



PST TRAINING (PTY) LTD

# PST Training (Pty) Ltd

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## Legal Liability (Management’s Focus/Responsibility)

### Overview

The increased focus on OHS in the Workplace requires management and in particular the C.E.O. / Managing Director to alter the approach towards this. The potential penalties that are being imposed with this renewed focus necessitates the updated knowledge of Act 85 of 1993 and the additional updates thereto and the implication thereof.

### Objective

To equip management with the knowledge and tools necessary to understand legal liability in health and safety matters and fulfil their responsibilities effectively

### Course Prerequisites

Communication at ABET Level 3 & Mathematical at ABET Level 3

### Language of Delivery

English

### Delivery Methods

Course is facilitated by a competent subject matter trainer, who utilises a combination of the following techniques to ensure that the session is practical and experiential: Discussion; Role Play; Exercises & Case Studies; Videos/DVD’s; Games, Slide Shows & Written Questions.

### Training & Evaluation

Training on a 50% theoretical and 50% practical basis.  
Practical scenarios (including Health & Safety Audit).

### Who should attend?

C.E.O.’s, Managing members / Management / OHS designated authorities in the organisation (Facilities Managers / OHS Executives and Managers)

### Course Outline

This course consists of the following 8 sessions	
<b>Session 1</b>	<b>Introduction to Health &amp; Safety Legal Liability:</b> Overview of health and safety legal framework; Importance of legal compliance in ensuring workplace safety; Responsibilities of management in mitigating health and safety risks; The 3 Legal implications; C.O.I.D.A.; Fines
<b>Session 2</b>	<b>Management’s Role in Health &amp; Safety:</b> Understanding the New management’s legal approach for health and safety; Creating a culture of safety: Leadership, communication, and accountability; New and Pending Legislation - role / approach of 16.1; Duty of care towards employees, customers, and visitors: Induction, Ergonomics; Creating a culture of safety: Leadership, communication, and accountability; P.I.R.M.
<b>Session 3</b>	<b>Risk Assessment and Hazard Identification:</b> Conducting risk assessments; Identifying hazards and evaluating risks (H.I.R.A.); Legal requirements for risk assessments and documentation; Strategies for effective hazard identification and control measures
<b>Session 4</b>	<b>Health &amp; Safety Policies and Procedures:</b> Developing comprehensive health and safety policies and procedures; Legal requirements for health and safety documentation and record-keeping; Appointment of delegates, Election of representatives; Communicating policies and procedures to employees and stakeholders
<b>Session 5</b>	<b>Incident Investigation and Reporting:</b> Legal obligations for incident reporting and investigation; Steps in conducting thorough incident investigations; Analysing root causes and implementing corrective actions to prevent recurrence
<b>Session 6</b>	<b>Managing Contractors and Outsourced Services:</b> Legal liabilities associated with contractors and outsourced services; Due diligence in selecting and managing contractors; Contractual considerations for transferring and managing health and safety responsibilities
<b>Session 7</b>	<b>Emergency Preparedness and Response:</b> Legal requirements for emergency preparedness and response plans; Role of management in ensuring effective emergency procedures; Conducting drills and training to enhance emergency response capabilities
<b>Session 8</b>	<b>Continuous Improvement and Compliance:</b> Implementing a cycle of continuous improvement in health and safety management; Monitoring and auditing health and safety performance; Ensuring ongoing compliance with legal requirements and industry standards; Conclusion and Wrap-Up

### Additional Information

<b>Duration</b>	1 Day
<b>Includes</b>	<ul style="list-style-type: none"> <li>• Comprehensive Manual</li> <li>• Lunch &amp; Refreshments (not applicable to on-site training)</li> <li>• SAIOSH Accredited (2 CPD credits/points)</li> <li>• Electronic Certificate (on successful completion of the course)</li> <li>• Electronic Delegate Feedback Questionnaire</li> </ul>