

Domain: OCCUPATIONAL SAFETY AND HEALTH
Title: Promote a positive safety and health culture in the workplace

Level: 5

Credits: 5

Purpose

This unit standard specifies the competencies required to promote a positive safety and health culture in the workplace. People credited with this unit standard are able to promote a positive safety and health culture in the workplace.

This unit standard is intended for safety and health officers.

Special Notes

1. Entry information:

Pre-requisite:

- *Unit ID 853 - Communicate safety and health informations in the workplace.*

2. Training of this unit standard must be conducted by a competent person as per legal requirements.

3. Training and assessment for this unit standard can be integrated with other relevant technical unit standards within the Occupational Safety and Health domain.

4. To demonstrate competence, at a minimum, integrated authentic and fit-to-purpose assessment must be carried out as a series of structured and documented, evidence gathering processes throughout the learning period. The learner's performance must be assessed through the use of a range of methods and culminates in a final summative assessment. Method of assessment may include but are not limited to – written or oral tests, simulation, reflections on self- peer group- and co-assessment, written reports, and work plans.

5. Assessment evidence may be collected from a real workplace or a simulated workplace in which there is a high degree of realism that replicates an occupational safety and health setting.

6. Assessment of this unit standard must be carried out by a registered Assessment Practitioner with NTA.

7. Range

Resources may include but are not limited to software and applications, perception surveys, observations, safety boards, people, time, incentives, multimedia, statistical records.

Methods of promoting a safety and health culture may include but are not limited to employee consultation, training, communication awareness, and incentive programs.

8. Glossary of terms

- '*Health*' refers to a state of complete physical, mental and social wellbeing, not merely the absence of disease or infirmity.
- '*Safety*' refers to an ongoing process whereby all risks are assessed, and appropriate action is taken to bring those risks to an acceptable level.
- '*Safety and health culture*' refers to the shared values, beliefs attitudes and practices that shape and influence how safety is perceived, approached and prioritized within an organisation.

9. All inspection, operation and maintenance procedures associated with the use of tools and equipment shall comply with statutory requirements and manufacturers' and/or company's guidelines and instructions.

10. Performance of all elements in this unit standard must comply with industry standards and workplace requirements.

11. Regulations and legislation relevant to this unit standard include the following:

- The Constitution of the Republic of Namibia
- Labour Act 2007 (Act no. 11, 2007)
- Government Notice No. 156 Labour Act, 1992: "Regulations Relating to the Health and Safety of Employees at Work"

Quality Assurance Requirements

This unit standard and others within this subfield may be awarded by institutions which meet the accreditation requirements set by the Namibia Qualifications Authority and the Namibia Training Authority and which comply with the national assessment and moderation requirements. Details of specific accreditation requirements and the national assessment arrangements are available from the Namibia Qualifications Authority on www.namqa.org and the Namibia Training Authority on www.nta.com.na.

Elements and Performance Criteria

Element 1: Promote a positive safety and health culture in the workplace

Performance Criteria

- 1.1. Purpose, scope and objective of promoting a safety and health culture is determined in line with organisational and industry specific requirements.
- 1.2. Resources required to promoting a safety and health culture are identified.
- 1.3. Methods of promoting safety and health culture are identified and implemented as per organisational procedures.
- 1.4. Promotion activities are evaluated to ensure effectiveness.

Registration Data

Subfield:	Preventive Health
Date first registered:	
Date this version registered:	
Anticipated review:	
Body responsible for review:	Namibia Training Authority