

LEARNING OUTCOMES

35 Mitigation of Health Impacts



	Cognitive level	What the graduate should be able to do	Context	Level
Operational activities that a <u>new graduate</u> generalist OHS professional would be expected to undertake related to the topic	5	35-1 <u>Develop</u> processes that identify and respond to critical incidents, fatalities, injuries, disease and ill health to mitigate the health effects of these occurrences.	With the support/mentoring of an experienced professional. Within a small organisation or a section of a larger organisation.	Processes reflect principles of early intervention, return to work/stay at work and workplace social support. Processes include documentation and action plans for practical implementation.
	3	35-2 <u>Implement</u> and <u>support</u> processes to respond to fatalities, injuries, disease and ill health to mitigate the health effects of these occurrences.	Where the systems and processes have been already developed. Within a small organisation or a section of a larger organization.	Processes include documentation and action plans for practical implementation. Actions include appropriate liaison with professionals supporting RTW/SAW.
Well-developed/advanced cognitive and technical skills to analyse, critically evaluate and transform information to complete activities related to the topic	6	35-3 <u>Interpret and critique</u> current data to develop or modify systems that mitigate negative health outcomes.	Available data includes injury rates, return to work rates, employee surveys, feedback from health professionals and other relevant data. Within a small organisation or a section of a larger organisation.	Processes include documentation and action plans for practical implementation.
Analyse and generate solutions to complex problems related to the topic	3	35-4 <u>Identify</u> when specialist advice is required and define the scope of work to engage services of appropriate specialists.	For a nominated situation or workplace. For a nominated scenario. Within a small organisation or section of a larger organisation.	Documented in a report to management.
	4	35-5 <u>Assess</u> the effectiveness of safe and sustainable RTW/SAW.	Available data includes injury rates, return to work rates, employee surveys, feedback from health professionals and other relevant data. Within a small organization or a section of a larger organization.	Documented in a formal report or oral presentation.

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	Cognitive level	What the graduate should be able to do	Context	Level
Transmit knowledge, skills and ideas to others	2	35-6 <u>Explain</u> the legal obligations related to return to work/stay at work to key stakeholders.	Key stake holders include injured workers, supervisors and managers.	Mode and language are appropriate to the audience.
	5	35-7 <u>Engage and educate</u> key stakeholders on options to mitigate adverse health impacts.	Key stake holders include injured workers, supervisors and managers. With the support/mentoring of an experienced professional. Within a small organization or a section of a larger organization.	Barriers to and opportunities for engagement are identified for each stakeholder group. Communication and engagement strategies are appropriate to the stakeholder group.
	2	35-8 <u>Explain</u> the workplace procedures for reporting incidents and ill-health, first aid and medical care, and workplace support for injured workers and return to work assistance.	In induction and similar processes	To all staff and contractors. Communication strategies and language are appropriate to the audience.
	3	35-9 <u>Explain</u> the principles in managing confidential health records.	Where the systems and processes have been already developed. Within a small organisation or a section of a larger organisation.	Mode and language are appropriate to the audience.
Demonstrate the required underpinning science and/or psychology knowledge		The Human: 8.1 People as Individuals; ; 8.2 Individuals Differences and Work*, 8.3 People in Organisations; 8.2 Individuals Differences and Work*.		
Integration of knowledge from other chapters		10.2 Organisational Culture; 12.1 Systems.		

*chapters in planning and development