

October 2018

DATES	NO. OF DAYS	SAQA ID	NQF LEVEL	CREDIT VALUE	UNIT STANDARD NAME
1-2	2	Dept. Labour	1	5	First Aid Level 1 & Automated External Defibrillator (AED)
4-5	2	242821	4	6	Team Leader Skills
15-16	2	13915	3	4	Demonstrate Knowledge & understanding of HIV / Aids in the workplace
19	1	252250	1	3	Fire Marshall
22-23	2	Dept. Labour	2	5	First Aid Level 2 & Automated External Defibrillator (AED)
25-26	2	120372	4	5	Fundamentals of Project Management
29-31	3	113852	3	10	Apply Occupational Health, Safety and Environmental Principles (OHS)

November 2018

DATES	NO. OF DAYS	SAQA ID	NQF LEVEL	CREDIT VALUE	UNIT STANDARD NAME
1-2	2	Dept. Labour	1	5	First Aid Level 1 & Automated External Defibrillator (AED)
5-7	3	113852	3	10	Apply Occupational Health, Safety and Environmental Principles (OHS)
12-14	3	120385	4	7	Project Management Tools and Techniques
15-16	2	Dept. Labour	2	5	First Aid Level 2 & Automated External Defibrillator (AED)
20	1	252250	1	3	Fire Marshall
22-23	2	242815	4	5	Code of Conduct & Business Ethics
26-27	2	Dept. Labour	3	5	First Aid Level 2 & Automated External Defibrillator (AED)
28-30	3	242816	4	5	Conduct a structured meeting

December 2018

DATES	NO. OF DAYS	SAQA ID	NQF LEVEL	CREDIT VALUE	UNIT STANDARD NAME
3-4	2	Dept. Labour	1	5	First Aid Level 1 & Automated External Defibrillator (AED)
6-7	2	116594	4	4	Function in a Team
10	1	252250	1	3	Fire Marshall
12-14	3	113852	3	10	Apply Occupational Health, Safety and Environmental Principles (OHS)

**COURSE OUTLINE: PERFORM BASIC LIFE SUPPORT AND FIRST AID PROCEDURES - LEVEL 1
(SAQA ID 119567– 2 DAYS)**

1. DEMONSTRATE AN UNDERSTANDING OF EMERGENCY SCENE MANAGEMENT

- Maintenance of personal safety is explained in terms of preventing injuries to self and infectious diseases.
- Methods of safeguarding the emergency scene are explained in accordance with relevant practices and legislation.
- Methods of safeguarding the injured person are explained in accordance with relevant practices and legislation.
- The medico-legal implications of rendering First Aid are explained in terms of relevant legislation.

2. DEMONSTRATE AN UNDERSTANDING OF ELEMENTARY ANATOMY AND PHYSIOLOGY

- The different systems of the human body are described in terms of their structure and function.
- The manner in which the systems relate to each other is explained in accordance with basic medical science.
- The way in which each system operates is explained in accordance with basic medical science.

3. ASSESS AN EMERGENCY SITUATION

- The emergency situation is assessed in terms of priority treatments.
- The cause of the emergency is identified in terms of main contributing factors.
- The type of injury is identified in terms of broad classifications.
- The situation is assessed in terms of the type of assistance required.

4. APPLY FIRST AID PROCEDURES TO THE LIFE-THREATENING SITUATION

- First Aid treatment applied is appropriate to the situation and the prevention of complications.
- Equipment that is not readily available is improvised in terms of the First Aid procedure required.
- Universal precautions are taken which are appropriate in terms of preventing infection.
- First Aid is applied in accordance with current practice.
- Cardio-Pulmonary Resuscitation (CPR) and Artificial Respiration (AR) is performed in accordance with accepted procedures.
- Referral to medical assistance is done in accordance with the specific needs of the casualty.

5. TREAT COMMON INJURIES

- Different types of injuries and conditions are identified and described in terms of their severity, cause and possible treatment.
- Universal precautions taken are appropriate in terms of preventing infection.
- Equipment that is not readily available is improvised in terms of the First Aid procedure required.
- Referral to medical assistance is in accordance with the specific needs of the casualty.
- Follow-up care is provided in accordance with the specific needs of the casualty.

COURSE OUTLINE: IDENTIFY RESPONSIBILITIES OF A TEAM LEADER IN ENSURING THAT ORGANISATIONAL STANDARDS ARE MET (SAQA ID 242821– 2 DAYS)

1. EXPLAIN THE ROLE OF A TEAM LEADER IN AN ORGANISATION.

- The role of a team leader in an organisation is explained with reference to their job description.
- The responsibilities of a team leader are explained within the context of a work environment.
- The concepts of authority, responsibility and accountability are explained with reference to the team leader's own position in an organisation.
- The organising of workers in teams is explained in terms of recognised theory and practice.

2. EXPLAIN THE PURPOSE OF THE TEAM.

- The concept of a team is explained according to accepted theory and practice.
- The purpose of the team is explained to the team members according to organisational requirements.
- The role and expected outputs of each member of the team are identified in relation to the purpose.

3. CONTRACT WITH THE TEAM MEMBERS TO OBTAIN COMMITMENT TO ACHIEVE ORGANISATIONAL STANDARDS.

- Tasks, performance plans, targets and standards are discussed and agreed according to organisational requirements.
- Time allocations for achieving individual and team objectives are agreed through a process of consultation.

4. IMPLEMENT, MONITOR AND EVALUATE PERFORMANCE AGAINST TEAM OBJECTIVES AND ORGANISATIONAL STANDARDS.

- Agreed plans are implemented according to Standard Operating Procedures.
- Potential difficulties in achieving the plan are anticipated through reflection and feedback.
- Team outputs are monitored against agreed targets and time allocations.
- Variances to required outputs are identified and corrective action is taken where necessary.

COURSE OUTLINE: DEMONSTRATE KNOWLEDGE AND UNDERSTANDING OF HIV/AIDS IN A WORKPLACE, AND ITS EFFECTS ON A BUSINESS SUB-SECTOR, OWN ORGANISATION AND A SPECIFIC WORKPLACE (SAQA ID 13915– 2 DAYS)

1. KNOW AND UNDERSTAND HIV/AIDS AND ITS EFFECTS ON THE HUMAN IMMUNE SYSTEM.

- The terms HIV and AIDS are known and explained at a basic level of understanding.
- The way in which the immune system works is explained with reference to the role of antibodies in the immune system.
- An indication is given as to how the HIV virus attacks the immune system.
- The concept of a window period is explained with reference to the Elisa test.
- The concept that the Elisa Test tests for antibodies is known and an indication is given of the implications that this has in terms of the window period and the use of vaccinations.
- The fact that all babies born to HIV/AIDS mothers initially test positive for the HIV virus is known and reason are given to explain why these test results change over time.
- The concept of Voluntary Counselling and Testing (VCT) is explained with the reference to the role of the Rapid Test and confirmation by the Elisa Test.
- The effects of HIV infection are explained including the ability of infected persons to perform work and the importance of lifestyle changes to boost the immune system and prevent reinfection.
- The importance of pre and post-test counselling is known and understood and the implications of HIV testing for an individual are discussed in terms of making a personal decision to take an AIDS test.
- The stages of the disease are outlined with an example of what happens at each stage from infection with HIV to full-blown AIDS and death.
- The chances of a person surviving with AIDS are discussed with reference to the latest views on medication and the costs of the drugs.

2. KNOW AND UNDERSTAND HOW HIV/AIDS IS TRANSMITTED.

- The effect of body fluids on transmission of the HIV virus is outlined at a basic level of understanding.
- Sex is identified as the most common way in which the HIV virus is transmitted and other ways in which HIV is transmitted are listed with an indication of the conditions necessary for transmission.
- The ways in which mother to child transmission can occur are listed and the implication of a pregnant woman/girl child having unprotected sex are indicated for both the mother and the unborn child.
- Actions that an HIV positive mother can take to lower the risk of infection to the child and prolong the onset of AIDS in herself are presented in a poster to promote wellness.
- The dangers of drug abuse and behavior that could result in HIV transmission are explained with suggestions for limiting transmission.
- Precautions used in South Africa to ensure that blood products are HIV free are outlined at a basic level of understanding.

3. KNOW WHAT BEHAVIOUR IS SAFE AND WHAT BEHAVIOUR CARRIES THE RISK OF HIV TRANSMISSION.

- The relationship between human behavior and HIV/AIDS is outlined at a basic level of understanding.
- Ways in which the individual can avoid contracting or spreading HIV/AIDS are named with an indication of how own behavior can reduce the risk of infection.
- Examples of behavior that carry a risk of contracting HIV/AIDS are named and classified according to whether they carry a high, medium or low risk.
- Situations that have a potential to spread HIV/AIDS in the workplace are discussed and rated in terms of high, medium and low risk.

**COURSE OUTLINE: APPLY FIREFIGHTING TECHNIQUES
(SAQA ID 252250– 1 DAY)**

1. IDENTIFY DIFFERENT TYPES OF FIRES

- The causes of fire are identified in accordance with industry practice.
- People, electricity, spontaneous combustion, chemical reactions and liquefied petroleum gas.
- The classes of fires are explained according to industry practice.
- Range of classes of fires include, but is not limited to A, B and C.

2. EXPLAIN AND PRACTICE FIRE PREVENTION

- The prevention of fires is explained in relation to general organisational housekeeping.
- Blocking fire extinguishers and packing goods too close to electrical connections.
- Fire prevention is explained in relation to industry safe practices (OHS Act) and company specific procedures.
- The consequences of non-adherence to safe practices is explained in relation to organisational procedures.
- Legal, financial and personal.

3. OPERATE BASIC FIREFIGHTING EQUIPMENT

- The basic firefighting equipment is identified as provided by the organisation.
- The operating of basic firefighting equipment is demonstrated in accordance with organisational procedures.
- Fire extinguishers, fire hoses and hose reels.
- The type of firefighting equipment is identified in relation to specific types of fires.

4. PERFORM BASIC FIRE FIGHTING PROCEDURES

- The steps to be taken when fighting fires are explained and demonstrated in accordance with organisational procedures.
- The precautions to be taken when fighting fires are explained according to organisational procedures.
- The steps to be taken when containing fires are described in accordance with organisational procedures.

**COURSE OUTLINE: FIRST AID LEVEL 2
(DEPARTMENT OF LABOUR – 2 DAYS)**

COURSE CONTENT

- Basic anatomy and physiology
- Examining a patient
- Soft tissue and joint injuries
- Abdominal and pelvic injuries
- Thoracic trauma
- Foreign objects
- Eye injuries
- Environmental injuries
- Venomous bites and stings
- Poisoning
- Seizures/fits and epilepsy
- Chest pain
- Patient assessment

**COURSE OUTLINE: EXPLAIN THE FUNDAMENTALS OF PROJECT MANAGEMENT
(SAQA ID 120372– 2 DAYS)**

1. EXPLAIN THE NATURE OF A PROJECT

- The characteristics of a project are explained with examples.
- Differences between project and non-project work are explained with examples of each.
- A basic project life cycle is explained with examples of possible phases.
- The reasons for undertaking projects are explained with practical examples.
- A range of types of projects and their complexity are explained in simple terms.
- Type of project may include but is not limited to simple, complex, closed to open, "fog, quest, movie or paint by number", technical, business, community based, development, research and development of new products.

2. EXPLAIN THE NATURE AND APPLICATION OF PROJECT MANAGEMENT

- Project management is defined and its application is explained according to recognised published standards.
- The major project management processes are described and explained according to recognised best practice.
- The differences between project management and general management are explained with examples of each.
- The difference between project management processes and technical (end product related) processes is explained with examples of each.
- Project management processes are those associated with the management of a project and technical processes are those required to produce the required deliverables to satisfy the objectives of the project.
- The difference between a project team member and the project manager is explained in accordance with role descriptions.

3. EXPLAIN THE TYPES OF STRUCTURES THAT ARE FOUND IN A PROJECT ENVIRONMENT

- The reasons for defining structures for a project is explained with examples.
- Structures may include but are not limited to; programme to sub project hierarchy; organisation structures; product /work/cost/organisation breakdowns note - structure is a set of interconnecting parts of any complex thing, a framework.
- The concept of programme and project hierarchies is explained with an example.
- Programmes include related projects, which may be broken down into sub projects, phases or other components/units.
- The purpose of decomposing a project into manageable components or parts is explained with practical examples.
- Decomposing a project is breaking it down from top to lower levels, similar to a functional decomposition.
- The concepts of breakdown structures for product, work and cost are explained in simple terms.

4. EXPLAIN THE APPLICATION OF ORGANISATION STRUCTURES IN A PROJECT ENVIRONMENT

- The basic differences between a matrix and functional organisation structure are explained with examples of each.
- The project organisation structure is described and explained in a written format.
- The purpose and key responsibilities of two roles on a project are described in a written format.
- Stakeholders are explained with examples of at least six different stakeholders.

5. EXPLAIN THE MAJOR PROCESSES AND ACTIVITIES REQUIRED TO MANAGE A PROJECT

- Key processes and activities that take place to manage a project are described from beginning to end.
- The supplementary management sub-processes and activities required to support the key processes and activities are briefly described with examples of each.

**COURSE OUTLINE: APPLY OCCUPATIONAL HEALTH, SAFETY AND ENVIRONMENTAL PRINCIPLES
(SAQA ID 113852 – 3 DAYS)**

1. IDENTIFY HAZARDS

- Different hazards are identified and categorised according to specific area, job category, work procedure, machinery or substances used.
- Workplace inspections are undertaken in specific work areas/procedures.
- Information on specific Occupational Risk Exposure Profiles (OREP) is contributed in reports.
- Individual and categories of employees are assisted in contributing to their OREPs.
- Employees are assisted in hazard identification (informal on the job hazard education/training for other employees).
- Hazard identification is communicated in specific areas and jobs with employees and management.
- The links between work, health, safety and the environment are explained (public safety).

2. EVALUATE AND REPORT HAZARDS

- Hazards are evaluated and prioritised.
- Recommendations on hazards drafted in H&S structures are reported on and discussed.
- Participation in incident investigations is secured.
- Incident investigation outcomes are communicated with employees.
- A rudimentary knowledge of Risk Assessment (RA) and ability to contribute information to RA is displayed.
- Employees are informed of hazard evaluation activities, results and RA reports.

3. APPLY PREVENTATIVE MEASURES (INCLUDING TRAINING) IN THE WORKPLACE

- Control measures in place are identified and explained.
- The principle of the hierarchy of control measures to the workplace are applied.
- Hazard control measures are communicated, in specific areas and jobs with employees and management.
- The control measures in place for particular area, work procedure, machinery or substance are described, evaluated and reported on.
- Informal, on the job peer learning is facilitated from shared experiences.
- Useful OH&S training materials and resources are identified and evaluated.
- Relevant OH&S training is undertaken.
- OH&S training needs are identified.

4. EXPLAIN, USE AND COMPLY WITH RELEVANT LEGISLATION AND REGULATIONS

- The responsibilities, duties and rights of individuals in the workplace and the relevant internal and external bodies are described correctly.
- The OH&S information relevant to the workplace are located and explained.
- Relevant COIDA Act rights and procedures are explained and interpreted.
- Employees are informed of their OH&S rights.
- Employees are advised of the duties, functions and responsibilities of the employer and the H&S role players in the workplace.
- Information is utilised from the legislation to perform responsibilities/duties to engage.
- Employers' representatives on OH&S related issues are identified.
- The Department of Labour (DoL) representatives, OH practitioners and occupational hygienists responsible for measuring or undertaking surveillance programmes.
- Workplace compliance with regulations and legislation is assessed and reported on.

5. GATHER AND ORGANISE OHS INFORMATION FROM THE WORKPLACE

- Meetings and interviews with employees are conducted to gather OH&S needs and information.
- Information from reports, meetings and inspections is summarised to address H&S issues with affected employees.

**COURSE OUTLINE: APPLY A RANGE OF PROJECT MANAGEMENT TOOLS AND TECHNIQUES
(SAQA ID 120385 – 3 DAYS)**

1. DEMONSTRATE AN UNDERSTANDING OF PROJECT MANAGEMENT TOOLS AND TECHNIQUES.

- A range of tools and techniques used on a project are identified and explained in accordance with project requirements.
- Limitations and advantages of project management tools and techniques are explained using examples.
- Examples of the usage of the project management tools and techniques are provided in a hard copy format.

2. USE A RANGE OF PROJECT MANAGEMENT TOOLS AND TECHNIQUES.

- A range of project management tools and techniques are used in accordance with established standards and procedures.
- Output of project management tools and techniques meet individual, team and organisational needs/requirements.

3. APPLY CORRECTIVE ACTION STEPS WHERE PROJECT MANAGEMENT TOOLS AND TECHNIQUES.

- Problems with the usage of project management tools and techniques are identified against project requirements.
- Possible solutions are identified and discussed in consultation with higher authority.
- Authorised / agreed solutions are implemented according to agreed steps.

**COURSE OUTLINE: FIRST AID LEVEL 3
(DEPARTMENT OF LABOUR – 2 DAYS)**

COURSE CONTENT

- Ethics and legal issues in first aid
- Examining a patient
- Breathlessness
- Fits/Seizures
- Fractures
- Crush injuries
- Water accidents
- Abdominal and pelvic injuries
- Bacterial and viral skin reactions
- Emergency childbirth
- Disturbed behaviour

**COURSE OUTLINE: CODE OF CONDUCT AND BUSINESS ETHICS
(SAQA ID 242815– 2 DAYS)**

1. EXPLAIN THE CONCEPTS OF ETHICS IN RELATION TO THE MORAL COMPASS

- The components of the 'moral compass' are described according to theory and practice.
- The team leader identifies team members' positions on the 'moral compass' according to observed behaviour.
- The relationship between ethics and the constitution is explained according to group and individual rights and responsibilities.

2. DESCRIBE THE ROLE OF A CODE OF CONDUCT IN A WORK ENVIRONMENT ACCORDING TO ETHICAL PRINCIPLES

- Code of Conduct is explained, with reference to organisational documentation.
- The Code of Conduct is compared to the principles in the Constitution and the 'moral compass' within the context of the organisation.

3. UPHOLD THE CODE OF CONDUCT WITHIN THE WORK TEAM

- Potential conflict between a personal value system and an organisational Code of Conduct is identified, with examples.
- The consequences of non-compliance with a code are explained, with examples.
- Examples of deviations, past or present, from the Code of Conduct, are identified and remedial action, if appropriate, is taken according to Standard Operating Procedures.
- The importance of reporting deviations in areas beyond team leader's area of responsibility is explained according to the Code of Conduct.

**COURSE OUTLINE: CONDUCT A STRUCTURED MEETING
(SAQA ID 242816 – 3 DAYS)**

1. PREPARE FOR A MEETING.

- Physical arrangements and attendees required for a meeting are identified and a checklist is prepared and actioned in terms of Standard Operating Procedures.
- The purpose of an agenda, the expected outcomes of the meeting, the process of placing items on the agenda and the roles of participants are explained in terms of Standard Operating Procedures.
- The purpose of recording a meeting is explained according to Standard Operating Procedures.
- Documents required for a meeting are checked for accuracy and completeness and distributed, according to Standard Operating Procedures.
- Minutes of the previous meeting are checked for accuracy and completeness.

2. CONDUCT A MEETING.

- A meeting is conducted according to a preplanned agenda.
- Opportunities are created to allow effective participation by people attending the meeting.
- Discussions are summarised and recorded to indicate proposed action, completion date and person responsible.

3. DEMONSTRATE TECHNIQUES TO DEAL WITH DIFFERING VIEWS DURING A MEETING.

- Identify techniques to overcome potential lack of progress due to differing opinions during the meeting according to recognised theory and practice.
- A technique is used to create progress in a meeting according to recognised theory and practice.
- Techniques include, but are not limited to, summarising, redirecting, paraphrasing, rephrasing, gate keeping and repeating.

4. DISTRIBUTE RECORDS FOR A MEETING.

- Records are compiled in such a way to enable the decisions of a meeting to be implemented.
- Records are checked to ensure that they are an accurate reflection, prior to distribution.
- The meeting is reviewed and suggestions for improvement are made to enhance the effectiveness of future meetings.

**COURSE OUTLINE: FUNCTION IN A TEAM
(SAQA ID 116594 – 2 DAYS)**

1. IDENTIFY THE STRUCTURE AND PURPOSE OF A TEAM.

- Structure of a team is listed in line with own organisational team allocations.
- Purpose of a team is listed and explained in line with organisational or project objectives.
- Own position is shown in an organogram of the team.

2. DESCRIBE AND APPLY THE ROLES AND RESPONSIBILITIES REQUIRED TO WORK IN A TEAM.

- Roles and responsibilities of team are listed in line with organisation objectives.
- Own roles and responsibilities are listed and described in line with organisational objectives and project targets.
- Own roles and responsibilities are applied in line with company standards and procedures.

3. IDENTIFY FACTORS THAT AFFECT A TEAM IN THE WORKPLACE.

- Negative factors are identified and explained in line with organisational activities.
- Positive factors are identified and explained in line with organisational activities.
- Uncontrollable factors are identified through investigation outside of the team and organisations control.
- Controllable factors are listed and explained in line with standard organisational practices.

4. REVIEW THE EFFECTIVENESS OF THE TEAM AND OWN PARTICIPATION IN THE TEAM.

- Team objectives are listed and recorded in required format.
- Team effectiveness against objectives is evaluated in required format and time frame.
- Own performance is evaluated against objectives and listed in required format and time frame.
- Correction action is implemented following organisational standards and procedures.