

LEARNING OUTCOMES

10.2.1 Organisational Culture: A Search for Meaning

10.2.2 Organisational Culture: Reviewed and Repositioned

	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	3	10.2-1 <u>Promote</u> the importance of intervention evaluation to change practices as a way to improve OHS outcomes (and change culture).	Practices include organisational and management practices. Within a small organisation or section of a larger organisation.	As part of formal and informal engagement with decision-makers and stakeholders. As part of formal planning processes.
	5	10.2-2 <u>Contribute</u> to the design of evaluation studies for interventions to improve management practices impacting on a culture valuing health and safety.	As it applies to a nominated situation. Within a small organisation or section of a larger organisation. With support/input of experienced OHS and other professionals as appropriate.	Applying the concepts of systems to understanding the organisation. Using (safety) climate measures appropriately as part of the evaluation strategy Documented as part of the intervention planning.
Well-developed/advanced cognitive and technical skills to analyse, critically evaluate and transform information to complete activities related to the topic	6	10.2-3 <u>Analyse</u> and <u>evaluate</u> the impact of organisational interventions to develop a culture valuing health and safety and so improve the management of OHS.	As it applies to a nominated situation or workplace. With support/input and critical analysis of experienced OHS professionals Having met the requirements for publication by the organisation.	Applying the concepts of systems to understanding the organisation. Documented in a form suitable for sharing with peers, the industry and the profession more broadly.
Analyse and generate solutions to complex problems related to the topic	4	10.2-4 <u>Identify</u> opportunities for interventions to improve organisational practices impacting on a culture of safety.	Within a small organisation or section of a larger organisation.	Applying the concepts of systems to understanding the organisation. Documented in a report /presentation to management.
	5	10.2-5 <u>Advise</u> managers on appropriate management practices to achieve an	Within a small organisation or section of a larger organisation.	Applying the concepts of systems to understanding the organisation.

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		organisational culture focused on health and safety .	With support/input of experienced OHS professional.	Documented in a report /presentation to management.
	3	10.2-6 Identify when specialist advice is required and assist in defining the scope of work to engage suitable specialists.	For a nominated situation or workplace. Within a small organisation or section of a larger organisation	Criteria for selection of specialists includes evidence of effectiveness of previous programs/interventions. Documented in a report to management
Transmit knowledge, skills and ideas to others	3	10.2-7 Explain (safety) culture as a description (metaphor) to assist in understanding organisations rather than a <i>thing</i> to be managed.	To key decision-makers (including senior and middle managers, OHS committees and those in functional roles such as HR, procurement, finance and technical services). Within a small organisation or section of a larger organisation.	Recognising the existence of sub-cultures within organisations. Informed by the evidence-base including recent research. Communication strategies and language appropriate to the audience.
	3	10.2-8 Change the 'language' of the organisation from 'safety culture' to 'organisational culture' and perhaps 'culture of safety'.	Within a small organisation or section of a larger organisation.	Rationale for change informed by the evidence-base including recent research. Communication strategies and language appropriate to the audience.
Demonstrate the required underpinning science and/or psychology knowledge		8.3 People in Organisations		
Integration of knowledge from other chapters		10.1 The Organisation; 12.1 Systems		