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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.

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. 	<ul style="list-style-type: none"> • The need for Contractor Management. • 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. 	<ul style="list-style-type: none"> • Persons responsible for Construction • All Construction Regulations appointees • SHE Managers and Officers 	1 Day

Training Course	Course Objectives	Course Content	Target Audience	Course Duration
	<ul style="list-style-type: none"> 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"> Risk Assessment for Construction Work. Technical aspects (Fall protection; Structures; Temporary works; Excavations; Demolition work; Tunnelling; Scaffolding; Suspended platforms; Rope access work; Material hoists; Bulk mixing plants; Explosive actuated fastening device; Cranes; Construction vehicles and mobile plant; Electrical installations and machiner; Use and temporary storage of flammable liquids; Water environments; Housekeeping and general safeguarding; Stacking and storage; Fire precautions; Facilities). 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 Criminal 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. 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. Common Law Civil Liability. 	<ul style="list-style-type: none"> Persons responsible for design (Engineers, Architects, Draughters) 	4 Hours

Training Course	Course Objectives	Course Content	Target Audience	Course Duration
		<ul style="list-style-type: none"> Case Studies. 		
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, Act 85 of 1993 (“OHS Act”); Explosives Regulations; GN R109 of 17 January 2003 (“OHS Act Explosives Regulations”) Mine Health and Safety Act, Act 29 of 1996 (“MHS Act”); Explosives Regulations; GN R584 of 10 July 2015 (“MHS Act Explosives Regulations”) Explosives Act 26 of 1956 (the Explosives Act 15 of 2003 is not yet in force). Explosives Regulations (“Explosives Act Regulations”). 	<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. Transportation of explosives. Incidents. Case studies. 	<ul style="list-style-type: none"> Persons responsible for Explosives All Explosives Legislation appointees SHE Managers and Officers 	1 Day
General Machinery Regulation 2 Appointment 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. Determine the compliance actions required in respect of supervision of machinery. 	<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. 	<ul style="list-style-type: none"> GMR 2 Appointees SHE Managers and Officers 	2 Days

Training Course	Course Objectives	Course Content	Target Audience	Course Duration
		<ul style="list-style-type: none"> • Lift and escalator requirements. • Pressure equipment requirements. • Contractor management requirements. 		
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
Introduction to Industrial Environmental Law 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 	<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 	<ul style="list-style-type: none"> • Persons responsible for Environmental Management • Legal appointees • Line Managers and 	1 Day

Training Course	Course Objectives	Course Content	Target Audience	Course Duration
	<p>liabilities that can arise due to non-compliance in order to motivate them to comply.</p> <ul style="list-style-type: none"> • 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 to respond appropriately to government intervention. 	<p>principles.</p> <ul style="list-style-type: none"> • Environment Conservation Act. • National Environmental Management Act. • National Environmental Management: Air Quality Act. • 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. 	<ul style="list-style-type: none"> • Supervisors • SHE Managers and Officers 	
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</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; 	<ul style="list-style-type: none"> • Persons appointed with a legal responsibility, such as OHS Act, section 16(1) CEO and 16(2) appointees. 	<p>2-3 hours (Depending on client availability.)</p>

Training Course	Course Objectives	Course Content	Target Audience	Course Duration
	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.	<ul style="list-style-type: none"> • Contractor liabilities; • Environmental liabilities; • Overview of a basic strategy to achieve and maintain legal compliance; • Recent case studies and trends in SHE law enforcement. 		
Legal Liability Training	<p>A learner will be able to contribute to 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. 	<ul style="list-style-type: none"> • Overview of general legal liabilities and driving forces for SHE. • 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 and Construction Regulations overview. • Inspectors’ functions and powers. • Penalties and liabilities. • Civil Liability – Legislation: COID Act and environmental legislation. • Civil Liability – Common Law. • Case studies are reviewed throughout. 	<ul style="list-style-type: none"> • Persons responsible for SHE Management • Legal appointees • Line Managers and Supervisors • SHE Managers and Officers 	1 Day
Legal Register Content Training	A participant will be able to contribute to the creation of a better workplace by	<ul style="list-style-type: none"> • The content of the client's specific legal register. 	<ul style="list-style-type: none"> • Persons responsible for SHE Management 	Subject to content of

Training Course	Course Objectives	Course Content	Target Audience	Course Duration
	understanding how to use the Legricon Legal Register to ensure and manage legal compliance.		<ul style="list-style-type: none"> • Legal appointees • Line Managers and Supervisors • SHE Managers and Officers 	client's register.
Legal Register User Training	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.	<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 being able to:</p> <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. 	<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
		<ul style="list-style-type: none"> • Penalties and liabilities. • Overview of the Regulations. 		
Mine Health and Safety Act and Regulations Training	<p>On completion the learner will be able to demonstrate knowledge and understanding of the Mine Health and Safety (MHS) Act by being able to:</p> <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 Destruction Act Training (Chemicals only)	<p>On completion of this course, the learner will be able to:</p> <ul style="list-style-type: none"> • Explain the role of the Non-Proliferation of Weapons of Mass Destruction Act. • 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. 	<p>Non-Proliferation of Weapons of Mass Destruction Act, Act 87 of 1993</p> <ul style="list-style-type: none"> • Aim. • 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- 	<ul style="list-style-type: none"> • Persons responsible for Controlled Goods Management • SHE Managers and Officers 	4 Hours

Training Course	Course Objectives	Course Content	Target Audience	Course Duration
	<ul style="list-style-type: none"> • 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"> • user or end-use certificate. • General prohibitions. • Appeal Process. • Offences and penalties. • Declared Controlled Goods. • States Parties to the Chemical Weapons Convention. 		
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
Occupational Health and Safety Act and Regulations 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 	<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. 	<ul style="list-style-type: none"> • Persons responsible for SHE Management • Legal appointees • Line Managers and Supervisors • SHE Managers and Officers 	5 Days

Training Course	Course Objectives	Course Content	Target Audience	Course Duration
	<p>authorities in terms of the OHS Act.</p> <ul style="list-style-type: none"> Identify aspects in the workplace that are regulated by the OHS Act and Regulations. 	<ul style="list-style-type: none"> Employee duties and rights. Manufacturers' duties. Inspectors' powers. Penalties and liabilities. Detailed coverage of the Regulations. 		
SHE Legal Overview Training	<p>After completion, a learner will be able to participate in occupational safety, health and environmental efforts in the workplace by being able to:</p> <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 themselves and the organisations they work for. 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. 	<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. Occupational Health and Safety Act / Mine Health and Safety Act. Basic Conditions of Employment Act and Employment Equity Act (health and safety related requirements). 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. 	<ul style="list-style-type: none"> Persons responsible for SHE Management Legal appointees Line Managers and Supervisors SHE Managers and Officers 	2 Days

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Training Course	Course Objectives	Course Content	Target Audience	Course Duration
		<ul style="list-style-type: none"> • 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
Safety, Health and Environmental (SHE) Representative Training	<p>On completion of the training, a learner will be able to perform safety, health and environmental representation activities, by being able to:</p> <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

Training Course	Course Objectives	Course Content	Target Audience	Course Duration
Safety, Health and Environmental (SHE) Committee Member Training	<p>On completion of the training, a learner will be able to perform safety, health and environmental committee activities, by being able to:</p> <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. 	<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. • Incident investigation principles. • Conducting effective Health and Safety Committee meetings . 	<ul style="list-style-type: none"> • SHE Committee Members 	1 Day