

# LEARNING OUTCOMES

## 12.2 OHS Management Systems

	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	<b>10.2-1</b> <u>Facilitate</u> the design of (part of) an OHSMS .	Within a small organisation or section of a larger organisation. With support/input of experienced OHS professionals.	With reference to the identified organisational purpose of the OHSMS. Considering scope of organising elements and their interactions. With the engagement of management and workers as co-owners. Ensuring a focus on risk management. Documented as part of an OHSMS.
	5	<b>10.2-2</b> <u>Contribute</u> to the implementation of (part of) an OHSMS.	Within a small organisation or section of a larger organisation. With support/input of experienced OHS and other professionals as appropriate.	Identifying relevant enablers, barriers and external factors. Ensuring integration and connectivity with other management systems and processes. With participation of key organisational decision-makers and influencers and input by workers.
Well-developed/advanced cognitive and technical skills to analyse, critically evaluate and transform information to complete activities related to the topic	5	<b>10.2-3</b> <u>Develop</u> criteria for evaluating an OHSMS as system	As applied to a nominated workplace. With support/input of experienced OHS professionals.	Considering organisational context and needs. Addressing both tangible and intangible system elements. Focusing on work-as-done, rather than on work-as-imagined. Documented as part of a management system.
Analyse and generate solutions to complex problems related to the topic	4	<b>10.2-3</b> <u>Work collaboratively</u> to <u>identify</u> opportunities for improvement in the operation of the OHSMS.	Within a workgroup, small organisation or section of a larger organisation.	Identify relevant enablers, and barriers and consider prescription/compliance issues.

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	Cognitive level	What the graduate should be able to do	Context	Level
			With support/input of experienced OHS professional, technical advisors, and/or manager as appropriate.	Ensuring integration and connectivity with other management systems and processes. Advocating for and facilitating input/participation of key organisational decision-makers, influencers and workers.
Transmit knowledge, skills and ideas to others	3	<b>10.2 Explain</b> the role of OHSMS in managing OHS hazards and risks.	To key decision-makers (including senior and middle managers, OHS committees), supervisors and workers . Within a small organisation or section of a larger organisation.	Considering recent research and equivocal nature of the research outcomes. With reference to identified strengths and weaknesses of OHSMS. With comment on the role of certification. Communication strategies and language appropriate to the audience.
	3	<b>10.2 Stimulate critical discussion</b> on the enablers and barriers to implementation OHSMS.	Within a work group, small organisation or section of a larger organisation.	Considering the organisational culture and other contextual factors. 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; 10.2 1 and 10.2.2 Organisational culture; 12.1 Systems; 12.2.1 Rules and Procedures; 12.3.2 Document Usability; 31.1 Risk; 34.1 Prevention and Intervention. 34.4 Design of Work..		