years duration, postsecondary level or equivalent qualification and Special Education on issues of Occupational Safety and Health as described in Note 2 .	5
5.	Diploma of two years duration, postsecondary level and special education on issues of Occupational Safety and Health as described in Note 2 .	8

NOTE 1:

The required professional experience on issues of Occupational Safety and Health includes full time employment as Consultant, Inspector, Safety Officer or Person providing Internal (within a company) Services of Protection and Prevention of Occupational Risks while being employed or self-employed in the Private or Public Sector, etc. Persons who are part time employed dealing with issues of Occupational Safety and Health must prove that they possess the equivalent experience with the full time employment requirements.

NOTE 2:

The required training on issues of Occupational Safety and Health must be 250 hours, of which 150 hours must be suitably accredited and must include balanced coverage of the subject areas in **Table 3**.

The remaining 100 hours, which do not require accreditation, may simply be certified participation in training programmes, conferences, workshops, seminars on Occupational Safety and Health, provided that at least 80 hours have been accumulated during the last five years. The aforementioned training programmes do not have to be accredited programmes.

For every exam-validated / accredited training programme submitted by an applicant, a sufficient description of the programme's content must be provided as well as a transcript, in cases where the training provider issues such a document. For non-exam validated / non-accredited training programmes (attendance only) submitted by applicants, a description of the programme's content is sufficient.

For training programmes (non exam validated / non accredited) organized by the applicant's employer or by a company or partnership of a self-employed person, the applicant will be credited a maximum of 20 hours out of the required 100 hours.

TABLE 2

No.	SUBJECT AREA	CONTENT
1.	EUROPEAN AND CYPRUS LEGISLATION ON OCCUPATIONAL SAFETY AND HEALTH	Cyprus and European: i. Legislation ii. Policy iii. Strategy iv. Institutions v. Organisations

TABLE 3

1.	OCCUPATIONAL SAFETY & HEALTH MANAGEMENT	i. Setting and improving policy for occupational safety and health ii. Organising for safety and health iii. Safety and Health Management systems iv. Safety and Health auditing v. Organisation of the protection and prevention services vi. Promotion of a positive safety and health culture vii. Management of contract works viii. Monitoring, reviewing and auditing of health and safety performance ix. Basics of Environmental management
2.	ASSESSMENT AND MANAGEMENT OF OCCUPATIONAL RISKS	i. Risk assessment methodologies and implementation; ii. Risk management (identification and successful implementation of specific risk control measures) iii. Developing safety methods of work, safety instructions, etc. iv. Best practice
3.	OCCUPATIONAL SAFETY AND HEALTH TECHNICAL KNOWLEDGE	i. Principles of safety and health at work ii. Principles of risk prevention iii. Principles of occupational health iv. Main principles of workplaces inspection, sampling and measurement v. Accident and dangerous occurrences investigation vi. Fire safety - explosions vii. Chemical agents, Biological agents, Carcinogens,

		<p>Asbestos</p> <p>viii. Physical agents (noise, exposure to heat stress, vibration, lighting, environmental conditions, etc.)</p> <p>ix. Construction site and work at height safety and health</p> <p>x. Mechanical risks</p> <p>xi. Electrical risks</p> <p>xii. People and vehicle transportation</p> <p>xiii. Personal protective equipment</p> <p>xiv. First Aid</p> <p>xv. Emergency action plans</p>
4.	HUMAN AND ERGONOMIC FACTORS	<p>i. Workplace design & layout, including computer workplaces. Posture, manual handling & musculoskeletal disorders, Visual Display Units</p> <p>ii. Anthropometry & work physiology;</p> <p>iii. Human behaviour and safety</p>
5.	SAFETY TRAINING, INFORMATION AND COMMUNICATION	<p>i. Safety and health communication techniques</p> <p>ii. Training assessment, execution and evaluation</p>
6.	ADVISORY AND CHANGE MANAGEMENT SKILLS	<p>i. The Occupational Safety and Health (OSH) manager as change agent;</p> <p>ii. Organisational learning;</p> <p>iii. Technical and organisational change management.</p>
7.	PROJECT WORK (Accredited)	Practical application of theoretical knowledge by carrying out a project and preparing a relevant study-paper.