

Undergraduate Diploma in Occupational Health and Safety Intake October 2025

Assessment Task: One written assignment based on chosen questions	
Qualification: <i>Health and Safety Essentials</i>	Tuition Centre: 21 Academy Licence Number: 2018-017
Level: MQF Level 5	Student Name:
Date:	ID Number:
Assignment Deadline: 30 April 2026 Presentation Delivery: 17 March 2026 and 24 March 2026	
<p>Task This assignment is designed to evaluate your understanding of the fundamental principles of health and safety. The questions focus on identifying workplace hazards, assessing risks, and proposing practical measures to ensure a safe and compliant working environment.</p> <p>Presentation: You also must prepare and deliver a 5-minute presentation on your assignment. The presentation will be delivered on the date indicated above.</p> <p><i>You should plan to spend approximately 30 hours researching the assignment question, preparing for, and writing the assignment for assessment. The nominal word count for the assignment is 1,700 words.</i></p> <p><i>Please ensure that you refer to 21 Academy's Assignment Guidelines for comprehensive information regarding the submission of your assignment. Additionally, the assignment submission form must be included with your completed work, clearly indicating which question you have chosen to answer by ticking the box next to the question number.</i></p>	
<p>Answer 1 (one) question from the following:</p> <p>☐ Question 1: A Commis Chef working in a hotel kitchen slipped on water pooled on the floor and plunged his arm into a deep fat fryer, sustaining severe burns that led to surgery and nearly five months away from work. An Environmental Health Officer found persistent water on the floor despite risk assessments and monthly checks highlighting poor slip resistance. The company was prosecuted for failing to implement adequate controls and was fined. Subsequent improvements included a new slip-resistant floor, enhanced "clean as you go" procedures, and revised risk assessment reviews. HSE</p> <p>a) Critically analyse the factors that may have contributed to this accident, focusing on organisational culture, human behaviour, hazard identification, and risk assessment processes. In your answer, consider why the presence of risk assessments and inspections did not prevent the accident, and what this reveals about effective health and safety management. (40 %)</p> <p>b) Discuss how a more effective health and safety management approach; including leadership, communication, consultation, and control measures could have prevented this incident. In your discussion, balance the benefits of strong risk management with the practical challenges of implementing safety solutions in a fast-paced catering environment. (60 %)</p> <p>☐ Question 2: A large aluminium foundry identified slipping and tripping hazards due to poor housekeeping and oil leaks on the workshop floor. To address this, the company implemented a Japanese 5S workplace organisation system: Sort, Set in order, Shine, Standardise and Sustain; which improved orderliness, removed unnecessary items, demarcated pedestrian routes, installed non-slip surfaces, and reduced contamination at source. Over time these improvements helped reduce slipping and tripping hazards, improved maintenance visibility, and boosted employee morale and productivity. HSE</p>	

- a) Analyse the key factors that may have contributed to the foundry's original slip and trip risks, focusing on organisational culture, human behaviour, and hazard control processes. In your analysis, explain how these factors intersect with the hierarchy of risk control and why traditional housekeeping measures alone may be insufficient without systemic management support. (40 %)
- b) Critically discuss how the implementation of the 5S system could enhance long-term safety performance, employee engagement, and operational efficiency. Consider the role of leadership, communication, inspection and monitoring, consultation with employees, and integration with broader risk management practices in sustaining improvements. Reflect on potential challenges in implementing 5S and how they might be addressed in similar industrial environments. (60 %)



Question 3:

Psychosocial and Ergonomic Risks in Work Design

Scenario

Across Europe, the number of work-related psychosocial disorders, including stress, burnout, anxiety, and mental fatigue, continues to rise. These often occur in jobs that combine high demands, low control, and poor work design. Meanwhile, musculoskeletal disorders remain the most reported work-related health problem in the EU. The European Agency for Safety and Health at Work (EU-OSHA) highlights the need for integrated prevention approaches that address both psychosocial and physical ergonomic risks.

The European Commission's guidance on ergonomics under the Machinery Directive (2006/42/EC) calls for manufacturers, employers, and designers to ensure equipment and task design account for variability among workers, cognitive workload, postural comfort, concentration, and fatigue. Standards such as EN ISO 10075 and EN 614-1 provide frameworks for addressing mental workload and reducing the risk of harm from poorly designed systems

1. Reflection and Analysis (40%)

Reflect on how poor work and equipment design can lead to both psychosocial and physical strain. Your answer should include:

- Human variability and differences in strength, posture, cognition, and capacity

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- Mental workload and risks from repetitive, monotonous or high-pressure tasks
- The impact of inadequate work organisation on mental health (e.g. high demand, low control, poor support)
- The link between psychosocial risks and physical discomfort, fatigue, or injury

2. Critical Discussion and Proposal (60%)

Critically discuss how ergonomic and organisational design can prevent both psychosocial and musculoskeletal risks.

Your response should cover:

- The application of ISO 10075 and ISO 6385 principles in modern workplace design
- Examples of positive interventions (e.g. adjustable workstations, task variety, improved HMI (Human-Machine Interface) design)
- The role of consultation, leadership, and training in promoting a psychologically and physically safe workplace
- Integration of psychosocial risk management into wider OHS and risk assessment systems
- Workplace examples where ergonomics and mental health strategies are applied jointly (e.g. call centres, logistics, care settings)

Pass Mark of total weighted score, including Presentation and Self-Assessment - 50%

Assignment weighted score 60%

By submitting I confirm that this assessment is my own work

Mark:

Signature: <main assessor>

Date

Signature: <quality assurance>