

# Guidance for Determining Equivalency to NZQA Level 4 Health and Safety

## The Policy

Safetree Field Auditors must hold level 4 or equivalent in health and safety.

## Qualifications that meet Level 4

Qualifications known to meet this standard are listed in Table 1 below. Some professionally graded memberships can only be awarded on satisfaction of this level of qualification so can be accepted as having met the requirements also without having to see the qualifications themselves. They are also listed in Table 1.

## Applications without Qualification

If an applicant does not hold one of these qualifications their application will not be successful unless:

- a) They are in progress with their level 4 study, in which case a recommendation can be made to approve subject to evidence of certification being accepted prior to issue of accreditation.
- b) They can demonstrate equivalency from record of prior learning.

## Determining Equivalency

NZQA qualifications are awarded based on a complex application process and analysis of evidence of content, delivery and learning outcomes. It is not in FISC's interest to resource an equivalent level of due diligence as performed by NZQA.

An applicant wishing to demonstrate equivalency must provide:

- A supporting letter from the educational institute for the qualification they have undertaken that lists the specific modules of study, and the assessment methodology. Table 2 lists the modules of study that must be demonstrated. There must have been a practical assignment and assessment of learning.
- Demonstrate at least 6 months in a dedicated health and safety role that required their direct application of the knowledge detailed in Table 2.

Each application will be considered on its merits to determine whether the applicant has sufficient alternative qualification and recognition of prior learning to meet an equivalency to Level 4.

Table 1 – NZQA L4 Qualifications. Note: Technical members of NZISM or IOSH will have already been assessed to this level.

Health and Safety NZQA Level 4 Qualifications	Issuing Country
• BSB41407 Certificate IV in Occupational Health and Safety	Australia
• BSB41412 Certificate IV in Work Health and Safety	Australia
• BSB51307 Diploma in Occupational Safety and Health	Australia
• BSB51312: Diploma of Workplace Health and Safety	Australia
• Australian Qualification: Graduate Certificate in Workplace Health and Safety	Australia
• Diploma in Occupational Health and Safety Management (Level 6)	Global
• Inspectors Warrant WorkSafe NZ	New Zealand
• National Diploma in Business Level 5: Health & Safety Strand	New Zealand
• NEBOSH General Certificate in Occupational Safety and Health	UK/Global
• NEBOSH International General Certificate in Occupational Safety and Health	UK/Global
• NZ Certificate in Workplace H & S Practice Level 4	UK/Global
• NZISM Professional Standards Framework	New Zealand
• NZISM NZQA Level 4 National Certificate OHS (Coordination)	New Zealand

Table 2 - Learning Objectives for Safety Roles contributing to an equivalency test

Modules of Study	Learning
Legislative framework	Act and Regulations that apply Enforcement powers and penalties
Duties and responsibilities	Primary duties of PCBU's Officers of a PCBU Workers Others
Planning and Coordination of health and safety	Vision and goal setting Risk profiling Safety Management Systems
Worker participation and engagement	Formal HSR and Committee requirements Safety meetings Alternative engagement strategies
Risk management	Hazard identification methods Risk assessment methodologies Risk control hierarchy and effectiveness Risk monitoring of safety critical controls
Worker health	Effect of work on health Effect of health on work Impairment risks – drugs, alcohol, fatigue, mental and physical health Prevention and Rehabilitation programmes
Performance Monitoring	Key Performance Indicators Inspections Auditing Learning from incidents Action Tracking
Governance	Reviewing performance and revising goals and objectives Resourcing safety

## Appendix

### NZQF Structure - Levels and qualification types

LEVEL	QUALIFICATION TYPES
10	Doctoral Degree
9	Master's Degree
8	Postgraduate Diplomas and Certificates, Bachelor Honours Degree
7	Bachelor's Degree, Graduate Diplomas and Certificates
6	Diplomas
5	
4	
3	Certificates
2	
1	