



P.O. Box 914-500, Wingate Park, 0153
729 Paarl Street, Wingate Park, Pretoria, 0181
Tel. No. 012 345 2388
Fax No. 086 513 8295
www.legricon.co.za
Reg. No. 2003/003252/07
hendrik@legricon.co.za

LEGRICON TRAINING COURSE INFORMATION

General Information:

Certificates: Delegates will receive a certificate of attendance. Certificates are issued in electronic (PDF) format only, and will only be issued once payment has been received. The training certificate does not have an expiry date, but it is advisable to do refresher training as the need arises.

Requirements: For in-house training, the client must provide a suitable training venue with data projector and all refreshments.

Accreditation: Legricon offers awareness training, informing attendees of legal responsibilities and liabilities and is not aimed at contributing towards a qualification and therefore has no associated NQF credits. For this reason, Legricon is not accredited with any SETA. None of the training courses that Legricon offers is prescribed by legislation as requiring accreditation.

Trainers: All Legricon Trainers are qualified legal professionals with extensive practical experience in SHE management.

Price: Prices are subject to quotation, and are based on the number of persons to attend, the location (travel costs) and the duration of the course. Once determined and accepted by the client, the price is then fixed, in other words the invoice will be for the quoted, fixed, amount, regardless of the number of persons who actually attended the training.

See the next page for information on the training courses that Legricon offers.

Training Course	Course Objectives	Course Content	Target Audience	Course Duration
Compensation for Occupational Injuries and Diseases (COID) Act Training	<p>On completion of this course the learner will be able to:</p> <ul style="list-style-type: none"> • Distinguish between common law and legislation, criminal and civil liability and explain to which the COID Act has relevance. • Describe the application and purpose of the COID Act. • List the requirements of the Act relating to claims for compensation. • Name the requirements of the Act for determination and calculation of compensation for occupational fatalities, injuries and diseases. • Explain the requirements of the Act for claims for medical expenses, obligations of employers and legal proceedings. • Provide an overview of general provisions and schedules contained in the Act. 	<ul style="list-style-type: none"> • Introduction to the South African Legal System. • History and objectives of Act. • Important Definitions. • Duties of Employers. • Registration. • Assessments. • Other Administrative Duties. • Accident Reporting. • What is regarded as an accident in terms of the Act. • The meaning of “out of and in the course of employment”. • What forms need to be completed and how. • Different types of compensation. • When is compensation payable. • How is compensation calculated. • Claim for increased compensation. • Civil claims (Third Parties). • Objections, appeals and court applications. 	<ul style="list-style-type: none"> • Persons responsible for COID Administration • SHE Managers and Officers • Clinic personnel • HR Managers and Officers 	1 Day
Construction Regulations Training	<p>On completion of this course the learner will be able to assist with Construction Regulations compliance management by being able to:</p> <ul style="list-style-type: none"> • Identify when the 2014 Construction Regulations apply to projects. • Explain the implications of applicable law pertaining to construction work. • Describe the content of health and safety specifications and a health and safety plan. • Name the responsibilities and duties of the different parties involved in a construction project, such as the client, principal contractors and contractors. 	<ul style="list-style-type: none"> • The need for Contractor Management. • 2014 Construction Regulations Scope of Application. • Construction Work Permits and Notification. • Duties of Client. • Duties of Designer. • Duties of Principal Contractor and Contractor. • Management and Supervision of Construction Work. • Risk Assessment for Construction Work. • Technical aspects (Fall protection; Structures; Temporary works; Excavations; Demolition work; Tunnelling; Scaffolding; Suspended 	<ul style="list-style-type: none"> • Persons responsible for Construction • All Construction Regulations appointees • SHE Managers and Officers 	1 Day

Legricon Training Course Information	Document Number:	Date of Issue: June 2018	Revision Year: 2020
	LEGT 0001	Approved: HS Terblanche	Page 2 of 12

Training Course	Course Objectives	Course Content	Target Audience	Course Duration
		<p>platforms; Rope access work; Material hoists; Bulk mixing plants; Explosive actuated fastening device; Cranes; Construction vehicles and mobile plant; Electrical installations and machinery; Use and temporary storage of flammable liquids; Water environments; Housekeeping and general safeguarding; Stacking and storage; Fire precautions; Facilities).</p> <ul style="list-style-type: none"> • Construction health and safety technical committee and approved inspection authorities. 		
Design Legal Liability Training	To familiarise persons in the design and construction industry of their legal obligations and liabilities regarding the safety of their designs.	<ul style="list-style-type: none"> • Common Law Liability. • Occupational Health and Safety Act <ul style="list-style-type: none"> • Duties of Manufacturers and Suppliers • Construction Regulations – Extracts relevant to design, engineering and management. • Ergonomics Regulations – Duties of Designers. • Mine Health and Safety Act <ul style="list-style-type: none"> • Duties of Manufacturers and Suppliers. • Professional Implications for Engineers (Engineering Profession Act). • Other relevant legislation, such as the National Building Regulations and Building Standards Act. • Case Studies. 	<ul style="list-style-type: none"> • Persons responsible for design (Engineers, Architects, Draughters) 	4 Hours
Explosives Legislation Training	<p>To inform the trainee of South African legislative requirements relating to explosives, particularly the:</p> <ul style="list-style-type: none"> • Occupational Health and Safety Act, Explosives Regulations; • Mine Health and Safety Act, Explosives Regulations; • Explosives Act 26 of 1956 (the Explosives Act 15 of 2003 is not yet in force). 	<ul style="list-style-type: none"> • Scope of application of the different acts. • Definition of explosive. • Duties of suppliers and manufacturers. • Licensing. • Responsible persons. • Procedures. • Requirements for manufacturing, storage and use. 	<ul style="list-style-type: none"> • Persons responsible for Explosives • All Explosives Legislation appointees • SHE Managers and Officers 	1 Day

Training Course	Course Objectives	Course Content	Target Audience	Course Duration
	<ul style="list-style-type: none"> Explosives Regulations (“Explosives Act Regulations”). 	<ul style="list-style-type: none"> Transportation of explosives. Incidents. Case studies. 		
Hazard Identification and Risk Assessment (HIRA) Training	<p>On completion of this training the learner will be able to:</p> <ul style="list-style-type: none"> Identify the South African legal requirements relating to occupational health and safety hazard and risk management. Participate in hazard identification and risk management activities at the workplace. 	<ul style="list-style-type: none"> South African Legal Requirements on Occupational Health and Safety and Risk Management. The concepts of hazards, risks, and reasonably practicable. The different types of hazards that should be identified. The different aspects for which hazards should be identified. The methods through which hazards can be identified. Identifying the possible consequences that may result from the identified hazards. Assessing the risk (frequency, severity and scope) of the possible consequences. Assessing the adequacy and suitability (reasonably practicable) of current controls that are implemented. Identify different risk management techniques and additional controls that can be implemented to ensure the employer complies with the legal responsibility to provide and maintain a safe and healthy workplace. 	<ul style="list-style-type: none"> Persons responsible for Hazard Identification and Risk Assessments Legal appointees Line Managers and Supervisors SHE Managers and Officers 	1 Day
Industrial Environmental Law Introduction Training	<p>A learner will be able to participate in workplace arrangements for complying with environmental legislation, by being able to:</p> <ul style="list-style-type: none"> Describe to others the different legal liabilities that can arise due to non-compliance in order to motivate them to comply. Identify the main duties of employers and employees in terms of the relevant legislation, and what steps are required to 	<p>The legislation cannot be covered in detail, but important legal requirements are covered. Key requirements of the following legislation are covered:</p> <ul style="list-style-type: none"> Constitution and Common Law principles. Environment Conservation Act. National Environmental Management Act. National Environmental Management: Air Quality Act. 	<ul style="list-style-type: none"> Persons responsible for Environmental Management Legal appointees Line Managers and Supervisors SHE Managers and Officers 	1 Day

Training Course	Course Objectives	Course Content	Target Audience	Course Duration
	<p>comply.</p> <ul style="list-style-type: none"> Describe the risk management functions contained in the relevant legislation. Demonstrate understanding of the powers of the respective Inspectorates to respond appropriately to government intervention. 	<ul style="list-style-type: none"> National Environmental Management: Biodiversity Act. National Environmental Management: Waste Act. National Building Regulations and Building Standards Act. National Health Act. National Road Traffic Act (Dangerous Goods Transportation). National Water Act. Water Services Act. Typical provincial and local legal requirements relating to: <ul style="list-style-type: none"> Dangerous goods Noise control Public health Sewage and effluent Smoke control Waste management Water supply. 		
Legal Liability Management Presentation	<p>The objective of this presentation is to inform senior and middle management of the importance of safety, health and environmental (SHE) management within any organisation. Particularly persons appointed with a legal responsibility in this regard, such as OHS Act, section 16(2) appointees will benefit from this presentation. This is done by examining the various implications and legal liabilities that can result in the event of SHE failures. The desired outcome is for management to be able to lead the organisation in its SHE efforts.</p>	<ul style="list-style-type: none"> Corporate Governance and other driving forces for compliance; Overview of general legal liabilities for SHE; Personal liability for managers and individuals (including statutory appointments); The concept of risk management within SHE law; Contractor liabilities; Environmental liabilities; Overview of a basic strategy to achieve and maintain legal compliance; Recent case studies and trends in SHE law enforcement. 	<ul style="list-style-type: none"> Persons appointed with a legal responsibility, such as OHS Act, section 16(1) CEO and 16(2) appointees. 	2-3 hours (Depending on client availability.)
Legal Liability Training	A learner will be able to contribute to	<ul style="list-style-type: none"> Overview of general legal liabilities and driving 	<ul style="list-style-type: none"> Persons responsible for 	1 Day

Legricon Training Course Information	Document Number:	Date of Issue: June 2018	Revision Year: 2020
	LEGT 0001	Approved: HS Terblanche	Page 5 of 12

Training Course	Course Objectives	Course Content	Target Audience	Course Duration
	<p>participative arrangements for complying with safety, health and environmental legislation, by being able to:</p> <ul style="list-style-type: none"> • Describe to others the different legal liabilities that can arise due to non-compliance in order to motivate them to comply. • Identify the main duties of employers and employees in terms of the relevant legislation, and what steps are required to comply. • Describe the risk management functions contained in the relevant legislation. • Demonstrate understanding of the powers of the respective Inspectorates in order to respond appropriately to government intervention. 	<p>forces for SHE.</p> <ul style="list-style-type: none"> • Criminal Liability – Common Law: Culpable Homicide. • Criminal Liability – Legislation: (Occupational Health and Safety Act and/or Mine Health and Safety Act depending on client, and selected environmental legislation). • Critical definitions. • Employer’s general duties. • Duty to inform and train. • Duty towards other persons. • Other duties. • Employee duties. • Appointments and responsibilities. • Contractor Management. • Inspectors’ functions and powers. • Penalties and liabilities. • Civil Liability – Legislation: COID Act and environmental legislation. • Civil Liability – Common Law. • Case studies are reviewed throughout. 	<p>SHE Management</p> <ul style="list-style-type: none"> • Legal appointees • Line Managers and Supervisors • SHE Managers and Officers 	
Legal Register User Training	<p>A participant will be able to contribute to the creation of a better workplace by understanding how to use the Legricon Legal Register to ensure and manage legal compliance.</p>	<ul style="list-style-type: none"> • The concept of a legal register, and how it differs and relate to the actual legislation. • How to do a search on the legal register to locate applicable legal requirements. • How the legal register fits into the company’s health, safety, environmental, and quality management system(s). • How the legal register relates to corporate policies, standards and procedures. • The legal register update process. 	<ul style="list-style-type: none"> • Persons responsible for SHE Management • Legal appointees • Line Managers and Supervisors • SHE Managers and Officers 	4 hours
Mine Health and Safety Act Introduction Training	<p>On completion the learner will be able to demonstrate knowledge and understanding of the Mine Health and Safety (MHS) Act by</p>	<ul style="list-style-type: none"> • Critical Definitions. • Employers’ general duties. • Appointments and delegation. 	<ul style="list-style-type: none"> • Persons responsible for SHE Management • Legal appointees 	1 Day

Legricon Training Course Information	Document Number:	Date of Issue: June 2018	Revision Year: 2020
	LEGT 0001	Approved: HS Terblanche	Page 6 of 12

Training Course	Course Objectives	Course Content	Target Audience	Course Duration
	being able to: <ul style="list-style-type: none"> • Identify the duties of employers in terms of the Mine Health and Safety (MHS) Act. • Name the duties of employees in terms of the MHS Act. • Describe how the MHS Act protects the health and safety of employees at the workplace. • Explain what can happen if employers or employees contravene the MHS Act. 	<ul style="list-style-type: none"> • Hazard Identification, Risk Assessment and Control. • Codes of Practice. • Health and Safety Representatives and Committees. • Accidents reporting and investigation. • Duty to inform and train. • Duty towards other persons. • Other duties. • Employee duties and rights. • Manufacturers' duties. • Inspectors' powers. • Penalties and liabilities. • Overview of the Regulations. 	<ul style="list-style-type: none"> • Line Managers and Supervisors • SHE Managers and Officers 	
Mine Health and Safety Act Comprehensive Training	On completion the learner will be able to demonstrate knowledge and understanding of the Mine Health and Safety (MHS) Act by being able to: <ul style="list-style-type: none"> • Identify the duties of employers in terms of the Mine Health and Safety (MHS) Act. • Name the duties of employees in terms of the MHS Act. • Describe how the MHS Act protects the health and safety of employees at the workplace. • Explain what can happen if employers or employees contravene the MHS Act. 	<ul style="list-style-type: none"> • Critical Definitions. • Employers' general duties. • Appointments and delegation. • Hazard Identification, Risk Assessment and Control. • Codes of Practice. • Health and Safety Representatives and Committees. • Accidents reporting and investigation • Duty to inform and train. • Duty towards other persons. • Other duties. • Employee duties and rights. • Manufacturers' duties. • Inspectors' powers. • Penalties and liabilities. • Detailed coverage of the Regulations. 	<ul style="list-style-type: none"> • Persons responsible for SHE Management • Legal appointees • Line Managers and Supervisors • SHE Managers and Officers 	5 Days
Non-Proliferation of Weapons of Mass	On completion of this course, the learner will be able to: <ul style="list-style-type: none"> • Explain the role of the Non-Proliferation of 	Non-Proliferation of Weapons of Mass Destruction Act, Act 87 of 1993 <ul style="list-style-type: none"> • Aim. 	<ul style="list-style-type: none"> • Persons responsible for Controlled Goods Management 	4 Hours

Training Course	Course Objectives	Course Content	Target Audience	Course Duration
Destruction Act Training (Chemicals only)	<p>Weapons of Mass Destruction Act.</p> <ul style="list-style-type: none"> • Explain the functions of the South African Council for the Non-Proliferation of Weapons of Mass Destruction. • Determine if a chemical is declared goods. • Explain the registration process. • Explain the when and how a permit must be obtained. • List the requirements regarding declarations. • Prove insight into the requirements regarding facility agreements. • Define the related aspects such as appeals, end user certificates, offences and penalties 	<ul style="list-style-type: none"> • South African Council for Non-Proliferation of Weapons of Mass Destruction. • Inspectorate. • Controlled Goods, Permits and Registration – Overview. • Controlled Goods. • Registration. • Permits. • Declaration. • Facility agreements. • State-to-State assurance or an end-user or end-use certificate. • General prohibitions. • Appeal Process. • Offences and penalties. • Declared Controlled Goods. • States Parties to the Chemical Weapons Convention. 	<ul style="list-style-type: none"> • SHE Managers and Officers 	
Occupational Health and Safety Act Introduction Training	<p>On completion of this course the learner will be empowered to participate in health and safety management efforts in the workplace by being able to:</p> <ul style="list-style-type: none"> • Explain the overall duties of employers under the Occupational Health and Safety (OHS) Act. • Recognise responsibility structures and appointments required by the OHS Act. • Name the duties of employees and suppliers, and the function of the authorities in terms of the OHS Act. • Identify aspects in the workplace that are regulated by the OHS Act and Regulations. 	<ul style="list-style-type: none"> • Critical Definitions. • Employers' general duties. • Appointments and delegation. • Hazard Identification, Risk Assessment and Control. • Health and Safety Representatives and Committees. • Accidents reporting and investigation. • Duty to inform and train. • Duty towards other persons. • Other duties. • Employee duties and rights. • Manufacturers' duties. • Inspectors' powers. • Penalties and liabilities. • Overview of the Regulations. 	<ul style="list-style-type: none"> • Persons responsible for SHE Management • Legal appointees • Line Managers and Supervisors • SHE Managers and Officers 	1 Day

Training Course	Course Objectives	Course Content	Target Audience	Course Duration
Occupational Health and Safety Act Comprehensive Training	<p>On completion of this course the learner will be empowered to participate in health and safety management efforts in the workplace by being able to:</p> <ul style="list-style-type: none"> • Explain the overall duties of employers under the Occupational Health and Safety (OHS) Act. • Recognise responsibility structures and appointments required by the OHS Act. • Name the duties of employees and suppliers, and the function of the authorities in terms of the OHS Act. • Identify aspects in the workplace that are regulated by the OHS Act and Regulations. 	<ul style="list-style-type: none"> • Critical Definitions. • Employers' general duties. • Appointments and delegation. • Hazard Identification, Risk Assessment and Control. • Health and Safety Representatives and Committees. • Accidents reporting and investigation. • Duty to inform and train. • Duty towards other persons. • Other duties. • Employee duties and rights. • Manufacturers' duties. • Inspectors' powers. • Penalties and liabilities. • Detailed coverage of the Regulations. 	<ul style="list-style-type: none"> • Persons responsible for SHE Management • Legal appointees • Line Managers and Supervisors • SHE Managers and Officers 	5 Days
Occupational Health and Safety Legal Overview Training	<p>After completion, a learner will be able to participate in occupational health and safety efforts in the workplace by being able to:</p> <ul style="list-style-type: none"> • Describe the need for occupational health and safety management in the workplace. • Identify the implications of applicable legislation and the possible consequences of non-compliance to such legislation. • Describe the different legal liabilities that can arise due to non-compliance. • Explain the risk management functions contained in legislation. • Identify different pieces of legislation that regulates occupational health and safety in South Africa. 	<ul style="list-style-type: none"> • Overview of general legal liabilities and driving forces for Health and Safety • Common Law Liability • OHS Legislation overview • Specific Health and Safety Legislation • Labour Legislation • Hazardous substances and dangerous goods • Railway safety • Health Legislation • Building Safety • Compensation legislation • Monitoring and enforcement 	<ul style="list-style-type: none"> • Persons responsible for SHE Management • Legal appointees • Line Managers and Supervisors • SHE Managers and Officers • SHE Auditors 	1 Day
Safety, Health and Environmental (SHE) Committee Member	<p>On completion of the training, a learner will be able to perform safety, health and environmental committee activities, by being</p>	<ul style="list-style-type: none"> • The importance of SHE Management in the work place. • General duties of employers for SHE 	<ul style="list-style-type: none"> • SHE Committee Members 	1 Day

Legricon Training Course Information	Document Number:	Date of Issue: June 2018	Revision Year: 2020
	LEGT 0001	Approved: HS Terblanche	Page 9 of 12

Training Course	Course Objectives	Course Content	Target Audience	Course Duration
Training	able to: <ul style="list-style-type: none"> • Explain the specified requirements regarding SHE committee activities at a workplace. • Describe the SHE legislative framework for workplaces. • Identify the legal requirements pertaining to SHE representatives and committees. • List different hazards in the workplace. • Name the requirements for a successful workplace SHE committee. 	Management. <ul style="list-style-type: none"> • General SHE duties of employees. • The functions of the SHE Representatives and Committee. • The basic principles of hazard identification. • Incident investigation principles. Conducting effective Health and Safety Committee meetings.		
Safety, Health and Environmental (SHE) Representative Training	On completion of the training, a learner will be able to perform safety, health and environmental representation activities, by being able to: <ul style="list-style-type: none"> • Explain the specified requirements regarding SHE representation activities at a workplace. • Describe the SHE legislative framework for workplaces. • Identify the legal requirements pertaining to SHE representatives and committees. • List different hazards in the workplace. • Name the requirements for a successful workplace SHE inspection. 	<ul style="list-style-type: none"> • The importance of SHE Management in the work place. • General duties of employers for SHE Management. • General SHE duties of employees. • The functions of the SHE Representatives and Committee. • The basic principles of hazard identification. • Performing SHE inspections. 	<ul style="list-style-type: none"> • SHE Representatives 	1 Day
SHE Legal Overview Training	After completion, a learner will be able to participate in occupational safety, health and environmental efforts in the workplace by being able to: <ul style="list-style-type: none"> • Describe the need for occupational safety, health and environmental management in the workplace. • Identify the implications of applicable legislation and the possible consequences of non-compliance to such legislation for 	The legislation cannot be covered in detail, but important legal requirements are covered. Key requirements of the following legislation are covered: <ul style="list-style-type: none"> • Constitution and Common Law principles. • Occupational Health and Safety Act / Mine Health and Safety Act. • Basic Conditions of Employment Act and Employment Equity Act (health and safety related requirements). 	<ul style="list-style-type: none"> • Persons responsible for SHE Management • Legal appointees • Line Managers and Supervisors • SHE Managers and Officers • SHE Auditors 	2 Days

Legricon Training Course Information	Document Number:	Date of Issue: June 2018	Revision Year: 2020
	LEGT 0001	Approved: HS Terblanche	Page 10 of 12

Training Course	Course Objectives	Course Content	Target Audience	Course Duration
	<p>themselves and the organisations they work for.</p> <ul style="list-style-type: none"> • Describe to others the different legal liabilities that can arise due to non-compliance, to motivate them to comply. • Describe the risk management functions contained in the relevant legislation. 	<ul style="list-style-type: none"> • National Building Regulations and Building Standards Act. • National Health Act. • Medicines and Related Substances Act. • National Road Traffic Act. • Compensation for Occupational Injuries and Diseases Act. • Hazardous Substances Act. • Tobacco Products Control Act. • Environment Conservation Act. • National Environmental Management Act. • National Environmental Management: Air Quality Act. • National Environmental Management: Biodiversity Act. • National Environmental Management: Waste Act. • National Water Act. • Water Services Act. • Typical provincial and local legal requirements relating to: <ul style="list-style-type: none"> • Dangerous goods • Noise control • Public health • Sewage and effluent • Smoke control • Waste management • Water supply. 		
SHE Legal Update Training	To inform attendees of Safety, Health and Environmental legislative changes for a specified period, normally 12 months.	Safety, Health and Environmental legislative changes for a specified period, normally 12 months.	<ul style="list-style-type: none"> • Persons responsible for SHE Management • Legal appointees • Line Managers and Supervisors • SHE Managers and Officers 	1 Day

Training Course	Course Objectives	Course Content	Target Audience	Course Duration
Supervisor of Machinery Appointee Training	<p>On completion of this course the learner will be empowered to discharge responsibilities assigned by a General Machinery Regulation (GMR) 2 appointment in the workplace by being able to:</p> <ul style="list-style-type: none"> • Explain the overall duties of employers under the Occupational Health and Safety (OHS) Act. • Identify aspects and machinery in the workplace that are regulated by the OHS Act and Regulations. <p>Determine the compliance actions required in respect of supervision of machinery.</p>	<ul style="list-style-type: none"> • General employer SHE duties. • Hazard identification and risk assessment requirements with specific focus on machinery. • The need, application, and criteria for the GMR 2(1) Appointment. • Other machinery-related appointments and role-players. • Duties of manufacturers and suppliers for machine safety. • Machinery safety management. • General machinery requirements. • Driven machinery requirements (including lifting equipment). • Electrical machinery and installation requirements. • Lift and escalator requirements. • Pressure equipment requirements. • Contractor management requirements. 	<ul style="list-style-type: none"> • GMR 2 Appointees • SHE Managers and Officers 	2 Days