



10 OHSBoK LO: The Organisation

	<i>What cognitive level?</i>	<i>What should the graduate be able to do?</i>	<i>In what context?</i>	<i>To what level?</i>
Operational activities that a <u>new graduate</u> generalist OHS professional would be expected to undertake related to the topic	3	10.1 <u>Apply</u> knowledge of organizations and drivers for OHS to work with leaders to drive change in OHS.	For a nominated situation or workplace. Within a small organization or section of a larger organization. With support/input by experienced OHS professional. Leaders may include managers, supervisors, worker representatives or functional activities such as maintenance, HR, procurement and finance.	In liaison with managers, supervisors, technical personnel and specialist advisors. Taking account of relevant legislation and standards. The approach is based on working with and within the organization, rather than imposing OHS.
	4	10.2 <u>Apply</u> concepts of 'culture' and the role of leaders in creating culture to <u>develop</u> strategies to influence the organisational/workplace culture and resultant decision-making affecting OHS.	For a nominated situation or workplace. Within a small organization or section of a larger organization. With support/input by experienced OHS professional. Leaders may include managers, supervisors, worker representatives or functional activities such as maintenance, HR, procurement and finance.	In liaison with managers, supervisors, worker representatives and specialist advisors. Taking account of relevant legislation and standards.
	5	10.3 <u>Make</u> recommendations for criteria to measure OHS performance.	For a nominated situation or workplace. Within a small organization or section of a larger organization. Key leaders include senior managers.	In liaison with managers, supervisors, technical personnel and specialist advisors. Taking account of relevant legislation and standards. Performance indicators apply to the organization as well to the key roles/positions that influence OHS outcomes. Performance criteria are applicable to the maturity of the organization, the strategic objective and critical risks.
Well developed/advanced	4	10.4 <u>Identify</u> the sources of influence that impact OHS	For a nominated situation or workplace. Within a small organization or section of a larger	In liaison with managers, supervisors, technical personnel and specialist advisors.



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cognitive and technical skills to analyse, critically evaluate and transform information to complete activities related to the topic		and <u>analyse</u> their mode of influence to inform professional practice.	organization. With support/input by experienced OHS professional.	
	4	10.5 <u>Collect, collate and analyse</u> information to evaluate OHS performance.	For a nominated situation or workplace. Within a small organization or section of a larger organization. With support/input by experienced OHS professional. Information may be quantitative and/or qualitative. Criteria and standards for performance are pre-determined.	In liaison with managers, supervisors, technical personnel and specialist advisors. Taking account of relevant legislation and standards. Performance measures drive OHS performance as well as assessing outcomes. Documented in a report to management.
	6	10.6 <u>Analyse and evaluate</u> information to make recommendations for OHS strategy and plans.	For a nominated situation or workplace. Within a small organization or section of a larger organization. With support/input by experienced OHS professional. Information may be quantitative and/or qualitative.	In liaison with managers, supervisors, technical personnel and specialist advisors. Taking account of relevant legislation and standards. Sources of information include those internal and external to the organization. Documented in a report to management or as part of strategic planning.
Analyse and generate solutions to complex problems related to the topic	3	10.7 <u>Identify</u> when specialist advice is required and define the scope of work to engage services as appropriate.	For a nominated situation or workplace. Within a small organization or section of a larger organization.	Documented in a report to management.
	5	10.8 <u>Make</u> recommendations to facilitate cultural change to promote desirable OHS behaviours.	For a nominated situation or workplace. Within a small organization or section of a larger organization. With support/input by experienced OHS professional. Behaviours may be those of people at all levels within the organization.	In liaison with managers, supervisors, technical personnel and specialist advisors. Taking account of relevant legislation and standards. Taking account of the link between behavior and culture. Documented in a report to management.
Transmit knowledge, skills and ideas to	3	10.9 <u>Discuss</u> the concept of 'culture' and the factors that	Workplace stakeholders may include managers, supervisors, worker representatives and those in	Communication strategies and language appropriate to the audience.



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others		impact on organizational and OHS culture with key workplace stakeholders.	functional roles such as HR, procurement, finance and technical services.	The concept of culture is informed by relevant peer reviewed and/or other authoritative literature.
	3	10.10 Explain the rationale underpinning recommendations for a particular suite of performance indicators to key workplace stakeholders.	Workplace stakeholders may include managers, supervisors, worker representatives and those in functional roles such as HR, procurement, finance and technical services.	Communication strategies and language appropriate to the audience. Rationale outlines links between driver and outcome effect and where appropriate external references.
Demonstrate the required underpinning science and/or psychology knowledge		The Human: Principles of Social Psychology		
Integration of knowledge from other chapters		Systems		