Unit Outline (Higher Education)

Institute / School:	School of Health
Unit Title:	WORKPLACE HEALTH AND SAFETY AND ORGANISATIONAL EFFECTIVENESS
Unit ID:	HLWHS6002
Credit Points:	30.00
Prerequisite(s):	(HLWHS6000 and HLWHS6001)
Co-requisite(s):	Nil
Exclusion(s):	(SCOHS6610 and SCOHS6611 and SCOHS6612)
ASCED:	061301

Description of the Unit:

This unit draws together the concepts from earlier units in the graduate diploma to consider how an organisation's effectiveness can be improved in relation to Workplace Health and Safety. Organisational factors including organisational structure, design and job design are introduced and critiqued. The unit looks at aspirational models of WHS, including mental health and wellbeing. Statistical methods and auditing are two of the methodologies used as ways to measure organisational effectiveness and performance. Students are also provided with strategies and approaches for organisational change.

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

Work Experience:

No work experience: Student is not undertaking work experience in industry.

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.   Analyse how organisational structure and design contribute to the psychosocial work environment;

K2.   Distinguish good work design for wellbeing;

K3.   Select statistical concepts & methods appropriate for risk management;

K4.   Critique organisational review approaches, methodologies and standards;

K5.   Recommend change methodologies

Skills:

S1.   Critique organisational structure and design as contributors to the psychosocial work environment and workplace health and safety risk;

S2.   Evaluate work design for wellbeing;

S3.   Apply statistical concepts & methods appropriate for risk management;

S4.   Select appropriate organisational review approaches, methodologies and standards.

Application of knowledge and skills:

A1.   Propose organisational structures, organisational and job designs for improving workplace health and safety performance;

A2.   Interpret workplace health and safety data through statistical analysis;

A3.   Formulate recommendations for organisational workplace health and safety effectiveness based on research and a systems approach;

A4.   Design organisational change strategies for workplace health and safety.

Unit Content:

Topics may include:

- Introducing change in organisations
- Consulting, influencing and coaching
- Leadership
- The workplace health and safety specialist as change agent within an organisation
- Organisational structure and design
- Job Design and wellbeing
- Mental health
- Methods of measuring workplace health and safety performance
- Introduction to statistics in the context of occupational hazard management.
- Sources of data for fatalities, injuries, occupational disease and psychosocial risks
- Strengths and weaknesses of data sources and alternative international sources.
- Sources of comparative performance data within Australia and for global benchmarking.
- Performance measurement in workplace health and safety contrasts between lag and lead indicators of

performance.
- Selection and development of lead indicators.
- The Balanced Scorecard and applications in workplace health and safety.
- Organisation and display of data: tabular and graphical displays, principles of good presentation,
- Techniques for clarification and enhancement of displays.
- Qualitative measurement
- The continuous improvement cycle
- Initiating and planning the audit
- Methodologies for evaluating organisational effectiveness

Graduate Attributes

Federation graduate attributes statement. To have graduates with knowledge, skills and competence that enable them to stand out as critical, creative and enquiring learners who are capable, flexible and work ready, and responsible, ethical and engaged citizens.

Graduates will have the ability to distinguish opportunities for improvement of workplace health and safety performance

Learning Task and Assessment:

Learning Outcomes Assessed	Assessment Tasks	Assessment Type	Weighting
K1-K5 S1-S4 A1-A4	On-line discussion forums related to key concepts	On-line discussion forums Related to key concepts	S/U
K3, S3, A2, A3	Assessment 1 Group discussion and presentation interpreting and communicating statistical information, interpretation and analysis	Group presentation	10-30%
K1,K2,K4,K5, S1,S2, S4, A1,A3,A4	Assessment 2 Literature review/annotated bibliography	Literature review/annotated bibliography	20-40%
K1,K2,K4,K5, S1, S2, S4, A1, A3, A4	Assessment 3 Group or individual report to stakeholders critiquing and recommending a range of organisational methodologies for organisational effectiveness	Report	40-60%

Alignment to the Minimum Co-Operative Standards (MiCS)

The Minimum Co-Operative Standards (MiCS) are an integral part of the Co-Operative University Model. Seven criteria inform the MiCS alignment at a Course level. Although Units must undertake MiCS mapping, there is NO expectation that Units will meet all seven criteria. The criteria are as follows:

1. Co-design with industry and students
2. Co-develop with industry and students
3. Co-deliver with industry
4. FedTASK alignment
5. Workplace learning and career preparation
6. Authentic assessment
7. Industry-link/Industry facing experience

MiCS Course level reporting highlights how each Course embraces the principles and practices associated with the Co-Operative Model. Evidence of Course alignment with the MiCS, can be captured in the Course Modification Form.

MICS Mapping has been undertaken for this Unit　　　No

Date:

Adopted Reference Style:

APA

Refer to the [library website](#) for more information

Fed Cite - [referencing tool](#)