



PST TRAINING (PTY) LTD

PST Training (Pty) Ltd

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Legal Liability (Management's Focus/Responsibility)

Overview

The increasing focus on Occupational Health and Safety (OHS) compliance places significant legal responsibilities on employers, senior management, and appointed authorities within organisations. Failure to comply with the Occupational Health and Safety Act (Act 85 of 1993) and related legislation can result in severe penalties, including fines, civil claims, and criminal liability.

The Legal Liability course equips management with the knowledge and practical understanding required to fulfil their legal duties in terms of health and safety legislation. The course focuses on management accountability, duty of care, risk management, and proactive compliance strategies, enabling leaders to protect employees, the organisation, and themselves from legal exposure.

Course Objectives

On completion of this course, delegates will be able to:

- Understand management's legal obligations in terms of the Occupational Health and Safety Act
- Identify areas of potential legal liability within the organisation
- Understand the personal liability of employers and senior management
- Apply legal requirements related to risk assessment, incident investigation, and emergency preparedness
- Ensure effective implementation of health and safety policies, procedures, and appointments
- Manage contractors and outsourced services in line with legal requirements
- Support continuous improvement and compliance within the organisation

Course Prerequisites

- Communication at ABET / NQF Level 3 or equivalent
- Mathematical Literacy at ABET / NQF Level 3 or equivalent
- English proficiency sufficient to engage with training materials\

Language of Delivery

English

Delivery Methods

The course is facilitated by a competent subject matter expert using a combination of:

- Interactive discussions
- Practical exercises and scenario-based learning
- Case studies relevant to management and executive roles
- Video and slide presentations
- Written questions and knowledge checks

Training & Evaluation

- Training conducted on a 90% theoretical and 10% practical basis
- Practical scenarios, including Health & Safety compliance and audit discussions

Who should attend?

This course is suitable for individuals with legal and managerial responsibility for health and safety, including:

- Chief Executive Officers (CEOs) and Managing Directors
- Company Directors and Members
- Senior and Middle Management
- Facilities Managers
- Health & Safety Executives and Managers
- Appointed OHS Section 16(1) and 16(2) Assignees

Course Outline

This course consists of the following 5 modules

Module 1	Health & Safety Legal Framework and Management Liability • Overview of the Occupational Health and Safety Act (Act 85 of 1993) • Legal framework governing workplace health and safety • Duties and responsibilities of employers and management • Personal and organisational legal liability • Consequences of non-compliance, including fines and penalties • Compensation for Occupational Injuries and Diseases Act (COIDA) overview
Module 2	Management's Role and Duty of Care • Management accountability and leadership in health and safety • Duty of care towards employees, contractors, visitors, and the public • Section 16 appointments and delegation of authority • Creating and maintaining a culture of safety • Principles of proactive incident and risk management (PIRM)



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Module 3	Risk Assessment, Hazard Identification, and Control • Legal requirements for conducting risk assessments • Hazard Identification and Risk Assessment (HIRA) • Documentation and record-keeping requirements • Control measures and hierarchy of controls • Management oversight and review responsibilities
Module 4	Policies, Procedures, and Incident Management • Legal requirements for health and safety policies and procedures • Appointment of competent persons and representatives • Communication and implementation of policies • Legal obligations relating to incident and accident investigations • Root cause analysis and corrective action implementation
Module 5	Contractors, Emergency Preparedness, and Continuous Compliance • Legal liability related to contractors and outsourced services • Due diligence and contractor management responsibilities • Emergency preparedness and response planning • Legal requirements for drills, training, and emergency procedures • Monitoring, auditing, and continuous improvement in OHS compliance

Additional Information

Duration	1 Day	
Includes	• Comprehensive Training Manual • Lunch & Refreshments (not applicable to on-site / online training) • SAIOSH Accredited (2 CPD Credits/Points)	• Electronic Certificate (on successful completion) • Electronic Delegate Feedback Questionnaire