

LEARNING OUTCOMES

38.3 Ethics and Professional Practice



	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	6	38.3-1 Provide advice to <u>facilitate</u> legal and ethical decisions about operational risk.	For a nominated situation.	Advice takes account of ethical challenges in OHS practice. As documented in a report to management, reflective journal or reflective conversation with a mentor or peer.
Well-developed/advanced cognitive and technical skills to analyse, critically evaluate and transform information to complete activities related to the topic	6	38.3-2 <u>Analyse</u> personal perspectives to <u>identify</u> own beliefs, biases and blindspots that may impact on decision-making and advice provided.	In discussion with peers.	As documented in a reflective journal or reflective conversation with a mentor or peer.
Analyse and generate solutions to complex problems related to the topic	5	38.3-3 <u>Analyse</u> workplace situations with an ethical element to <u>apply</u> an ethical ethical decision-making model to solve complex problems.	For a nominated situation. Within a small organisation or section of a larger organisation. With support/input by experienced OHS professionals.	Identifying potential personal and organisational obstacles to ethical decision-making. As documented in a report to management, reflective journal or reflective conversation with a mentor or peer.
	6	38.3-4 <u>Develop</u> a strategy to speak up with influence about ethical situations.	For a nominated situation. Within a small organisation or section of a larger organisation. With support/input by experienced OHS professionals.	Strategy includes: clarifying the facts; identifying enablers and disablers; framing the situation as win:win or no loss; sequencing the message; developing a script ;and practicing the delivery. As documented in a reflective journal or reflective conversation with a mentor or peer.
Transmit knowledge skills and ideas to others	6	38.3-5 <u>Engage</u> in 'ethical conversations' with peers and others to explore ethical challenges in OHS practice.	For a range of situations. 'Others ' may include but not be limited to workplace decision-makers.	Applying communication strategies and language appropriate to the discussion participants. Applying knowledge of the overlap between ethics and legal obligations.
Demonstrate the required underpinning science and/or psychology knowledge	8.1 People as Individuals*; 8.3 People in Organisations*. *chapters in planning and development			
Integration of knowledge from other chapters	10.2 Organisational Culture; 37.2 A problem-solving model of practice.			