



**Maldives National Skills Development Authority**



# **National Competency Standard for Health and Safety in Construction**

**Standard Code: CON-04L4-V2-24**

**Qualification Name: National Certificate IV in Health and Safety in Construction**

## FOREWORD

The pivotal role of the Maldives National Skills Development Authority (MNSDA) in meticulously implementing and expanding Technical and Vocational Education & Training (TVET) exemplifies the steadfast commitment of the Maldives to build a skilled and resilient workforce. This commitment is evident from the strategic formulation of National Standards and the establishment of a comprehensive framework for training and certification.

Under the Higher Education and Training Act 7/2021, the MNSDA assumes an instrumental role, reflecting the government's unwavering dedication to streamlining TVET policies and procedures. This includes the establishment of a robust system for accrediting and registering both Institution Based Training (IBT) and Employer Based Training (EBT) providers. The MNSDA's active involvement in conducting the National Apprenticeship Program (NAP), National Trade Testing and Certification (NTTC), and the issuance of National Certificates reflects a comprehensive approach to ensure elevated quality standards and competency within the workforce.

The National Competency Standards (NCS) revised through the Maldives Enhancing Employability and Resilience of Youth (MEERY) project accentuates the commitment to updating and sustaining contemporary skill sets aligned precisely with industry demands. Deliberate efforts to revise existing NCS, coupled with the development of curriculum, teaching materials, resource books, and logbooks, attest to our dedication to ensuring the ongoing relevance and currency of the TVET system in the Maldives.

The active engagement of Technical Panels and Employment Sector Councils in the NCS development and approval process, coupled with alignment to the Maldives National Qualification Framework (MNQF) and accreditation by the Maldives Qualifications Authority (MQA), certifies that the TVET system not only remains highly responsive but also ensures the quality standards demanded by industries. This approach enables the system to effectively meet the diverse needs of industries and adapt to the evolving economic landscape.

The collaborative development of the National Certificate IV in Health and Safety in Construction by the MNSDA, MEERY, and the Maldives Institute of Technology exemplifies the practical implementation of TVET initiatives. This training package represents a critical stride towards addressing the requisite skills while fostering opportunities to integrate sustainable economic development within the TVET framework.



Dr. Zahra Mohamed

Chief Executive Officer

Maldives National Skills Development Authority

### EMPLOYMENT SECTOR COUNCILS

#	Name	Designation	Organisation
01	Ahmed Thalhath	Director General	Ministry of Construction and Infrastructure
02	Zeeniya Ahmed Hameed	Permanent Secretary	Minister of Housing, Land and Urban Development
03	Adnan Haleem	Secretary General	Maldives National Association of Construction Industry
04	Mohamed Rasheed	Director	Housing Development Corporation
05	Mohamed Waheed	Lecturer	Maldives Polytechnic
06	Hussain Shiyam	Civil Engineer	Civil Engineers Association
07	Ibrahim Shareef Hassan	Training Expert	Ibrahim Shareef Hassan
08	Mohamed Yoosuf	Professional Member	Architects Association of Maldives
09	Shakeeba Ali	Director General	Maldives National Skills Development Authority

**National Occupational Standard has been endorsed by:**



Adnan Haleem

Chair person

Construction Sector Council

Maldives National Skills Development Authority

Umar Zahir Office Building, 5th Floor,

OrchidMaa Hingun, Hulhumale', Republic of Maldives.

Date of Endorsement: 04.12.2023

### TECHNICAL SUPPORT

#	Name	Designation	Organisation
01			
02			

TECHNICAL PANEL MEMBERS			
#	Name	Designation	Organisation
01	Sanaullah Shakeeb	Engineer	MACL
02	Ali Nafaah Mohamed	Assistant Engineer	STELCO
03	Yaiesh Musthafa	Engineer	Utility Regulatory Authority
04	Nahid Mohamed	Lecturer/Technician	Polytechnic/DJA
05			
06			
07			
08			
09			

VERSION	DEVELOPER	DATE	STANDARD CODE
V2			CON-04L4-V2-24

## Standard Review Process

---

To begin with Health and Safety in Construction occupation competencies were profiled through study of the occupations across the Maldivian workplaces aligned to the principles of "Functional Analysis", a methodology used for reviewing Competency Standards. Referred occupational profiling process compared existing competency units incorporated within the National Competency Standard of Level IV in Health and Safety in Construction program.

Draft Review of the occupational standard is then compiled and submitted to the Technical Panel (TP) organised by the Maldives National Skills Development Authority (MNSDA). The Draft Standard is then edited based on comments from TP members under the direct observation of MNSDA. With series of reviewing and editings, TP approved standard is then tabled at Employment Sector Council (ESC) meeting for endorsement.

All the Standards of MNSDA are endorsed from the ESC before being published on its website.

## Description of “Health and Safety in Construction”

---

Health and Safety in Construction is designed to equip individuals with sophisticated competencies essential for comprehensive Health and Safety in Building Construction services. Participants will delve into advanced techniques and practices, gaining insights into complex financial transactions, point-of-sale management, and customer relationship skills.

This certification serves as a pathway for professionals seeking to enhance their expertise in Health and Safety in Construction, providing advanced skills crucial for addressing the intricate demands of the field.

## Recommended changes to the existing National Certificate IV in Health and Safety in Construction Standard

---

Following are the changes recommended by the selected internal expert team of MIT for the National Certificate IV in Health and Safety in Construction Standard.

1. *Strengthen soft skills and recommended to include common modules used in the current Competency Standards of MNSDA*
2. *Introduced two new unit and revised existing units to align with industry standards aiming to enhance skills, align with best practices, and prepare Trainees for a comprehensive range of tasks in Health and Safety in Construction.*

## Job opportunities upon completion of “National Certificate IV in Health and Safety in Construction”

---

Upon successful completion of the National Certificate IV in Health and Safety in Construction, students can work in the following jobs.

1. *Construction Site Safety Officer*
2. *Safety Compliance Assistant*
3. *Construction Safety Trainer*

## KEY FOR CODING

### Coding Competency Standards and Related Materials

DESCRIPTION	REPRESENTED BY
Industry Sector as per ESC (Three letters)	Construction Sector (CON) Fisheries and Agriculture (FNA) Information, Communication and Technology (ICT) Transport Sector (TRN) Tourism Sector(TOU) Social Sector (SOC) Foundation (FOU)
Standard Number - Occupation with in an industry sector	Two digits 01-99
Common Competency	CM
Core Competency	CC
Unit Number - Occupation with in an Standard	Three digits 01-99
MNQF level of qualification	L1, L2, L3, L4 etc.
Version Number	V1, V2 etc.
Separator	-
Year of Last Review of standard, qualification	Two digits responding to the year of last review, example 23 for the year 2023
Qualification Code	Refers to Standard code in cover page

1. Endorsement Application for Qualification 01		
2. NATIONAL CERTIFICATE IV IN HEALTH AND SAFETY IN CONSTRUCTION		
3. Qualification code: CON-04L4-V2-24		Total Number of Credits: 123
<b>4. Purpose of the qualification</b>  This qualification is designed to meet the needs of site managers and supervisors in the building and construction industry. It includes core competency units that cover common skills for the supervisors and managers in ensuring health and safety in the building construction industry.		
5. Regulations for the qualification		National Certificate IV in the occupation of Health and Safety in Construction will be awarded to those who are competent in units 1+2+3+4+5+6+7+8+9+10
6. Schedule of Units		
Unit No.	Unit Title	Code
<b>Common Competencies</b>		
01	Undertake technical writing and presentation	CON-04-CM02-V2-24
02	Lead and manage people	CON-04-CM03-V2-24
03	Apply work ethics and manage diversity in the workplace	CON-04-CM04-V2-24
<b>Core Competencies</b>		
4	Practice electrical safety in construction sites	CON-04-CC10-V2-24
5	Apply safe operation of heavy machinery and equipment	CON-04-CC11-V2-24
6	Apply safe use of hand and power tools	CON-04-CC12-V2-24
7	Implement construction site safety planning	CON-04-CC13-V2-24
8	Identify hazards and conduct risk assessment	CON-04-CC14-V2-24
9	Monitor safety training to workers	CON-04-CC15-V2-24
10	Implement construction site safety regulations	CON-04-CC16-V2-24
7. Accreditation requirements:		The training provider should have made arrangements to ensure students are provided with adequate theory and practicals for them to develop all the required knowledge and skills stipulated in the National Competency Standard.
8. Recommended sequencing of units		As appearing under the section 06

## Unit Details

Unit No.	Unit Title	Code	Level	No. of credits	Credit hours	Contact hours
01	Undertake technical writing and presentation	CON-04-CM02-V2-24	IV	04	40	20
02	Lead and manage people	CON-04-CM03-V2-24	IV	10	100	50
03	Apply work ethics and manage diversity in the workplace	CON-04-CM04-V2-24	IV	15	150	75
04	Practice electrical safety in construction sites	CON-04-CC10-V2-24	III	05	50	25
05	Apply safe operation of heavy machinery and equipment	CON-04-CC11-V2-24	IV	20	200	100
06	Apply safe use of hand and power tools	CON-04-CC12-V2-24	III	04	40	20
07	Implement construction site safety planning	CON-04-CC13-V2-24	IV	15	150	75
08	Identify hazards and conduct risk assessment	CON-04-CC14-V2-24	IV	15	150	75
09	Monitor safety training to workers	CON-04-CC15-V2-24	IV	20	200	100
10	Implement construction site safety regulations	CON-04-CC16-V2-24	IV	15	150	75
Total				123	1230	615

### Packaging of National Qualifications:

National Certificate IV in Health and Safety in Construction will be awarded to those who are competent in units 1+2+3+4+5+6+7+8+9+10

Qualification Code: CON-04L4-V2-24

## COMPETENCY BASED ASSESSMENT

The final assessment of the National Competency-Based Programmes conducted by the Maldives National Skills Development Authority (MNSDA) is a competency-based assessment.

The Competency-Based Assessment ensures that the students' performance meets the requirements specified in the National Competency Standards (NCS). This assessment approach is designed to verify that graduates are job-ready and meet established occupational competency requirements within their respective fields.

### Eligibility for Final Assessment

To be eligible for the final Competency-Based Assessment, students must fulfil the following conditions:

- achieve a **minimum of 80%** attendance
- deemed competent in each of the units of the programme in the pre-assessment

### Competency-Based Assessment Process

Upon submission of the Pre-assessment report by the training provider, MNSDA will check for all the necessary supporting documents and conduct Competency-Based Assessment through a National Assessor registered with MNSDA. It is important to note that any trainer involved in the training process is **not permitted** to conduct the assessment to maintain impartiality and integrity of the process.

The final Competency-Based Assessment conducted by MNSDA includes both:

- **Theory:** Evaluating students' knowledge and understanding of key theoretical aspects of the competency.
- **Practical:** Assessing hands-on skills and application of knowledge in real-world or simulated environments.

Once the assessment is completed, the National Assessor will send the Competency-Based Assessment Report to MNSDA.

### Competency Status Requirement

For certification to be granted, the student must be officially declared "**Competent**" in each of the units of the programme by the National Assessor.

### Conclusion

Competency-Based Assessment is a critical component in ensuring the quality and credibility of technical and vocational skills-based training. By adhering to the outlined procedure, MNSDA upholds the standards required to certify students who are fully prepared to meet industry demands.