



nebosh

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# NEBOSH International Diploma for Occupational Health and Safety Management Professionals

## Qualification guide for learners

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# Qualification overview

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## Qualification key features

<b>Unit prefixes and titles</b>	<b>Unit ID1:</b> Know – workplace health and safety principles (International) <b>Unit ID2:</b> Do – controlling workplace health issues (International) <b>Unit ID3:</b> Do – controlling workplace safety issues (International)		
<b>Assessments</b>	<b>Assessment type</b>	<b>Assessment time</b>	<b>Pass marks</b>
Unit ID1	Assignment	60 hours (approx.)	Notional 50%
Unit ID2	Case study	40 hours (approx.)	Notional 50%
Unit ID3	Case study	40 hours (approx.)	Notional 50%
<b>Qualification level and number of credits</b>	<i>Notional</i> Accreditation to be applied for from SQA Accreditation – anticipated level is SCQF Level 10 with 48 credits		
<b>Modes of study</b>	A full-time block release course (minimum of six weeks (30 working days)) Part-time day release (spread over at least 30 weeks) Open, distance learning, eLearning		
<b>Entry requirements</b>	No formal entry requirements but due to there being assumed knowledge it is recommended that learners have passed the NEBOSH International General Certificate in Occupational Health and Safety or an equivalent SCQF Level 6 or 7 qualification.		
<b>Recommended minimum standards of English</b>	Equivalent to an International English Language Testing System score of 7.0 or higher in IELTS tests		
<b>Qualification grades</b>	The percentage marks of all three units are combined and the qualification grade is based on the following boundaries: Distinction: 226 or higher Credit: 196 - 225 Pass: 150 - 195		

# Qualification overview

## Who is the qualification designed for?

The NEBOSH International Diploma is **the** qualification for aspiring health and safety professionals, building directly upon the foundation of knowledge provided by the NEBOSH International General Certificate. It is designed to provide you with the knowledge and understanding required for undertaking a career as a health and safety professional and it also provides a sound basis for progression to postgraduate study. The International Diploma is recognised and reliable and approximately 3,000 learners have achieved the qualification since its introduction.

## Benefits for you

The qualification deliberately looks at general workplace issues so that it can be applied in many different sectors which health and safety professionals may work in. The syllabus is split into two parts and covers what a health and safety professional needs to 'know' and 'do'. On completion of the qualification, you will be able to:

- Understand the role of health and safety legislation, the purpose and principles of enforcement actions and the role of the United Nations' International Labour Organization and other non-governmental bodies.
- Use different types of health and safety leadership approaches and be able to influence health and safety issues at all levels.
- Influence organisation and health and safety workplace culture.
- Proactively manage health and safety, taking account

of human failures and factors.

- Manage health and safety competence (both your own and that of the organisation).
- Use a range of hazard identification, risk management and loss causation techniques.
- Monitor health and safety performance.
- Develop your role as a health and safety professional including understanding how it links with Corporate Social Responsibility.
- Effectively manage organisational change.
- Manage contractors and supply chains.
- Control a range of workplace health and wellbeing issues.
- Control a range of workplace safety issues.

## Benefits for your employer

By applying the knowledge and skills gained from this qualification you will be able to contribute to maintaining a safe and healthy workplace; an immediate benefit for your employer. For example, you will be able to understand the risk profile of your organisation and how risk should be managed. You will also be able to recognise a range of workplace health and safety hazards and recommend control measures so that residual risk from these hazards is as low as possible. The qualification will also equip you with professional skills such as understanding how your leadership style can affect other workers and the culture of the organisation, as well as being able to influence and negotiate with workers at all levels.

# Qualification overview

## Designatory letters and professional membership

Holders of the NEBOSH International Diploma for Occupational Health and Safety Management Professionals may use the designatory letters 'IDipNEBOSH' after their name.

In addition, once you have your qualification parchment (have completed the qualification) it is anticipated\* that you will be able to apply for the following memberships:

Membership body	Membership category	Designatory letters
Institution of Occupational Safety and Health (IOSH)	Graduate Member**	Grad IOSH
International Institute of Risk and Safety Management (IIRSM)	Full membership*	MIIRSM
Board of Certified Safety Professionals (BCSP)	Exemption from sitting the ASP examination if all other requirements are met*	Leads to CSP membership after completion of relevant assessments

\* NEBOSH is in the process of applying for membership for IIRSM and BCSP; this Guide will be updated once confirmation has been received.

\*\* IOSH are reviewing their membership grades. It is likely that Graduate membership will be rebranded as Certified member. This guide will be updated once the restructured membership grades have been published. IOSH are not currently accepting accreditation applications for new qualifications due to this membership review.

## Syllabus development and review

The syllabus has been developed by NEBOSH following extensive consultation with key stakeholders, notably previous Diploma learners, Learning Partners, subject experts and employers.

NEBOSH would like to take this opportunity to thank all those who participated in the redevelopment and implementation of this qualification but, in particular, the following individuals and employers:

Simon Bown	KeolisAmey Docklands Ltd
David Campbell	Network Rail
Stewart Mardle	BT
Louisa Mead	
Gary Swayne	APS Group
Roger Schulp	BP
Darren Webb	Newsprinters (Broxbourne) Ltd

# Qualification overview

## Assessment formats

To achieve the International Diploma, learners must complete and pass the following assessments:

Unit	Assessment format
ID1	Assignment (in four parts - simulations, workplace based activities, reflective tasks and a research project)
ID2	Case study (simulation only)
ID3	Case study (simulation only)

Part of the Unit ND1 assessment will require you to undertake some workplace-based activities. You will, therefore, need to ensure that you select a suitable workplace/organisation. **The workplace/organisation does not have to be your own; it just needs to be suitable.** The selected workplace should provide sufficient scope to carry out a range of activities. If you have difficulty finding a suitable workplace, please speak to your Learning Partner who will be able to assist you. The workplace activities will cover the following topics:

Topic
Consultation
Health and safety culture
Competence, training, information and supervision
High reliability organisations
Sensible risk management/types of risk assessment/ implementing risk assessment actions
Risk profile
Health and safety monitoring and measuring
Organisation change
General management of contractors

## More challenging is more empowering

Shermin is QHSE Manager for global engineering and technology consultants Bilfinger Tebodin Middle East. She has completed both the NEBOSH International General Certificate and the NEBOSH International Diploma in Occupational Health and Safety.



Shermin puts her knowledge and expertise to good use, not only in her job but also as a speaker at the major conferences in the area.

*"I believe very much in empowerment, not just for the growing number of women here who are now interested in being part of this profession, but for anyone who wants to work in health and safety. I see NEBOSH qualifications as a great equaliser. When you have a NEBOSH qualification people listen, because they trust your knowledge and abilities, which means you can be confident and believe in yourself as well. I often describe health and safety as a selfless profession. I do it first and foremost because I enjoy caring for people."*



# Qualification overview

## Achieving the qualification, qualification grading and parchment issue

You must achieve a 'Pass' in all three units to achieve the qualification. The pass standards are given in the 'Qualification key features' table.

The percentage marks of all three units are combined and the qualification grade is based on the following boundaries:

226+	Distinction
196 - 225	Credit
150 - 195	Pass
0 - 149	Refer

If you retake a unit to achieve a higher mark, the highest unit mark will be used to calculate the qualification grade (see 'Re-sitting unit(s)' for further information).

Once the third successful unit has been completed, you will be issued with a qualification parchment. Parchments are normally issued 20 working days after the results declaration date for the third successful unit.

## Simple decisions lead to far-reaching consequences

Vanraj Dave works for global speciality chemical supplier Solenis as a EHS specialist covering the South East Asia and India regions. Vanraj has successfully completed both the NEBOSH International General Certificate and International Diploma in Occupational Health and Safety and these qualifications have helped him build the successful career he enjoys today.



*"I always recommend NEBOSH to others now as it gave me the skills and confidence to influence top management and leaders by seeing and presenting the bigger picture whilst having the professional credentials to support my case. Quite a few of my friends have found good positions in the Middle East by following my lead. It was a simple decision for me to start my NEBOSH studies, but when I consider the impact, it has been far reaching."*



# Qualification overview

## Re-sitting unit(s)

If you do not achieve a 'Pass', you may re-sit the unit(s) in which you have been unsuccessful providing that this happens within the 5-year enrolment period. However, each re-sit will incur an additional fee.

You may also re-sit successful unit(s) to try to improve the qualification grade. When all three units have been successfully completed, you will need to inform NEBOSH of your intention to re-sit the successful unit(s) **within 20-working days of the results declaration date for the final successful unit**. There is no limit to the number of re-sits which can be taken within the enrolment period.

If you sit a unit more than once, the highest grade achieved will count towards the final qualification grading.

If you register for any unit of the International Diploma whilst awaiting a result from a previous assessment, you cannot then request a refund of the registration fee if the awaited result is a 'Pass' (except in the case of an Enquiry About Result).

## Finding where to study

You can search for Learning Partners (the people that provide your training course) using the 'Where to study' tab on our website:

[www.nebosh.org.uk](http://www.nebosh.org.uk)

It is best to check directly with the Learning Partner for up-to-date information on course dates.

**"Things turn out the best for the people who make the best of the way things turn out."**

- John Wooden



Mansoor Poozhithodi's story perfectly illustrates this sentiment.

After working hard at school, Mansoor had secured a place on an engineering degree course and his future seemed assured. But life doesn't always go to plan. Devastatingly, after his father's death, Mansoor had to give up his studies due to financial difficulties.

He did not wallow in his grief and disappointment but worked hard to create a new future for himself. After securing a health and safety role in New Delhi India, he embarked on a new career that gave him the opportunity to make a real difference.

Fast forward two years and Mansoor was appointed to a junior safety adviser position by a company in the United Arab Emirates. Mansoor's aspirations pushed him to follow the NEBOSH route because these qualifications are regarded so highly in the Middle East. Mansoor rediscovered his passion for learning and he went on to pass the NEBOSH International General Certificate in 2008 and a NEBOSH Diploma in 2010.

*"NEBOSH qualifications have been the foundation upon which I have built my career and reached the pinnacle of the safety profession. They have helped me secure employment with some of the world's leading companies and most recently helped me achieve fellowship status of IOSH. Things really have turned out for the best for me "*

Congratulations Mansoor. We are so proud of everything you have achieved and we know your father would be too!

Learning outcomes

# Learning outcomes

Learning outcome		Taught hours	Recommended self-study hours	Assessment
1	You will be able to advise your organisation on the types of legislation likely to apply to the organisation and how enforcement actions could apply; the relevance of the International Labour Organization's conventions/recommendations to the organisation; how non-government bodies and standards could influence health and safety in the organisation.	16	58	Unit ID1 assignment
2	You will be able to promote a positive health and safety culture by: <ul style="list-style-type: none"> <li>gaining commitment and participation; and</li> <li>engaging, supporting, and influencing leaders (and others) to change attitudes and behaviour and make health and safety a priority.</li> </ul>	19		
3	You will be able to assess, develop and maintain individual and organisational health and safety competence.	5		
4	You will be able to understand risk management including the techniques for identifying hazards, the different types of risk assessment, considerations when implementing sensible and proportionate additional control measures and developing a risk management strategy.	6		
5	You will be able to develop and implement proactive and reactive health and safety monitoring systems and carry out reviews and auditing of such systems.	12		
6	You will be able to continually develop your own professional skills and ethics to actively influence improvements in health and safety by providing persuasive arguments to workers at all levels.	5		
7	You will be able to develop a health and safety policy strategy within your organisation (including proactive safety, Corporate Social Responsibility and the change management process).	5		
8	You will be able to manage contractors and supply chains to ensure compliance with health and safety standards.	3		
9	You will be able to advise the organisation on a range of common workplace health issues/hazards including how these can be assessed and controlled.	60	45	Unit ID2 case study
10	You will be able to advise the organisation on a range of common workplace safety issues/hazards including how these can be assessed..	54	41	Unit ID3 case study