

**Qualification Title:** New Zealand Diploma in Workplace Health and Safety Management (Level 6)

**Qualification number:** 3645

**Date of review:** 13 May 2021

This report refers to graduates awarded this qualification prior to **31 December 2020**

**Final decision on consistency of the qualification: National consistency is confirmed**

### Threshold

The threshold to determine sufficiency with the graduate profile was determined as evidence of graduates who have the knowledge and skills to lead, develop, influence, implement and integrate effective workplace health and safety systems across business entities and thereby contribute to healthy and safe work environments in a variety of New Zealand sectors.

Graduates benefit New Zealand workplaces, the community, workers and their families and whānau by leading and contributing to the effective design, implementation and maintenance of healthy, safe and productive work environments.

### Education Organisations with sufficient evidence

The following education organisations have been found to have sufficient evidence.

MOE Number	Education Organisation	Final rating
6015	Southern Institute of Technology	Sufficient
8714	Employers & Manufacturers Association	Sufficient

### Introduction

The New Zealand Diploma in Workplace Health and Safety Management (Level 6) is a 120-credit qualification which builds on the New Zealand Certificate in Workplace Health and Safety (Level 4). The qualification is designed for people planning a career as a health and safety professional, and some are entering the programme already working in a health and safety management role at an influential leadership position within their workplace. The qualification leads to higher level qualifications within a health and safety or related disciplines and employment as a manager or leader in a range of strategic roles within a health and safety context in New Zealand business entities.

This is the first consistency review following approval in April 2017. The qualification is still to undergo its first review. The Skills Organisation is the qualification developer, and a representative was consulted as part of this review.

Two education organisations with graduates participated in the virtual consistency review meeting. Graduate numbers per education organisation for this qualification ranged from 54 graduates to 129. There was a total of 183 graduates reported across the four-year reporting range.

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### Evidence

The education organisations provided a range of evidence to demonstrate that their graduates met the graduate profile outcomes.

The criteria used to judge the evaluation question were:

- The nature, quality and integrity of the evidence presented by the education organisation
- How well the organisation has analysed, interpreted and validated the evidence, and used the understanding gained to achieve actual or improved consistency.
- The extent to which the education organisation can reasonably justify and validate claims and statements relating to the consistency of graduate outcomes, including in relation to other providers of programmes leading to the qualification.

Both education organisations have different delivery modes. Evidence provided for this review included:

- Confirmation that the education organisations had a programme of study which ensured that programme components led to the graduate profile.
- Confirmation that the conditions for the programme were met.
- Evidence of internal moderation that assured the programmes were assessed at an appropriate level.
- Records of feedback from graduates and a few employers, confirming that the programme had provided graduates with a range of skills aligned to the graduate profile and appropriate to the level of the qualification.
- For the education organisation that had graduates who had moved to higher study, feedback on their graduates from the next-level tutors was provided.
- Membership with nationally recognise industry health and safety bodies.

### **How well does the self-assessment and supporting evidence provided by the education organisation demonstrate that its graduates match the graduate outcomes at the appropriate threshold?**

Education organisations submitted a range of evidence that could be triangulated to demonstrate that their graduates match the graduate outcomes at the appropriate threshold. Programme evidence provided was strong and included internal moderation evidence, programme alignment with the GPOs, evidence the conditions of the programme were met, and useful annual programme reviews having occurred.

Graduate feedback was less strong. One provider did not actively seek feedback or engage with graduates and graduate employers until the consistency review date approached, indicating the need to ensure a systematic quality assurance activity is in place. Aside from this, COVID-19 has had a significant impact on employers within the industry, and also impacted on gathering feedback from 2019 and 2020 graduates. This has been taken into account when rating education organisations.

Both education organisations confirmed that graduates who provided feedback had gained, and were using, the skills and knowledge outlined in the graduate profile outcomes. The low

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response rates have an impact on analysis and has limitations in terms of providing a basis on which to draw clear convincing findings.

Next-level facilitator feedback and evidence of membership to nationally recognised industry health and safety bodies were both good sources of additional evidence and in themselves convincing for the number of graduates this pertained to.

Overall, the self-assessment and supporting evidence supplied, by those organisations found sufficient, demonstrates that their graduates meet the graduate outcomes at the determined threshold.

**Special Focus** (includes special focus on a strand or outcome)

None

### Recommendations to Qualification Developer

There was agreement that the qualification is fit for purpose and having a qualification at Level 6 contributes to the increased professionalism of the health and safety workforce.

The need to update ISO: 31000:2009 to ISO: 31000:2018 Risk Management – Guidelines, available from <https://www.iso.org/standard/65694.html> to be discussed as part of the upcoming review.

The qualification is due for review December 2021, however, no final decision has been made confirming this, due to the introduction of Workforce Development Councils later this year, as a result exactly which entity will be reviewing the qualification is still to be determined.

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