SACPCMP Recognition for Prior Learning (RPL) Assessment Tools

Category: Pr.CHSA

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PART 1

Assessor's Information

The RPL process **does not** rely solely on documentary evidence. It uses a combination of documentary evidence assessment and questioning to provide evidence of the candidate's competence.

Introduction

Recognition of Prior Learning (RPL) Assessment tools

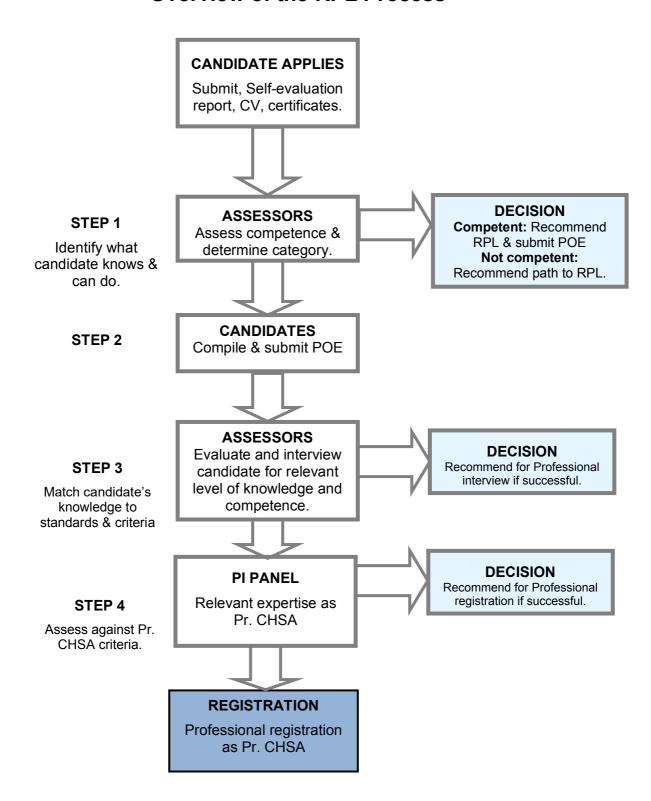
Professional Construction Health and Safety Agent

This RPL Assessment Tools has been developed by the SACPCMP as a resource to assist RPL Assessors by providing a set of quality assessment tools which can be used to conduct fullqualification RPL. This Kit also contains information which can be provided to the candidate.

A competence-based model for RPL

A process for RPL has been developed to promote holistic, competence-based assessment, which focuses on relating assessment activities to correlate with credits required for outcomes of a professional construction health and safety agent. This RPL Assessment Tool has been developed to support this competence-based model. The focus of the assessment process is to focus on demonstrated skills and knowledge and is reliant on documentary evidence and demonstration as the main sources of evidence.

Overview of the RPL Process



Competence areas

Knowledge requirements for competence

Professional Construction Health and Safety Agent

A Construction Health and Safety Agent is expected to demonstrate detailed knowledge of health and safety requirements at all levels, with the capability to design, compile, implement and manage the health and safety requirements for a construction project from Initiation and Briefing to Project Close-out. A Construction Health and Safety Agent is also required to show ability to mentor, coach and guide Construction Health and Safety Managers and Construction Health and Safety Officers.

Requirements

Successful completion of a total of 8 competency areas made up of:

- 1. Construction project health and safety management systems
- 2. Construction health and safety management
- 3. Construction health and safety performance measurement and monitoring
- 4. Construction health and safety legal framework
- 5. Construction health and safety risk management
- 6. Construction management
- 7. Human Resources Management for Construction

List of competencies

This section identifies the units contained in this Assessment Tool

Units of competency covered in this RPL Assessment

The candidate should indicate which appropriately reflect their skills and experience.

1.	Core	competence	e skills
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ID	Competency	Credit: 12
1	Able to communicate clearly, and correctly in written, spoken, and visual form for effective two-way communications	
2	Capable of appropriately responding to written, spoken, or visual messages to ensure efficient communication.	
3	Execute mathematical operations accurately	
4	Apply a systematic approach to solve problems	
5	Utilise a variety of thinking skills to anticipate and solve problems	
6	Show ability to recognise and choose important data, arranging, and recording using suitable technology and information systems.	
7	Demonstrate proficiency in analysing, evaluating, and applying relevant information from a variety of sources	
8	Manage the use of time and other resources to complete projects.	
9	Manage the production, storage, retrieval, and communication of project-related digital documents according to best practices, to meet construction project deadlines and goals	
10	Apply information techniques, computer usage and computer applications in the construction environment	

2. Construction project health and safety management systems

ID	Competency	Credit: 12
1	Identifying and developing an appropriate health and safety legal framework for a construction project	
2	Apply the principles of cause-and-effect analysis to hazard identification and risk management on a construction project	
3	Identifying best construction health and safety practices and apply to a construction project	
4	Conduct construction project health and safety risk profiling	
5	Designing and developing a construction project health and safety management system	
6	Develop Construction project health and safety policy and standards	
7	Appraise a design for risks	

3. Construction health and safety management

ID	Competency descriptor	Credit: 12
1	Develop a Construction health and safety resource plan of a construction project	

2	Develop a budget for health and safety on a construction project	
3	Develop and manage construction project health and safety risk communication	
4	Demonstrate ability to manage construction health and safety documentation	
5	Develop an emergency preparedness and response plan	
6	Appraise human factors in construction health and safety	
7	Implement health and safety standards, safe work procedures and processes	
8	Implement construction project health and safety training and competency requirements	

4. Construction health and safety performance measurement and monitoring

ID	Competency descriptor	Credit: 12
1	Develop health and safety specifications and plan for a construction project	
2	Create health and safety systems, legal compliance, verification, auditing, audit result analysis protocols and be able to report the outcomes	
3	Conduct construction health and safety management system reviews	
4	Implement a change management process	
5	Do a construction health and safety trends analysis report on a project	
6	Carry out quality assurance and control on a project	

5. Construction health and safety legal framework

ID	Competency descriptor	Credit: 12
1	Demonstrate knowledge of the South African Legal system and Health and Safety legislation	
2	Correctly apply the fundamental principles of occupational health and safety, and commercial law	
3	Demonstrate the correct understanding of Contractual claims, administration of construction contracts and procurement processes	
4	Demonstrate an understanding of basic legal issues in construction and perform construction contracts administration	

6. Construction health and safety and environmental risk management

ID	Competency descriptor	Credit: 12
1	Demonstrate understanding and conducting of a job safety analysis	
2	Be able to conduct a hazards identification and risk assessment (HIRA)	
3	Analyse and manage project risks to mitigate their impact throughout the construction project lifecycle	
4	Identify construction hazards and provide solutions	
5	Develop a waste management plan and control	

ı			
	6	Hazardous waste management	
	7	Develop a plan for the control of substances and noise harmful to health	

7. Construction management

ID	Competency descriptor	Credit: 12
1	Able to contribute to the process of designing for safety	
2	Able to plan the construction work for health and safety	
3	Able to plan for emergencies on construction site	
4	Demonstrate knowledge of advanced construction methods and techniques	
5	Apply the contracts in construction	
6	Ascertain the capability of available resources for a construction project	
7	Correctly apply construction management principles to practical issues and problems in the construction industry	
8	Clearly illustrate the roles as a team member and team leader, in the construction management process	

8. Human Resources Management for Construction

ID	Competency descriptor	Credit: 12
1	Manage human resources and solving managerial problems in construction	
2	Demonstrate competence in written and oral communication	
3	Monitor and support workplace health and safety practices and procedures which are compliant with current legislation and regulations	
4	Establish and manage relationships among diverse project stakeholders to achieve construction project goals.	
5	Formulate human resource management strategies to manage personnel requirements for construction project completion	
6	Build and lead multidisciplinary teams throughout the construction project lifecycle to accomplish construction project goals	

PART 2

Applicant's Information and Self-Evaluation forms

These tools should be availed to the applicant before they apply for RPL.

Recognition of Prior Learning (RPL)

Recognition of Prior Learning (RPL) is not a registration category/designation but a systematic process which scores your acquired competencies in lieu of your Built Environment qualification (NQF Level 7).

This means you need to apply for a category of registration in which you are competent for and have more than ten years relevant experience.

The RPL route of application follows two (2) phases:

In the first (1st) phase, you apply through the normal Council application process, submitting your reports. The assessors will then assess your competencies acquired and identify the category you best fit, CHSA, CHSM, CPM or CM. If perceived competent you will then be recommended for RPL.

The second (2nd) phase: the applicant will have to pay the RPL fee. Once paid, the RPL candidate can request briefing about the RPL process, and you will be required to compile the Portfolio of Evidence as per the prescribed format. The POE will be assessed. If he/she is successful, he/she will be recommended for the professional interview.

Preparing for your RPL

For the council to recognise your experience and knowledge, howsoever acquired for the purpose of registration, you must actively participate in the RPL process. This is important so that your skills, experience, and knowledge you have gained over time can be appropriately identified, matched, assessed, and credited for registration in the correct category.

The competence requirements for registration with the council as a professional, including the identification of work will be availed to you in advance and upon your expression of interest to apply for RPL. It is critical that you know how and what you will be assessed on.

The council and the assessors may ask or need the following:

- 1. information and evidence of your previous work roles and career history.
- 2. Any certificates and evidence of training that you have completed.
- 3. Any other documentation to demonstrate knowledge, skills and experience you have gained over the years.
- 4. Third party testimonial about your knowledge, skills, and experience in the category that you have applied for.

Examples of some of the documentation you can provide as evidence in support of your application, include:

- a detailed curriculum vitae (CV)
- Certificates
- practicing licences if available
- permits
- photographs
- references, testimonials.
- records of training.
- professional membership with professional bodies or voluntary associations.
- organisation or industry awards
- any documentation to support your knowledge, skills, and experience claims.

In case you do not have documentary evidence, you should spend enough time on preparing the self-evaluation report to clearly demonstrate suitability for registration. In addition, a third-party testimonial and references are crucial at the minimum for you to provide.

Confidentiality

Please do not include sensitive information and be mindful of the POPI Act. In addition, it is likely that you may need authorisation from your employer or organisations you previously worked for to use certain documents and or information RPL. It is advisable that proprietary names, client names etc. are omitted from the documentation you provide unless you have been granted permission to do so.

RPL assessment process

Once your training organisation has provided you with the information you need to apply for RPL, you need to follow these four steps in order to complete the process.

Step 0– Compile application and self evaluation questionnaire	The application and self-evaluation report (SER), compiled by you, will allow the assessors to identify your areas of experience and competence. You will need to demonstrate competence at this stage as a decision to proceed with your application will be made based on how you assess your knowledge, skills and experience. This also provides you with an opportunity to provide as much evidence as possible to support your claims. Key documents are as per the list on page 29 including any other that you feel are critical to demonstrate your experience.						
Step 1 – Assessors Identify what the candidate knows & can do	At this stage, the assessors will identify what you know and are able to do based on the application, SER and the evidence submitted to the council. A decision will be reached on whether you are competent or not yet competent. A developmental plan will be recommended.						
Step 2 - Candidate submit portfolio of evidence	The Candidate at this stage compiles a detailed portfolio of evidence to demonstrate knowledge. The POE captures their roles and responsibilities and the experience they have obtained over the years.						
Step 3 – Match candidate's knowledge to standards & criteria	The assessors evaluate the portfolio of evidence and interview the candidate for relevant level of knowledge and competence. A recommendation for professional interview is done at this stage.						
STEP 4- Assess against Pr. CHSA criteria.	The Professional Interview panel interview the candidate to determine the level of experience relative to the category for which they have applied for. Specifically, the reference is made to the IDOW, and all other knowledge areas required for registration in the category. The panel will recommend to the council whether you are successful for registration or not after this professional interview.						

Candidate's Information

Candidate's Information Form

(You may find it easier to provide the information for the following by attaching a **résumé**.)

RPL recognition for registration as a: PrCHSA										
Biographical information	on									
First names										
Surname										
Physical address										
Postal address										
Phone numbers	Work:			Hom	е					
	Mobile:		Othe	r:						
Email										
ID or Passport number										
Do you have a condition of the council should be awar		Yes No No								
Please state if you will nee special equipment during a										
Employment										
Employed?		Yes No If "No", skip next questions.								
State your current job title.										
State your current employe	er.									
State period you have wor current employer.	ked with		ye	ar/s	month/s					
In the space provided belo RPL application. Attach ad										

In the space below, please rate how knowledgeable you are in each of the following areas. You will be requested to provide evidence in the POE based on your rating. The ratings are against the knowledge and skills required for an SACPCMP accredited BSc (Hons) degree in Construction Health and Safety.										
Category: PrCHSA										
HOW KNOWLEDGEABLE ARE YOU IN FOLLOWING AREAS?	Excellent	Above average	Average	Below average	Very little					
Construction project health and safety management systems										
Construction health and safety management										
Construction health and safety performance measurement and monitoring	٥									
Construction health and safety legal framework										
Construction health and safety risk management										
Construction management										
Human Resources Management for Construction										
Training (You will be required to provide	le evidence))								
State any further training that you have attended. Include dates.	Type and	dates:								
Enter further information below, you would like to give to support your application in terms of knowledge.	Type and	dates:								
	•									

Referees

Professional referees to be contacted and provide testimonials									
Full Names (Surname first)									
Position									
Organisation									
Address of organisation									
Phone number									
Mobile number									
Email address									
Full Names (Surname first)									
Position									
Organisation									
Address of organisation									
Phone number									
Mobile number									
Email address									
Full Names (Surname first)									
Position									
Organisation									
Address of organisation									
Phone number									
Mobile number									
Email address									

Detailed Employment History

Candidate's Employment History Form

(Start with the most recent employment but not the current job.)

Name, of employer	Period of (DD/MM/YY	employment YY)	Position held	Description of major duties you were assigned					
	From	То	Ticia	yea nere accigned					
1.									
2.									
3.									
4.									
5.									
lay attach additional sheet if it is needed.									

Declaration

I declare that the information I have provided in this application is correct and true and that all the evidence submitted in support of the application is genuine.

Candidate's signature	Date	

Candidate's Self-Evaluation Form

Completion instructions

The self-evaluation questionnaire assists candidates to assess their skills and knowledge against their category of registration. The candidate is implored to be honest in their ratings. The ratings should align with the portfolio of evidence that will be presented later. This evaluation is also part of the evidence submitted by the applicant and therefore the referees or supervisors must sign-off. The supervisor must also comment on your ability to perform or extent to which you are experienced on every ID of work.

Example on how to complete the questionnaire by the candidate and supervisor: Identify your level of experience in performing each of the competency/task listed below by using the following:

- not well I do the task but not well.
- well I do the task well.
- very well I do the task really well.

	I have per	formed th	ese tasks	Supervisor's	Evidence to support claim		
Competency/Task	Very well	Well	Not well	Evaluation	Doc No.	Name of Evidence	
Use a computer to call a team member on teams.			Х	Not Well			
Recommend appropriate PPE for all tasks.		X		Well	1	Copy of Company Personal Protective Equipment Requirements recommended by me	

Candidate's Self-Evaluation Questionnaire

Con	npetency area		STAGE 1 – PI	ROJECT	INITIAT	TION AND BRIEFING Date con					
Num	ber of hours work	ed on this stag	je:				Numbe	er of ho	urs require	d on this	s stage:
	Comp	oetency/Task	(I ha	ave perfo	rmed these	ned these tasks		ervisor's		Evidence to support claim
					Well	Not well	Never done it	Eva	lluation	Doc No.	Name of Evidence
1.	Assist in develo project health a	ping a clear cond nd safety brief	onstruction :								
2.	Attend the cons meetings	truction projec	et initiation								
Advise the client on the adequacy of health and safety competency and resources of the other consultants											
4.	Identify construction	ction project h	ealth and safety								
Provide necessary information within the agreed scope of the construction project to the other consultants											
6.	Define the Con Agent scope of										
The	supervisor sho	ould comme	ent on the cand	idate's a	bility to	perform t	he above	tasks.			
Nan	ne							Pos	sition		
Sign	Signature							Dat	te		

Com	npetency area			STAGE 2 – CO	NCEPT /	AND FEA	ASIBILIT	Y		Date co	mpleted	
Num	ber of hours work					Numbe	er of ho	urs require	ed on this	stage:		
	Competency/Task					e perforr	ned these	e tasks				Evidence to support claim
					Very well	Well	Not well	Never done it			Doc No.	Name of Evidence
1.	Agree the docu principal consul											
2.	Prepare the dra			roject health								
3.	Assess and app specialists' hea											
Review and evaluate design concepts and advise on construction project health and safety in conjunction with the other consultants												
5. Review, update and agree on the construction project health and safety risk profile and prepare the construction health and safety policy for the construction project												
6.	Advise on prelir for construction											
7.	Prepare draft co assessment	onstruc	ction proje	ct baseline risk								
The	supervisor sh	ould c	comment	on the candid	late's ab	ility to p	erform t	he above	tasks.			
Nan	пе								Pos	sition		
Sigr	nature								Dat	te		

Con	npetency area		STAGE 3 – DES	SIGN DEVELOPMENT					Date cor	npleted	
Num	ber of hours work	ed on this stage	:	Number o					urs require	d on this	stage:
	Com	npetency/Task		I hav	e perforn	ned these	e tasks	Supervisor's			Evidence to support claim
			Very well	Well	Not well	Never done it	Evaluation		Doc No.	Name of Evidence	
1.	Finalise the cor safety risk profil		t health and								
2. Advise designers of their health and safety legal liabilities and responsibilities for constructability, maintainability and operationability of the structure											
3. Manage, co-ordinate, integrate and record the design risk management process with the other consultants in a sequence to suit the documentation programme											
4. Monitor the integration of health and safety aspects for constructability, maintainability and operationability of the structure during the design process and finalise the construction project baseline risk assessment			intainability and during the construction								
5.	5. Identify and implement precautions necessary for construction project health and safety control and update the construction project tender health and safety specifications										
6. Monitor the implementation of necessary construction health and safety plans, including periodic audits for early works											
7.	Assist the cost information for i and safety cost										
	The s	upervisor sho	ould comment o	on the ca	ndidate	s ability	to perfor	m the	above tas	sks.	

Name		Position	
Signature		Date	

Com	npetency area		STAGE 4 - PROCUREMENT		R DOC	CUMENTA	TION A	ND	Date com	pleted			
Num	Number of hours worked on this stage:								Number of hours required on this stage:				
	Con	npetency/Tas	sk	I have	e perforn	ned these	tasks		ervisor's aluation		Evidence to support claim		
				Very well	Well	Not well	Never done it	⊏V.	aluation	Doc No.	Name of Evidence		
1.	Assist in development health and safet	ping a clear co ty procuremen	onstruction project t process										
2.	Finalise constructions safety specificate procurement do	tions and integ	ender health and rate with										
3.	Prepare constru documentation f		ealth and safety to authorities										
4.	Assist the cost of the construction estimate/budget	ne finalisation of and safety cost											
Prepare construction project health and safety mobilisation and access plans for the construction work													
6.	Assist with the p documentation f		contract										
The	supervisor sho	ould comme	nt on the candida	te's abili	ty to per	rform the	above ta	sks.					
Nam	ne							Pos	sition				
Sigr	nature					Dat	е						

Competency area		STAGE 5 - CONSTRUCTION DOCUMENTATION AND MANAGEMENT					Date com	pleted			
Num	ber of hours worked on this stage):	Number of hou				of hou	urs required on this stage:			
	Competency/Tasl	k	I hav	e perforn	ned these	tasks		pervisor's		Evidence to support claim	
			Very well	Well	Not well	Never done it	EV	aluation	Doc No.	Name of Evidence	
1.	Assess, discuss, negotiate, and contractor(s) construction proje safety plans										
2.	Submit necessary construction documentation to authorities ar permits that may be required to construction work	nd facilitate									
3.	Monitor the implementation of to project health and safety plans with the construction project he specification	in accordance									
4.	Monitor design risk manageme	ent									
5.	Perform incident and accident where necessary	investigations									
6.	Conduct construction health ar management system audits	nd safety									
7.	Prepare the structure commiss safety plans	sioning health and									
The	supervisor should commer	nt on the candidat	te's abili	ty to pe	rform the	above ta	sks.				

Name	Position	
Signature	Date	

Competency area		STAGE 6 - PROJECT CLOS			SE - OUT Date completed		ed				
Number of hours worked on this stage:						Number	of hours required	on this	stage:		
		Competenc	y/Task	I hav	e perforr	ned these	e tasks.		Supervisor's		Evidence to support claim
				Very well	Well	Not well		Never done it	Evaluation	Do c No.	Documentation provided (Number and name the document you are providing for easy reference.)
1.	and sat	fety file with the e the construc	approve the health e contractor(s) and tion project health defects liability								
2.	Prepare the health and safety operations and maintenance report										
3.			ated construction fety close - out report								
		The superv	isor should comme	ent on the	candidat	te's ability	y to	perform	the above task	s.	
Nam	ne								Position		
Sign	ature								Date		

Referee or third-party report

As part of the assessment, the candidate requires evidence from a referee or third-party recommender, (This could be the employer, supervisor, mentor or equivalent). Your truthful report is import because it will be used to validate the candidate's skills and experience. In addition, a letter of support from the employer to validate the candidate's range of tasks that they claim to have performed to identify competence.

The assessor will verify the referee report and all other evidence to collaborate with the claimed knowledge, skills, and experience.

Referee Report

It is the responsibility of the applicant to ensure that they identify and invite a third-party referee in time to verify the work and to complete the details below to ensure validity. You may need multiple copies of this report.

	RPL ap	oplication for	PrCHSA		
Candidate's full names:					
Referee's full name:					
Position/title:					
Name of your organisation:					
Physical address of organisation:					
Your phone number:					
Email:					
This report was completed:	On the co	uncil's request		On the applicant's request independently	
Did you discuss the application with the applicant?	Yes □	No□			
If yes, state the date of discussion:					
Any other information you would like the council to know about the applicant?					

SACPCMP

Re:				,					
	(candidate	s name)			(Job title).				
сара	icity as		I	n the above for am therefore qualer as a	ified to provi	de refer			
(You	ı may add an		•	arly been involved use of the space).	and comple	eted the	tasks	listed I	pelow
	•								
	·								
	•							Yes	No
	•	nd all the evide		e candidate has s	submitted to	support	their		
l a	am available			any clarifications	or verificati	on of a	II the		
For		information		clarification, (phone numbe			conta	acted	on
You	rs sincerely			-					
Sign	ature:				Date:			-	
Full	Name:				-				

Assessor's Evidence Summary Sheet

The assessor should complete the table below during the assessment to capture all the evidence that has been submitted by the applicant.

This sheet can be attached to the evidence if needed.

The assessors are requested to tick or select the most appropriate level of competence that they think the candidate has attained.

Candid name	date's full									
Date										
					Evi	dence s	submitte	ed		
ID	Kr	nowledge	owledge area		Response to interview Questions	POE	Referee Report	additional evidence		Competent?
Agains	t the credit units	;								
1	Core competend	ce skills								Yes No
2	Construction p management sy	•	ealth and	safety						Yes No
3	Construction hea	alth and	safety manag	ement						Yes No
4	Construction he measurement a		-	nance						Yes No
5	Construction h	nealth a	and safety	legal						Yes No
6	Construction I environmental ri		and safety gement	and					_	Yes No
7	Construction ma	anageme	nt							Yes No
8	Human Reso Construction	urces	Management	for					_	Yes No
Agains	t the IDOW and I	knowled	ge areas							
	Project Initiation	and Brie	efing							Yes No
	Concept And Fe	asibility								Yes No
	Design Develop	ment								Yes No
	Tender Docume	ntation a	nd Procureme	ent						Yes No
	Construction Management	Docur	mentation	and						

		Evi					
ID	Kno	wledge area	Response to interview Questions	POE	Referee Report	additional evidence	Competent?
	Project Close - Ou					☐ Yes ☐ No	
							☐ Yes ☐ No
							☐ Yes ☐ No
Asses	sor's signature						
Asses	sor's name						
Date							

Part 3

Interview question record Sheets

In the following section, a sample of questions that could be asked during the interview are compiled. It is not intended that all of these questions should be asked.

On the recording sheets, indicate your assessment of the response or demonstration by the candidate. These recordings will be transferred to the assessors' summary of evidence.

Assessor's Instructions

The purpose of the interview is to allow the candidate to confirm their knowledge as submitted in their SER, the referees' report, and the portfolio of evidence. The candidate may be allowed to refer to their portfolio of evidence or any other evidence they would have brought to the interview.

Record of interview

Candidate's full name		
Assessor's full name		
	At council offices	Other (state)
Location and platform of interview	Online	
	Blended	

Against the credit units

Candidate			
Ques	tion	Key points the candidate should mention	Assessor Comments
Question 1			
Question 2			
Question 3			
Question 4			

Other notes or key observati	ons			
				T
Assessor's signature		Outcome (mark x)	Accept	Not accepted
Assessor's name		Date		