

LEARNING OUTCOMES

110.1 The Organisation

	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	10.1-1 <u>Analyse</u> and <u>interpret</u> the organisation and organisational dynamics to <u>facilitate</u> the integration of OHS into organisational operations.	For a nominated situation or workplace. Within a small organisation or section of a larger organisation. With support/input by an experienced OHS professional other advisor.	Applying lenses such as metaphor, structure or Integral Theory. As reflected in personal practice, in mentoring others, or in organisational documentation.
Well-developed/advanced cognitive and technical skills to analyse, critically evaluate and transform information to complete activities related to the topic	6	10.1-2 <u>Objectively analyse</u> the organisation to understand the position and perception of the OHS role to inform practice.	For a nominated situation or workplace. Within a small organisation or section of a larger organisation. With support/input by an experienced OHS professional other advisor .	Applying lenses such as structure or Integral Theory. As reflected in personal practice, in mentoring others, or in organisational documentation.
	4	10.1-3 <u>Identify</u> how workplace stakeholders view their organisation and/or the commonly held values to inform OHS communication strategies.	Workplace stakeholders may include managers, supervisors, worker representatives and those in functional roles such as HR, procurement, finance and technical services.	Applying lenses such as structure or Integral Theory. As reflected in personal practice, in mentoring others, or in organisational documentation.
Analyse and generate solutions to complex problems related to the topic	4	10.1-4 <u>Develop</u> an organisational profile to inform the development and implementation of OHS strategy or actions.	For a nominated situation or workplace. Within a small organisation or section of a larger organisation.	Applying the four quadrants of Integral Theory. Documented in a report to management.
Transmit knowledge, skills and ideas to others	3	10.1-5 <u>Use</u> metaphor to establish a common understanding of the organisation among stakeholders.	For a nominated situation or workplace. Within a small organisation or section of a larger organisation. Workplace stakeholders may include managers, supervisors, worker representatives and those in functional roles such as HR, procurement, finance and technical services.	Using language common to the workplace. Communication strategies and language appropriate to the audience.
	3	10.1-6 <u>Explain</u> how the four quadrants of Integral Theory can	Workplace stakeholders may include managers, supervisors, worker	Using language common to the workplace

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		be used to identify areas to be addressed and potential barriers in the development and implementation of OHS strategy and actions.	representatives and those in functional roles such as HR, procurement, finance and technical services.	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		10.2 1 and 10.2.2 Organisational culture; 12.1 Systems;.		