

# LEGAL LIABILITY

PROFESSIONAL ONLINE COURSE  
SGTAEC25029



## About this course

Legal liability in the workplace extends far beyond accidents and injuries. Employers, directors, managers, supervisors and employees can be held personally and criminally liable for failures to comply with health, safety, environmental and operational legislation. Many organisations underestimate the scope of liability until enforcement action, prosecution or civil claims occur.

The Legal Liability in the Workplace Training Programme is designed to provide learners with a clear, practical understanding of legal duties, accountability and consequences arising from workplace activities and decisions.

This course focuses on how liability is created through actions, omissions, poor supervision, inadequate systems, failure to act on known risks and non-compliance with legislation. Learners are guided through the concepts of employer liability, delegated responsibility, personal liability, criminal prosecution, civil claims and the importance of defensible systems, documentation and decision-making.

By the end of this course, learners will understand where legal liability arises, who can be held accountable and how to reduce exposure to prosecution, fines, imprisonment and civil claims through proactive compliance and responsible management.

## Accreditation & Alignment

This course supports legal and compliance requirements under:

- Occupational Health and Safety Act 85 of 1993
- Environmental legislation and permit conditions (where applicable)
- Compensation for Occupational Injuries and Diseases Act (COIDA)
- Common law duties of care
- Criminal and civil liability principles
- ISO 45001 Occupational Health and Safety Management Systems
- ISO 14001 Environmental Management Systems
- Corporate governance and risk management principles

While not aligned to a specific SAQA unit standard, the content is delivered at an applied management and supervisory competency level, suitable for decision-makers and persons with legal accountability.

## Who should do this course?

This course is ideal for:

- Company directors and members
- Employers and business owners
- Managers and supervisors
- Safety Officers and HSE practitioners
- HR and compliance personnel
- Appointed persons under the OHS Act
- Anyone with delegated safety or operational responsibility

No prior legal qualification is required.

## What you will learn – Course Modules

### **Module 1: Introduction to Legal Liability**

What legal liability is, why it exists and how it applies in the workplace.

### **Module 2: Employer Duties and Accountability**

Employer responsibilities, duty of care and consequences of failure.

### **Module 3: Delegation, Appointments and Personal Liability**

Section 16 appointments, delegated authority, limits of delegation and individual accountability.

### **Module 4: Criminal vs Civil Liability**

Understanding criminal prosecution, fines, imprisonment and civil claims for damages.

### **Module 5: Negligence, Omissions and Unsafe Decisions**

How liability arises through inaction, poor supervision and failure to manage risk.

### **Module 6: Incident-Related Liability and Enforcement Action**

Legal consequences following incidents, inspections, notices and prosecutions.

### **Module 7: Documentation, Evidence and Legal Defensibility**

Importance of records, risk assessments, procedures and training documentation.

### **Module 8: Reducing Legal Exposure Through Compliance**

Building defensible systems, proactive compliance and responsible leadership.

## Mode of delivery & duration

This programme is delivered 100% online via the SAFCON Learning Management System.

- Self-paced learning
- Approximate duration: 4–6 hours

- Accessible on any device
- Suitable for individual and corporate learners

## Course Assessment

Assessment is completed online and includes:

- Knowledge-based questions
- Scenario-based legal decision-making applications

A minimum 70% pass mark is required to achieve competence.  
Results are automatically recorded for compliance and audit purposes.

## Course Certificate

Learners who successfully complete the programme receive:

SAFCON Group Training Academy  
Certificate of Completion: Legal Liability in the Workplace

Your certificate includes:

- Digital PDF format
- Unique certificate number
- Suitable for audits, HR records and compliance portfolios

## Why choose SAFCON Group Training Academy?

SAFCON Group Training Academy delivers professional, legally aligned training developed by experienced HSEQ practitioners with extensive exposure to inspections, investigations, enforcement actions and compliance consulting.

This Legal Liability programme is designed to ensure learners understand not only *what* the law requires, but *how* personal and organisational liability is created – and how it can be prevented. The focus is on practical understanding, real-world consequences and defensible decision-making rather than legal theory.

Our self-paced online delivery allows busy managers and directors to complete training without operational disruption while strengthening governance, accountability and risk control.

## How to Enrol

### ✓ **Instant Enrolment (Pay Once)**

Register securely via PayFast and receive immediate access.

### ✓ **3-Month Subscription (Pay in Instalments)**

Spread the cost over three monthly instalments while receiving full access immediately.  
Certificate issued after subscription completion.

### ✓ **Corporate / Group Bookings**

For bulk registrations, VAT invoices, purchase orders and reporting support, select Request Corporate Booking.

## What happens after enrolment?

You will receive:

- Welcome email
- LMS login details
- Immediate course access
- Ongoing learner support

Study at your own pace and download your certificate upon completion.

“All courses are tax-deductible as professional training.”



## Contract Information

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