

No. 495

27 May 2005



Established in terms of Act 58 of 1995

SOUTH AFRICAN QUALIFICATIONS AUTHORITY (SAQA)

In accordance with regulation 24(c) of the Standard Generating Bodies Regulations of 28 March 1998, the Standards Generating Body (SGB) for

Lumber Milling

publishes the following unit standards for public comment.

This notice contains the titles, fields, sub-fields, NQF levels, credits, and purpose of the unit standards upon which qualifications are based. The full unit standards can be accessed via the SAQA web site at www.saga.org.za. Copies may also be obtained from the Directorate of Standards Setting and Development at the SAQA offices, Hatfield Forum, 1067 Arcadia Street, Hatfield, Pretoria.

Comment on the unit standards should reach SAQA at the address **below** and no **later than 1 July 2005**. All correspondence should be marked **Standards Setting – SGB for Lumber Milling** and addressed to

The Director: Standards Setting and Development
SAQA
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DUGMORE MPHUTHING
DIRECTOR: STANDARDS SETTING AND DEVELOPMENT



SOUTH AFRICAN QUALIFICATIONS AUTHORITY

UNIT STANDARD:

| SAQA US ID | UNIT STANDARD TITLE | | |
|---------------------------|--|------------------------------|---------------------------|
| 119653 | Demonstrate an understanding of the relevant aspects of the Basic Conditions of Employment Act | | |
| | | | |
| SGB Lumber Milling | Agriculture and Nature Conservation | | |
| UNIT STANDARD TYPE | FIELD DESCRIPTION | SUBFIELD DESCRIPTION | |
| Regular | Agriculture and Nature Conservation | Forestry and Wood Technology | |
| ABET BAND | CREDITS | NQF LEVEL | UNIT STANDARD TYPE |
| Undefined | 3 | Level 2 | Regular |

SPECIFIC OUTCOME 1

Demonstrate an understanding of the purpose of the Basic Conditions of Employment Act.

SPECIFIC OUTCOME 2

Describe the regulation relating to working time as set out in the Basic Conditions.

SPECIFIC OUTCOME 3

Describe the regulation relating to leave as set out in the Basic Conditions.

SPECIFIC OUTCOME 4

Describe the regulations pertaining to termination of service as stipulated in the Act.



| SAQA US ID (UNIT STANDARD TITLE) | | | |
|---|--|-------------------------------------|------------------------------|
| 119654 | Demonstrate an understanding of the relevant aspects of the Basic Conditions of Employment Act | | |
| SGB NAME | | NSB 01 | PROVIDER NAME |
| SGB Lumber Milling | | Agriculture and Nature Conservation | |
| UNIT STANDARD TYPE | | FIELD DESCRIPTION | SUBFIELD DESCRIPTION |
| Regular | | Agriculture and Nature Conservation | Forestry and Wood Technology |
| ABET BAND | CREDITS | NQF LEVEL | UNIT STANDARD TYPE |
| Undefined | 3 | Level 3 | Regular |

SPECIFIC OUTCOME 1

Demonstrates an understanding of the purpose and application of the Basic Conditions of Employment Act.

SPECIFIC OUTCOME 2

Describe the regulation relating to working time and leave as set out in the Basic Conditions.

SPECIFIC OUTCOME 3

Describe the particulars relating to employment, remuneration and termination of employment.



SOUTH AFRICAN QUALIFICATIONS AUTHORITY

UNIT STANDARD:

| SAQA US ID | UNIT STANDARD TITLE | | |
|---------------------------|--|-------------------------------------|------------------------------|
| 119655 | Demonstrate an understanding of the relevant aspects of the Labour Relations Act | | |
| SGB NAME | | NSB 01 | PROVIDER NAME |
| SGB Lumber Milling | | Agriculture and Nature Conservation | |
| UNIT STANDARD TYPE | FIELD DESCRIPTION | | SUBFIELD DESCRIPTION |
| Regular | Agriculture and Nature Conservation | | Forestry and Wood Technology |
| ABET SAND | CREDITS | NQF LEVEL | UNIT STANDARD TYPE |
| Undefined | 3 | Level 2 | Regular |

SPECIFIC OUTCOME 1

Explain the purpose of the Labour Relations Act.

SPECIFIC OUTCOME 2

Name the various organisational rights of trade unions in the workplace.

SPECIFIC OUTCOME 3

Demonstrate an understanding of the role of a shop steward in the workplace.

SPECIFIC OUTCOME 4

Name the different **types of dismissal** in the workplace.



SOUTH AFRICAN QUALIFICATIONS AUTHORITY

UNIT STANDARD:

Demonstrate an understanding of the relevant aspects of the Labour Relations Act

| SAQA US ID | UNIT STANDARD TITLE | | |
|--------------------|--|------------------------------|--------------------|
| 119656 | Demonstrate an understanding of the relevant aspects of the Labour Relations Act | | |
| SGB NAME | NSB 01 | PROVIDER NAME | |
| SGB Lumber Milling | Agriculture and Nature Conservation | | |
| UNIT STANDARD TYPE | FIELD DESCRIPTION | SUBFIELD DESCRIPTION | |
| Regular | Agriculture and Nature Conservation | Forestry and Wood Technology | |
| ABET BAND | CREDITS | NQF LEVEL | UNIT STANDARD TYPE |
| Undefined | 3 | Level 3 | Regular |

SPECIFIC OUTCOME 1

Demonstrate an understanding of the purpose of the Labour Relations Act.

SPECIFIC OUTCOME 2

Describe the role of the Commission for Conciliation, Mediation & Arbitration (CCMA).

SPECIFIC OUTCOME 3

Identify the relevant stakeholders covered by the Labour Relations Act.

SPECIFIC OUTCOME 4

Explain the various categories of dismissal disputes covered by the Labour Relations Act.

SPECIFIC OUTCOME 5

Describe the appropriate dispute resolution route for dismissal disputes.



SOUTH AFRICAN QUALIFICATIONS AUTHORITY

UNIT STANDARD:

| SAQA US ID | UNIT STANDARD TITLE | | |
|---------------------------|---|------------------------------|---------------------------|
| 119657 | Demonstrate an understanding of the relevant aspects of the Employment Equity Act | | |
| SGB NAME | NSB 01 | PROVIDER NAME | |
| SGB Lumber Milling | Agriculture and Nature Conservation | | |
| UNIT STANDARD TYPE | FIELD DESCRIPTION | SUBFIELD DESCRIPTION | |
| Regular | Agriculture and Nature Conservation | Forestry and Wood Technology | |
| ABET BAND | CREDITS | NQF LEVEL | UNIT STANDARD TYPE |
| Undefined | 3 | Level 4 | Regular |

SPECIFIC OUTCOME 1

Demonstrate an understanding of the purpose and primary objects, application and interpretation.

SPECIFIC OUTCOME 2

Describe the unfair discrimination practices as defined in the Act.

SPECIFIC OUTCOME 3

Discuss the duties of a designated employer as per the Employment Equity Act.

SPECIFIC OUTCOME 4

Explain the process of reporting to the Director General.

SPECIFIC OUTCOME 5

Define the term "Designated Groups" as per the Employment Equity Act.



SOUTH AFRICAN QUALIFICATIONS AUTHORITY

UNIT STANDARD:

Demonstrate an understanding of the relevant aspects of the Employment Equity Act

| SAQA US ID | UNIT STANDARD TITLE | | |
|---------------------------|---|-------------------------------------|------------------------------|
| 119658 | Demonstrate an understanding of the relevant aspects of the Employment Equity Act | | |
| SGB NAME | | NSB 01 | PROVIDER NAME |
| SGB Lumber Milling | | Agriculture and Nature Conservation | |
| UNIT STANDARD TYPE | | FIELD DESCRIPTION | SUBFIELD DESCRIPTION |
| Regular | | Agriculture and Nature Conservation | Forestry and Wood Technology |
| ABET BAND | CREDITS | NQF LEVEL | UNIT STANDARD TYPE |
| Undefined | 3 | Level 2 | Regular |

SPECIFIC OUTCOME 1

Explain the purpose of the Employment Equity Act.

SPECIFIC OUTCOME 2

Name the two main components of the Employment Equity Act.

SPECIFIC OUTCOME 3

List the grounds on which the Act stipulates no person may be unfairly discriminated against in any employment policy or practice.

SPECIFIC OUTCOME 4

Name the regulations pertaining to the medical testing of employees as per the Employment Equity Act.

SPECIFIC OUTCOME 5

List the duties of a designated employer as per the Employment Equity Act.

SPECIFIC OUTCOME 6

Identify and List the affirmative action measures that an employer must take in the workplace.