

LEARNING OUTCOMES

19 Psychosocial Hazards

	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	19.1 Apply knowledge of psychosocial hazards to <u>develop</u> a list of data items and information sources to enable identification of psychosocial risk.	For a nominated situation or workplace. Within a small organisation or section of a larger organisation. With support/input by experienced professionals and /or specialist advisors.	That can be practically implemented as part of an integrated OHS information system.
	5	19.2 Facilitate development and implementation of control strategies that include primary, secondary and tertiary level controls for psychosocial hazards.	For a nominated situation or workplace. Within a small organisation or section of a larger organisation. With support/input by experienced professionals and /or specialist advisors.	In liaison with managers, supervisors, specialist advisors and worker representatives.
	5	19.3 Facilitate design of work that minimises psychosocial hazards.	For a nominated situation or workplace. Within a small organisation or section of a larger organisation. With support/input by experienced professionals and /or specialist advisors.	In liaison with managers, supervisors, specialist advisors and worker representatives.
Well-developed/advanced cognitive and technical skills to analyse, critically evaluate and transform information to complete activities related to the topic	6	19.4 Apply knowledge of the multi-factorial nature of causation and the interaction of the range of risk factors to <u>identify</u> psychosocial hazards and <u>assess/evaluate</u> the human and organisational impacts.	For a nominated situation or workplace. For a nominated scenario. Within a small organization or section of a larger organisation. With support/input by experienced professionals and /or technical specialists as appropriate.	In consultation with appropriate workplace personnel. With sign off by a experienced professional/specialist advisor where the risk may be critical. Documented in a report to management.
	5	19.5 Develop processes to monitor and evaluate control strategies for psychosocial hazards.	For a nominated situation or workplace. For a nominated scenario. Within a small organisation or section of a larger organisation.	Allowing for realistic timelines for implementation and improvement. Documented in a report to management.

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Analyse and generate solutions to complex problems related to the topic	3	19.6 Identify 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.
	5	19.7 Apply knowledge of psychosocial hazards and a framework for control that includes organisational, individual-organisation interface and, where appropriate, individual interventions to <u>develop</u> a hazard management strategy for psychosocial hazards.	For a nominated situation or workplace. For a nominated scenario. Within a small organisation or section of a larger organisation. With support/input by specialist advisors.	Documented as a management system document. The psychosocial hazard management strategy is integrated with that for other hazards and overall management approach of the organisation. With sign off by specialist advisors where the situation is complex and/or risk is high.
	3	19.8 Support a multidisciplinary team approach to implement the psychosocial hazard management strategy.	For a nominated situation or workplace. For a nominated scenario. Within a small organisation or section of a larger organisation.	Relevant personnel include managers, supervisors, and worker representatives.
Transmit knowledge, skills and ideas to others	3	19.9 Interpret information to explain psychosocial hazards and the rationale for control strategies and encourage organisation-level strategies rather than a focus on the individual.	Information may include research reports and advice by specialist advisors.	Communication strategies and language appropriate to the audience.
	2	19.10 Explain the workplace procedures and support system relating to psychosocial hazards.	In induction and similar processes.	To staff and contractors. Communication strategies and language are appropriate to the audience.
Demonstrate the required underpinning science and/or psychology knowledge		Underpinning science: as it relates to the physiology of stress. The Human: 7 The human as a biological system; 8.1 People as individuals; 8.2 People in organisations; 8.3 Individual differences and work.		
Integration of knowledge from other chapters		20 Fatigue; 21 Bullying and violence.		