

LEARNER GUIDE

PARTICIPATE IN THE IMPLEMENTATION AND EVALUATION OF A SAFETY AND HEALTH MANAGEMENT PROGRAMME IN THE WORKPLACE

(259601)

NQF 2

2 CREDITS

Learner Guide

Before you get started...

Dear Learner,

This Learner Guide contains all the information to acquire all the knowledge and skills leading to the unit standard:

Title: Participate in the implementation and evaluation of a safety and health management programme in the workplace

US No: 259601 **NQF Level:** 2 **Credits:** 2

The full unit standard is attached. Please read the unit standard at your own time. Whilst reading the unit standard, make a note of your questions and aspects that you do not understand, and discuss it with your facilitator.

This Learner Guide contains all the information, as well as the activities that you will be expected to do during the course of your study.

Please keep the activities that you have completed and include it in your **Portfolio of Evidence**.

Your **PoE** will be required during your final assessment.

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UNIT STANDARD	Error! Bookmark not defined.

The Learning Experience.....

The Purpose: This unit standard is intended for learners who are required to explain the importance of integrating safety and health considerations in routine activities within the workplace and identify the critical areas in order to prevent incidents taking place. Learners will be able to measure safety performance against established objectives, deal with any deviations from the set objectives and make recommendations on the development of the safety and health management programme.

People credited with this unit standard are able to:

1. Explaining the requirements for the implementation of a safety and health management programme in the workplace.
2. Implementing the procedures for evaluating safety and health performance in a workplace, as required by the safety and health management programme.
3. Evaluating performance of workplace safety activities required by the safety and health management programme.

What is Assessment all about?

Assessment takes place at different intervals of the learning process and includes various activities. Some activities will be done before the commencement (**Baseline**) of the program whilst others will be done during programme (**Formative**) delivery and other after completion (**Summative**) of the program.

- You will be assessed during the course of your study. This is called **formative assessment**.
- You will also be assessed on completion of this unit standard. This is called **summative assessment**.

Before your assessment, your assessor will discuss the unit standard with you. The assessment experience should be user friendly, transparent and fair. Should you feel that you have been treated unfairly, you have the right to appeal. Please ask your **Assessor** about the appeals process and make your own notes.

Your activities must be handed in from time to time on request of the facilitator and the assessor. Sources of information to complete these activities should be identified by your facilitator.



**Please
Note**

Please note that all completed activities, tasks and other items on which you were assessed must be kept in good order as it becomes part of your **Portfolio of Evidence** for final assessment.

Enjoy this learning experience.....

Module 1

1. Explain the requirements for the implementation of a safety and health management programme in the workplace.

SO 1: Explain the requirements for the implementation of a environmental management programme in the workplace.

Learning Outcomes:

After completing this module, the learner would be able to ensure:

1. Explain the Safety and Health Policy in terms of its impact on the implementation of the management programme.
2. Explain the importance and purpose of implementing safety and health management programme components in the workplace in terms of the consequences to health and safety of individuals and the impact on production.
3. Explain the importance of integrating safety and health considerations in all routine activities in terms of the consequences to health and safety of individuals and the impact on production.

1.1. The Safety and Health Policy is explained in terms of its impact on the implementation of the management programme.

A Safety and health policy sets out the institutional, financial and legislative requirements for its implementation. It should have impact on the following:

- i. Appropriate and competent institutions. It advocates for the development of an appropriate institutional structure for an integrated national OHS system including a policy-making and standard-setting national OHS authority, inspectorates (including specialist inspectorates in hazardous and technologically demanding sectors) and dedicated research and training institutions.
- ii. Motivates for the appropriate funding arrangements – the provision of adequate funding for OHS activities through a combination of financing through the fiscus, employer compensation contributions and employer (user) fees.
- iii. Appropriate legislation - the development of comprehensive national prevention and compensation statutes and the development of strategies to promote, monitor and enforce compliance with those statutes.

1.2. The importance and purpose of implementing safety and health management programme components in the workplace is explained in terms of the consequences to health and safety of individuals and the impact on production.

Implementing safety, health and environmental representation activities are of great importance to both employers and employees. Implementing such programmes ensures that the plant is safe to persons working in it and also machinery is safe to work with. Faulty and unsafe plant and machinery will result in accidents that will reduce productivity. Employees will be maimed or killed and this reduces man-hours and employee morale. These activities also reduces the probability of hazards to health and safety caused by careless workmates. These activities will also identify careless behavior at the workplace and ensures corrective action is taken before accidents occur. This will result in smooth operations and ensures that a plant is safe and fully operational thus high productivity.

1.3. The importance of integrating safety and health considerations in all routine activities is explained in terms of the consequences to health and safety of individuals and the impact on production.

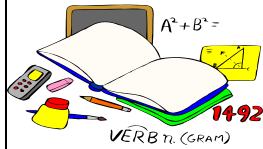
Integrating safety, health and safety considerations in all routine activities makes the workplace environment safe for employees such that there is no production time-loss to injuries, deaths . Such considerations make positive consequences to the health and safety of individuals and on productivity. Integrating safety and health considerations in all workplace activities results in strict operational deliverables and principles that protect employees against work hazards. This has a direct impact on productivity. It results in high productivity. In South Africa in 2006, on average 7 employees died at their place of work daily whilst 115 others were permanently disabled thus the Act is of great importance as it sets standards aimed at reducing these deaths and injuries. If safety, health and environment issues are not integrated, accidents can occur and also employee morale will be low as employee will be concerned about their safety at the workplace. This negatively affects production.

FORMATIVE ASSESSMENT – SO 1

Explain the importance of implementing a safety and health management programme in the workplace. Use the headings as indicated in the Learner Workbook.

SELF ASSESSMENT

Concept (SO 1)	I understand this assessment criteria	Questions that I still would like to ask
1.		
2.		
3.		
4.		



My Notes ...

2. Implement the procedures for evaluating safety and health performance in a workplace, as required by the safety and health management programme.

SO 2: Implement the procedures for evaluating safety and health performance in a workplace, as required by the safety and health management programme.

Learning Outcomes:

After completing this module, the learner would be able to:

1. Evaluate incidents identified as detrimental to health and safety and reported to determine safety and health performance.
2. Identify workplace critical areas in terms of the consequences to health and safety production.
3. Explain methods and processes to identify workplace critical areas in terms of the consequences to health and safety production.
4. Explain the importance of evaluating workplace safety and health in terms of the consequences to health and safety production.

2.1. Incidents identified as detrimental to health and safety and reported, are evaluated to determine safety and health performance.

Incidents that have been identified as detrimental to health and safety and have been reported must be evaluated by management, safety and health committee and even outside consultants / government representatives to see how an organisation's safety and health performance is. The next step is to determine the cause(s) of the accident. Has the incident occurred before ? What is the level of loss ? these are some questions the panel evaluating the safety and health performance seek answers for. It may take a great deal more time to accurately determine the weaknesses in the management system, or root causes, that contributed to the conditions and practices associated with the incident.

It's important to know that most incidents detrimental to safety and health in the workplace are the result of an unsafe behaviors that produced them. Individual unsafe behaviors may occur at any level of the organization.

Some example of unsafe employee/manager behaviors include:

Failing to comply with rules	Using unsafe methods	Taking shortcuts
Horseplay	Failing to report injuries	Failing to report hazards
Allowing unsafe behaviors	Failing to train	Failing to supervise
Failing to correct	Scheduling too much work	Ignoring worker stress

Some incidents are the result of underlying system weaknesses that have somehow contributed to the existence of hazardous conditions and unsafe behaviors that represent surface causes of accidents. Root causes always pre-exist surface causes. Inadequately designed system components have the potential to feed and nurture hazardous conditions and unsafe behaviors. If root causes are left unchecked, surface causes will flourish.

Incidents may be separated into two categories:

- i. **System design weaknesses.** Missing or inadequately designed policies, programs, plans, processes and procedures will affect conditions and practices generally throughout the workplace. Defects in system design represent hazardous system conditions.
- ii. **System implementation weaknesses.** Failure to initiate, carry out, or accomplish safety policies, programs, plans, processes, and procedures. Defects in implementation represent ineffective management behavior. System Design Weaknesses System Implementation Weaknesses .Missing or inadequate safety policies/rules.
 - Training program not in place
 - Poorly written plans
 - Inadequate process
 - No procedures in place
 - Safety policies/rules are not being enforced.
 - Safety training is not being conducted
 - Adequate supervision is not conducted
 - Incident/Accident analysis is inconsistent
 - Lockout/tag out procedures are not reviewed annually

A good safety and health policy for an organization is supposed to address all the above mentioned principles. If it does, then incidents that are detrimental to safety and health are eliminated and the workplace is safe.

2.2. Workplace critical areas are identified in terms of the consequences to health and safety production.

At the workplace there are “hot” areas. These are areas where there is higher likelihood of incidents. These are areas where health and safety issues are likely to arise. The areas include :

- Areas where hazardous materials such as chemicals, flammables are handled.
- Areas where there is drilling and blasting operations.
- Areas where motorized equipment and tools are in operation.
- Areas where workers work at height
- Areas where there is electrical management
- Areas where there is trenching and excavation

If health and safety issues around these areas is not handled well in terms of policy and actions then there can be serious negative consequences to health and safety and production slumps.

2.3. Methods and processes to identify workplace critical areas are explained in terms of the consequences to health and safety production.

When you work in a place every day it is easy to overlook some critical areas where there are hazards, so here are some methods and tips to help you identify workplace critical areas. Methods and processes include :

- Walking around the workplace and looking at what could reasonably be expected to cause harm and affect health and safety and productivity.
- Consult with fellow employees and their representatives on areas they also think are critical in terms of health and safety . They may have noticed things that are not immediately obvious to you.
- Visit the internet. There are publications giving practical guidance on where hazards occur and how to control them. There is much information here on the hazards that might affect your business.
- If you are a member of a trade association, contact them. Many produce very helpful guidance on critical areas.
- Check manufacturers' instructions or data sheets for chemicals and equipment as they can be very helpful in spelling out the hazards and putting them in their true perspective.
- Have a look back at your accident and ill-health records – these often help to identify the less obvious hazards. Overall, the goal is to find and record possible critical areas that may be present in your workplace.
- As mentioned, it may help to work as a team and include both people familiar with the work area, as well as people who are not - this way you have both the "experienced" and "fresh" eye to conduct the inspection.

2.4. The importance of evaluating workplace safety and health performance is explained in terms of the consequences to health and safety production.

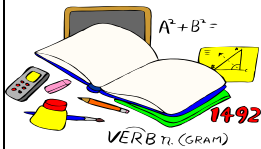
Your safety and health program is in place. You have set your goal for the year and clearly stated the objectives, procedures, and activities necessary to meet that goal. Responsibilities have been defined and clearly assigned. Adequate authority and resources have been allocated. People have been trained in their safety and health program roles, and they understand the consequences of failing to perform their assignments. Your responsibility for employee safety and health does not stop here. The next step -- a critical one -- is to evaluate how well your safety and health program is working.

A safety and health evaluation looks at the systems you have created to carry out your safety and health program. It asks if these systems are working effectively and efficiently. All systems that contribute to your safety and health program should be reviewed. These should include:

- Management leadership and the evaluation of that leadership,
- The analysis of the worksite to identify hazards,
- Hazard prevention and control,
- Accident and near miss investigations,
- Employee involvement,
- Safety and health training,
- Use of personal protective equipment (PPE),
- Emergency response program.

This evaluation will bring out any loopholes with the health and safety system and bring out areas where there is need for improvement so that the system is well positioned and is protecting the safety and health of employees thus ensuring high productivity.

SELF ASSESSMENT		
Concept (SO 2)	I understand this assessment criteria	Questions that I still would like to ask
1.		
2.		
3.		
4.		



My Notes ...

Module 3

3. Evaluate performance of workplace safety activities required by the safety and health management programme.

SO 3: Evaluate performance of workplace safety activities required by the safety and health management programme.

Learning Outcomes:

After completing this module, the learner would be able to:

1. Measure safety performance against established objectives to evaluate progress towards a healthy and safe workplace.
2. Ensure tools and techniques, used to measure workplace safety and health performance, are fit for purpose and applied according to specified requirements.
3. Deal with deviations from the safety and health management programme in order to eliminate the deviations.
4. Communicate recommendations on the development of the safety and health management programme in accordance with the Safety and Health Policy.

3.1. Safety performance is measured against established objectives to evaluate progress towards a healthy and safe workplace.

Time and resources can be wasted when workplace safety and health program activities do not achieve the desired results. The ultimate result of the programs is eliminating unhealthy and unsafe practices and progressing towards a healthy and safe workplace. The best way to measure safety performance is by evaluating actual performance against set targets. Each year activities should be planned with the intention of achieving specific objectives. These objectives, in turn, are geared toward reaching the year's safety and health program goal.

As an example, a company's goal is:

- Develop a comprehensive safety and health program that effectively protects employees by preventing or controlling existing and potential workplace hazards.

To reach this goal, one objective this year is:

- Develop a comprehensive preventive maintenance program.

The company expects that achieving this objective will require more than one year. For the current year the company plans to undertake two activities, each with governing procedures:

- The end-of-year safety and health program evaluation will determine whether these activities were conducted and whether they had the desired effect, i.e., successfully began the process of developing a comprehensive preventive maintenance program.

The evaluation then will examine the value of this objective: did the achievement of this phase of a preventive maintenance program move the company closer to its targeted safety and health goal? If this analysis finds program efforts that are ineffective and do not contribute to the goal, the evaluation should include recommendations for program changes for the next year.

A workplace can have a target such as : eliminate machine injuries by 70%. At evaluation time they will measure actual monthly reduction percentage against the targeted. This will indicate success of the safety and health programs.

3.2. Tools and techniques, used to measure workplace safety and health performance, are fit for purpose and applied according to specified requirements.

After having defined a safety and health program measurement it is important to identify and check usability of the tools and techniques to see if they are fit for the purpose and applied to specified requirements the following tools in the form of checklists and techniques are useful in measuring workplace safety and health performance. An example of a self-evaluation checklist for small businesses. This can be used to perform a comprehensive evaluation of the safety and health program.

Instructions: Fill out the last five columns after judging the effectiveness of each part of your safety and health program. If the part of your program indicated in the first column is fully effective enter "YES" in the second column. If not fully effective enter "NO".

- Explain the deficiencies in the "Comments/Improvements" column and list any specific, planned improvements.
- Indicate the persons responsible for these improvements in the next column.
- Enter the target date for these improvements.
- Finally, when the improvements are actually completed enter the completion date in the last column.

Indicators	Yes/ No	Comments/ Improvements	Responsible party	Target Date	Date completed
Policies and objectives are established and communicated to all employees					
Top management is visibly involved in safety and health					
Employees are involved in identifying and solving safety and health problems					
All safety and health responsibilities are clearly assigned					
Adequate authority and resources are provided to those with responsibility					
Managers, supervisors and employees are held accountable					
Program operations are reviewed at least annually to evaluate success in meeting goals and objectives and to prepare new objectives					

The table below provides a sample evaluation instruction sheet that can be used to evaluate hazard prevention and control.

Indicators	Yes/ No	Comments	Responsible Party	Target Date	Date Completed
All identified hazards are prevented or controlled in the best feasible manner					
Safe work procedures based on job hazard analyses have been established					
Supervision reinforces safe work through positive feedback and training					
Enforcement of safe work procedures and safety and health rules is accomplished fairly and efficiently through a disciplinary system that all employees understand					
New or repeat hazards are identified and corrected in a timely manner					
The facility and equipment are regularly maintained to prevent hazardous breakdowns					
Arrangements have been made for occupational health specialists to provide medical services, including assistance in health problem identification					

The table below provides a sample evaluation instruction sheet that can be used to evaluate routine inspections when such inspections are part of your safety and health program.

Indicators	Yes/ No	Comments/ Improvements	Responsible party	Target Date	Date Completed
First aid and CPR-trained employees are available on every shift					
Preparations have been made for all types of emergencies					
Exits, evacuation routes and emergency telephone numbers are prominently displayed					

The table below provides a sample evaluation instruction sheet that can be used to evaluate safety and health interventions when such interventions are part of your safety and health program.

Indicators	Yes/ No	Comments/ Improvements	Responsible Party	Target Date	Date Completed
Employees can explain how and why they do the job safely and healthfully					
Employees use all required PPE properly					
Employees can explain why PPE is used, how to use it and maintain it and what the limits of its protection are					
Supervisors can explain safety rules and procedures for hazard control, how they teach this to employees and how they enforce it					
Managers can explain their safety and health responsibilities					

3.3. Deviations from the safety and health management programme are dealt with in order to eliminate the deviations.

An audit is necessary to conduct so that the safety and health management programme is adhered to. Compliance is 100% and not negotiable. All operations have to be monitored through weekly reports so that deviations are identified early and corrective measures implemented early. Safety and health are critical issues thus they cannot be let to cumulate over time. Some organizations report monthly, quarterly or yearly . this causes serious issues for it will take 12 months before it is identified that there has been no adherence to the safety and health management programme. Early identification of deviation saves on losses. Deviating from the programme can result in injuries, death, material losses.

3.4. Recommendations on the development of the safety and health management programme are communicated in accordance with the Safety and Health Policy.

Health and safety policy is a definite plan of action designed to prevent accidents and occupational diseases. Some form of a policy is required under occupational health and safety legislation in most countries. A health and safety policy must include the elements required by the health and safety legislation as a minimum.

Because organizations differ, a program developed for one organization cannot necessarily be expected to meet the needs of another. This document summarizes the general elements of a health and safety program. This should help smaller organizations to develop programs to deal with their specific needs. Because many small and medium-

sized enterprises (SMEs) lack the resources of larger organizations, it is even more vital that SMEs involve all employees in health and safety activities. The more comprehensive the program is, the more employee involvement can be expected.

An organization's occupational health and safety policy is a statement of principles and general rules that serve as guides for action. Senior management must be committed to ensuring that the policy is carried out with no exceptions. The health and safety policy should have the same importance as the other policies of the organization.

The policy statement can be brief, but it should mention:

- management's commitment to protect the safety and health of employees
- the objectives of the program
- the organization's basic health and safety philosophy
- who is accountable for occupational health and safety programs
- the general responsibilities of all employees
- that health and safety shall not be sacrificed for expediency
- that unacceptable performance of health and safety duties will not be tolerated

The policy should be:

- stated in clear, unambiguous, and unequivocal terms
- signed by the incumbent Chief Executive Officer
- kept up-to-date
- communicated to each employee
- adhered to in all work activities

The following is an example of an occupational health and safety policy statement:

ABC Transport

To all employees January 1, 1998

At ABC Transport the safety and health of our employees comes first. Management is committed to doing everything possible to prevent injuries and to maintain a healthy environment.

To this end:

1. all supervisors are responsible for ensuring that their employees are trained in approved work procedures to obtain optimal output without accidents and injuries and to ensure that employees follow safe work methods and all related regulations;
2. all personnel are required to support the OSH program and make safety and health a part of their daily routine and to ensure that they are following safe work methods and relevant regulations;
3. all personnel will be held accountable for implementing this program; and
4. all relevant laws and regulations are incorporated in our program as minimum standards

ABC, C.E.O

What are the policy elements?

While organizations will have different needs and scope for specific elements required in their health and safety program, the following basic items should be considered in each case:

- Individual responsibility
- Joint occupational health and safety committee
- Health and safety rules
- Correct work procedures
- Employee orientation
- Training
- Workplace inspections
- Reporting and investigating accidents
- Emergency procedures
- Medical and first aid
- Health and safety promotion

- Workplace specific items

What are individual OH&S responsibilities?

Health and safety is the joint responsibility of management and workers. Management is accountable for non-compliance to health and safety legislation.

All health and safety activities are based on specific individual responsibilities, most of which can be found in the pertinent legislation. However, often these duties are not well known. This situation can be improved by including details of specific individual responsibilities in the safety program.

Responsibility may be defined as an individual's obligation to carry out assigned duties. Authority implies the right to make decisions and the power to direct others. Responsibility and authority can be delegated to subordinates, giving them the right to act for superiors. It is important to note that, while some responsibilities can be delegated, the superior remains accountable for seeing that they are carried out.

Individual responsibilities apply to every employee in the workplace, including the Chief Executive Officer. When a safety coordinator has been appointed, it is best to spell out his/her responsibilities as well. All employees will then know exactly what is expected of each individual in health and safety terms.

To fulfill their individual responsibilities, the people must:

- know what these responsibilities are (communication required)
- have sufficient authority to carry them out (organizational issue)
- have the required ability and competence (training or certification required)

Once all these criteria have been met, safety performance can be assessed by each individual's supervisor on an equal basis with other key job elements. Health and safety is not just an extra part of an employee's job: it is an integral, full-time component of each individual's responsibilities.

What are examples of responsibilities of workers?

Examples of responsibilities of workers include:

- using personal protection and safety equipment as required by the employer
- following safe work procedures
- knowing and complying with all regulations
- reporting any injury or illness immediately
- reporting unsafe acts and unsafe conditions
- participating in joint health and safety committees

What are examples of responsibilities of first-line supervisors?

Examples of responsibilities of first-line supervisors include:

- instructing workers to follow safe work practices
- enforcing health and safety regulations
- correcting unsafe acts and unsafe conditions
- ensuring that only authorized, adequately trained workers operate equipment
- reporting and investigating all accidents/incidents
- inspecting own area and taking remedial action to minimize or eliminate hazards
- ensuring equipment is properly maintained
- promoting safety awareness in workers

What are examples of responsibilities of management?

Examples of responsibilities of management include:

- providing a safe and healthful workplace
- establishing and maintaining a health and safety program
- ensuring workers are trained or certified, as required
- reporting accidents and cases of occupational disease to the appropriate authority
- providing medical and first aid facilities
- ensuring personal protective equipment is available
- providing workers with health and safety information
- supporting supervisors in their health and safety activities
- evaluating health and safety performance of supervisors

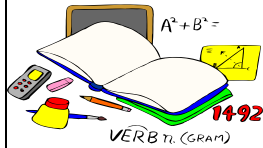
What are examples of responsibilities of safety coordinators?

Examples of responsibilities of safety coordinators include:

- advising all employees on health and safety matters
- coordinating interdepartmental health and safety activities
- collecting and analyzing health and safety statistics
- providing health and safety training
- conducting research on special problems
- attending health and safety committee meetings as a resource person

SELF ASSESSMENT

Concept (SO 3)	I understand this assessment criteria	Questions that I still would like to ask



My Notes ...



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**SOUTH AFRICAN QUALIFICATIONS AUTHORITY
REGISTERED UNIT STANDARD:**

Participate in the implementation and evaluation of a safety and health management programme in the workplace

SAQA US ID	UNIT STANDARD TITLE			
259601	Participate in the implementation and evaluation of a safety and health management programme in the workplace			
ORIGINATOR				
SGB Occupational Health and Safety				
PRIMARY OR DELEGATED QUALITY ASSURANCE FUNCTIONARY				
-				
FIELD			SUBFIELD	
Field 09 - Health Sciences and Social Services			Preventive Health	
ABET BAND	UNIT STANDARD TYPE	PRE-2009 NQF LEVEL	NQF LEVEL	CREDITS
Undefined	Regular	Level 2	NQF Level 02	2
REGISTRATION STATUS		REGISTRATION START DATE	REGISTRATION END DATE	SAQA DECISION NUMBER
Reregistered		2018-07-01	2023-06-30	SAQA 06120/18
LAST DATE FOR ENROLMENT		LAST DATE FOR ACHIEVEMENT		
2024-06-30		2027-06-30		

In all of the tables in this document, both the pre-2009 NQF Level and the NQF Level is shown. In the text (purpose statements, qualification rules, etc), any references to NQF Levels are to the pre-2009 levels unless specifically stated otherwise.

This unit standard replaces:

US ID	Unit Standard Title	Pre-2009 NQF Level	NQF Level	Credits	Replacement Status
119355	Participate in the development, implementation and evaluation of a safety, health and environmental management programme in the workplace	Level 2	NQF Level 02	2	

PURPOSE OF THE UNIT STANDARD

Learners credited with this unit standard will be able to explain the importance of integrating safety and health considerations in routine activities within the workplace and identify the critical areas in order to prevent incidents taking place. Learners will be able to measure safety performance against established objectives, deal with any deviations from the set objectives and make recommendations on the development of the safety and health management programme.

The qualifying learner is capable of:

- Explaining the requirements for the implementation of a safety and health management programme in the workplace.
- Implementing the procedures for evaluating safety and health performance in a workplace, as required by the safety and health management programme.
- Evaluating performance of workplace safety activities required by the safety and health management programme.

LEARNING ASSUMED TO BE IN PLACE AND RECOGNITION OF PRIOR LEARNING

- Communication at NQF Level 1 or equivalent.
- Mathematical Literacy at NQF Level 1 or equivalent.

UNIT STANDARD RANGE

N/A

Specific Outcomes and Assessment Criteria:

SPECIFIC OUTCOME 1

Explain the requirements for the implementation of a safety and health management programme in the workplace.

ASSESSMENT CRITERIA

ASSESSMENT CRITERION 1

The Safety and Health Policy is explained in terms of its impact on the implementation of the management programme.

ASSESSMENT CRITERION 2

The importance and purpose of implementing safety and health management programme components in the workplace is explained in terms of the consequences to health and safety of individuals and the impact on production.

ASSESSMENT CRITERION 3

The importance of integrating safety and health considerations in all routine activities is explained in terms of the consequences to health and safety of individuals and the impact on production.

SPECIFIC OUTCOME 2

Implement the procedures for evaluating safety and health performance in a workplace, as required by the safety and health management programme.

ASSESSMENT CRITERIA

ASSESSMENT CRITERION 1

Incidents identified as detrimental to health and safety and reported, are evaluated to determine safety and health performance.

ASSESSMENT CRITERION 2

Workplace critical areas are identified in terms of the consequences to health and safety production.

ASSESSMENT CRITERION 3

Methods and processes to identify workplace critical areas are explained in terms of the consequences to health and safety production.

ASSESSMENT CRITERION 4

The importance of evaluating workplace safety and health performance is explained in terms of the consequences to health and safety production.

SPECIFIC OUTCOME 3

Evaluate performance of workplace safety activities required by the safety and health management programme.

ASSESSMENT CRITERIA

ASSESSMENT CRITERION 1

Safety performance is measured against established objectives to evaluate progress towards a healthy and safe workplace.

ASSESSMENT CRITERION 2

Tools and techniques, used to measure workplace safety and health performance, are fit for purpose and applied according to specified requirements.

ASSESSMENT CRITERION 3

Deviations from the safety and health management programme are dealt with in order to eliminate the deviations.

ASSESSMENT CRITERION 4

Recommendations on the development of the safety and health management programme are communicated in accordance with the Safety and Health Policy.

UNIT STANDARD ACCREDITATION AND MODERATION OPTIONS

- An individual wishing to be assessed (including through RPL) against this unit standard may apply to an assessment agency, assessor or provider institution accredited by the relevant ETQA or an ETQA that has a Memorandum of Understanding in place with the relevant ETQA.
- Anyone assessing a learner against this unit standard must be registered as an assessor with the relevant ETQA or an ETQA that has a Memorandum of Understanding in place with the relevant ETQA.
- Any institution offering learning that will enable achievement of this unit standard or assessing this unit standard must be accredited as a provider with the relevant ETQA or an ETQA that has a

Memorandum of Understanding in place with the relevant ETQA.

- Moderation of assessment will be conducted by the relevant ETQA at its discretion.

UNIT STANDARD ESSENTIAL EMBEDDED KNOWLEDGE

Organisational safety and health programme and objectives.

UNIT STANDARD DEVELOPMENTAL OUTCOME

N/A

UNIT STANDARD LINKAGES

N/A

Critical Cross-field Outcomes (CCFO):

UNIT STANDARD CCFO IDENTIFYING

Identify and solve problems related to the safety and health programme.

UNIT STANDARD CCFO WORKING

Work effectively with others in the process of participating in the implementation and evaluation of the safety and health programme.

UNIT STANDARD CCFO ORGANISING

Organise and manage oneself and one's activities in order to always be available to participate in the implementation of the safety and health management programme.

UNIT STANDARD CCFO COLLECTING

Collect, analyse, organise and critically evaluate information.

UNIT STANDARD CCFO COMMUNICATING

Communicate effectively when making recommendations on the development of the safety and health management programme.

UNIT STANDARD CCFO DEMONSTRATING

Demonstrate an understanding of the world as a set of related systems where lack of participation could have a detrimental effect on the safety and health programme.

UNIT STANDARD CCFO CONTRIBUTING

In order to contribute to the full personal development of each learner and the social and economic development of society at large, it must be the intention underlying any programme of learning to make an individual aware of the importance of:

- Being culturally and aesthetically sensitive across a range of social contexts in the process of the implementation and evaluation of the safety and health programme.

UNIT STANDARD ASSESSOR CRITERIA

N/A

REREGISTRATION HISTORY

As per the SAQA Board decision/s at that time, this unit standard was Reregistered in 2012; 2015.

UNIT STANDARD NOTES

This unit standard replaces unit standard 119355, "Participate in the development, implementation and evaluation of a safety, health and environmental management programme in the workplace", Level 2, 2 credits.

Terminology:

Specified requirements include legal and site-specific requirements and are contained in one or more but are not limited to the following documents.

Legal:

- Relevant current legislation, regulations and directives pertaining to mining and occupational health and safety.
- Mandatory Codes of Practice.
- SANS and other relevant Standards.

Site-Specific:

- Hazard Identification and Risk Assessments (HIRA).
- Occupational Health and Safety Risk Management Programme.
- Managerial Instructions.
- Organisational Standard Procedures.
- List of Recorded OHS Risks.
- Working Guides.
- Equipment and Materials Specifications.
- Acceptable subject related theory.

QUALIFICATIONS UTILISING THIS UNIT STANDARD:

	ID	QUALIFICATION TITLE	PRE-2009 NQF LEVEL	NQF LEVEL	STATUS	END DATE	PRIMARY OR DELEGATED QA FUNCTIONARY
Elective	74269	National Certificate: Occupational Health, Safety and Environment	Level 2	NQF Level 02	Reregistered	2023-07-30	As per Learning Programmes recorded against this Qual
Elective	77063	National Certificate: Construction Health and Safety	Level 3	NQF Level 03	Reregistered	2023-06-30	CETA
Elective	79806	National Certificate: Occupational Hygiene and Safety	Level 3	NQF Level 03	Reregistered	2023-06-30	As per Learning Programmes recorded against this Qual

PROVIDERS CURRENTLY ACCREDITED TO OFFER THIS UNIT STANDARD:

This information shows the current accreditations (i.e. those not past their accreditation end dates), and is the most complete record available to SAQA as of today. Some Primary or Delegated Quality Assurance Functionaries have a lag in their recording systems for provider accreditation, in turn

leading to a lag in notifying SAQA of all the providers that they have accredited to offer qualifications and unit standards, as well as any extensions to accreditation end dates. The relevant Primary or Delegated Quality Assurance Functionary should be notified if a record appears to be missing from here.

1. Academy for Construction Skills (Pty) Ltd (ACS)
2. Amokoro Training (PTY) Ltd
3. Aveng Grinaker -LTA Civil Engineering
4. CLEAN HEAT ENERGY SAVING SOLUTIONS (PTY) LTD
5. Ditlotlo Trading Enterprise
6. Dreyer and Dreyer Risk Solutions
7. Eastcape Training Centre
8. Emcare
9. Kephama Trading Enterprise
10. Lamus Training Academy Pty Ltd
11. Lerumo La Setshaba
12. Mavco Engineering
13. NOLOSHA
14. Nomagwanishe Investments cc
15. Raubex Construction Pty (Ltd)
16. The Skills Matrix cc
17. Tovani Traiding 299

All qualifications and part qualifications registered on the National Qualifications Framework are public property. Thus the only payment that can be made for the use of these qualifications is a fee for the services provided by the Qualifications Authority (SAQA) should be acknowledged as the source.