

LEARNING OUTCOMES

12.1 Systems and Systems Thinking

	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	12.1-1 <u>Facilitate</u> risk assessment taking a systems thinking approach.	Within a small organisation or section of a larger organisation. For a nominated scenario With support/input of experienced OHS professionals.	Recognising system thinking principles and tenets. Demonstrating systems thinking characteristics as applied to risk assessment. With the engagement of management and workers. Documented in a report to management.
Well-developed/advanced cognitive and technical skills to analyse, critically evaluate and transform information to complete activities related to the topic	5	12.1-2 Apply systems thinking processes to <u>identify</u> and <u>analyse</u> the conditions that led to an accident.	Within a small organisation or section of a larger organisation. For a nominated accident event. With support/input of experienced OHS and other professionals as appropriate.	Identifying a network of contributory factors across the system hierarchy. With participation of managers, technical advisors and workers. Documented as part of a report to management.
Analyse and generate solutions to complex problems related to the topic	6	12.1-3 <u>Develop</u> interventions to improve the health and safety within a workplace	Within a small organisation or section of a larger organisation. With support/input of experienced OHS professionals.	Considering the network of factors that interact to create a safe and healthy work place. Identifying leverage points within the system. Considering organisational context. Documented in a report to management.
Transmit knowledge, skills and ideas to others	3	12.1-4 <u>Explain</u> that OHS is an emergent property of complex systems that can only be understood and managed by considering the overall work system, its many components, and the interactions occurring between them.	To key decision-makers (including senior and middle managers, OHS committees), supervisors and workers . Within a small organisation or section of a larger organisation.	Using communication strategies and language appropriate to the audience.

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	3	12.1-5 Stimulate critical discussion within the workplace that rejects simplistic explanations of accidents, advocating for networks of interventions.	Within a work group, small organisation or section of a larger organisation.	Avoiding blame-laden terminology in favour of neutral language. Interventions support positive variability (adaptability) avoiding negative variability (drift). 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; 12.2 OHS Management Systems; 31.1 Risk; 34.1 Prevention and Intervention.		