



Accredited Africa Training Institute for Capacity Development

Unit FO409, Hatfield Plaza · 1122 Burnett St, Hatfield 0028 · Pretoria, Gauteng · South Africa

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COURSE BROCHURE

Legal Liability for Managers & Supervisors

Custom Courses / Leadership and Management

Unit Standard AATICD-0343 · NQF Level 5 · 10 Credits · 5 Days

COURSE OVERVIEW

This course equips managers and supervisors with the knowledge and skills to understand and manage legal liability within their scope of authority. It covers the principles of liability, relevant legislation, and practical strategies to mitigate risk and ensure compliance, thereby protecting both the organisation and its employees.

Category	Custom Courses
Subfield	Leadership and Management
Unit Standard	AATICD-0343
Accreditation	SAQA Accredited · NQF Level 5 · 10 Credits
Duration	5 days
Training Method	Online, On-Campus, In-House
Certificate	Issued via AATICD LMS – verifiable online

LEARNING OUTCOMES

- Apply the fundamental principles of legal liability to managerial and supervisory roles.
- Analyze relevant South African legislation and case law to identify potential areas of liability.
- Evaluate the legal implications of managerial decisions and actions.
- Implement risk management strategies to minimize legal exposure.
- Demonstrate an understanding of the duties of care and the consequences of negligence.
- Design a practical plan to ensure compliance with legal requirements in the workplace.

WHO SHOULD ATTEND

- This course is designed for managers, supervisors, team leaders, and anyone in a position of authority who needs to understand their legal responsibilities and liabilities in the workplace.

COURSE OUTLINE

Day 1: Legal Framework and Sources of Liability

- Overview of the South African legal system (courts, legislation, common law)
- Sources of law: Constitution, statutes, regulations, case law
- Types of legal liability: criminal, civil (delictual, contractual), administrative
- Vicarious liability: definition, scope, and employer responsibilities
- Key statutes affecting managers: Labour Relations Act, Basic Conditions of Employment Act, Employment Equity Act, etc.
- Introduction to the concept of 'reasonable person' and negligence
- Case law examples illustrating managerial liability
- The role of the manager in ensuring legal compliance

Day 2: Labour Law and Employment Liability

- The Labour Relations Act: unfair dismissal, unfair labour practices, and dispute resolution
- Disciplinary procedures: due process, warnings, and hearings
- Dismissal for misconduct, incapacity, and operational requirements
- The role of the CCMA and bargaining councils in dispute resolution
- Contracts of employment: terms, conditions, and implied duties
- Managing grievances and ensuring a safe working environment
- The concept of 'automatically unfair dismissals'
- Case studies on labour disputes and managerial liability

Day 3: Health, Safety, and Environmental Liability

- Overview of the Occupational Health and Safety Act (OHSA) and regulations
- Duties of employers and managers: risk assessments, safety equipment, training, and supervision
- Duties of employees: compliance and reporting hazards
- Incident reporting and investigation: legal requirements and procedures
- Liability for workplace accidents: compensation and negligence claims
- Environmental legislation: National Environmental Management Act, etc.
- Managing environmental risks and liabilities
- Practical implications for managers in different industries

Day 4: Civil Liability and Delictual Claims

- The law of delict: elements (act, wrongfulness, fault, causation, damage)
- Negligence and the reasonable person test
- Personal liability of managers: when and how
- Liability for negligent misstatements and advice
- Product liability and supply chain responsibilities
- Risk management: identifying, assessing, and mitigating legal risks
- Insurance and indemnity: role in managing liability
- Case law on delictual claims against managers

Day 5: Integrating Compliance and Ethical Leadership

- Building a compliance culture: policies, training, and communication
- The role of ethics in legal compliance and corporate governance
- Whistle-blowing and protection for employees
- Dealing with regulatory investigations and inspections
- Case studies: integrating legal liability management into supervisory practices

- Developing a compliance checklist for managers
- Continuous legal updates and professional development
- Course review and evaluation

ASSESSMENT & CERTIFICATION

Delegates are assessed through exercises and a final test. A mark of **50% or above** earns an **AATICD Certificate of Completion**, issued digitally with a unique verification code. This course carries **10 NQF credits** at **NQF Level 5**.

PRICING (PER DELEGATE, EX-VAT)

Delegates	Training Method	Price per Delegate	Total
1	Online	R 17,700.00	R 17,700.00
1	In-House	R 23,100.00	R 23,100.00
1	On-Campus (Pretoria)	R 26,700.00	R 26,700.00

UPCOMING SESSIONS

Start	End	Method	Venue
24 Aug 2026	28 Aug 2026	On-Campus	Victoria Falls, Zimbabwe
24 Aug 2026	28 Aug 2026	On-Campus	Bangkok, Thailand
31 Aug 2026	04 Sep 2026	On-Campus	Lusaka, Zambia
31 Aug 2026	04 Sep 2026	On-Campus	London, UK
07 Sep 2026	11 Sep 2026	On-Campus	Mauritius
07 Sep 2026	11 Sep 2026	On-Campus	Pretoria, South Africa
07 Sep 2026	11 Sep 2026	On-Campus	Abu Dhabi, UAE
07 Sep 2026	11 Sep 2026	On-Campus	Harare, Zimbabwe

Contact us if no suitable date is listed – on-demand sessions can be arranged for groups.

HOW TO GET A QUOTE OR APPLY

1. **Get an instant quotation online:** visit www.aaticd.co.za, open the page for this course (Unit Standard AATICD-0343) and click **Get A Quote / Apply**. Select your training method and number of delegates – your quotation is generated immediately and emailed to you with the course brochure attached.
2. **Apply by email:** send the course title, your preferred training method (Online, In-House or On-Campus Pretoria), the number of delegates and your preferred dates to apply@aaticd.co.za – our team will reply with a formal quotation.
3. **Apply by phone or WhatsApp:** call +27 12 004 8389 or WhatsApp +27 65 077 6310 and we will prepare your quotation and reserve your seats.
4. **Confirm your booking:** accept the quotation and settle the invoice. As soon as payment is confirmed your delegates are enrolled and receive their AATICD LMS login details by email, along with joining instructions for their chosen training method.

Group discounts apply automatically – the more delegates you enrol, the lower the price per delegate. No payment is required to request a quotation.

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