



ICM

Managing Health & Safety

Course Handbook



SETTING GLOBAL STANDARDS

For Business & Management Education

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1 Introduction

The purpose of this Course Handbook is to provide you with general information about studying with the Institute of Commercial Management (ICM). This Handbook should be read in conjunction with other Guidelines available on the ICM website. The early pages of this Handbook provide general information about ICM and its programmes. Later sections give details about the equivalency of ICM Certificate (NQF* Level 4 qualifications), Diploma (NQF Level 5 qualifications), Advanced Diploma (NQF Level 6 qualifications), Graduate Diploma (NQF Level 6 qualifications) and Post Graduate Diploma Awards (NQF Level 7 qualifications). Please note that not all Levels are available for all programmes. The material in this Handbook is as accurate as possible at the time of production.

*NQF: the UK National Qualifications Framework

2 The Institute of Commercial Management (ICM)

Established in the early 1970s, the Institute of Commercial Management provides academic and vocational qualifications which are well recognised globally.

In its capacity as a course developer and an examining and certifying Board, the Institute offers a wide range of professional and vocational awards in Business, Management and related vocational areas.

ICM programmes are designed to address the personal development and training needs of those wishing to enter the commercial sector and to support the continued development and workplace flexibility of those already in employment.

ICM's global services include the design, development and certification of business education and training programmes for education providers; the development and certification of tailored education and training programmes for the corporate sector, emerging industries and the global workforce and the examination, assessment and certification of students undertaking business, management and related vocational education programmes.

An acknowledged specialist in the design and development of progressive, practical and multi-functional programmes of study, the Institute works with a range of public and private sector clients including universities, business schools, colleges, training providers, International Development Agencies, government agencies and local authorities.

ICM provides examinations in more than 200 subject areas ranging from accounting and finance to tourism and hospitality and from marketing and advertising to project management and examines and certifies candidates to an internationally consistent standard.

3 ICM Articulation Agreements with Universities

The Institute has formal partnership arrangements with universities in the UK and overseas. A full list of progression routes from ICM qualifications into Undergraduate and Post Graduate courses at UK Universities is available from the ICM website.

Established articulation arrangements provide direct access to the second and final years of a wide range of BA/BSc degrees for ICM Diploma qualifications (Level 5 Diploma) and

Advanced Diploma qualifications (Level 6 Diploma). Access to Masters programmes also exist for those with ICM Graduate Diplomas (Level 6) and ICM Post Graduate Diplomas (Level 7). In addition, ICM Certificate (Level 4 Diploma) holders may be eligible for entry to year 1 of appropriate degrees.

Subject to status and grades obtained, students holding ICM Diploma qualifications at levels 4, 5, 6 and 7 are accepted onto Undergraduate and Post Graduate degree programmes offered by institutions in continents across the globe.

Our strategic partners have agreed that students can enter their degree programmes with Advanced Standing, provided they possess the right Grade profile and are able to meet other admissions criteria, such as language competence. The stated grade and points requirements may be subject to local variations.

Entry to the First Year

Application for entry to the first year of a relevant degree programme will be considered for those students who hold a relevant ICM Certificate Level Award.

Entry to the Second Year

Application for entry to the second year of an Honours degree programme will be considered for students who have passed a relevant ICM Diploma (Level 5) programme and have met the following requirements:

- obtained at least 24 Points from 8 subjects leading to the qualification
- obtained at least a Grade C in all subjects in the Diploma

Entry to the Final Year

Students who have passed a relevant ICM Advanced Diploma (Level 6 Diploma) programme will be considered for final year entry if they have achieved the following:

- obtained at least 32 Points from 12 subjects leading to the Advanced Diploma
- obtained at least a Grade C in all subjects in the Advanced Diploma

Entry to the Post Graduate Year

Students who have passed a relevant ICM Graduate Diploma (Level 6 Diploma) programme will be considered for entry to Masters programmes if they have achieved the following:

- obtained at least 12 Points from the final 4 subjects leading to the qualification
- obtained at least a Grade C in all subjects in the Graduate Diploma

Converting ICM subject grades into points

The following rules apply in relation to converting ICM subject grades into points:

- an 'A' grade is awarded 6 points
- a 'B' grade is awarded 4 points
- a 'C' grade is awarded 2 points
- a 'D' grade is awarded 0 points

Progression Routes

Students wishing to progress to degree programmes should review the range of courses available at our partner Universities. Information on appropriate university courses can be obtained from our website.

The Institute's qualifications are also recognised by leading professional examining bodies for either subject exemption or registration purposes. Further details can be obtained from the appropriate examination bodies.

4 Learning, Teaching and Assessment Strategy

Tuition in preparation for the Institute's examinations takes place on a number of levels, including lectures, seminars, class discussion and problem review and analysis.

Formal lectures provide a foundation of information, which students build on through directed learning and self-managed study outside the classroom.

Students are actively encouraged to form study groups to discuss course material, fostering a greater depth of learning experience.

4.1 Assessment

Assessment for the majority of programmes is based on final examinations. The Institute has a traditional approach to assessment. Formative assessment is provided by ICM Teaching Centres as and when appropriate and may include; essays, in-class tests, role play exercises, presentations and projects. However, in terms of gaining a professional qualification, and in order to maintain standards, ICM believes that students should be formally assessed on the body of knowledge covered during the course and be examined as individuals on the required learning outcomes.

4.2 Student Workload

In accordance with nationally accepted codes of practice in the UK, each 20 credit unit represents a total of approximately 200 hours of learning. Typically, each ICM award at undergraduate level comprises four units of 20 credits each. Students must complete four units at each level leading to the awards of Certificate (Level 4 Diploma), Diploma (Level 5 Diploma), Advanced Diploma (Level 6 Diploma) and Graduate Diploma (Level 6 Diploma). Thus, for example, in order to gain an ICM Advanced Diploma, a student must have completed the Certificate, Diploma and Advanced Diploma stages. The Post Graduate Diploma (Level 7 Diploma) consists of 120 credits divided into six units.

The learning hours for each unit are subdivided into appropriate categories of learning opportunities, such as lectures, seminars, preparation time, directed study, time spent on assessment items and exam preparation. At least one quarter of this time is usually devoted to formal contact time.

A further one quarter of this time is related to directed learning. The balance of workload is comprised of individual, self-managed student learning and revision.

Note that for a unit delivered in standard mode, the ICM examinations calendar accommodates a teaching year of approximately 2 x 20 teaching weeks, and four weeks of revision/end of year assessment.

Furthermore, each unit is assigned to a particular 'Level', with each Level corresponding to the group of subjects contained within the programmes leading to the award of a Certificate (Level 4 Diploma), Diploma (Level 5 Diploma), Advanced Diploma (Level 6 Diploma), Graduate Diploma (Level 6 Diploma) or Post Graduate Diploma (Level 7 Diploma).

5 ICM Qualifications and Progression

Understanding your qualification is important and the following guidelines outline how ICM qualifications fit within the UK National Qualifications Framework and support vocational learning.

ICM has benchmarked its qualifications against the UK National Qualifications Framework (NQF). In recognition of the NQF levels and with reference to appropriate National Occupational Standards, the Institute has produced the following level descriptors which should be read in conjunction with the table provided in section 5.6.

5.1 ICM Certificates (equivalent to NQF Level 4 Diplomas)

ICM Certificates are awarded to those who have passed Part 1 (the first four or five subjects, depending on the course) of an ICM Diploma programme. See below for ICM Diploma Entry Requirements. ICM Certificates represent a level of qualification that recognises the ability to gain, and where relevant apply a range of knowledge, skills and understanding.

ICM Certificate holders should be able to display competence in the application of knowledge in the performance of a range of work activities, some of which may be routine and predictable with some being complex or non-routine.

Learning at this level involves gaining knowledge and skills appropriate for individuals working semi-independently, or receiving basic supervision and training from others in their field of work.

Students should begin to develop a degree of individual responsibility or autonomy in their study as well as the ability to collaborate with others, for example through participation in work groups or teams.

Successful completion of the ICM Certificate enables entry to the first year of appropriate degree programmes at a range of Universities. For a complete list of progression routes please refer to the website.

5.2 ICM Diplomas (equivalent to NQF Level 5 Diplomas)

Entry to an ICM Diploma programme requires completion of secondary education or an equivalent and recognised programme of study.

ICM Diplomas represent a level of qualification which recognises the ability to gain, and where relevant apply a range of knowledge, skills and understanding.

ICM Diploma holders should be able to display competence in the application of knowledge in a broad range of varied work activities performed in a wide variety of contexts, most of which are complex and non-routine.

Learning at this level involves obtaining detailed knowledge and skills appropriate for people working independently, or providing basic supervision and training of others in their field of work and people wishing to go to University.

Progression is available from the ICM Diploma to the second year of relevant degree programmes at a range of Universities. For a complete list of progression routes please refer to the website.

5.3 ICM Advanced Diplomas (equivalent to NQF Level 6 Diplomas)

Entry to an ICM Advanced Diploma programme requires completion of the ICM Certificate and Diploma in the selected programme. Students holding other relevant and equivalent qualifications which contain ICM Diploma subjects could qualify for entry as well as subject and Level exemptions.

ICM Advanced Diplomas represent a level of qualification which involves specialist learning and detailed analysis of a high level of information, knowledge and skills in a specified area of work or study.

Students undertaking an ICM Advanced Diploma should demonstrate the depth of knowledge and understanding of an area of work or study to enable them to formulate solutions and responses to complex problems and situations.

ICM Advanced Diplomas are appropriate for people working in positions such as Senior Supervisors, Professionals or Managers. These individuals need to demonstrate significant levels of knowledge, a high level of work expertise in job roles and competence in managing and training others. Learning at this level is appropriate for people working in technical and professional jobs, and/or managing and developing others.

The ICM Advanced Diploma is equivalent to NQF Level 6 and in terms of level and credit value these qualifications are comparable to UK Intermediate Higher Education qualifications such as HNDs, Diplomas of Higher Education and Foundation Degrees.

Progression is available from ICM Advanced Diplomas to the final year of relevant degree programmes at a range of Universities. For a complete list of progression routes please refer to the website.

5.4 ICM Graduate Diplomas (equivalent to NQF Level 6 Diplomas)

Entry to an ICM Graduate Diploma programme requires prior completion of the ICM Diploma and Advanced Diploma in the selected programme.

Advanced Standing and Exemptions: Students holding relevant degrees and equivalent qualifications which contain ICM Certificate, Diploma and Advanced Diploma subjects could qualify for entry as well as subject and Level exemptions.

Students at this level study highly developed and complex levels of knowledge enabling the development of in-depth and original responses to complicated and unpredictable problems and situations.

Learning at the Graduate Diploma level involves the demonstration of high level specialist professional knowledge appropriate for senior professionals and managers. Indicative competencies involve the application of a range of fundamental principles across a wide and often unpredictable variety of contexts as well as the ability to perform technical or professional work activities in a variety of contexts with a substantial degree of personal responsibility and autonomy.

A qualification at this level is appropriate for people working as knowledge-based professionals or in professional management positions. This qualification is equivalent to a Bachelors degree, and progression is available from the ICM Graduate Diploma to Post Graduate programmes such as Masters degrees.

5.5 ICM Post Graduate Diplomas (equivalent to NQF Level 7 Diplomas)

Entry to an ICM Post Graduate Diploma programme requires completion of an ICM Graduate Diploma, another Level 6 award, or a degree level qualification in an appropriate discipline.

Refer to Section 6 for Advanced Standing arrangements for mature candidates.

Students at this level of study should display a mastery of high level knowledge and skills and have professional and research-based skills.

This qualification is equivalent to two thirds of a Masters degree (MBA or MA) and advanced standing can be given onto a range of Masters degrees. For a complete list of progression routes please refer to the website.

5.6 Relative Positioning of ICM Qualifications

The following table gives an indication of the relative positioning of ICM awards, compared with other types of qualifications and levels. Reference is made to levels in the UK National Qualifications Framework and example qualifications at each level. In addition, the final column in the table (FHEQ) shows the 'equivalent' qualifications commonly being developed and delivered in the University sector. For example, these indicate that the ICM Advanced Diploma equates to an intermediate level award (in terms of credit accumulation this ICM qualification equates to a Higher National Diploma). Furthermore, the ICM Graduate Diploma equates to a Bachelors degree level qualification and the ICM Post Graduate Diploma equates to a Masters degree level qualification.

Relative Positioning of ICM Qualifications

National Qualifications Framework (Levels and example vocational qualifications)	Framework for ICM Levels	Framework for Higher Education Qualification Levels (FHEQ)
Level 7 Professional Diploma in Translation	ICM Post Graduate Diploma (Level 7 Diploma)	M (masters) , Masters degrees, Post Graduate certificates and diplomas
Level 6 Diploma in Management	ICM Graduate Diploma (Level 6 Diploma)	H (honours) Bachelors degrees (BSc/BA)
	ICM Advanced Diploma (Level 6 Diploma)	I (intermediate) Diplomas of higher education, foundation degrees, Higher National Diplomas
Level 5 BTEC Higher National Diploma in 3D Design	ICM Diploma (Level 5 Diploma)	C (certificate) Certificates of higher education
Level 4 Certificate in Early Years Practice	ICM Diploma (Level 5 Diploma)	
Level 3 Certificate in Small Animal Care NVQ in Aeronautical Engineering A levels		
Level 2 Diploma for Beauty Specialists NVQ in Agricultural Crop Production GCSEs Grades A*-C		
Level 1 Certificate in Motor Vehicle Studies NVQ in Bakery GCSEs Grades D-G		
Entry – e.g. Entry Level Certificate in Adult Literacy		

6 Student Registration & Course/Level Entry Requirements

6.1 Student Registration

In order to undertake any ICM examination candidates must be Registered ICM Student Members.

Student Membership can be obtained by completing the appropriate Student Registration Application form and returning the form and the Student Registration Fee to the Institute. Details of Student Registration Fees can be found on the ICM website.

The Student Registration fee is valid for one year and can be renewed annually.

Important Note: All students wishing to register for any ICM Advanced Diploma programme or above, MUST complete and attach an Academic History form to their Student Registration form. Copies of all qualifications and Awards obtained by the student must also accompany the Academic History form.

The Academic History form is used to ensure that students are qualified to commence their studies at the Level they have selected.

6.2 Student Registration Fees

Student Registration fees for standard ICM Awards and programmes are based on the country in which you will undertake your examinations. The current fees levels are as follows:

Group 1: If you are based in Europe, and EU Member State, North America, a Gulf State, India, the Middle East, Australasia, Singapore, South Africa, China, Hong Kong or Malaysia your Registration Fee will be £50.00 Pounds Sterling.

Group 2: If you are based in sub-Saharan Africa, Central or South America, Pakistan, Bangladesh, the Caribbean or North Africa your Registration Fee will be £25.00 Pounds Sterling.

Group 3: A special rate exists for students in countries which have (a) emerged from conflict (b) countries in which the general population is subject to great poverty and (c) countries in which the UN acknowledge that the level of economic activity and national per capita income is unacceptably low.

6.3 Course/Level Entry Requirements

ICM professional programmes are structured in 'Levels'. These Levels are designed to provide a structured and progressive level of knowledge.

All students are required to commence their studies at the Diploma Level of all programmes unless they are able to claim subject-for-subject or Level exemptions.

Subject-for-subject exemptions can be applied for if the student has (a) been examined, in the subject, by another recognised Awarding body and (b) has passed the examination/s set by the alternate body.

The Institute operates an 'Open Entry' policy in respect of most of its Diploma Level vocational programmes, subject to appropriate work experience, but prospective students should note that the following qualifications are recommended for those wishing to undertake ICM Diploma Level programmes:

Entry to an ICM Diploma Level Programme (NQF Level 5)

Entry to an ICM Diploma programme requires completion of secondary education or equivalent. For example:

- One GCE A-level plus three GCSEs (or equivalents) or 5 GCSEs
- A suitable BTEC National Award
- Any qualification equivalent to one or more of the above

The minimum age for registration for the majority of programmes is 18. Applicants over the age of 20 who do not hold one of the recommended entry qualifications may also register for some Diploma Level programmes providing they have been in full-time employment for a minimum of two years and can produce a letter from their employer to confirm this.

Entry to an ICM Advanced Diploma Programme (NQF Level 6)

Entry to an ICM Advanced Diploma programme requires completion of the ICM Diploma Level of the selected programme.

Entry to an ICM Graduate Diploma Programme (NQF Level 6)

Entry to an ICM Graduate Diploma requires completion of the ICM Diploma and Advanced Diploma in the selected programme.

Entry to an ICM Post Graduate Diploma Programme (NQF Level 7)

Registration for an ICM Post Graduate Diploma is accepted from those:

- who have completed an ICM Graduate Diploma
- who hold any Level 6 business or management Award
- holders of business and management degree level qualifications

Mature Candidates. Applications from those over the age of 25 who do not meet the standard Entry Requirements will also be considered providing they:

- Are over the age of 25
- Have been in employment for 5 years – a letter of support is required from the applicant's employer; and
- Hold a management or senior supervisory position

7 Examinations and Results

7.1 Examinations

In order to achieve a consistent global standard the Institute sets all examination papers and all candidate scripts are returned to the Institute for marking.

Invigilation of examinations is undertaken either by external Invigilators who are appointed by the Institute or by the British Council. Examinations are held in March, June, September and December and the Examination Timetable can be found on the ICM website.

Candidates must be registered and paid-up Student Members of the Institute at the time they undertake their examinations. Examination papers are securely distributed to ICM Approved Centres and scripts are assessed and moderated in the UK by ICM Appointed Examiners.

Full details of Examination dates can be found on the ICM website.

7.2 Examination Entry Fees and Forms

Examination Entry fees are shown on the appropriate Examination Entry form for the subject/programme you are undertaking. In general, the standard Examination fee is £26.00 Pounds Sterling per subject. There are however some specialist programmes where a higher subject fee may be payable. If you have any queries relating to fees please contact your Teaching Centre.

In order to undertake any ICM Professional or Single Subject examination you must be a Registered and paid-up ICM Student Member.

To enter for an examination you need to complete the relevant Examination Entry form and submit it to the Institute.

7.3 Examination Timetable

ICM examinations take place four times each year, in March, June, September and December. The Timetable for each year states the Closing Date for receipt of entries for each examination Series. Please visit the website to view the ICM examination timetable.

7.4 Examination grades and re-marking

You can request that your examination script is re-marked if you are unhappy with your result.

The fee for this is £35.00 Pounds Sterling per script. The Institute operates a triple marking and moderation system. In the event that the moderator increases the original marks awarded, the fee for re-marking your script will be refunded to you. Should the Grade awarded remain the same, you will be issued with a full Examiner's Report detailing your examination performance. The Institute retains answer scripts for a maximum period of six months. Examination scripts/answer books are not returned to candidates under any circumstances.

7.5 Examination re-sits

Although ICM Examinations are held every twelve weeks it should be noted that it takes an average of twelve weeks to mark the scripts after each Examination Series.

If you sit, for example, for one or more subjects in March you will not receive your results until June. This means that if you were to fail a subject in March, you would not be able to re-sit the subject in June, as you will have missed the Closing Date for the June Series.

Our advice is that you try to split your subject examinations between two consecutive Examination Series, e.g. If your programme has four subjects you could take two subjects in one series and two in another series.

On this basis, were you to fail one subject in March you would be able to re-sit it in September, giving you plenty of time for revision.

7.6 Examination Closing Dates

There is a Closing Date for receipt of Examination Entries and candidates entering for examinations must ensure that their completed Examination Entry forms and fees reach the Institute before the Closing Date for each Examination Series. Examination Timetables indicate the closing date for receipt of entries for each sitting and this information also appears on the ICM website. Entries received after the Closing Date are automatically carried forward to the next Examination Series.

7.7 Examination Results

Results are distributed within twelve weeks from receipt of scripts. Candidates are advised not to telephone the Institute for results as this information is confidential and cannot be disclosed over the telephone.

7.8 Examination Grades

Should you wish to re-sit any examination to improve your previous Grade, please note that the latest Grade you obtain will stand.

7.9 Transcript of Academic Results

You may request a transcript of your Academic Results, however please note there is a charge of £15.00 Pounds Sterling for each Award transcript requested.

7.10 Replacement Certificates

Replacement certificates are available on payment of a fee of £20.00 Pounds Sterling per certificate. Please include your Student Registration Number together with your current postal address and indicate which certificate is required.

7.11 Deferrals

There is a fee of £15.00 Pounds Sterling per subject should you wish to defer your examinations to another Series for health or for any other reason. If you are unable to undertake your examinations, it is essential you advise ICM before the appropriate examination date, otherwise the full entry fee of £26.00 Pounds Sterling will be applicable. Please note that you may only defer examinations on one occasion. The full entry fee of £26.00 Pounds Sterling per subject will become due if you defer on more than one occasion.

7.12 Subject Exemptions for Professional Programmes

Students holding relevant recognised qualifications from other professional bodies or recognised Higher Education institutions may apply for Subject Exemptions, on a subject-for-subject basis. It may also be possible, subject to qualifications held, to obtain exemption from a Level within a programme. Documentary evidence is required before any decision can be made in connection with the granting of Subject/Level Exemptions. No exemptions are given for case studies or assignments. Internally awarded school certificates and diplomas **are not accepted for exemption purposes.**

7.13 Single Subject Candidates

Registered ICM students who do not want to complete a full ICM programme may study individual subjects. Single Subject candidates receive a Single Subject Diploma on successful completion of the relevant subject examination. Single Subjects qualify, on a subject-for-subject basis, for subject exemptions from ICM professional programmes.

- Note:**
1. Case Studies, Assignments and Projects, including ALL subjects in any Post Graduate programme, do not qualify for Single Subject Awards.
 2. A student who undertakes, on a Single Subject basis, subjects within a Diploma, Advanced Diploma, Graduate Diploma or Post Graduate ICM programme will not be entitled to a professional Award unless they are exempted from or have completed all lower Levels of that Award.
 3. In order to comply with UKBA requirements, overseas students studying in the UK (excluding those from EU countries) are not permitted to undertake Single Subjects and must undertake a professional programme.

8 Subject advice, educational guidance and student support

You are expected to be independent and to take responsibility for your own academic and personal life. However, your study centre should also provide appropriate help and assistance. Your tutors will direct your studies and ensure that you know what work you need to cover in any given unit. Seek advice from academic staff either during or after class or try to see them during their office hours.

8.1 Study Methods

Teaching Centres are provided with a detailed syllabus and reading list for each subject area. Each Unit Syllabus clearly defines the areas that you will be required to cover for each

subject and your examination questions will be based on the areas and topics detailed for each unit. It is important to ensure that you obtain a copy of each unit syllabus from your Teaching Centre. Alternatively, this information can be obtained online at www.icm.education, in the 'Single Subject' section.

Each Unit Syllabus is normally linked to one main textbook and the examiners base their questions on the contents of the nominated core text.

The Unit Syllabuses also give details of 'Alternative Texts' and texts recommended for further reading. It is advised that you should refer to the 'Alternative Texts' in order to develop your skills and broaden your knowledge of the subject area.

8.2 Payment Methods

For our accepted methods of payment, please refer to the ICM website: www.icm.education

8.3 Choosing your course of study

As an ICM Student Member you can work towards obtaining either a recognised Professional qualification or study for one or more of the 200 Single Subject Awards from the list of subjects offered by the Institute. The choice is yours.

8.4 ICM Approved Centres

Tuition leading to the Institute's examinations can only be provided by Institutions which have been granted ICM 'Approved Centre' status. Please note that some ICM Teaching Centres specialise in particular subject areas and not all ICM Centres will necessarily offer tuition for every ICM course programme. Visit the website to find an ICM Approved Centre near you.

9 Textbooks

The recommended textbooks for each subject are shown on each subject syllabus. Examiners base their questions on the contents of the recommended texts and it is therefore important for you to ensure that you have access to the appropriate texts. You can obtain the full list of books available to purchase from ICM and/or place orders by either contacting your Centre or complete the Book Order Form and send it to ICM's Book Sales Manager at: info@icm.education .

10 Students with specific learning difficulties

If you are diagnosed with a specific learning difficulty you may be granted special arrangements for your examination/s. We will require a copy of an Assessment Report issued within the last three years. The amount of additional time and any other arrangements will be determined on the basis of the Report relating to your circumstances. It is possible that you may be granted permission to use a computer or laptop without internet connection in your examinations.

11 Copies of past examination papers and other forms of assessment

The ICM website, www.icm.education, provides a database of recent examination papers, assignments and Case Studies. These can be found in the Student Resources section of the website.

12 Unit Information

Continuing economic activity and growth in developed, transitional and emerging economies has created excellent career opportunities, in both the public and private sectors, for those with demonstrable Health & Safety skills.

This programme has been designed for those with an interest in health and safety at work who seek a recognised qualification in order to improve their workplace performance and enhance their career and employment prospects.

12.1 Programme Objectives:

To provide participants with a body of knowledge that will enable them to:

- understand and apply health and safety methodologies in the working environment
- to make a positive contribution to health and safety at work
- to make appropriate use of practice and principles to produce solutions to health and safety issues
- to increase and enhance employment opportunities within the health and safety industry

12.2 Recommended Course Duration

To help calculate the duration of the programme, please refer to the section entitled 'Student Work Load' in section 4.2 of this handbook.

It is expected that a student will need at least 12 to 18 months of full-time study at an ICM Approved Centre to complete the full Diploma programme.

12.3 Examination Grades

Grade A – Distinction	70% and above
Grade B – Credit	60% to 69%
Grade C – Pass	50% to 59%
Grade D – Pass	40% to 49%
Grade F – Fail	39% and under

Certification

The two Health and Safety qualifications are awarded on the basis of successful completion of all mandatory units (four at each stage).

12.4 Continuing Education

The Health and Safety programme will serve as an excellent route for students who ultimately seek full professional status and will provide first class underpinning knowledge for the mainstream UK degrees in Health and Safety and related business areas. Holders of an ICM Diploma may enter an ICM Advanced Diploma programme and completion of this may enable entry to the final year of appropriate Honours degree programmes.

12.5 Entry Requirements

Students holding relevant recognised qualifications from other institutions or professional examining bodies may apply for exemptions on a subject-for-subject basis.

The Institute operates an 'Open Access' policy in respect of many of its vocational programmes but prospective students should note that the following entrance qualifications are recommended for those wishing to undertake the ICM Certificate programme:

- One GCE A-level plus Three GCSEs (or equivalents)
- A suitable BTEC National qualification
- Any qualification equivalent to one or more of the above

The minimum age for registration for this programme is 18.

Those applicants wishing to undertake the ICM Diploma programme should have already completed the ICM Certificate as described in this document.

Applicants over the age of 20 who do not hold the recommended entrance qualifications may also register for the complete programme providing they have been in relevant full-time employment for a minimum of two years.

13 Course Structure

The Diploma in Managing Health and Safety – Part 1

1. Accident & Emergency Procedures
2. Essentials of Health & Safety Management
3. Working Environment & Occupational Health
4. Working Practices, Hazards & Controls

A Certificate in Managing Health and Safety is awarded on completion of all Part 1 subjects

The Diploma in Managing Health and Safety – Part 2

5. Effective Leadership of Health & Safety
6. Framework for Successful Health & Safety Management
7. Promoting a Positive Health & Safety Culture
8. Principals of Control

The Diploma in Managing Health and Safety is awarded on completion of all Part 1 & 2 subjects

13.1 Unit Syllabuses

The following pages show detailed syllabuses for the units contained within the Health and Safety programme.

13.1.1 Accident & Emergency Procedures Syllabus

Unit Title	Accident & Emergency Procedures
Unit Code	AEP 0110
Level	4 Diploma
Credits	20
Unit Leader	TT
Pre-requisites	
Main Aim(s) of the Unit:	
This unit aims to introduce the student to the requirements for successful planning and execution of emergency procedures.	
Main Topics of Study:	
<p>Accident Investigation and Reporting</p> <ul style="list-style-type: none"> ▶ Internal investigation ▶ Interpreting findings ▶ Reporting to authority ▶ Lost time <p>First Aid</p> <ul style="list-style-type: none"> ▶ Assessing first aid requirements ▶ Equipment ▶ Number and type of first aid personnel <p>Premises Fire Risk Assessment</p> <ul style="list-style-type: none"> ▶ Owner\occupier duties ▶ Identifying persons at risks ▶ Identifying hazards ▶ Review <p>Fire Detection and Alarms</p> <ul style="list-style-type: none"> ▶ Purpose and requirements of an alarm system ▶ Types and suitability of sensors ▶ Maintenance and testing <p>Fire Emergency Procedures and Means of Escape</p> <ul style="list-style-type: none"> ▶ Fire wardens and training ▶ Evacuation ▶ Escape routes ▶ Emergency lighting ▶ Assembly points ▶ Disabled persons 	
Learning Outcomes for the Unit:	
At the end of this Unit, students will be able to:	
1.	Formulate a suitable emergency plan for a workplace taking into consideration fire, accidents, first aid and any other potential issues which could require abnormal action or procedures.
2.	Outline maintenance procedures for emergency systems.

3.	Investigate an incident and produce a comprehensive report which can be used as the foundation for policy and procedures review.
4.	Carry out a premises Fire Risk Assessment.
5.	Discuss the importance of a positive employee attitude to health and safety and the commercial implications of lost time to an organisation due to work related ill health.
Learning and teaching methods/strategies used to enable the achievement of learning outcomes:	
Learning takes place on a number of levels through lectures, class discussion including problem review and analysis. Formal lectures provide a foundation of information on which the student builds through directed learning and self managed learning outside of the class. The students are actively encouraged to form study groups to discuss course material which fosters a greater depth learning experience.	
Assessment methods which enable the student to demonstrate the learning outcomes for the Unit:	
Examination: 3 hours duration	Weighting: 100%
Indicative Reading for this Unit:	
Main Text Introduction to Health & Safety at Work, P. Hughes, & E. Ferrett, Taylor & Francis	
Alternative Texts and Further Reading http://www.hse.gov.uk/costs/ill_health_costs/ill_health_costs_intro.asp#section1 www.sja.org	
Guideline for Teaching and Learning Time (10 hrs per credit):	
50 hours	Lectures / Seminars / Tutorials / Workshops Tutorial support includes feedback on assignments and may vary by college according to local needs and wishes.
50 hours	Directed learning Advance reading and preparation / Class preparation / Background reading / Group study / Portfolio / Diary etc.
100 hours	Self managed learning Working through the course text and completing assignments as required will take up the bulk of the learning time. In addition students are expected to engage with the tutor and other students and to undertake further reading using the web and/or libraries.

13.1.2 Essentials of Health & Safety Management Syllabus

Unit Title	Essentials of Health & Safety Management
Unit Code	EHSM0110
Level	4 Diploma
Credits	20
Unit Leader	LA
Pre-requisites	
Main Aim(s) of the Unit:	
This unit aims to introduce the student to the key principles and widely accepted code of practice of fundamental health and safety management.	
Main Topics of Study:	
<p>Meanings and Distinctions</p> <p>Definition and Universally Accepted Meanings of the Terms</p> <ul style="list-style-type: none"> ▶ Hazard and risk ▶ Health, safety ▶ Welfare ▶ Environmental protection ▶ Accidents ▶ Dangerous occurrences ▶ Near misses ▶ Work related ill health <p>Health and Safety Policy</p> <ul style="list-style-type: none"> ▶ Purpose of a health and safety policy ▶ Statement ▶ Organisation ▶ Arrangements ▶ Implementation <p>Risk Assessment</p> <ul style="list-style-type: none"> ▶ Principles of risk assessment ▶ The 5 steps approach <p>Audit and Inspection</p> <ul style="list-style-type: none"> ▶ Audit procedures ▶ Requirements for inspection and examples ▶ Reporting back ▶ Interpreting findings <p>Health and Safety Induction Training</p> <ul style="list-style-type: none"> ▶ Reasons for induction training ▶ Training content ▶ Methods of induction 	

Consultation	
<ul style="list-style-type: none"> ▶ Definition of consultation ▶ Health and safety committee ▶ Obtaining workforce feedback ▶ Employers duty to provide training and time off 	
Learning Outcomes for the Unit:	
At the end of this Unit, students will be able to:	
1.	Explain the moral and economic bases for maintaining good standards of health and safety.
2.	Outline the key elements of a Health and Safety Management System.
3.	Produce a simple Health and Safety Policy for a small uncomplicated organisation.
4.	Provide examples of workplaces and items which should be inspected including intervals and schedules of inspection.
Learning and teaching methods/strategies used to enable the achievement of learning outcomes:	
Learning takes place on a number of levels through lectures, class discussion including problem review and analysis. Formal lectures provide a foundation of information on which the student builds through directed learning and self managed learning outside of the class. The students are actively encouraged to form study groups to discuss course material which fosters a greater depth learning experience.	
Assessment methods which enable the student to demonstrate the learning outcomes for the Unit:	Weighting:
Examination: 3 hours duration	100%
Indicative Reading for this Unit:	
Main Text Introduction to Health & Safety at Work, P. Hughes, & E. Ferrett, Taylor & Francis Alternative Texts and Further Reading http://www.hse.gov.uk/pubns/indg259.pdf http://www.hse.gov.uk/risk/theory/r2p2.pdf http://www.rospa.com/	
Guideline for Teaching and Learning Time (10 hrs per credit):	
50 hours	Lectures / Seminars / Tutorials / Workshops Tutorial support includes feedback on assignments and may vary by college according to local needs and wishes.
50 hours	Directed learning Advance reading and preparation / Class preparation / Background reading / Group study / Portfolio / Diary etc.
100 hours	Self managed learning Working through the course text and completing assignments as required will take up the bulk of the learning time. In addition students are expected to engage with the tutor and other students and to undertake further reading using the web and/or libraries.

13.1.3 Working Environment & Occupational Health Syllabus

Unit Title	Working Environment & Occupational Health
Unit Code	WEOH 0110
Level	4 Diploma
Credits	20
Unit Leader	LA
Pre-requisites	
Main Aim(s) of the Unit:	
This unit aims to help students identify tasks which are potentially hazardous with a view to implementing the correct management systems to prevent harm to the workforce and to monitor ill health conditions which could be affected by working practices.	
Main Topics of Study:	
<p>Workplace Environment</p> <ul style="list-style-type: none"> ▶ Temperature ▶ Lighting ▶ Fresh air ▶ Humidity ▶ Drinking water ▶ Welfare and WC <p>Hours of Work</p> <ul style="list-style-type: none"> ▶ Working time directive ▶ Shifts and breaks ▶ Driving <p>Asbestos</p> <ul style="list-style-type: none"> ▶ Associated risks ▶ Asbestos related diseases ▶ Duty holders ▶ Types of asbestos survey ▶ Premises register and management ▶ Removal and air monitoring ▶ Waste disposal <p>Electricity</p> <ul style="list-style-type: none"> ▶ Systems and equipment maintenance ▶ Portable appliances ▶ Inspection and testing ▶ Live working <p>Gas Safety</p> <ul style="list-style-type: none"> ▶ Installation ▶ Maintenance ▶ Inspection ▶ Installer accreditation <p>Food Safety</p> <ul style="list-style-type: none"> ▶ Food-borne illness 	

- ▶ Hygiene
- ▶ Training
- ▶ Vending machines

Vibration

- ▶ Effects of hand transmitted vibration
- ▶ HAVS
- ▶ Tool and machinery selection and maintenance
- ▶ Vibration assessment training
- ▶ Surveillance

Drugs and Alcohol

- ▶ Causes of substance abuse
- ▶ Policy on drugs or alcohol in the workplace
- ▶ Screening and monitoring
- ▶ How to recognise potential problems
- ▶ Taking action

Health Surveillance

- ▶ Criteria for undertaking surveillance
- ▶ Conditions which should be monitored
- ▶ Techniques and surveillance systems

Work Related Ill Health

- ▶ Stress
- ▶ Occupational asthma
- ▶ Occupational dermatitis
- ▶ Legionnaires disease
- ▶ Leptospirosis
- ▶ MSDs

Learning Outcomes for the Unit:

At the end of this Unit, students will be able to:

1.	Identify specific environmental risks associated with different workplaces and working practices.
2.	Describe the steps required to minimise the specific environmental and occupational health risks detailed within the main topics of study for the unit.
3.	Identify the main types of work related ill health and outline the requirements and procedures for monitoring work related ill health.

Learning and teaching methods/strategies used to enable the achievement of learning outcomes:

Learning takes place on a number of levels through lectures, class discussion including problem review and analysis. Formal lectures provide a foundation of information on which the student builds through directed learning and self managed learning outside of the class. The students are actively encouraged to form study groups to discuss course material which fosters a greater depth learning experience.

Assessment methods which enable the student to demonstrate the learning outcomes for the Unit:	Weighting:
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Examination: 3 hours duration	100%
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Indicative Reading for this Unit:**Main Text**

Introduction to Health & Safety at Work, P. Hughes & E. Ferrett, Taylor & Francis

Alternative Texts and Further Reading

HSE Books: www.hsebooks.co.uk

HSG38 - Lighting at work

INDG244 – Workplace Health, Safety and Welfare

INDG293 – Welfare at Work – Guidance for Employers

HSG122 – New and Expectant Mothers at work

HSG 165 – Young People at Work

A Guide to Working Time Regulations – Joint HSE / BERR guidance

INDG73 – Working Alone Safely

www.food.gov.uk/safereating/

Guideline for Teaching and Learning Time (10 hrs per credit):

50 hours	Lectures / Seminars / Tutorials / Workshops Tutorial support includes feedback on assignments and may vary by college according to local needs and wishes.
50 hours	Directed learning Advance reading and preparation / Class preparation / Background reading / Group study / Portfolio / Diary etc.
100 hours	Self managed learning Working through the course text and completing assignments as required will take up the bulk of the learning time. In addition students are expected to engage with the tutor and other students and to undertake further reading using the web and/or libraries.

13.1.4 Working Practices, Hazards & Controls Syllabus

Unit Title	Working Practices, Hazards & Controls
Unit Code	WPHC 0110
Level	4 Diploma
Credits	20
Unit Leader	TT
Pre-requisites	
Main Aim(s) of the Unit:	
This unit aims to introduce the student to the most common health and safety issues encountered by an individual fulfilling any management role with an element of responsibility for Health and Safety.	
Main Topics of Study:	
<p>Occupational Road Risk</p> <ul style="list-style-type: none"> ▶ Management of employees who drive in the course of their employment ▶ Risk assessment of work related road safety ▶ Advanced training ▶ Basic vehicle maintenance ▶ http://www.orsa.org.uk/ ▶ http://www.rospa.com/driverandfleet/default.aspx <p>PPE</p> <ul style="list-style-type: none"> ▶ Types of PPE and its suitability ▶ When to use PPE ▶ Assessing PPE suitability ▶ PPE maintenance ▶ Respiratory PPE ▶ Employers and employees duties for PPE ▶ http://www.hse.gov.uk/pubns/indg174.pdf <p>Universal Safety Signs, Signals and Standards</p> <ul style="list-style-type: none"> ▶ Types of sign, colours, shapes, sizes spacing and visibility ▶ Universal hand signals ▶ Fire safety signs ▶ http://www.hse.gov.uk/pubns/priced/l64.pdf <p>Confined Spaces</p> <ul style="list-style-type: none"> ▶ Definition of a confined space ▶ Confined space risk assessment ▶ Controls ▶ Communication systems ▶ Rescue plans ▶ http://www.hse.gov.uk/pubns/indg258.pdf <p>Flammable and Explosive Atmospheres</p> <ul style="list-style-type: none"> ▶ Dangerous substances ▶ Atmospheres ▶ Hazard identification ▶ Accident and emergency planning 	

- ▶ <http://www.hse.gov.uk/pubns/priced/hsg140.pdf>
- ▶ <http://www.hse.gov.uk/pubns/priced/hsg51.pdf>
- ▶ <http://www.hse.gov.uk/pubns/indg227.pdf>

Noise

- ▶ Noise assessments
- ▶ Lower and upper exposure action values
- ▶ Hearing protection
- ▶ Monitoring and surveillance
- ▶ <http://www.hse.gov.uk/pubns/indg362.pdf>

Radiation

- ▶ Ionising and non-ionising radiation
- ▶ Hazard assessment and protection
- ▶ Training and monitoring
- ▶ <http://www.hse.gov.uk/pubns/priced/l121.pdf>
- ▶ <http://www.hse.gov.uk/radiation/nonionising/electro.htm>

Slips, Trips and Falls

- ▶ Causes of slips, trips and falls
- ▶ Preliminary and risk assessment
- ▶ Control measures
- ▶ <http://www.hse.gov.uk/slips/>

Lifting Equipment

- ▶ Definition of the term
- ▶ Selecting lifting equipment
- ▶ The lifting plan
- ▶ Scheduled inspection and tests
- ▶ <http://www.hse.gov.uk/pubns/liftindx.htm>

DSE

- ▶ Workstation assessment
- ▶ Planning work to vary activity
- ▶ Training requirements
- ▶ health surveillance
- ▶ DSE policy
- ▶ <http://www.hse.gov.uk/msd/dse/>
- ▶ <http://www.hse.gov.uk/pubns/indg36.pdf>

Machines – Guarding and Maintenance

- ▶ Types of machine guarding
- ▶ Risk assessment and controls
- ▶ Design, manufacture and supply
- ▶ Information and instruction
- ▶ <http://www.hse.gov.uk/pubns/puwerind.htm>

Work Equipment

- ▶ Definition of work equipment
- ▶ Inspection
- ▶ Portable appliance testing
- ▶ Training
- ▶ Associated hazards
- ▶ <http://www.hse.gov.uk/pubns/puwerind.htm>

Chemical Hazards

- ▶ Carcinogens
- ▶ COSHH
- ▶ REACH
- ▶ Lead
- ▶ Storage and transport
- ▶ Workplace exposure limits
- ▶ <http://www.hse.gov.uk/chemicals/index.htm>

Work at Height

- ▶ Activities and associated hazards
- ▶ Risk assessment
- ▶ Hierarchy of control
- ▶ Access equipment and edge protection
- ▶ Training
- ▶ <http://www.hse.gov.uk/falls/index.htm>

People

- ▶ Contractors
- ▶ Disabled workers
- ▶ Home workers
- ▶ Lone workers
- ▶ Migrant workers
- ▶ Mobile workers
- ▶ New and expectant mothers
- ▶ Overseas workers
- ▶ Temporary workers
- ▶ Trainees
- ▶ Work experience
- ▶ Volunteers
- ▶ Visitors
- ▶ Young workers
- ▶ <http://www.hse.gov.uk/pubns/indg364.pdf>
- ▶ <http://www.hse.gov.uk/disability/index.htm>
- ▶ <http://www.hse.gov.uk/youngpeople/index.htm>

Learning Outcomes for the Unit:

At the end of this Unit, students will be able to:

- | | |
|----|-------------------------------------------------------------------------------------------------------------------------------------|
| 1. | Identify potential common issues which could have an impact on employees' health and safety in a day to day commercial environment. |
| 2. | Explain employers' responsibilities when managing health and safety for these topics. |
| 3. | Discuss ways in which an organisation can control the hazards identified and encourage employees to comply with their duties. |

Learning and teaching methods/strategies used to enable the achievement of learning outcomes:

Learning takes place on a number of levels through lectures, class discussion including problem review and analysis. Formal lectures provide a foundation of information on which the student builds through directed learning and self managed learning outside of the class. The students are actively encouraged to form study groups to discuss course material which fosters a greater depth learning experience.

Assessment methods which enable the student to demonstrate the learning outcomes for the Unit:		Weighting:
Examination: 3 hours duration		100%
Indicative Reading for this Unit:		
Main Text Introduction to Health & Safety at Work, Hughes, P. & Ferrett, E., Taylor & Francis		
Guideline for Teaching and Learning Time (10 hrs per credit):		
50 hours	Lectures / Seminars / Tutorials / Workshops Tutorial support includes feedback on assignments and may vary by college according to local needs and wishes.	
50 hours	Directed learning Advance reading and preparation / Class preparation / Background reading / Group study / Portfolio / Diary etc.	
100 hours	Self managed learning Working through the course text and completing assignments as required will take up the bulk of the learning time. In addition students are expected to engage with the tutor and other students and to undertake further reading using the web and/or libraries.	

13.1.5 Effective Leadership of Health & Safety Syllabus

Unit Title	Effective Leadership of Health & Safety
Unit Code	ELHS 0110
Level	5 Diploma
Credits	20
Unit Leader	LA
Pre-requisites	
Main Aim(s) of the Unit:	
This unit aims to introduce the student to the methods which can be employed by company directors and senior managers to effectively manage health and safety in an organisation.	
Main Topics of Study:	
<p>Planning Direction</p> <ul style="list-style-type: none"> ▶ Identifying and understanding key issues ▶ Communication and promotion ▶ Good practice <p>Delivery</p> <ul style="list-style-type: none"> ▶ Resourcing arrangements ▶ 'Competent' health and safety advice ▶ Involving employees ▶ Supply chain compliance and qualification ▶ Going beyond the legal duty <p>Monitoring</p> <ul style="list-style-type: none"> ▶ Weighing up statistics ▶ Auditing the safety management system ▶ Changing legislation and requirements <p>Review</p> <ul style="list-style-type: none"> ▶ Annual review content ▶ Identifying weakness ▶ Triggers for review 	
Learning Outcomes for the Unit:	
At the end of this Unit, students will be able to:	
1.	Demonstrate a sound understanding of the importance of board level commitment to Health and Safety.
2.	Demonstrate that Health and Safety forms an integral part of an organisation and directly affects the organisations overall direction.
3.	Discuss methods of monitoring health and safety including keeping records and analysing statistics to obtain an overall picture of performance.
4.	Explain the importance of external advice and identify methods of review to ensure an organisation stays ahead of the minimum requirements and promotes good practice.

Learning and teaching methods/strategies used to enable the achievement of learning outcomes:	
Learning takes place on a number of levels through lectures, class discussion including problem review and analysis. Formal lectures provide a foundation of information on which the student builds through directed learning and self managed learning outside of the class. The students are actively encouraged to form study groups to discuss course material which fosters a greater depth learning experience.	
Assessment methods which enable the student to demonstrate the learning outcomes for the Unit:	Weighting:
Examination: 3 hours duration	100%
Indicative Reading for this Unit:	
<p>Main Text Introduction to Health & Safety at Work, P. Hughes & E. Ferrett, Taylor & Francis http://www.hse.gov.uk/pubns/indg417.pdf</p> <p>Alternative Texts and Further Reading http://www.simplesensiblesafety.co.uk http://www.hse.gov.uk/pubns/indg275.pdf www.hse.gov.uk/pubns/indg277.pdf</p>	
Guideline for Teaching and Learning Time (10 hrs per credit):	
50 hours	<p>Lectures / Seminars / Tutorials / Workshops Tutorial support includes feedback on assignments and may vary by college according to local needs and wishes.</p>
50 hours	<p>Directed learning Advance reading and preparation / Class preparation / Background reading / Group study / Portfolio / Diary etc.</p>
100 hours	<p>Self managed learning Working through the course text and completing assignments as required will take up the bulk of the learning time. In addition students are expected to engage with the tutor and other students and to undertake further reading using the web and/or libraries.</p>

13.1.6 Framework for Successful Health & Safety Management Syllabus

Unit Title	Framework for Successful Health & Safety Management
Unit Code	FSM 0110
Level	5 Diploma
Credits	20
Unit Leader	TT
Pre-requisites	
Main Aim(s) of the Unit:	
This unit aims to provide the student with a system of steps which can be followed to provide the cornerstone for developing an organisation's entire Health and Safety Management System.	
Main Topics of Study:	
<p>Policy</p> <ul style="list-style-type: none"> ▶ Role of the health and safety policy ▶ 3 key elements of a comprehensive health and safety policy ▶ Setting targets ▶ The impact of effective health and safety policies on business thinking – corporate strategy and social responsibility, finance, human resources, marketing, product design and product liability, manufacturing and operating policy ▶ Information management and systems <p>Organising for Health and Safety</p> <ul style="list-style-type: none"> ▶ Management control through commitment ▶ Key personnel and their duties ▶ Cooperation through communication ▶ Consultation and committee ▶ Employee, management and contractor competence ▶ Principals of training ▶ Training matrix development <p>Planning and Implementing</p> <ul style="list-style-type: none"> ▶ Precautions at key stages of the business process ▶ Risk control systems through input, process and output ▶ Planning for safety management systems ▶ Implementing safety management systems <p>Measuring Performance</p> <ul style="list-style-type: none"> ▶ Active monitoring ▶ Reactive monitoring ▶ Comprehensive investigation and response systems ▶ Prioritising and implementing action plans <p>Auditing and Reviewing Performance</p> <ul style="list-style-type: none"> ▶ Why audit? ▶ Methods of audit ▶ Methods of reviewing performance ▶ Key performance Indicators 	

Learning Outcomes for the Unit:	
At the end of this Unit, students will be able to:	
1.	Write a comprehensive Health and Safety Policy document for an organisation, including a statement of intent, organisation structure with individual's responsibilities and a schedule of arrangements for activities which the organisation undertakes.
2.	Evaluate the needs of an organisation and develop an appropriate Health and Safety Management System for the key activities. Discuss appropriate methods of implementing and reviewing the system.
3.	Demonstrate an understanding of the benefits of monitoring systems and practices. List the core elements of a comprehensive accident investigation.
4.	Discuss key performance indicators when auditing safety systems.
Learning and teaching methods/strategies used to enable the achievement of learning outcomes:	
Learning takes place on a number of levels through lectures, class discussion including problem review and analysis. Formal lectures provide a foundation of information on which the student builds through directed learning and self managed learning outside of the class. The students are actively encouraged to form study groups to discuss course material which fosters a greater depth learning experience.	
Assessment methods which enable the student to demonstrate the learning outcomes for the Unit:	Weighting:
Examination: 3 hours duration	100%
Indicative Reading for this Unit:	
<p>Main Text Introduction to Health & Safety at Work, P. Hughes & E. Ferrett, Taylor & Francis</p> <p>Alternative Texts and Further Reading Successful Health and Safety Management HSE Books HSG65</p>	
Guideline for Teaching and Learning Time (10 hrs per credit):	
50 hours	<p>Lectures / Seminars / Tutorials / Workshops Tutorial support includes feedback on assignments and may vary by college according to local needs and wishes.</p>
50 hours	<p>Directed learning Advance reading and preparation / Class preparation / Background reading / Group study / Portfolio / Diary etc.</p>
100 hours	<p>Self managed learning Working through the course text and completing assignments as required will take up the bulk of the learning time. In addition students are expected to engage with the tutor and other students and to undertake further reading using the web and/or libraries.</p>

13.1.7 Promoting a Positive Health & Safety Culture Syllabus

Unit Title	Promoting a Positive Health & Safety Culture
Unit Code	OH 0110
Level	5 Diploma
Credits	20
Unit Leader	TT
Pre-requisites	
Main Aim(s) of the Unit:	
This unit aims to introduce the student to the concept of health and safety culture and its components.	
Main Topics of Study:	
<p>Definition</p> <ul style="list-style-type: none"> ▶ Culture of an organisation ▶ Concept of a health and safety culture <p>Correlation between Culture and Performance in Health and Safety</p> <ul style="list-style-type: none"> ▶ First impressions – recognising an organisations approach <p>Indicators of a Health and Safety Culture</p> <ul style="list-style-type: none"> ▶ Accidents ▶ Absenteeism ▶ Sickness rates ▶ Staff turnover ▶ Compliance with rules and procedures ▶ Complaints about working conditions <p>Factors Promoting a Negative Health and Safety Culture</p> <ul style="list-style-type: none"> ▶ Periods of change ▶ Uncertainty (Maslow's hierarchy of needs) ▶ Management decisions <p>Internal and External Influences</p> <ul style="list-style-type: none"> ▶ Management commitment ▶ Timescale pressure ▶ Communication ▶ Competence ▶ Employee representation ▶ Social expectations ▶ Legislation and enforcement ▶ Insurance companies ▶ Trade unions ▶ The economy <p>Human Behaviour</p> <ul style="list-style-type: none"> ▶ The individual and their role 	

- ▶ Attitude, ability and motivation
- ▶ Perception of risk
- ▶ Errors and violations
- ▶ Age and experience
- ▶ Peers

Implementing Cultural Change

- ▶ Management commitment
- ▶ Personnel competence
- ▶ Effective communication
- ▶ Training
- ▶ Penalties and discipline

Learning Outcomes for the Unit:

At the end of this Unit, students will be able to:

- | | |
|----|-------------------------------------------------------------------------------------------------------------------------------------|
| 1. | Describe the concept of a health and safety culture and its significance in the management of health and safety in an organisation. |
| 2. | Assist in the development of a positive health and safety culture within an organisation. |
| 3. | Use indicators to assess the effectiveness of an organisation's health and safety culture. |
| 4. | Recognise factors which could lead to a deterioration in health and safety culture. |
| 5. | Advise on methods for improving the health and safety culture of an organisation. |

Learning and teaching methods/strategies used to enable the achievement of learning outcomes:

Learning takes place on a number of levels through lectures, class discussion including problem review and analysis. Formal lectures provide a foundation of information on which the student builds through directed learning and self managed learning outside of the class. The students are actively encouraged to form study groups to discuss course material which fosters a greater depth learning experience.

Assessment methods which enable the student to demonstrate the learning outcomes for the Unit:	Weighting:
Examination: 3 hours duration	100%

Indicative Reading for this Unit:

Main Text

Introduction to Health & Safety at Work, P. Hughes & E. Ferrett, Taylor & Francis

<http://www.hse.gov.uk/pubns/indg275.pdf>

Alternative Texts and Further Reading

<http://www.simplesensiblesafety.co.uk>

Guideline for Teaching and Learning Time (10 hrs per credit):

50 hours	Lectures / Seminars / Tutorials / Workshops Tutorial support includes feedback on assignments and may vary by college according to local needs and wishes.
50 hours	Directed learning Advance reading and preparation / Class preparation / Background reading / Group study / Portfolio / Diary etc.
100 hours	Self managed learning Working through the course text and completing assignments as required will take up the bulk of the learning time. In addition students are expected to engage with the tutor and other students and to undertake further reading using the web and/or libraries.

13.1.8 Principles of Control Syllabus

Unit Title	Principles of Control
Unit Code	PE 0110
Level	5 Diploma
Credits	20
Unit Leader	LA
Pre-requisites	
Main Aim(s) of the Unit:	
This unit aims to introduce the student to the elements which should be incorporated into a successful management system and used to control risk involved in work activities and operations.	
Main Topics of Study:	
<p>General Principles of Prevention</p> <ul style="list-style-type: none"> ▶ Avoiding, evaluating and controlling risks ▶ Collective and individual protective measures ▶ Roles, categories and features of safety signs <p>Hierarchy of Control</p> <ul style="list-style-type: none"> ▶ Elimination or substitution ▶ Exposure reduction ▶ Isolation and segregation ▶ Engineering controls ▶ Personal protective equipment <p>Safe Systems of Work</p> <ul style="list-style-type: none"> ▶ Employers duty ▶ Competent persons ▶ Employee involvement ▶ Written procedures ▶ Writing a method statement ▶ Forms of control ▶ Development of safe systems of work <p>Permits to Work</p> <ul style="list-style-type: none"> ▶ Operation of the permit system ▶ Typical permit and appropriate circumstances – hot work, work on electrical systems, confined spaces, plant maintenance <p>Emergency Procedures</p> <ul style="list-style-type: none"> ▶ Objectives of developing emergency procedures ▶ Requirements for first aid provision ▶ Arrangements for contacting emergency and rescue services ▶ Emergency cover for shift work and remote locations 	

Learning Outcomes for the Unit:	
At the end of this Unit, students will be able to:	
1.	Describe the hierarchy of control and explain its purpose in Health and Safety Management.
2.	Identify work activities and hazards which require a safe system of work. Define the elements that make up a safe system of work and describe methods which can be employed to successfully implement a safe system of work.
3.	Identify works which would require a permit to work system. Develop a permit system for each identified element of work and explain how the system could be managed.
4.	Describe the implementation of an emergency procedure plan within an organisations Health and Safety Management System.
Learning and teaching methods/strategies used to enable the achievement of learning outcomes:	
Learning takes place on a number of levels through lectures, class discussion including problem review and analysis. Formal lectures provide a foundation of information on which the student builds through directed learning and self managed learning outside of the class. The students are actively encouraged to form study groups to discuss course material which fosters a greater depth learning experience.	
Assessment methods which enable the student to demonstrate the learning outcomes for the Unit:	Weighting:
Examination: 3 hours duration	100%
Indicative Reading for this Unit:	
Main Text Introduction to Health & Safety at Work, P. Hughes & E. Ferrett, Taylor & Francis Alternative Texts and Further Reading http://www.simplesensiblesafety.co.uk http://www.hse.gov.uk/pubns/indg275.pdf	
Guideline for Teaching and Learning Time (10 hrs per credit):	
50 hours	Lectures / Seminars / Tutorials / Workshops Tutorial support includes feedback on assignments and may vary by college according to local needs and wishes.
50 hours	Directed learning Advance reading and preparation / Class preparation / Background reading / Group study / Portfolio / Diary etc.
100 hours	Self managed learning Working through the course text and completing assignments as required will take up the bulk of the learning time. In addition students are expected to engage with the tutor and other students and to undertake further reading using the web and/or libraries.