

LEARNING OUTCOMES

12.6 Investigations

	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	12.6-1 <u>Lead</u> the investigation of workplace incidents with actual or potential serious consequences.	Within a small organisation or section of a larger organisation. With support/input of experienced OHS professionals/investigators.	Demonstrating an understanding of the impact of investigator's lens and biases on their objectivity Demonstrating an understanding of the role of the regulator(s). Ensuring a focus on organisational learning.
	4	12.6-2 <u>Apply</u> knowledge of technical aspects of investigation methods at each stage of the investigation.	As applied to a nominated situation/incident. With support/input of experienced OHS professionals/investigators.	Stages of the investigation include preparation and planning, investigation management, at the incident scene, collection of evidence, identifying and interviewing witnesses, lines of enquiry and analysis, and development of conclusions and recommendations. Technical support may include but is not limited to conducting risk assessments, planning logistics, documentation, scene mapping and photography.
Well-developed/advanced cognitive and technical skills to analyse, critically evaluate and transform information to complete activities related to the topic.	5	12.6-3 Apply a logic -based process to <u>analyse</u> the evidence.	As applied to a nominated situation/incident. With support/input of experienced OHS professionals/investigators.	Analytical process identifies the most probable sequences leading to the incident outcome. Proposed explanations are tested for consistency with the evidence. The role of any underpinning theoretical model is identified. Analytical process and underpinning reasoning is documented as part of the investigation report.

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	Cognitive level	What the graduate should be able to do	Context	Level
Analyse and generate solutions to complex problems related to the topic	6	12.6-4 Contribute to the <u>formulation</u> of conclusions and recommendations.	As applied to a nominated situation/incident. With support/input of experienced OHS professionals/investigators	Conclusions are based on fact and derive directly from the analysis. Recommendations are objective and focus on the need for change, are objective and goal or outcome-based and linked to conclusions.
Transmit knowledge, skills and ideas to others	4	12.6-5 <u>Prepare</u> an investigation report.	As applied to a nominated situation/incident. With support/input of experienced OHS professionals/investigators.	Report includes explanations of the conclusions and recommendations. Report language is clear and concise, easily understandable by most lay persons, and focuses on organisational learning rather than actions of individuals.
	3	12.6-6 Support improvement in the investigation process by <u>contributing</u> to the review of the investigation.	As applied to a nominated situation/incident.	Feedback considers both evaluation of the investigation process and evaluation of the implementation of the recommendations. Feedback is expressed in a constructive manner supporting the objective of organisational learning.
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.		