



REPUBLIC OF KENYA
Ministry of Labour and Social Protection

DIRECTORATE OCCUPATIONAL SAFETY AND HEALTH SERVICES

(Under the provisions of the Occupational Safety and Health Act, 2007 (OSHA, 2007) and other enabling subsidiary legislations)

Minimum Qualifications for Approval of Competent Persons and Institutions (May, 2023)

1. OCCUPATIONAL SAFETY AND HEALTH (OSH) ADVISOR

- a) (i) A degree in Science, Engineering or Medicine
- (ii) At least a Postgraduate Diploma in OSH or a DIPLOMA in NEBOSH;

OR

A First degree in Occupational Safety and Health

AND

- b) A minimum of five years of proven practical experience in the field of OSH;
- c) Proven Basic Computer skills;
- d) Should demonstrate knowledge and ability in conducting OSH Audits

2. FIRE SAFETY AUDITOR

- a) (i) A minimum of O-Level Certificate, Certificate in Fire Engineering or Fire Safety lasting at least six months (from a recognized institution) and at least eight years of relevant experience in Fire Engineering or Fire Safety;

OR

- (ii) A minimum of O-Level Certificate, a Diploma in Fire Engineering (from a recognized Institution) and a minimum of five years of relevant experience in Fire Engineering or Fire Safety;

OR

- (iii) A Degree in Science/Engineering, Post Graduate Certificate/Diploma in OSH (from a recognized institution) not lasting less than six months and a minimum of five years' experience in the field of Fire Safety;

- b) Proven Basic Computer skills;

- c) Should demonstrate knowledge and ability in conducting Fire Audits

3. DESIGNATED HEALTH PRACTITIONER

- a) A Degree in Medicine and Surgery, registered with the KMP&DB and with: -
 - i. A Private Practitioner License;
 - ii. Retention certificate
- b) A minimum of 5 years post internship experience in medical practice two of which should be in Occupational Health;
- c) Must have a running private medical facility (clinic/hospital).
- d) Proven basic computer skills;
- e) Should demonstrate knowledge and ability in conducting occupational medical examinations;
- f) A course in Occupational Health/Medicine lasting not less than 6 months will be an added advantage.

4. PLANT EXAMINERS

For Approval under Sections 63, 64 65, 67, 68, 69, 70 and 71 of OSHA, 2007

- a) (i) A minimum of mechanical, civil or electrical engineering certificate or equivalent from a recognized institution with at least 10 years' experience in maintaining and running a plant or equipment covered by the relevant section of OSHA, 2007;
OR
(ii) A Science Degree from a recognized institution and at least 5 years' experience in maintaining and running such a plant or equipment, or one who has been enforcing the sections of OSHA, 2007 relating to the plant or equipment for a similar period of time;
- b) Demonstrate an understanding of the theory and legal provisions governing the safety of the equipment or plant of interest;
- c) A minimum of 12 months' proven attachment to and working with a person approved in the section of interest (attach copies of examination reports and testimonials);
- d) Proven basic computer skills;

5. AIR QUALITY MONITOR

- a) A degree in Science, Engineering or Medicine;

- b) Post Graduate Diploma in OSH or DIPLOMA in NEBOSH lasting not less than 6 months from a recognized institution:
- c) A minimum experience of 5 years in Air Quality practice;
- d) Should demonstrate adequate knowledge and ability to undertake Air Quality Monitoring.
- e) Should have access to the necessary equipment and demonstrate ability to carry out occupational hygiene measurements;
- f) Proven Basic Computer skills.
- g) A course in occupational hygiene lasting not less than 3 months will be an added advantage.

6. OCCUPATIONAL SAFETY AND HEALTH TRAINING INSTITUTIONS

- a) Institution should be registered under the Companies /Business names Act
- b) Workplace Registration Certificate under OSHA, 2007
- c) Institution should have a suitable office;
- d) Should have a Manager /Chief Trainer who is an employee of the Institution;
- e) Institution should have the necessary training equipment;
- f) Should have at least three trainers who have a signed contract of engagement with the organization with the following minimum qualifications: -
 - (i) First aid trainers should be qualified emergency medical technicians, nurses, clinical officers or medical doctors,
 - (ii) Occupational Safety and Health trainers should have: -
 - I. A degree in science, engineering or medicine and at least a postgraduate certificate in OSH lasting not less than six months from a recognized institution;
 - OR**
 - II. A first degree in OSH with a minimum of five years proven practical experience in OSH or a training of trainers (TOT) certificate from a recognized institution.
 - (iii) Fire Safety trainers should have certificate in Fire Engineering or Fire Safety lasting at least six months from a recognized institution,
 - (iv) Trainers for a specific OSH field should have a certificate in the specific field from a recognized institution.