

		Unit ID: 861
Domain	OCCUPATIONAL SAFETY AND HEALTH	
Title:	Implement an organisation's safety and health strategy	
Level: 5	Credits: 8	

Purpose

This unit standard is intended for those who are required to implement an organisation's safety and health strategy. People credited with this unit standard are able to implement an organisations safety and health strategy.

This unit standard is intended for those who work as safety and health officers.

Special Notes

1. Entry information:

Pre-requisite:

- None

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. Methods 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. 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.
- *'SMART'* refers to objectives that are specific, measurable, attainable, realistic and time based.
- *'Key Performance Indicators'* refer to a measurable value that demonstrates how effectively an individual, team or organisations is achieving a specific objective or goal.
- *GAP Analysis* refers to a strategic tool used to assess the difference between an organization's current performance and its desired future state, helping to identify areas for improvement and create actionable plans.

8. 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.

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

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

- 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"
- National Occupational Safety and Health Policy (2021)

And any other applicable legislation amendments and/or promulgations.

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: Implement an organisation's safety and health strategy

Range

Key performance indicators may include but not limited to incident rates, inspection, audit, training.

Resources may include but are not limited to financial, human resources, material and equipment.

Performance Criteria

- 1.1 Organisational safety and health strategy are understood and implementation plan is developed.
- 1.2 Resources required to implement the plan are identified.
- 1.3 Key performance indicators are set in line with safety and health strategic objectives.
- 1.4 Implementation plan is communicated and coordinated with stakeholders.
- 1.5 Implementation plan performance is monitored, reviewed and documented.

Registration Data

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