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### SOUTH AFRICAN QUALIFICATIONS AUTHORITY

<b>SAQA US ID</b>	<b>UNIT STANDARD TITLE</b>			
120344	Demonstrate knowledge and understanding of relevant current occupational health and safety legislation			
<b>ORIGINATOR</b>				
SGB Occupational Health and Safety				
<b>FIELD</b>			<b>SUBFIELD</b>	
Field 09 - Health Sciences and Social Services			Preventive Health	
<b>ABET BAND</b>	<b>UNIT STANDARD TYPE</b>	<b>PRE-2009 NQF LEVEL</b>	<b>NQF LEVEL</b>	<b>CREDITS</b>
Undefined	Regular-Fundamental	Level 4	NQF Level 04	4
<b>REGISTRATION STATUS</b>		<b>REGISTRATION START DATE</b>	<b>REGISTRATION END DATE</b>	<b>SAQA DECISION NUMBER</b>
Reregistered		2015-07-01	2018-06-30	SAQA 10105/14
<b>LAST DATE FOR ENROLMENT</b>		<b>LAST DATE FOR ACHIEVEMENT</b>		
2019-06-30		2022-06-30		

This unit standard does not replace any other unit standard and is not replaced by any other unit standard.

#### PURPOSE OF THE UNIT STANDARD

Learners found competent in this unit standard will be able to explain the basic principles of relevant current health and safety legislation and the consequences of non-compliance.

#### LEARNING ASSUMED TO BE IN PLACE AND RECOGNITION OF PRIOR LEARNING

- ☑ Communication at NQF Level 2
- ☑ Mathematical Literacy at NQF Level 2

#### UNIT STANDARD RANGE

This unit standard covers the current occupational health and safety and mine health and safety regulations.

Specified requirements include legal requirements and are contained in one or more of the following documents:

- ☑ Current mine health and safety legislation
- ☑ Current occupational health and safety legislation

**Specific Outcomes and Assessment Criteria:**

**SPECIFIC OUTCOME 1**

Demonstrate knowledge and understanding of the basic principles of the relevant legislation.

**ASSESSMENT CRITERIA**

**ASSESSMENT CRITERION 1**

The concept of civil liability is explained with examples.

**ASSESSMENT CRITERION 2**

The concept of criminal liability is explained with examples.

**ASSESSMENT CRITERION 3**

Reasons for the existence of the legislation are explained with reference to good corporate governance.

**ASSESSMENT CRITERION 4**

The generic structure of the legislation is known and the acts and regulations are used to access information on three different aspects.

**ASSESSMENT CRITERION 5**

The responsibility of an organisation to ensure compliance within the generic framework of the legislation is explained relative to the duties of employer, employees and contractors.

**ASSESSMENT CRITERION 6**

The legislative accountability of the chief executive officer and/or employer is explained and an indication is given of the legal implications of non-compliance.

**SPECIFIC OUTCOME 2**

Explain the requirements for compliance as stipulated in the current legislation.

**ASSESSMENT CRITERIA**

**ASSESSMENT CRITERION 1**

The structures required to facilitate application of the legislation in an organisation are identified and an indication is given of the appointments required to achieve compliance.

**ASSESSMENT CRITERION 2**

The duties of any three designated appointees are explained with reference to responsibilities and accountability.

**ASSESSMENT CRITERION 3**

The obligation of the employer to provide the means to comply with the legislation is explained with reference to resources and financing.

**SPECIFIC OUTCOME 3**

Determine the management controls required under legislation to achieve compliance.

## **ASSESSMENT CRITERIA**

### **ASSESSMENT CRITERION 1**

Aspects of the legislation applicable to a specific operation are identified and a compliance plan is drafted.

### **ASSESSMENT CRITERION 2**

Deviations from the plan are identified and an indication is given of control measures required to achieve compliance.

### **ASSESSMENT CRITERION 3**

Control measures are assessed and reviewed.

### **SPECIFIC OUTCOME 4**

Demonstrate knowledge and understanding of record keeping required by the legislation.

## **ASSESSMENT CRITERIA**

### **ASSESSMENT CRITERION 1**

Documents that have legal status are named and an indication is given of why each is necessary and the time frames relating to each of the documents are explained.

### **ASSESSMENT CRITERION 2**

The use of documents and records is explained with reference to legal compliance and corporate governance.

### **SPECIFIC OUTCOME 5**

Explain the legal obligations of the employer in terms of training and communication.

## **ASSESSMENT CRITERIA**

### **ASSESSMENT CRITERION 1**

The training required to ensure that employees are conversant with the hazards and precautions necessary to ensure health and safety in the workplace is explained.

### **ASSESSMENT CRITERION RANGE**

Risks, precautions required for safe work, equipment for safe work procedures, duty to report and monitoring of the quality of the health and safety programme.

### **ASSESSMENT CRITERION 2**

The legal requirements in respect of training are explained for a specific workplace.

### **ASSESSMENT CRITERION 3**

The duties of employees to comply with health and safety requirements and report health and safety risks or threats are explained and a process is proposed to ensure compliance.

## **UNIT STANDARD ACCREDITATION AND MODERATION OPTIONS**

☒ Anyone assessing a learner against this unit standard must be registered as an assessor with the relevant ETQA or 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 must be accredited as a provider by the relevant ETQA or ETQA that has a Memorandum of Understanding in place with the relevant ETQA.

☒ Moderation of assessment will be overseen by the relevant ETQA according to the moderation guidelines in the relevant qualification and the agreed ETQA procedures.

### **Critical Cross-field Outcomes (CCFO):**

#### **UNIT STANDARD CCFO IDENTIFYING**

Identify and solve problems and make decisions using critical and creative thinking.

☒ By implementing and maintaining health and safety legislation in a workplace, the individual will assist in solving problems.

#### **UNIT STANDARD CCFO WORKING**

Work effectively with others as members of a team, group, organisation or community.

☒ The individual will have to take reasonable care of his/her' and other's safety in the workplace, which shows concern for entire team and not only him/herself.

#### **UNIT STANDARD CCFO ORGANISING**

Organise and manage oneself and one's activities responsibly and effectively.

☒ As part of the team, the individual will take into account the activities around him/her and ensure that his/her actions are complementary.

#### **UNIT STANDARD CCFO COLLECTING**

Collect, organize and critically evaluate information.

☒ When implementing and maintaining health and safety legislation, the individual will have to collect and organise information in such a way that he/she will be able to evaluate it and make decisions.

#### **UNIT STANDARD CCFO COMMUNICATING**

Communicate effectively using visual, mathematics and/or language skills in the modes of oral and/or written presentations.

☒ Actions resulting from the implementation and maintenance of health and safety legislation must be communicated to all relevant persons.

#### **UNIT STANDARD CCFO SCIENCE**

Use science and technology effectively and critically (showing responsibility toward the environment and health of others).

☒ Science and technology are used at the appropriate level, e.g. in interpreting and discussing data.

#### **UNIT STANDARD CCFO DEMONSTRATING**

Demonstrate an understanding of the world as a set of related systems by recognising that problem-solving contexts do not exist in isolation.

☒ He/she must demonstrate understanding of the impact of his/her or others' actions in the overall objectives of the workplace.