

Unit Outline (Higher Education)

Institute / School:	Institute of Health and Wellbeing
Unit Title:	Workplace Health and Safety Regulation, Systems and Complexity
Unit ID:	HLWHS6001
Credit Points:	30.00
Prerequisite(s):	Nil
Co-requisite(s):	Nil
Exclusion(s):	(SCOHS5510 and SCOHS5514)
ASCED:	061301

Description of the Unit:

This unit introduces the workplace health and safety regulatory environment and explores how the concepts of regulation, organisational leadership, culture and ethics operate to influence how organisations control workplace health and safety risk. It provides an overview of the complexity of organisations, as well as the impact of regulation, leadership, culture and ethics within a complex adaptive system. The concept of wicked problems factors is introduced as it related to workplace health and safety. Students are given an opportunity to work through these concepts as they may relate to their own practice and organisations.

Grade Scheme: Graded (HD, D, C, P, MF, F, XF)

Work Experience:

No work experience

Placement Component: No

Supplementary Assessment: Yes

Where supplementary assessment is available a student must have failed overall in the Unit but gained a final mark of 45 per cent or above, has completed all major assessment tasks (including all sub-components where a task has multiple parts) as specified in the Unit Description and is not eligible for any other form of supplementary assessment.

Course Level:

Level of Unit in Course	AQF Level of Course					
	5	6	7	8	9	10
Introductory	■	■	■	■	■	■
Intermediate	■	■	■	■	■	■
Advanced	■	■	■	✓	■	■

Learning Outcomes:

Knowledge:

- K1.** Examine concepts of workplace health and safety / occupational health and safety law & regulation;
- K2.** Evaluate the role of law & regulation in controlling workplace health and safety / occupational health and safety risk;
- K3.** Relate concepts of systems and complexity to workplace health and safety management;
- K4.** Predict the role of leadership, ethics and culture in workplace health and safety and controlling risk.

Skills:

- S1.** Scrutinise legal issues in workplace health and safety practice;
- S2.** Evaluate the role of workplace health and safety regulation in controlling risk;
- S3.** Critique concepts of systems and complexity to workplace health and safety management;
- S4.** Analyse the role of leadership, ethics and culture in controlling risk.

Application of knowledge and skills:

- A1.** Critique the effect of regulation and law in workplace health and safety practice;
- A2.** Generate systems approaches to regulatory and legal requirements;
- A3.** Apply critical thinking and problem solving in scenario analysis;
- A4.** Incorporate organisational leadership, ethics and culture into evidence-based recommendations.

Unit Content:

Evidence-informed practice. Occupational health and safety management systems/auditing. Leadership. Motivation. Systems thinking. Safety culture. Complex Adaptive Systems. Wicked Problems. High reliability organisations. Safety rules. Psychology and human behaviour. Resilience engineering. Ethics and professional practice. Introduction to work health and safety in Australia. Standard setting. Rights and obligations. Responsibility and liability.

Learning Task and Assessment:

Learning Outcomes Assessed	Assessment Tasks	Assessment Type	Weighting
K3, S3, A3	Individual presentation based on an OHS law case and pertinent aspects of complex systems theory, leadership and or culture	Presentation	20-30%
K4, S4, A3, A4	Fact sheet based on legal case and integrating concept of work done versus work as imagined (WAD v WAI) and motivation	Fact Sheet	20-40%

Learning Outcomes Assessed	Assessment Tasks	Assessment Type	Weighting
K1, K2, K3, S1, S2, A1, A2, A3, A4	Major research project related to a workplace issue	Major research project	40-60%

Adopted Reference Style:

APA ()

Refer to the [library website](#) for more informationFed Cite - [referencing tool](#)