POSTGRADUATE DIPLOMA IN OCCUPATIONAL HEALTH PROGRAMME DOCUMENT

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PURPOSE AND RATIONALE OF THE QUALIFICATION

The Postgraduate Diploma in Occupational Health (PGDOH) is intended for independent medical practitioners registered with the Health Professions Council of South Africa (HPCSA), or an equivalent licensing authority in their country of origin, who are practising occupational health on a full-time or part-time basis, or who have a professional interest in occupational medicine and its relationship to other disciplines of clinical medicine, worker health, and disability assessment.

Graduates of the PGDOH, referred to as Occupational Medicine Practitioners, will acquire the knowledge, skills, and competencies required to practise occupational health at a level appropriate for a generalist practitioner. The programme prepares candidates to fulfil the occupational health responsibilities prescribed by the Occupational Health and Safety Act and the Mine Health and Safety Act in South Africa, with a focus on the prevention, assessment, and management of work-related injuries, illnesses, and disabilities.

The PGDOH qualification is distinct from the specialist qualification in Occupational Medicine, which is a recognised medical specialty and is registerable with the Health Professions Council of South Africa. While the PGDOH equips practitioners with advanced competencies in occupational health practice, it does not confer specialist registration in Occupational Medicine.

The programme is accredited by the Council on Higher Education (CHE) and registered on the National Qualifications Framework (NQF) at Level 8 (registered on the NQF). It has been offered at University of Cape Town for over 30 years [South African Qualifications Authority (SAQA) ID: 4593] and continues to provide practitioners with a strong foundation in occupational health practice, legislation, risk management, disability assessment, and workplace health promotion within diverse occupational settings. The programme is fully recognised by the University of Cape Town's Senate as contained in the Faculty of Health Science's Handbook 8b Rules and Curricular for Postgraduate Programmes.

ADMISSION REQUIREMENTS

A medical degree (MBChB, MBBCh or equivalent qualification) awarded by this University or another university recognised by the Senate for this purpose. Occupational health experience is considered an advantage.

CURRICULUM OUTLINE

The PGDOH is completed over 24 months and comprises four integrated courses. Each course includes a one-week contact block (offered either in person or online), followed by a combination of online quizzes and assignments throughout the semester, and concludes with an end-of-semester examination.

The courses are presented in two semesters each year. In Year 1, students complete PPH4072F (February/March semester) and PPH4070F (July/August semester). In Year 2, students complete PPH4070W (February/March semester) and PPH4069W (July/August semester). The four courses included in the programme are:

Code	Course	NQF Credits	NQF Level
PPH4072F	Occupational health risk assessment and management	20	8
PPH4071S	Occupational medicine and work ability	20	8
PPH4070F	Occupational health services management, ethics and legislation	20	8
PPH4069W	Practising integrated occupational health in context	60	8
Total NQF credits = 120			

EXIT LEVEL COMPETENCIES

On completion of the PGDOH, graduates are expected to have developed the knowledge and skills required to practise competently in four key areas: occupational health risk assessment and management; occupational medicine and work ability; occupational health services management, ethics and legislation; and the delivery of integrated occupational health services within their broader social, workplace and regulatory contexts.

1. Occupational Health Risk Assessment and Management (PPH4072F)

This course provides candidates with the advanced knowledge and practical skills required to conduct comprehensive occupational health risk assessments in diverse workplace settings. Candidates will learn to identify, characterise, evaluate, prioritise, and manage occupational health risks and to recommend appropriate control measures that protect worker health and comply with relevant occupational health and safety legislation, regulations, standards, and best-practice guidelines.

1.1.Exit level competencies for PPH4072F

Upon successful completion of the course, graduates will demonstrate advanced competence in Occupational Health by integrating knowledge and skills from the disciplines of Health Risk Assessment, Occupational Hygiene, Toxicology, Ergonomics, Environmental Management, and Occupational Health and Safety Law. Graduates will be able to:

1. 1. 1. Health Risk Assessment

- Critically evaluate risk assessment principles and methodologies across occupational, epidemiological, toxicological, environmental, and disaster-related contexts.
- Characterise workplace hazard profiles, including physical, chemical, biological,

ergonomic, and psychosocial risks.

- Assess individual susceptibility to occupational exposures considering biological, behavioural, and social determinants.
- Conduct comprehensive workplace health risk assessments using multiple data sources, including occupational histories, exposure records, workplace monitoring data, and employment information.
- Interpret and apply Occupational Exposure Limits (OELs) within relevant workplace, regulatory, and professional contexts.

1.1.2. Occupational Hygiene and Exposure Assessment

- Apply the principles of occupational hygiene to the anticipation, recognition, evaluation, and control of workplace hazards.
- Analyse and interpret individual and group exposure data using appropriate statistical measures.
- Evaluate occupational hygiene reports and implement evidence-based recommendations.
- Identify and assess workplace hazards associated with common South African production processes.
- Design and justify practical hazard control programmes that account for technical, economic, psychosocial, political, and industrial relations factors.
- Recommend appropriate engineering controls, administrative controls, and personal protective equipment strategies.

1.1.3. Occupational Toxicology

- Apply occupational toxicology principles to evaluate relationships between exposure, biological monitoring, biological effects, and disease outcomes.
- Source, interpret, and utilise toxicological information from a range of authoritative references.
- Interpret Safety Data Sheets (SDSs) and other toxicological documentation.
- Communicate toxicological information effectively to professional and non-professional audiences.

1.1.4. Ergonomics

- Apply fundamental ergonomic principles to workplace design and task evaluation.
- Conduct ergonomic risk assessments.
- Recommend evidence-based interventions to prevent work-related musculoskeletal disorders and other ergonomically related health outcomes.

1.1.5. Environmental Management

- Evaluate the environmental impacts of workplace operations and production processes.
- Recommend measures to prevent, minimise, or mitigate environmental risks to surrounding communities.
- Apply relevant South African environmental health legislation.
- Contribute to the development and implementation of workplace Safety, Health and Environment (SHE) policies.
- Engage effectively with community representatives and other stakeholders affected by workplace activities.

1.1.6. Occupational Health and Safety Law

- Demonstrate knowledge of key occupational health and safety legislation, including:
- Occupational Health and Safety Act, 1993 and associated regulations.
- Mine Health and Safety Act, 1996 and associated regulations.
- Apply occupational health and safety legislation to workplace practice and advise on legal compliance.
- Interpret international occupational health standards and conventions, including relevant International Labour Organization (ILO) instruments.
- Collaborate effectively with legal practitioners on occupational health matters.

2. Occupational Medicine and Work Ability (PPH4071S)

The course aims to develop advanced competence in Occupational Medicine by equipping candidates with the knowledge and skills required to diagnose, manage, monitor, and prevent work-related disease and injury. Graduates will be able to evaluate workers presenting with occupational health problems, design and implement medical surveillance programmes, assess fitness for work and disability, facilitate rehabilitation and return-to-work processes, and apply relevant occupational health, compensation, and employment legislation. The course further promotes an integrated understanding of the relationship between work, health, and work ability, enabling graduates to provide evidence-based occupational health services within diverse workplace settings.

2.1 Exit level competencies for PPH4071 S

Upon successful completion of this course, graduates will demonstrate advanced competence in Occupational Medicine by integrating clinical, diagnostic, surveillance, rehabilitation, disability management, and medico-legal principles in the promotion and protection of worker health.

2.1.1. Clinical Occupational Medicine

Graduates will be able to:

- Assess, diagnose, manage, and where appropriate refer workers presenting with work-related illnesses, injuries, disabilities, or threats to health and well-being.
- Demonstrate a comprehensive understanding of the relationship between work and health, including the mechanisms through which occupational exposures contribute to disease and adverse health outcomes in individuals and populations.
- Investigate and diagnose a broad range of occupational diseases, including respiratory, dermatological, musculoskeletal, ear, nose and throat (ENT), infectious, and mental health conditions.
- Interpret diagnostic investigations commonly used in occupational health practice, including chest radiographs, lung function tests, bronchial challenge tests, audiograms, vision screening tests, toxicological investigations, biochemical tests, infectious disease and immune status testing, skin-prick testing and skin patch testing
- Recognise when specialist assessment is required and make appropriate referrals for further investigation and management.
- Assess, manage, and coordinate referrals for occupational injuries, workplace trauma, and emergency medical situations.
- Identify employees experiencing substance abuse, psychosocial difficulties, or mental health challenges that may affect work performance, and provide counselling, support, and referral where appropriate.
- Advise on immunisation, prophylaxis, and infection prevention strategies relevant to occupational exposures, business travel, and migrant worker populations.
- Assess, manage, and refer common communicable and non-communicable diseases encountered in working populations, including tuberculosis (TB), HIV infection, hypertension, diabetes mellitus, and chronic respiratory diseases, within the scope of primary healthcare practice.

2.1.2. Biological Monitoring and Medical Surveillance

Graduates will demonstrate specialised competence in the design, implementation, and evaluation of workplace medical surveillance programmes. Graduates will be able to:

- Design biological monitoring and medical surveillance programmes in collaboration with employers, employees, occupational hygienists, laboratories, and other relevant stakeholders.

- Establish and coordinate biological monitoring and medical surveillance systems, including laboratory liaison and data management processes.
- Select, apply, and interpret tests used in biological monitoring and medical surveillance programmes.
- Evaluate the effectiveness and cost-efficiency of biological monitoring and medical surveillance strategies in relation to workplace risks and organisational needs.

2.1.3. Fitness for Work, Disability Management and Workplace Accommodation

Graduates will demonstrate specialised competence in the assessment of fitness for work, impairment, disability, rehabilitation, and workplace accommodation. Graduates will be able to:

- Apply the principles and processes of impairment and disability assessment in occupational health practice.
- Work effectively with key stakeholders involved in disability management, including human resource practitioners, line managers, worker representatives, statutory bodies, compensation authorities, and private insurers.
- Assess the fitness of workers to perform specific job functions using evidence-based approaches and relevant professional guidelines.
- Evaluate and advise on fitness requirements for high-risk occupations, including miners, drivers, firefighters, seafarers, pilots, and divers.
- Assess, coordinate, or facilitate the management of workers with temporary or permanent impairments and disabilities.
- Evaluate the impact of substance dependence, psychotropic medication use, psychiatric conditions, and post-traumatic stress disorder on work ability and fitness for duty.
- Counsel and support pregnant workers and provide recommendations regarding workplace accommodation where necessary.
- Initiate, coordinate, and monitor rehabilitation and return-to-work programmes for workers with disabilities.
- Assess the impact of chronic or recurrent health conditions on work performance and recommend appropriate workplace accommodations and support measures.
- Advise on compensation processes relating to occupational injuries and diseases and provide medical input into claims management.
- Facilitate disability retirement processes and contribute professional medical expertise to the assessment and resolution of claims.

- Demonstrate a foundational understanding of private healthcare and insurance options relevant to occupational health practice and provide appropriate advice to employers and workers.

2.1.4. Compensation Systems and Employment Legislation

Graduates will demonstrate competence in the legislative and regulatory frameworks governing worker compensation, employment, disability management, and occupational health practice. Graduates will be able to:

- Apply the principles and requirements of legislation governing compensation for occupational injury and disease.
- Advise employers, employees, and other stakeholders on the medical aspects of compensation and disability management systems.
- Interpret and apply legislative requirements relating to employment, disability, workplace accommodation, and worker protection.
- Work effectively within multidisciplinary and regulatory systems to support equitable and legally compliant occupational health practice.
- Key legislative frameworks include Compensation for Occupational Injuries and Diseases Act (COIDA), 1993, Occupational Diseases in Mines and Works Act (ODMWA), 1974, Labour Relations Act (LRA), 1996, Employment Equity Act (EEA), 1998, Basic Conditions of Employment Act (BCEA), 1997

3. Occupational Health Services Management, Ethics and Legislation (PPH4070F)

This course aims to equip candidates with the knowledge, skills, and professional competencies required to establish, manage, and evaluate occupational health services effectively. It provides a comprehensive understanding of occupational health and safety legislation, health service management, ethical practice, workplace health promotion, and organisational health systems. The course also prepares candidates to address complex occupational health challenges through interdisciplinary collaboration, evidence-based decision-making, and effective communication.

3.1. Exit level competencies for PPH 4070F

Upon successful completion of this course, candidates will be able to demonstrate the following competencies**:**

3.1.1. Interdisciplinary and Holistic Occupational Health Practice

- Integrate knowledge and skills from medicine, public health, management, law, and social sciences to address occupational health challenges at individual, group, and organisational levels.
- Work effectively within multidisciplinary teams comprising occupational health professionals and other workplace stakeholders.
- Apply a comprehensive understanding of the institutional, legal, ethical, and social contexts that influence occupational health practice and decision-making.

3.1.2. Occupational Health Service Design, Management, and Evaluation

- Explain the principles underpinning the organisation and delivery of occupational health services, including levels of prevention and care.
- Design and implement workplace-based health services appropriate to different organisational contexts, incorporating components such as first aid, primary healthcare, and occupational health services.
- Integrate occupational health services with organisational systems related to safety, environmental management, human resources, and overall business operations.
- Apply quality assurance principles and methodologies to occupational health services.
- Participate in and support occupational health and safety audits and related compliance activities.
- Evaluate occupational health services in terms of effectiveness, efficiency, utilisation, outcomes, and cost-effectiveness.

3.1.3. Workplace Health Promotion and Disease Management

- Apply health promotion and disease prevention strategies at primary, secondary, and tertiary levels, including screening, monitoring, rehabilitation, and disability management.
- Recognise and interpret subclinical abnormalities identified through workplace health screening programmes.
- Develop and implement workplace health promotion programmes addressing communicable and non-communicable diseases, including HIV, tuberculosis (TB), SARS-CoV-2, sexually transmitted diseases (STDs), and tobacco- and alcohol-related conditions.
- Collaborate with multidisciplinary teams in managing complex health issues such as substance abuse, mental health disorders, and cardiovascular disease.

3.1.4. Industrial Relations and Workplace Health

- Apply fundamental principles of industrial relations within organisational and legislative frameworks.
- Contribute ethically and constructively to the resolution of workplace conflicts involving health-related matters.
- Advise employers on accommodating employees with disabilities in accordance with legal requirements, codes of good practice, and workplace policies.

3.1.5. Ethics in Occupational Health Practice

- Advocate for ethical decision-making in occupational health practice, particularly in situations involving competing interests.
- Provide guidance on ethical issues including confidentiality, sickness certification, HIV testing, drug and alcohol screening, informed consent, and health surveillance.
- Contribute to the management and resolution of ethical and medico-legal dilemmas in occupational health settings.
- Navigate ethical challenges unique to occupational health practice, including issues of dual loyalty to employers and employees.

3.1.6. Communication and Professional Engagement

- Communicate effectively with employees, management, trade unions, healthcare professionals, and other workplace stakeholders.
- Prepare clear, concise, and professional documentation, including policies, proposals, reports, and recommendations.
- Communicate occupational health and safety risks effectively to diverse audiences.

3.1.7. Adult Education and Workplace Training

- Apply principles of adult learning and education in occupational health settings.
- Develop and evaluate workplace training materials tailored to different audiences and literacy levels.
- Plan and facilitate training programmes and educational seminars on occupational health topics.

3.1.8. Operational Management and Leadership

- Develop operational and strategic plans, including budgets, policies, and procedures, for occupational health services.
- Plan, organise, staff, finance, monitor, and manage occupational health units or services.
- Participate effectively in technical, advisory, and statutory committees, including health and safety committees, disability committees, and specialised occupational health working groups.

3.1.9. Information Management and Evidence-Based Practice

- Demonstrate advanced computer literacy relevant to occupational health practice.
- Access and utilise electronic databases, legislation resources, library systems, and internet-based information sources.
- Critically appraise scientific literature to support evidence-based occupational health decision-making.
- Design and implement workplace health information systems that monitor occupational injuries, illnesses, and health outcomes.
- Use information systems to evaluate occupational health service delivery and organisational health and safety performance.

3.1.10. Disaster Management

- Contribute to the development and implementation of workplace disaster management and emergency response plans, including strategies for mass exposure incidents and casualty management.

3.1.11. Occupational Health Legislation

- Candidates will demonstrate specialist knowledge of the key legislative frameworks governing occupational health services
- Key legislation and guidelines include the Occupational Health and Safety Act, 1993 and the Mine Health and Safety Act, 1996. the Compensation for Occupational Injuries and Diseases Act (COIDA), 1993, the Occupational Diseases in Mines and Works Act (ODMWA), 1974, Labour Relations Act (LRA), 1996, Employment Equity Act (EEA), 1998, Basic Conditions of Employment Act (BCEA), 1997, Medicines and Related Substances Act, 1965, the Occupational Health and Safety Act, 1993 and the Mine Health and Safety Act, 1996.

4. Practising Integrated Occupational Health in Context (PPH4069W)

This course aims to equip candidates with the values, knowledge, and skills required to practise occupational health in an integrated, effective, and ethical manner across a range of clinical, workplace, and industrial settings. It develops the competencies necessary to identify, assess, manage, and prevent occupational health risks and diseases, while ensuring compliance with South African occupational health and safety legislation and promoting the health, safety, and well-being of workers.

4.1. Exit level competencies for PPH4069W

Upon successful completion of this course, candidates will be able to:

- Conduct comprehensive health risk assessments and evaluate the occupational risk exposure profiles of workers across a range of workplace and industry sectors, including those with specialised occupational health and safety risks.
- Demonstrate an understanding of the social, behavioural, and biological factors that influence individual susceptibility to occupational hazards and workplace exposures.
- Apply the fundamental principles of occupational hygiene, including hazard identification, exposure assessment, risk evaluation, and the implementation of appropriate control measures in different workplace settings.
- Assess and manage the environmental health impacts of workplace processes and activities, and recommend strategies to minimise risks to surrounding communities, the environment, and the public.
- Demonstrate clinical competence in occupational medicine by conducting occupational health assessments, taking relevant histories, performing examinations, diagnosing and managing work-related illnesses and disabilities, and making appropriate referrals where necessary.
- Apply knowledge of the key occupational health and safety legislation, regulations, standards, and guidelines relevant to different workplace and industry contexts, and understand the role of local and international organisations involved in the prevention of occupational injuries and diseases.
- Integrate medical, environmental, legal, ethical, and organisational considerations in the management of occupational health services through an interdisciplinary and holistic approach.
- Deliver and manage occupational health services in accordance with professional, ethical, and legal requirements, contributing to the prevention of occupational injury and disease and the promotion of worker health and well-being across diverse occupational environments.

TRAINING

Duration and attendance of the programme

Every candidate must be registered for the programme for at least two years (part-time). Retrospective registration is not allowed.

A registered candidate is required to attend all four one-week blocks (the examination being included in the last block) over the two-year period and complete all in-course learning activities. Some of the blocks may be offered online only.

The candidate is required to complete the course within four years of registration.

CURRICULUM AND CORE SYLLABUS

The Postgraduate Diploma core syllabus requires a minimum of 1,200 notional hours (NQF credits: 120) of learning as detailed below. *National hours of learning* mean the generally agreed estimate of the learning time that it would take an average candidate to meet the defined outcomes. This includes consideration of contact hours, self-study and assessment. To reach the required standard, candidates must undertake further private study that includes reading appropriate books and journals, attendance at professional meetings and visits to clinics and workplaces.

The course components of the programme include occupational health risk assessment and management, occupational medicine and work ability, occupational health services management, ethics and legislation, and practising integrated occupational health in context. Relevant legislation, ethics and standards pertaining to these four focus areas will be covered. The practical activities include work-place visits, special investigations and their interpretation and clinical case studies.

OCCUPATIONAL HEALTH RISK ASSESSMENT AND MANAGEMENT (PPH4072F)

Theory

- Definition of occupational health and its scope
- Integration between occupational health risk assessment and the practice of occupational medicine
- Law in occupational health: system, statutes and relevant regulations (OHSA, MHSA) Principles and application of:
    - Occupational health risk assessment and management (hierarchy of controls) Occupational hygiene
    - Occupational toxicology, including

carcinogenesis
    - Epidemiology and biostatistics
- Physical hazards in the work environment:
    - Noise
    - Temperature
    - Visual environment
    - Vibration
- Chemical hazards in the work environment
- Biological hazards in the work environment
- Ergonomic hazards in the work environment
- Psychosocial work environment (including workplace organisation, shift work and job stress)
- Instruments used for occupational hygiene assessments, their function and interpretation of results
- Exposure standards and their application
- Personal protective equipment (respirators, gloves)
- Environmental pollution and environmental impact assessments

Practicals

Workplace visits:

- Types of hazards and their identification
- The walk-through survey and basic hygiene screening techniques
- Assessing and prioritising occupational health risks
- Application of control measures
- Monitoring outcome and feedback to the workplace
- Oral presentation
- Occupational hygiene equipment demonstration and interpreting material safety data sheets and occupational hygiene reports
- Production of a written portfolio on occupational health risk assessment in a workplace
- Critical appraisal of an article (focus on causation)
- Summarising occupational health data into meaningful statistics
- Searching electronic databases and legislation

OCCUPATIONAL MEDICINE AND WORK ABILITY (PPH4071S)

Theory

- The occupational and environmental history and examination
- Occupational disease diagnosis and management
    - Evaluating the impact of hazardous work on specific organ systems viz. Respiratory system: rhinitis, asthma, pneumoconioses, PTB, COPD,

asphyxiants, heavy metal induced lung disease, cancers
    - Skin: contact dermatitis, urticaria
    - Musculoskeletal system: upper-limb disorders, Low back pain
    - ENT: noise-induced hearing loss
    - Nervous system: PTSD, organic brain syndromes (solvents), peripheral neuropathy (metals and toxins)
    - Other systems: occupational infections (HIV, SARS-Cov-2, hepatitis), haematological, liver (toxic hepatitis), reproductive and eye disorders

- **Assessment of fitness to work - before/during employment:**
    - Work and work-environment analysis and adaptation
    - Health screening and diagnostic medical examination
    - Management and impact of common conditions: hypertension, diabetes, epilepsy, TB and HIV
    - Travel medicine
    - Special examinations: drivers, divers

- **Impairment and disability assessment**
    - Theory and legal framework:
    - Definition of terms - incapacity, impairment, disability, handicap WHO - ICF (all versions), functional ability
    - Definition of different models of disability - medical model, social model, bio- psychosocial model
    - Indices of independence and mobility - usefulness as status/outcome measures, activities of daily living, functional limitation profiles, sickness impact profiles
    - Work ability/disability-related legislation: Basic Conditions of Employment Act, Employment Equity Act and Labour Relations Act

- **Assessment and return to work integration**
    - Principles and practice - principles of impairment assessment, functional limitations, standardised measurement (indices and scales), overall functional capacity evaluation in relation to inherent job requirements, and ability to perform job related functions safely
    - Understanding and application of compensation systems as it relates to occupational impairment, ill health and disability awards
    - Rehabilitation, redeployment, resettlement and ill health retirement

- **General occupational health topics**
    - Medical surveillance and biological monitoring (principles and application
    - Diagnosis and reporting of occupational disease in terms of Worker's

compensation-related legislation: COIDA, ODMWA
    - Managing absences attributed to sickness
    - Managing substance abuse

Practicals

- Approach to taking an occupational history
- Approach to clinical evaluation of certain organ systems e.g. wrist and back Special investigations for work-related diseases - technique and interpretation:
    - Audiometry Spirometry
    - Radiology (ILO system of classification)
    - Immunology (skin prick tests, specific IgE)
    - Vision testing
- Workplace visit: designing a workplace exposure and medical surveillance programme
- Critical appraisal of an article (focus on evidence-based interventions)
- Case studies on diagnosis and management of occupational diseases
- Case studies on tests for work ability
- Submitting a claim for worker's compensation
- Production of a written portfolio on a work-related clinical case

OCCUPATIONAL HEALTH SERVICES MANAGEMENT, ETHICS AND LEGISLATION (PPH4070F)

Theory

- Management concepts and occupational health: Planning, leading, organising, controlling Occupational Health Services: the OH team, functions and management
- Setting up occupational health services
- Auditing occupational health services
- Occupational health information systems
- Ethics, communication and relationships with professional colleagues and current guidelines Employment organisations, industrial relations and trade unions
- Health promotion and disease prevention approaches

Practicals

- Workplace visit: Auditing an occupational health service
- Interpreting statistics from an occupational health information system
- Production of a written portfolio on setting up an occupational health service

PRACTISING INTEGRATED OCCUPATIONAL HEALTH IN CONTEXT (PPH4069W)

Theory

- Occupational health risk assessment and management in context (specific industries or workplaces): mining, oil and gas, chemical, radiation, electricity and energy, metals, construction, transport, agriculture, pharmaceutical, hospitality, health care, public service, shopping, military, clothing and textile
- Identification and management of occupational diseases and work ability specific to certain industries/workplaces
- Setting up and auditing occupational health services in various industries/workplaces
- Integrated occupational health management systems focused on specific industries/workplaces

Practicals

- Workplace based assignment: integrated risk assessment, medical surveillance and occupational health service assignment
- Interpreting occupational hygiene measurements from various industries/workplaces
- Interpreting medical surveillance data from various industries
- Interpreting occupational injury and disease data from various industries/workplace

RECOMMENDED REFERENCE TEXTS

Candidates can access electronic materials including the **UCT PGDOH Electronic Handbook (2007)** authored by academic staff in the Division of Occupational Medicine through links from the UCT Amathuba Website using their UCT student number details.

In addition, the following texts are recommended for further reading:

- LaDou J and Harrison R. Current Occupational and Environmental Medicine, 5th edition. Lange Medical Books/McGraw-Hill, 2014
- Kerry Gardiner, David Rees, Anil Adisesh, David Zalk, J. Malcolm Harrington. Pocket Consultant: Occupational Health, 6th Edition. ISBN: 978-1-119-71861-1
- Koh D, Aw T-C, eds. Textbook of Occupational Medicine Practice, 4th edition, Singapore, World Scientific Publishing Co, 2018.
- Guild R, Ehrlich RI, Johnston JR, Ross MH, eds. Handbook of Occupational Health Practice in the South African Mining Industry, 1st edition, Johannesburg, South Africa, SIMRAC, 2001
- Hobson J, Smedley J (eds). Fitness for work: The Medical Aspects. 6th edition, Oxford University Press, 2019
- Gardiner and Harrington. Occupational Hygiene, 3rd edition, Blackwell, 2005.
- OHS and Labour Law standards: Jutas, Sabinet, Acts Online (http://www.acts.co.za/)
- South African Society of Occupational Medicine Guidelines. Available at www.

sasom.org (free to members).

- Electronic web resources: e.g., International Labour Organisation (ILO) Encyclopaedia of OHS, National Institute for Occupational Safety and Health (NIOSH), Health and Safety Executive (HSE), American Conference of Government Industrial Hygienists (ACGIH), Wireless Information System for Emergency Responders (WISER), Wikipedia and Toxipedia
- Journals: Occupational and Environmental Medicine, American Journal of Industrial Medicine, Occupational Medicine (British), Scandinavian Journal of Work, Environment and Health, International Journal of Occupational and Environmental Health. Occupational Health Southern Africa

COMPUTER HARDWARE, SOFTWARE AND SKILLS REQUIRED OF CANDIDATES

As this postgraduate programme makes extensive use of the University of Cape Town's e-learning platform (currently **Amathuba**) for the delivery of course information, lecture notes, learning resources, assessments, and communication, it is essential that candidates have access to appropriate technology and possess the necessary digital literacy skills.

Candidates should have reliable and regular access to a computer with suitable hardware and software capabilities, as well as a stable internet connection. In addition, they should be proficient in the use of computers and be comfortable working with email, web-based applications, online learning platforms, and commonly used software packages for document preparation, presentations, and information retrieval. These skills are necessary to ensure effective participation in all aspects of the programme.

Important information for Candidates

Candidates are responsible for the costs associated with internet access and data services required to access the online learning environment. These costs include accessing course materials, downloading resources for study and printing, participating in online learning activities, and completing exercises and assessments throughout the programme.

Prior to registration, prospective candidates will be required to complete a technology readiness assessment to determine whether they meet the minimum hardware, software, internet connectivity, and computer literacy requirements necessary for successful participation in the programme. Applicants who do not meet these requirements will be encouraged to upgrade their equipment, obtain the required software, improve their internet access, or develop the necessary computer skills. Admission to the programme is contingent upon satisfying these requirements, as the distance-learning components cannot be completed without adequate technological resources and competencies.

Candidates who are admitted must complete all registration requirements, including the payment of fees, before the commencement of the programme. International candidates and those travelling from outside Cape Town are also responsible for making the necessary visa, travel, and accommodation arrangements in advance. Completing registration before the programme begins is essential to ensure timely access to the University of Cape Town's online learning platforms and resources, and to enable candidates to participate fully in academic activities from the first contact session. Failure to complete registration requirements before the start of the programme may result in restricted access to learning materials and course activities.

FORMAT OF THE EXAMINATION

Candidates will be assessed continuously through both in-course and summative assessments for each course.

The mark-breakdown for the courses on occupational health risk assessment and management; occupational medicine and work ability; and occupational health services management, ethics and legislation is as follows: 50% in-course assessment (40% for the portfolio assignments and 10% for the quizzes); and 50% final examination (summative assessment).

For the final course on practicing integrated occupational health in context, the mark-breakdown is as follows: 33.3% for the in-course assessment and 66.7% for the final examination covering subject matter covered in the *entire 2-year postgraduate diploma* (summative assessment).

The in-course assessment consists of a combination of a work-based practical portfolio assignment and quizzes for each course. Late submission of the portfolio assignment task for any course is subject to a penalty unless approval has been sought and received from the convener.

A student failing to obtain 50% for a portfolio assignment of a course will have an opportunity to repeat the portfolio assignment only once. A mark of 50% will be awarded if the student passes the portfolio assignment on the second attempt.

A student failing to obtain 50% overall for a course will have the opportunity to repeat the course only once. There is no supplementary examination for the final course examination.

A student who is required to repeat a course will have the option of completing the two courses concurrently i.e., the course to be repeated and the current course. This only applies to courses PPH 4072 F, PPH 4071 S and PPH 4070 F. Alternatively, the student may opt to defer the current course to the following year.

DP requirement

Satisfactory attendance of the course contact block week (at least 80% attendance); and at least a 50% grade point average for the in-course assessments (portfolio assignments and quizzes).

Progression and Readmission Rules

The Postgraduate Diploma in Occupational Health is structured to ensure the progressive development of knowledge and competencies across the curriculum. Candidates are therefore required to successfully complete the first three courses namely Occupational Health Risk Assessment and Management, Occupational Medicine and Work Ability and Occupational Health Services Management, Ethics and Legislation before they are eligible to register for the fourth and final course, Practising Integrated Occupational Health in Context, and sit for the final examination.

A candidate who fails a course may be permitted to repeat that course once. However, where the candidate:

- fails the same course twice; or
- fails any two consecutive courses on the first attempt, a recommendation will be made to the Faculty Examinations Committee that readmission to the programme be refused. For the purposes of applying this rule, a failed course that is subsequently repeated and passed is still regarded as one failed course.

Distinction

The Postgraduate Diploma in Occupational Health may be awarded with distinction to candidates who satisfy all the following requirements on their first attempt:

- achieve an overall programme average of 75% or higher;
- obtain a minimum mark of 70% in each course; and
- successfully complete all four courses i.e., PPH 4072 F, PPH 4071 S, PPH 4070 F and PPH 4069 W

In addition, the candidate who achieves the highest mark in the final examination within a given cohort will be awarded the Geoff Campbell Award.

Awarding the Postgraduate Diploma in Occupational Health

The PGDOH provides graduates with the knowledge and competencies required to meet the legal requirements for practice as an Occupational Medicine Practitioner (OMP) and to perform occupational health-related functions in South African workplaces.

While the qualification is recognised as an appropriate credential for occupational health

practice, it is ***not registerable*** with the Health Professions Council of South Africa (HPCSA) as a specialist qualification in Occupational Medicine. Graduates may, however, register the PGDOH with the HPCSA as an ***additional qualification***, subject to the Council's applicable requirements.

In-course assessments

a) ***Portfolio assignments***

Preparation of the portfolio should ideally commence after completion of the contact block related to the module and it must be submitted (electronic copy) ***prior to*** the commencement of the next contact module, which is generally scheduled 6 months later.

Four portfolio reports must be submitted covering the following areas:

- workplace assessment
- work-related clinical case
- needs assessment and design of an occupational health service
- integrated portfolio of occupational health practice dossier

The ***workplace assessment*** should demonstrate the process of hazard identification, risk reduction and continuing surveillance, including application of the relevant legislation. The ***clinical case*** must have been seen and examined personally by the candidate and should demonstrate an understanding of the principles of occupational medicine. The ***occupational health service needs assessment*** and design must have been conducted by the candidate and need not be within the service they are currently responsible for. The **integrated portfolio of occupational health practice** dossier should demonstrate the values, knowledge and skills to practice occupational health in an integrated, effective and ethical manner in a variety of clinical and workplace/industry contexts.

The portfolio must be submitted using the template provided, which contains further guidance on the content, length and layout. Each portfolio should be 1,500 – 2,000 words in length.

An important part of the practice of occupational medicine is good, clear and authoritative written communication with employers and medical colleagues and the portfolio provides a good opportunity to demonstrate these skills. As the portfolio is not produced under examination conditions, it is expected that it will be well structured and professionally presented. It is assumed that candidates have access to basic word processing resources and marks may be deducted for poor presentation.

Each portfolio will be assessed by the academic staff in the Occupational Medicine Division. Examiners are seeking evidence that the candidate has understood the principles of occupational health and can apply them in practice. Mentors will be assigned to candidates to provide support

and advice in this regard.

b) ***Inter-block Quizzes***

Regular quizzes will be assigned that can be completed online. Two quizzes between each block should be completed within given timeframes. This will be in multiple choice format.

Final Examination

Students will be required to sit for an end-of-semester final examination at the end of each course. This final examination counts 50% of the course mark. There are no supplementary examinations offered. A student who does not obtain an overall course mark of 50% will be required to repeat the course.

MODERATION

The University of Cape Town has a system of external peer review and evaluation of each course. One of the aspects of the system is an evaluation of the standards and assessment practices of the department.

CRITERIA FOR THE REGISTRATION OF EXAMINERS (ASSESSORS)

The academic staff of the University of Cape Town are used in a manner which is consistent with the quality assurance system of the University. Examiners are based at the training institution, except for an external examiner for the final examination. There is a panel of at least three examiners appointed for each cycle of written examinations and orals. At least one of these will be external to UCT.

Qualifications:
All examiners should hold qualifications in occupational health or have an equivalent medical qualification with experience in occupational health.

***Experience*:**
Experience in occupational health practice and in teaching occupational health is a necessity. Research experience is an advantage.

Other criteria*:*
All examiners should hold an academic appointment, which may be part-time or full-time.

ACADEMIC TEACHING STAFF

Occupational Medicine Division
Level 4, Falmouth Building South

Professor and Head:

- MF Jeebhay, MBChB Natal, PGDOH, MPhil (Epidemiology) Cape Town MPH (Occupational Medicine) PhD Michigan FCPHM (Occupational Medicine) SA

Senior Lecturer:

- I Ntatamala MBChB Dip Public Health UNISA MMed Cape Town MSc OH Birmingham Dip HIV Man FCPHM (Occupational Medicine) SA AHMP FPD/Yale University

Senior Lecturer:

- Y Williams, MBChB MMed FCPHM (OccMed) SA

Senior Lecturer:

- R Baatjies, BTech MTech CPUT MPH Witwatersrand PhD Cape Town

Emeritus Professor and Senior Scholar:

- R Ehrlich, BBusSc MBChB PhD Cape Town DOH Witwatersrand FFCH FCPHM (Occupational Medicine) SA

Emeritus Professor:

- G Todd, BSc UKZN MBChB PhD Cape Town FCDerm SA

Adjunct Professor:

- S Kisting-Cairncross, MBChB, PGDOH, Cape Town MFamMed Witwatersrand MCFP SA

Honorary Senior Lecturers:

- B Andrews, MBChB Cape Town, PGDOH, MMed Stell FCPHM (Occupational Medicine) SA
- AH Burdzik, MBChB MMed Cape Town Dip Occupational Medicine UK FCPHM (Occupational Medicine) SA
- D Knight, MBChB MMed Cape Town
- G Kew, MBChB DA SA, PGDOH, Cape Town
- S Manjra, MBChB Natal MMedSc Birmingham BScHons (Medicine), PGDOH , Cape Town
- A Raynal, MBChB Cape Town MSc LSHTM MPHM MFOM UK
- J teWaterNaude, MBChB MPhil Cape Town FCPHM SA

- H de Wet, MBChB MMed NUS
- M Mothemela, MBChB Medunsa, MMed Cape Town, FCPHM (Occupational Medicine) SA
- H Mwanga, MD Tanzania, MMed PhD Cape Town, FCPHM (Occupational Medicine) SA
- D Ngajilo, MD Tanzania, MMed Cape Town, FCPHM (Occupational Medicine) SA
- H Williams, MBChB PGDOH MMed Cape Town FCPHM (Occupational Medicine) SA
- Z Sonday, MBChB PGDOH MMed Cape Town FCPHM (Occupational Medicine) SA
- M Morkel, MBChB Cape Town, PGDOH
- NR Mandimika, MBChB, PGDOH

Honorary Lecturers:

- S Fakie, MBChB PGDOH Cape Town

Registrars:

- T Muhamba
- B Kosi
- K Peter
- L Mohamed

INTERNATIONAL COMPARABILITY

This qualification is comparable to similar qualifications from around the world with regard to outcomes and assessment criteria, the level of depth and complexity involved in the study process, a range of competence in the learning content and with due regard to notional learning time.

ARTICULATION OPTIONS

Title(s) of related qualification(s)

- Specialist qualification in Occupational Medicine (MMed (Occ Med))
- MPhil (Occupational Health)

This qualification provides credits for the related qualification(s).

- Specialist qualification in Public Health Medicine