



NAMIBIA TRAINING
AUTHORITY

DRAFT UNIT STANDARDS AND QUALIFICATIONS FOR OCCUPATIONAL SAFETY AND HEALTH (OSH) LEVELS 4 - 5

The following are the number of new unit standards and qualifications that have been reviewed/developed:

OCCUPATIONAL SAFETY AND HEALTH UNIT STANDARDS LEVEL 4 – 5

You are invited to make comments on the drafts to assist the relevant Technical Working Group convened by the **Health Care and Social Services** Industry Skills Committee in the further refinement of the drafts.

Focus of Comments Required

Focus Questions

- Is the Title of the unit standard indicating ability that people working in the Health Care and Social Service sectors should have the opportunity to be recognised as having?
- Does the Title provide a good summary of the Elements of the unit standard?
- Does the content of the unit standard describe a level of ability that aligns with the relevant NQF Level Descriptor?
- Is the Credit value shown a fair reward to people attaining the credits for the unit standard?
- Are the definitions shown in the Special Notes accurate and sufficient?
- Are the Special Notes regarding assessment and training fair and reasonable? Will they create any problems for training or assessment?
- Is the type and amount of evidence stated in the Special Notes and/or Range Statements fair and manageable?
- Are there any Performance Criteria (evidence that someone has the ability) that are:
 - Stated incorrectly?
 - Not essential?
 - Essential but not stated?
- Is there any part of the unit standard that could be written more simply?

When making comments, state clearly:

- **the part of the unit standard and or qualification you are commenting on,**
- **what is wrong,**
- **What you think the information should state, and**
- **Recommendations**

PLEASE return your comments **BEFORE or ON 28 November 2025** by mail, or email to:

Mariane Alweendo
Namibia Training Authority
NTA Village, Rand Street, Windhoek
Email: malweendo@nta.com.na



Level Descriptors for the National Qualifications Framework

Level	Descriptor
10	<p>Comprehensive, systematic and in-depth mastery of a discipline/field's knowledge, research, analytical and/or creative requirements. Able to contribute ideas and to debate at the cutting edge of an area of specialisation.</p> <p>Highest level of research capabilities and/or in the creation of new knowledge, art or work.</p> <p>Provide through publication and/or presentation an original contribution to knowledge through research or scholarship, as judged by independent experts and peers applying international standards.</p>
9	<p>Comprehensive and systematic knowledge in a discipline or field with specialist knowledge in an area at the forefront of that discipline or field.</p> <p>Capacity for self-directed study and the ability to work independently. Planning and carrying out of a substantial piece of original research or scholarship to internationally recognised standards and involving a high order of skill in analysis and critical evaluation.</p> <p>Identification, analysis and proposed responses to real world or complex issues and problems drawing systematically and creatively on the principles, theories and methodologies of a particular discipline.</p> <p>Advanced information retrieval, processing, analytical, synthesising and independent evaluation of quantitative and qualitative data.</p> <p>Able to present and communicate academic or professional work effectively, catering for a wide range of specialist and non specialist audiences and/or in diverse genres.</p>
8	<p>Deepened, comprehensive and systematic expertise in a particular discipline. Developed research capacity using a coherent and critical understanding of the principles, theories and methodologies of a particular discipline.</p> <p>Selects research methods, techniques and technologies appropriate to a particular problem.</p> <p>Efficient and effective information retrieval and processing skills, involving critical analysis and independent evaluation of quantitative and qualitative data.</p> <p>Engages with current research and scholarly or professional literature. Able to present and communicate academic or professional work effectively, catering for a wide range of audiences and/or in diverse genres.</p>
7	<p>Knowledge of a major discipline with areas of specialisation in depth. Analysis, transformation and evaluation of abstract data and concepts in the creation of appropriate responses to resolve given or contextual abstract problems.</p> <p>Carry out processes that require a command of highly specialised technical or scholastic and basic research skills across a major discipline and which involve the full range of procedures in a major discipline. Application in complex, variable and specialised contexts.</p> <p>Planning, resourcing and managing processes within broad parameters and functions with complete accountability for determining, achieving and evaluating personal and/or group outcomes.</p>

Level	Descriptor
6	<p>Demonstrates focussed knowledge and skills in a particular field using general principles and application and/or some specialised knowledge with depth in more than one area. Analysis, reformatting and evaluation of a wide range of information used in the formulation of appropriate responses to resolve both concrete and abstract problems.</p> <p>Carry out processes that require a command of wide-ranging highly specialised technical or scholastic skills and/or which involve a wide choice of standard and non-standard procedures, often in non-standard combinations, often in highly variable routine and non-routine contexts.</p> <p>Manages processes within broad parameters for defined activities. Complete accountability for determining and achieving personal and/or group outcomes.</p>
5	<p>Broad, general knowledge based on general principle in a specific area with substantial depth in some aspects. Analytical interpretation of a wide range of data and the determination of appropriate methods and procedures in response to a range of concrete problems with some theoretical elements.</p> <p>Carry out processes that require a wide range of specialised technical or scholastic skills involving a wide choice of standard and non-standard procedures. Employed in a variety of routine and non-routine contexts.</p> <p>Self-directed and sometimes directive activity within broad general guidelines or functions. Full responsibility for the nature, quantity and quality of outcomes, with possible responsibility for the achievement of group outcome.</p>
4	<p>Employing a broad knowledge base incorporating some theoretical concepts or in-depth applied knowledge and skills in a specific area. Analytical interpretation of information. Making informed judgement and offers a range of sometimes innovative responses to concrete but often unfamiliar problems.</p> <p>Carry out processes that require a wide range of technical or scholastic skills and/or that offer a considerable choice of procedures. Often employed in a variety of familiar and unfamiliar contexts.</p> <p>Applied in self-directed activity under broad guidance and evaluation. Complete responsibility for quantity and quality of output, with possible responsibility for the quantity and quality of the output of others.</p>
3	<p>Employing some relevant theoretical knowledge and interpretation of available information. Uses discretion and judgement over a range of known responses to familiar problems.</p> <p>Carry out processes that require a range of well-developed skills and offer a significant choice of procedures within a range of familiar contexts.</p> <p>Applied in directed activity with some autonomy. Under general supervision and quality checking, though with significant responsibility for the quantity and quality of output, with possible responsibility for the output of others.</p>

Level	Descriptor
2	<p>Employs basic operational knowledge using readily available information. Uses known solutions to familiar problems with little generation of new ideas.</p> <p>Carry out processes that are moderate in range, are established and familiar and offer a clear choice of routine responses.</p> <p>Applied in directed activity under general supervision and quality control. Some responsibility for quantity and quality, with possible responsibility for guiding others.</p>
1	<p>Employs recall and a narrow range of knowledge and cognitive skills. No generation of new ideas.</p> <p>Carry out processes that are limited in range, repetitive and familiar, and employed within closely defined contexts.</p> <p>Applied in directed activity under close supervision with no responsibility for the work or learning of others.</p>



**DRAFT UNIT STANDARDS AND QUALIFICATIONS
FOR
OCCUPATIONAL SAFETY AND HEALTH**

Return this form to NTA on or before **28 November 2025**

To	Namibia Training Authority NTA Building, Rand Street, Khomasdal, Windhoek
Attention	Mariane Alweendo
Telephone Number	+264 61 2078 550/654
Email	malweendo@nta.com.na

From			
Organisation			
Email		Telephone number	

- ☐ I **agree** with the information presented in the draft of **Occupational Safety and Health**.
- ☐ I **agree** the information presented in the above Unit Standards and Qualifications **subject to the inclusion** of my feedback/comments. Refer to the attached.
- ☐ I **do not agree** with the information presented in the above Unit Standards and Qualifications and wish to be contacted by the NTA to discuss my concerns.

Name	
Signature	
Date	

COMMENTS: UNIT STANDARDS
DOMAIN: OCCUPATIONAL SAFETY AND HEALTH

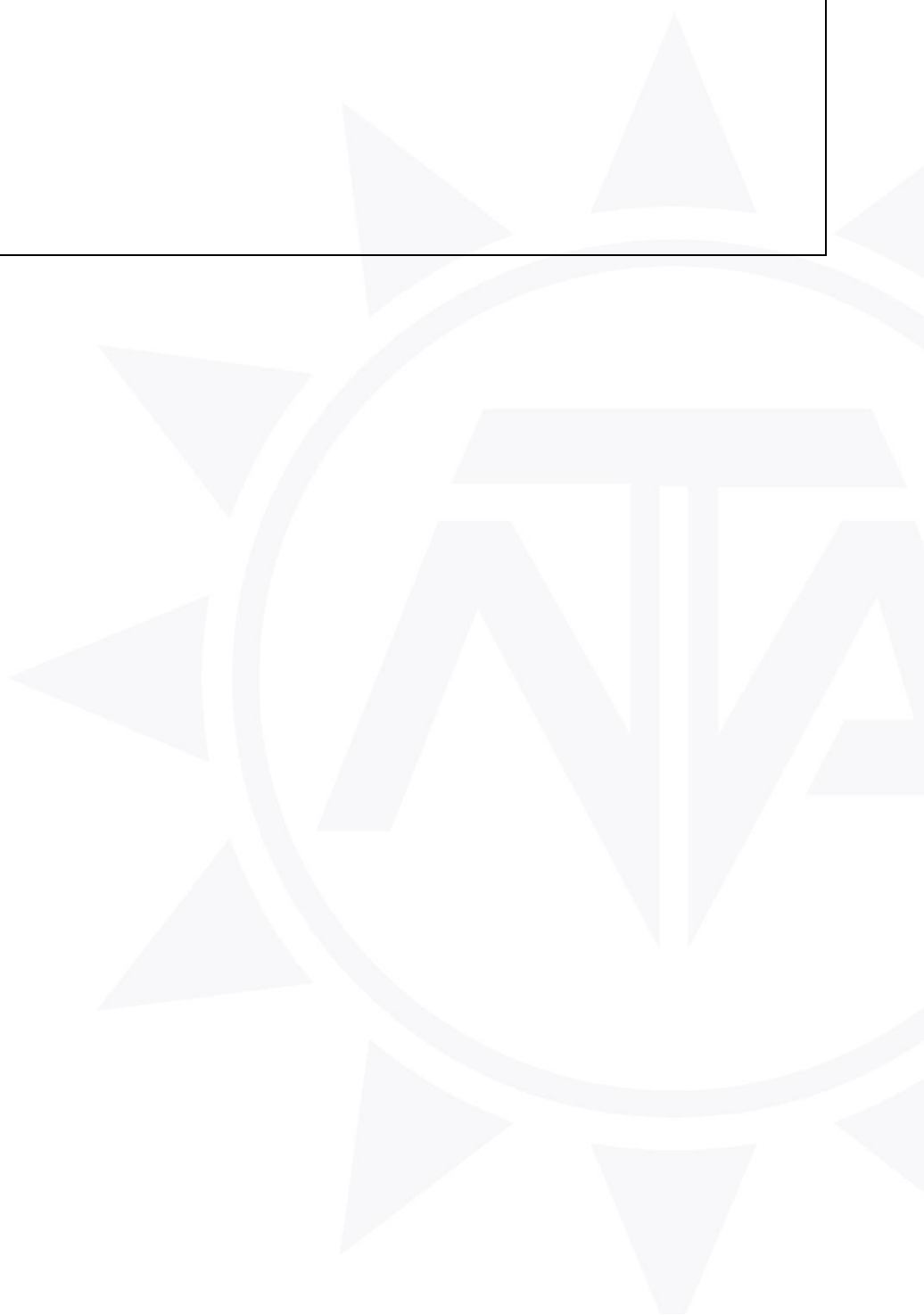
UNIT ID	UNIT STANDARD TITLES LEVEL 4	COMMENTS / RECOMMENDATIONS
846	Conduct hazard identification and risk assessment in the workplace	
847	Coordinate environmental compliance in the workplace	
848	Develop and implement safety and health procedures in the workplace	
852	Coordinate safety and health training in the workplace	
853	Communicate a safety and health information in the workplace	
858	Conduct incident and accident investigations	

862	Prepare and compile safety and health performance report	
863	Apply safety and health legal and other requirements in the workplace	
1157	Demonstrate basic knowledge of workplace safety and health	
1717	Conduct safety and health inspections in the workplace	
UNIT IDS	UNIT STANDARD TITLES LEVEL 5	COMMENTS / RECOMMENDATIONS
850	Conduct safety and health awareness training	
851	Maintain continuous professional development plan	

854	Develop and implement a safety and health management system	
856	Conduct safety and health audit	
857	Establish emergency preparedness and response plan in the workplace	
859	Promote a positive safety and health culture in the workplace	
861	Implement an organisation's safety and health strategy	
1713	Manage fire safety in the workplace	

ISO 26	Manage occupational hygiene stressors in the workplace	
ISO 29	Conduct a Planned Task Observation	
OSH 001	Prepare a safety and health budget in the workplace	
OSH 002	Manage contractor safety and health on-site	
OSH 003	Manage safety and health of high-risk operations in the workplace	

GENERAL COMMENTS



COMMENTS: QUALIFICATIONS

DOMAIN: OCCUPATIONAL SAFETY AND HEALTH

LEVELS	QUALIFICATION TITLES	COMMENTS / RCOMMENDATIONS
Level 4	National Vocational Certificate in Occupational Safety and Health – Safety Officer (Level 4)	
Level 5	National Vocational Diploma in Occupational Safety and Health – Safety Officer (Level 5)	
GENERAL COMMENTS		