

# Improving competencies



An introduction to Vocational Qualifications  
for Health & Safety in Agriculture

# What this presentation will cover:

- Background to the Vocational Qualifications (VQs)
- Overview of the VQs at each level to include
  - (i) Learning outcomes
  - (ii) Assessment
- A word about training
- Benefits of undertaking the VQs



- How do we achieve significant reductions in accidents and ill-health?
- A fundamental change in attitude to health & safety in agriculture is required
- Address the culture of unwise risk taking that exists in the industry
- Good health and safety management not yet considered an integral part of good business management in many farming businesses
- Lack of basic training/competency often a factor in fatal accidents



- Key elements in bringing about change are:
  - (i) raising competence of farmers and farm managers to manage health & safety
  - (ii) giving workers knowledge of key hazards/risks/and control measures
- Many qualifications in the agricultural sector include elements of health & safety but little reference to it as a management or managerial process

## Background (cont)

- Qualifications for health & safety are offered in other employment sectors
- Do not address agriculture issues/priorities
- Targeted at larger employers
- Require a length of study time that would be impractical for most farmers/workers

# STRATEGIC AGREEMENT

- Partnership for developing VQs formed
- Key players: HSE, TGWU, NFU, Lantra SSC, EMPNTO, QCA, and with advice from awarding bodies working the land-based sector
- Proposal to develop national qualifications targeting agriculture under the agreement
- Focus on vocationally related qualifications

# Key points in the proposal:

- Qualifications offered at three academic levels
- Nationally recognised & accredited
- Mapped to National Occupational Standards
- Supported by HSE and major stakeholders
- Qualifications to deliver the learning outcomes specified in the strategic agreement.
- Focus should be on the identification of farm hazards, assessment of risk, implementation of controls and monitoring of that management process
- Alternative Delivery Mechanisms

# New Qualifications

---



Three levels accredited by QCA:

Level 2 Award in Working Safely in  
Agriculture/Horticulture

Level 3 Award in Controlling Risks to Health and  
Safety in Agriculture/Horticulture

Level 4 Award in Managing Health and Safety in  
Agriculture/Horticulture



# Level 2 Award in Working Safely in Agriculture/Horticulture

---



- Target market – those working in the industry or about to join it
- 10 learning outcomes
- Available to candidates aged 14 years and over
- 20 Guided Learning Hours
- Focus on the identification of farm hazards and typical control measures
- Registration fee = £40 per candidate (does not include the cost of any training)

## Level 2 – Learning Outcomes

- Be aware of the effects of accidents and ill health can have on business and people
- Know the role of the individual in the business with regard to health and safety
- Know how to co-operate with others to improve health and safety
- Describe how their work can affect the health and safety of others
- Understand safe and unsafe behaviour and the consequences of it

## Level 2 - learning outcomes

- Identify major sources of accidents and ill health in agriculture
- Select appropriate measures to control the risks in agriculture
- Understand the importance of checking control measures
- Be aware of particular risks to vulnerable people
- Identify jobs in agriculture which require specific standards of training / competence



## Assessment – Level 2

---



A multiple choice test

- 30 questions in one hour
- NPTC offers a GOLLA test (Global On-line Assessment)
- Lantra Awards offers a paper based multiple choice test
- Question banks identical



# Level 3 Award in Controlling Risks to Health and Safety in Agriculture/Horticulture

---



- Target market – supervisors, farm managers, self employed farmers
- 14 learning outcomes
- Available to candidates 16 years and over
- 30 Guided Learning Hours
- Focus on risk assessment
- Registration fee = £126 per candidate.

## Level 3– Learning Outcomes

- Understand how knowledge, experience and attitude affect perception of risk
- Explain the hierarchy of measures to control risk and the principle of ‘so far as is reasonably practicable’
- Know how to investigate accidents and incidents
- Know how to implement a health and safety policy
- Know how to carry out a work place inspection and report findings

## Level 3 - learning outcomes cont.

- Identify the main health and safety law applying to agriculture
- Know measures to reduce risks from lone working
- Know the difference between hazard and risk
- Complete task specific risk assessments appropriate to agriculture
- Know control measures that meet good practice
- Know who needs to be informed of the findings of risk assessments

## Level 3– learning outcomes cont.

- Know how to instruct workers about control measures
- Be aware of sources of guidance on good practice
- Understanding how purchase/selection decisions can reduce risks



# Assessment Level 3

---



Multiple choice test

- 30 questions in one hour

Work-based assignment (portfolio)

- Specific to own farm/place of work
- Key elements are risk assessment, communicating the findings, selecting work equipment, appointing contractors
- Marked by NPTC/Lantra Awards appointed examiners



# Level 4 Award in Managing risks to Health and Safety in Agriculture/Horticulture

---



- Target market – owners & managers of agri-businesses
- 12 learning outcomes
- Available to candidates 18 years and over
- 30 Guided Learning Hours
- Focus on management of health & safety, safety policies & safety culture
- Registration fee = £136 per candidate (not including training).

# Level 4– Learning Outcomes

- Know the main requirements of the MHSW Regulations
- Know how to create a health and safety policy
- Understand the importance of consultation with staff on health and safety matters
- Know how to evaluate control measures

# Level 4– learning outcomes cont.

- Understand the importance of monitoring
- Understand how to prioritise for health and safety
- Be aware of indicators of health and safety performance
- Outline key elements of successful health and safety management
- Understand how a health and safety policy might be used to protect the health and safety of workers
- Know what health and safety information must be communicated outside the organisation

# Level 4– learning outcomes

- Identify tasks/activities in agriculture /horticulture where legislation requires specific standards of training or competence.
- Know the factors that affect the creation of a positive health and safety culture



# Assessment Level 4

---



Written examination paper

- 7 questions in two hours
- Workplace-based assignment
- Specific to own farm/place of work
- Includes key elements of successful health & safety management, creating a positive health & safety culture, standards of training & competence



- Qualifications now available either through NPTC/City & Guilds or Lantra Awards
- Candidates/employers must contact approved Assessment Centres to register for assessments (either through NPTC/City & Guilds or Lantra Awards)
- Quality assurance is through NPTC or Lantra Awards examiners marking the independently set exams and assignments, thus giving the qualifications a consistent standard wherever taken
- Questions are regularly reviewed & updated
- Attending a relevant training course not compulsory but highly recommended. Speak to awarding bodies or local training provider.
- Sources of training include Lantra Awards Instructors, Independent trainers and training providers and distance learning using resources such as [www.healthandsafetypractices.co.uk](http://www.healthandsafetypractices.co.uk)

# Drivers for uptake

---

- **Continuing Professional Development (CPD)**

- (i) Qualifications are eligible for CPD points under professional industry schemes such as NRoSO

- (ii) Attendance at training courses = 12 points

- Successful completion of the qualification = 3 points

- (iii) Link to farm assurance schemes

- **Agricultural Wages Order** – VQs are recognised under the AWO and listed on the schedules

- **Professional farming** – changes brought about by climate and environmental concerns, advancing technology, demand for efficient food production etc will require a highly trained, competent work force.

# Drivers for uptake

---

- **Land-based Colleges**

Students to undertake Level 2 pre-placement

Learning outcomes to be integrated into curricula

Uptake by colleges on the increase

- **Supermarkets & supply chain**

Ethical trading, auditing, codes of practice

- **Legal obligations**

Contribute towards achieving compliance with health & safety obligations



## SUMMARY

- Introduction of qualifications that deal specifically with the identification of hazard, the assessment of risk and implementation of control measures in agriculture
- VQs are the important element in the risk control process
- Potential to bringing about real change within the industry
- HSE hope you will feel able and willing to support this initiative