Param Level 8 International Diploma in Occupational Health and Safety Management (OHSM)

About Param Qualifications

Param Qualifications provides academic and vocational qualifications designed to meet international professional standards and evolving industry needs. Our commitment to the development and delivery of high-quality qualifications is underpinned by a focus on consistency, integrity, and continuous improvement across all programmes.

Param Qualifications develops qualifications that are accessible to all learners who have the potential to achieve the required standards. We promote equality, diversity, and inclusion at every stage of the qualification lifecycle, ensuring that learners are not disadvantaged by barriers that may restrict access, participation, or progression.

Delivery Centres offering our qualifications are required to operate fair, transparent, and consistent policies, provide appropriate learner support and make themselves aware of the all relevant Param Qualifications policies and procedures, and ensure that all assessment decisions are valid, reliable, and standardised. Centres are also expected to recognise prior learning where appropriate, enabling learners' existing knowledge, skills, and experience to be considered when accessing qualifications.

Param Qualifications maintains a strong duty of care towards learners, employers, and stakeholders through robust quality assurance processes. These processes are designed to safeguard the integrity of assessment outcomes, support continuous improvement, and ensure that qualifications remain relevant, credible, and aligned with current professional and industry practices.

Supporting Diversity

Param Qualifications and its Delivery Centres value individual differences and are committed to promoting equality, diversity, and inclusion. We aim to remove barriers to learning and ensure fair access for all learners, regardless of age, gender, disability, religion, cultural background, or other protected characteristics.

Learner Voice

Learners are central to Param Qualifications' quality improvement processes. We actively encourage learner feedback to ensure that teaching, learning, and assessment practices remain effective, relevant, and responsive.

Feedback is gathered through structured surveys, evaluations, and ongoing engagement between learners, tutors, and Delivery Centre staff. This enables Param Qualifications to identify areas for enhancement, recognise good practice, and continually raise standards.

By providing opportunities for learners to share their views and experiences, we ensure that our qualifications reflect learner expectations and support a positive, inclusive, and engaging learning experience.

Contents

Introduction

Why Choose Param Qualifications?

Param Qualifications' programmes are designed to provide learners with advanced opportunities for professional development, strategic leadership, and career progression in complex and dynamic environments. The qualifications support learners in achieving their full potential by developing high-level analytical, evaluative, and decision-making capabilities.

The objectives of this qualification are to:

- To develop advanced strategic, analytical, and leadership capability in occupational health and safety management within complex organisational contexts.
- To enable learners to critically evaluate systems, governance, and risk to support strategic decision-making.
- To support the application of professional judgement and leadership in improving organisational safety performance.

Param Qualifications programmes integrate advanced theoretical knowledge with applied professional practice. Learners will critically examine how organisations operate, respond to internal and external pressures, and maintain resilience in uncertain and rapidly changing environments.

Through this qualification, learners will develop the ability to:

- Critically evaluate organisational systems, risk, and governance within complex OHSM environments
- Develop and apply evidence-based solutions to complex occupational health and safety challenges
- Exercise strategic leadership, professional judgement, and accountability in decision-making
- Synthesise information from diverse sources to support organisational improvement
- Undertake independent research and apply findings to professional practice

Employer Support for Qualification Development

The development of this qualification has been informed through consultation with employers, industry professionals, and training providers. Their input has ensured that the qualification reflects current industry expectations and emerging global workforce requirements.

Feedback from employers identified a growing demand for highly skilled professionals capable of leading occupational health and safety strategies, managing complex risks, ensuring regulatory compliance, and fostering strong organisational safety cultures. This qualification has been designed to meet these expectations by developing advanced competencies aligned with professional practice.

Qualification Title

This programme is titled:

Param Qualifications Level 8 International Diploma in Occupational Health and Safety Management (OHSM)

This qualification is positioned at Level 8, reflecting advanced knowledge at the forefront of occupational health and safety management, together with critical evaluation, strategic leadership capability, and independent research competence. It is designed to prepare learners for senior leadership roles and progression to doctoral-level academic study.

The qualification is aligned with Level 8 descriptors, requiring learners to demonstrate originality in the application of knowledge, the ability to generate new insights, and the capacity to address complex and unpredictable challenges within occupational health and safety environments. Learners are expected to exercise a high level of autonomy, professional judgement, and strategic decision-making in both academic and professional contexts.

Each unit within the qualification carries a defined credit value and is aligned with internationally recognised postgraduate and advanced-level study expectations. The qualification includes a substantial research component, enabling learners to design, undertake, and apply independent research that contributes to the advancement of professional practice and knowledge in occupational health and safety management.

This qualification is designed as a pre-doctoral programme, supporting progression to higher-level research qualifications such as Doctor of Business Administration (DBA), Doctor of Philosophy (PhD), or equivalent professional doctoral programmes.

Upon successful completion, learners will be awarded the full diploma by Param Qualifications Limited. The qualification has been developed in alignment with recognised quality principles to ensure validity, reliability, comparability, manageability, and minimisation of bias across delivery and assessment.

Qualification Purpose and Outcomes

Qualification Purpose

The Level 8 International Diploma in Occupational Health and Safety Management (OHSM) is designed for professionals who are currently operating in, or aspiring to, senior leadership roles within occupational health and safety across a range of industries. It is intended for learners who are responsible for designing, leading, and transforming organisational health and safety strategies within complex and dynamic environments.

This qualification equips learners with advanced expertise required for senior-level professional practice, while also developing the capacity to extend knowledge, generate new insights, and contribute to the advancement of occupational health and safety management practice.

Centres and learners are expected to benefit significantly from this programme through the development of advanced knowledge, strategic capability, and applied professional skills. The qualification promotes both academic and professional development, enabling learners to operate with a high level of autonomy and professional judgement in complex and unpredictable contexts.

The purpose of this qualification is aligned to Level 8 descriptors. Learners will develop advanced knowledge at the forefront of the discipline, with critical awareness of complex issues, demonstrate originality in problem-solving, and undertake independent research activities that contribute to professional practice and organisational improvement.

The qualification emphasises strategic leadership, innovation, and the ability to influence organisational outcomes, while preparing learners for progression to higher-level academic study, including doctoral-level research. The qualification adopts a research-led approach, enabling learners to develop advanced investigative capability and contribute to the advancement of professional practice.

Learning Outcomes

The qualification aims:

1. To enable learners to develop advanced analytical and evaluative capability in occupational health and safety management within complex and dynamic organisational contexts
2. To enable learners to critically evaluate and synthesise organisational systems, governance structures, and performance to support strategic decision-making
3. To develop learners' ability to formulate and apply advanced methodologies and approaches to address complex, high-risk, and unpredictable occupational health and safety challenges
4. To ensure learners can initiate, design, and undertake independent research and strategic activities that demonstrate originality and contribute to the advancement of professional practice and knowledge
5. To enable learners to critically evaluate legal, regulatory, ethical, and organisational factors and their short- and long-term implications within occupational health and safety contexts
6. To enable learners to exercise autonomy, leadership, and professional judgement to influence organisational performance and generate new insights in occupational health and safety management

Entry Requirements

To ensure that learners are able to successfully engage with and complete this Level 8 qualification, applicants are expected to meet the following entry criteria:

Academic Requirements

Applicants should normally:

- Hold a Master's degree or equivalent Level 7 qualification in occupational health and safety, health and safety management, environmental health and safety (EHS), engineering, risk management, or a related discipline
- Or possess an equivalent recognised qualification that demonstrates advanced academic capability

Professional Experience

Applicants are expected to:

- Have a minimum of 3 years' relevant professional experience in occupational health and safety, risk management, industrial safety, or related fields
- Ideally be working in, or have experience of, senior or strategic-level roles where they can apply advanced knowledge and contribute to organisational decision-making

Research Capability and Context

Given the advanced and research-led nature of this qualification, applicants should:

- Be able to demonstrate access to a relevant organisational or professional context to support applied research
- Have the capacity to undertake independent research activities, including the completion of a substantial research project

English Language Requirements

Where English is not the applicant's first language, they must demonstrate proficiency through one of the following:

- An academic qualification that was taught and assessed in English
- Or an English language qualification equivalent to: IELTS 6.5 (or equivalent), or Other recognised international English language standards

Qualification Structure and Requirements

Credits and Total Qualification Time (TQT)

The Param Qualifications Level 8 International Diploma in Occupational Health and Safety Management (OHSM) consists of 180 credits, which equates to an estimated 1800 hours of Total Qualification Time (TQT).

The qualification is structured across 10 units, including:

- 6 mandatory units
- 4 optional units, of which learners must select any 2 units

Each standard unit carries 20 credits, and the research project unit carries 40 credits. To achieve the full qualification, learners must successfully complete all mandatory units and the required combination of optional units to achieve a total of 180 credits. The indicative duration for completion of this qualification is typically between 12 to 18 months.

Unit No.	Unit Title	Level	Credit Value	TQT (Hours)	GLH (Hours)	Unit Type
1	Strategic Leadership and Organisational Culture in OHSM	8	20	200	100	Mandatory
2	Integrated Health and Safety Management Systems and Governance	8	20	200	100	Mandatory
3	Advanced Risk Management and Organisational Resilience	8	20	200	100	Mandatory
4	Governance, Legal Frameworks and Regulatory Strategy	8	20	200	100	Mandatory
5	Digital Transformation, AI and Data Analytics in OHSM	8	20	200	100	Mandatory
6	Applied Research Project in Occupational Health and Safety Management	8	40	400	200	Mandatory
7	Advanced Hazard Identification, Occupational Health and Control Systems	8	20	200	100	Optional
8	Workplace Wellbeing, Human Factors and Behavioural Safety	8	20	200	100	Optional
9	Sustainability, ESG and Ethical Leadership in Health and Safety	8	20	200	100	Optional
10	Incident Intelligence, Investigation and Organisational Learning	8	20	200	100	Optional

Total Qualification Credits: 180 Credits

Total Qualification Time (TQT): 1800 Hours

Total Guided Learning Hours (GLH): 900 Hours

Total Qualification Time (TQT)

Total Qualification Time (TQT) represents the estimated amount of time required for a learner to achieve the qualification. This includes all learning and assessment activities.

Examples of activities contributing to TQT include:

- Guided learning and tutor-led sessions
- Independent study and research
- Preparation of assignments and reports
- Work-based learning activities
- E-learning and digital learning activities
- Assessment preparation and completion

Guided Learning Hours (GLH)

Guided Learning Hours (GLH) refer to the time spent under the direct guidance of a tutor or trainer. This includes:

- Lectures, seminars, and tutorials
- Supervised study sessions
- Live online learning (e.g., webinars)
- Tutor-supported e-learning
- Supervised assessment activities

Rules of Combination

To achieve the qualification, learners must:

- Successfully complete all 6 mandatory units, and complete any 2 optional units from the available options
- This ensures that learners achieve the required total of 180 credits.

Achievement Requirements

Learners must demonstrate that they have met all learning outcomes and assessment criteria for each unit undertaken in order to achieve the qualification.

Assessment is conducted through internally assessed assignments, which are reviewed and quality assured to ensure consistency, validity, and reliability.

Staffing Requirements and Competence

Staff involved in the delivery, assessment, and internal quality assurance of the qualification must be appropriately qualified, experienced, and competent to support learning at Level 8.

Delivery Centres must ensure that staff:

- Possess relevant academic or professional qualifications, typically at Level 7 or above, in occupational health and safety, engineering, management, or a related discipline
- Have substantial and recent occupational or professional experience in occupational health and safety or a related field
- The level of experience should be sufficient to support learners undertaking advanced study, including strategic-level work and independent research activities
- Staff are required to engage in ongoing Continuing Professional Development (CPD) to ensure that their knowledge, skills, and professional practice remain current and relevant.

Where appropriate, Delivery Centres should ensure that staff involved in supporting research-based units, particularly the Applied Research Project, have experience in supervising or guiding postgraduate-level research or equivalent professional activity.

Internal Quality Assurers (IQAs)

Internal Quality Assurers are responsible for monitoring the quality and consistency of assessment decisions within the Delivery Centre.

IQAs must:

- Have appropriate knowledge, experience, and competence in internal quality assurance processes
- Must hold, or be working towards, a Level 4 qualification in the internal quality assurance of assessment processes and practice, or an equivalent recognised qualification.
- Be familiar with the qualification structure, learning outcomes, and assessment requirements
- Support standardisation activities to ensure consistency across assessors

Continuing Professional Development (CPD)

Delivery Centres are expected to support the ongoing professional development of their staff to ensure that knowledge and practice remain current and relevant.

Staff should engage in continuing professional development activities that:

- Maintain and enhance subject knowledge and technical competence
- Support effective teaching, learning, and assessment practices
- Reflect current developments in occupational health and safety and related fields

Centres should retain appropriate records of CPD activity to demonstrate ongoing staff development and capability.

Progression

Successful completion of the Param Qualifications Level 8 International Diploma in Occupational Health and Safety Management (OHSM) enables learners to progress to:

This qualification is designed to support progression to advanced academic study, including doctoral-level programmes, subject to the entry requirements of the receiving institution. This qualification supports both academic progression and research-based programmes, including doctoral-level study, by developing learners' ability to formulate research proposals and contribute to academic and professional knowledge.

Delivering the Qualification

Delivery Centres intending to offer Param Qualifications programmes are required to complete an approval process prior to delivery. This process is designed to ensure that centres have the appropriate systems, resources, and expertise in place to support effective teaching, learning, and assessment.

Delivery Centres must demonstrate that they:

- Have suitably qualified and experienced staff to deliver, assess, and internally quality assure the qualification
- Provide access to appropriate learning resources and facilities that support learner achievement
- Operate clear and consistent procedures for learner support, assessment, and internal quality assurance

- Are able to maintain accurate records of learner progress, assessment decisions, and quality assurance activity

Param Qualifications will review and approve Delivery Centres based on their ability to meet these requirements. Centres are expected to maintain these standards throughout the delivery of the qualification.

Assessment

This qualification is assessed through internally assessed assignments, projects, and applied professional tasks designed to reflect realistic and complex occupational health and safety scenarios.

Assessment is criterion-referenced and based on the achievement of all specified learning outcomes and assessment criteria for each unit. Learners are required to demonstrate evidence of achievement through written work, applied analysis, and research-based activities.

To achieve a pass, learners must provide sufficient, valid, and reliable evidence to meet all learning outcomes and associated assessment criteria. Assessment decisions are made by assessors based on the quality and completeness of evidence presented.

Assessors are responsible for:

- Evaluating learner evidence against the defined assessment criteria
- Making consistent and informed assessment judgements
- Providing clear and constructive feedback to support learner development

Assessment decisions must be supported by an appropriate audit trail, demonstrating how judgements have been reached in relation to the learning outcomes and assessment criteria. Assessment activities include research-based tasks and applied investigation, enabling learners to demonstrate independent inquiry and critical evaluation.

Delivery Centres are required to implement internal quality assurance processes to ensure that assessment decisions are consistent, valid, and reliable. This includes internal verification, standardisation activities, and regular review of assessment practices.

Param Qualifications may implement external quality assurance arrangements to monitor the effectiveness of assessment and internal quality assurance processes across Delivery Centres. This is intended to ensure that standards are maintained and that learners are assessed fairly and consistently.

Assessment materials and guidance will be provided to Delivery Centres to support consistent delivery and assessment. Centres are expected to apply these requirements in a transparent and standardised manner.

Opportunities for Learners to Achieve

Delivery Centres are responsible for supporting learners who do not initially meet the required standards. Centres must provide clear and constructive feedback, enabling learners to improve their performance and, where appropriate, undertake reassessment.

Recognition of Prior Learning (RPL)

Recognition of Prior Learning (RPL) is a method of assessment that enables learners to demonstrate achievement of learning outcomes through knowledge, understanding, or skills they have already acquired. This avoids unnecessary repetition of learning.

Param Qualifications encourages Delivery Centres to recognise learners' prior achievements and experiences, whether gained through employment, training, independent study, or previous formal qualifications. RPL supports continuous learning and ensures fair and inclusive access to the qualification.

RPL may be applied where valid evidence demonstrates that the assessment requirements of a unit or qualification have been fully met. Acceptable forms of evidence may include workplace documentation, prior qualifications, project work, reflective accounts, or direct observation.

All RPL evidence must be:

- Valid – directly aligned to the learning outcomes
- Authentic – produced by the learner
- Sufficient – comprehensive enough to meet requirements
- Reliable – capable of verification

Delivery Centres must apply Param Qualifications' RPL policy consistently to ensure fairness and transparency.

Equality and Diversity

Param Qualifications recognises that discrimination, harassment, and victimisation are unacceptable. We are committed to promoting fairness, respect, and equal opportunity across all areas of our operations.

It is our aim to ensure that no learner, employee, or representative of Param Qualifications receives less favourable treatment, either directly or indirectly, on the grounds of age, disability, gender, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

Param Qualifications aims to create an inclusive environment in which learners and staff feel respected, valued, and able to achieve their full potential. We actively promote equality, diversity, and inclusion, and work to identify and remove barriers that may restrict access, participation, or progression.

Delivery Centres and learners may access the Equality and Diversity Policy through official Param Qualifications communication channels.

This qualification is designed to align with the principles of the Equality Act 2010 and ensures that learners are not disadvantaged by artificial barriers to entry, delivery, or assessment.

Unit Specification

Strategic Leadership and Organisational Culture in OHSM

Unit Name: Strategic Leadership and Organisational Culture in OHSM
Unit Number: OHSM801
Unit Level: 8
No.of credits: 20
Mandatory/ Optional: Mandatory

Unit Aim

The aim of this unit is to develop advanced knowledge and critical understanding of strategic leadership and organisational culture within occupational health and safety management (OHSM). The unit enables learners to critically evaluate leadership approaches, organisational behaviour, and governance frameworks, and to design and implement transformational strategies that enhance safety culture, stakeholder engagement, and organisational performance in complex and dynamic environments.

Learning Outcomes, Assessment Criteria

Learning Outcomes (LO)- Will be able to	Assessment Criteria (AC)- Learner can
1. Be able to evaluate strategic leadership approaches in OHSM	1.1 Critically analyse contemporary leadership theories in OHSM contexts
	1.2 Evaluate strategic leadership in aligning OHSM with organisational goals
	1.3 Critically assess decision-making in complex and high-risk environments
	1.4 Synthesise leadership approaches to improve safety performance
2. Be able to analyse organisational culture and behavioural factors influencing safety performance	2.1 Critically evaluate organisational culture models in safety contexts
	2.2 Analyse behavioural safety theories and workplace application
	2.3 Evaluate the influence of human factors on safety performance
	2.4 Critically assess strategies to develop positive safety culture
3. Be able to evaluate governance, ethics and professional leadership in OHSM	3.1 Critically evaluate governance structures in OHSM
	3.2 Analyse ethical principles in safety leadership
	3.3 Evaluate leadership accountability in safety performance
	3.4 Critically assess integration of governance and ethics in OHSM strategy

4. Be able to evaluate stakeholder engagement and strategic communication in OHSM	4.1 Analyse stakeholder influence on safety outcomes
	4.2 Critically evaluate stakeholder engagement strategies
	4.3 Evaluate communication frameworks in safety leadership
	4.4 Critically assess leadership communication effectiveness in organisational change
5. Be able to develop strategic approaches for organisational change and continuous improvement in OHSM	5.1 Critically evaluate change management models in OHSM
	5.2 Develop strategies for organisational safety transformation
	5.3 Evaluate performance indicators for continuous improvement
	5.4 Synthesise approaches to improve organisational resilience

Indicative Content

1. Strategic Leadership in OHSM

- Leadership theories (transformational, transactional, adaptive leadership)
- Strategic decision-making models
- Leadership influence in high-risk industries
- Aligning OHSM strategy with organisational objectives

2. Organisational Culture and Behavioural Safety

- Models of organisational culture (e.g., safety culture maturity models)
- Behavioural safety principles and interventions
- Human factors and ergonomics in safety performance
- Psychological and social influences on safety behaviour

3. Governance and Ethical Leadership

- Corporate governance frameworks in OHSM
- Legal and ethical responsibilities of safety leaders
- Accountability, transparency and compliance structures
- Ethical decision-making models in complex environments

4. Stakeholder Engagement and Communication

- Stakeholder identification and analysis
- Influence and negotiation strategies
- Communication models in leadership
- Crisis communication and safety communication strategies

5. Organisational Change and Continuous Improvement

- Change management theories (e.g., Kotter, Lewin)
- Organisational transformation strategies
- Leading and lagging safety indicators
- Continuous improvement frameworks (PDCA cycle, benchmarking)
- Organisational resilience and adaptability

Recommended Texts & Resources

Books:

- Cooper, D. *Improving Safety Culture: A Practical Guide*
- Reason, J. *Managing the Risks of Organizational Accidents*
- Geller, E.S. *The Psychology of Safety Handbook*
- Northouse, P.G. *Leadership: Theory and Practice*
- Hopkins, A. *Safety, Culture and Risk*

Standards & Frameworks:

- ISO 45001: Occupational Health and Safety Management Systems
- ILO Guidelines on Occupational Safety and Health
- HSE (UK) Leadership and Worker Involvement Guidelines

Journals & Online Resources:

- Safety Science Journal
- Journal of Occupational Health and Safety
- Institution of Occupational Safety and Health resources and publications
- Board of Certified Safety Professionals guidance materials

Integrated Health and Safety Management Systems and Governance

Unit Name: Integrated Health and Safety Management Systems and Governance
Unit Number: OHSM802
Unit Level: 8
No.of credits: 20
Mandatory/ Optional: Mandatory

Unit Aim:

The aim of this unit is to develop advanced knowledge and critical understanding of integrated health and safety management systems (HSMS) and governance frameworks. Learners will critically evaluate system design, implementation, monitoring, and continuous improvement of OHSM systems, and develop strategic approaches to integrate safety management within organisational governance, performance, and decision-making structures in complex environments.

Learning Outcomes, Assessment Criteria

Learning Outcomes (LO)- Will be able to	Assessment Criteria (AC)- Learner can
1. Be able to critically evaluate the principles and frameworks of integrated health and safety management systems.	1.1 Critically evaluate international OHSM frameworks, including relevant management system standards.
	1.2 Analyse the integration of health and safety management systems within organisational processes and structures.
	1.3 Critically assess system design for managing complex, high-risk and dynamic operational environments.
	1.4 Synthesise approaches for integrating OHSM systems into organisational strategy and performance management.
2 Be able to critically analyse the implementation and operation of integrated OHSM systems.	2.1 Critically evaluate implementation approaches for OHSM systems in different organisational contexts.
	2.2 Analyse the role of leadership, planning and resource allocation in system effectiveness.
	2.3 Evaluate the integration of operational controls and risk management processes within OHSM systems.
	2.4 Critically assess the operational effectiveness of OHSM systems in achieving organisational safety objectives.
3. Be able to evaluate governance, compliance and regulatory integration within OHSM systems.	3.1 Critically evaluate governance structures that support effective OHSM systems.
	3.2 Analyse the integration of legal, regulatory and compliance requirements within OHSM frameworks.
	3.3 Evaluate roles, responsibilities and accountability arrangements in OHSM governance.

	3.4 Critically assess the alignment of OHSM systems with wider corporate governance principles and organisational assurance mechanisms.
4. Be able to critically evaluate monitoring, auditing and performance measurement in OHSM systems.	4.1 Analyse performance measurement frameworks, including leading and lagging indicators, within OHSM systems.
	4.2 Critically evaluate auditing, inspection and review processes used to monitor OHSM effectiveness.
	4.3 Evaluate data-driven approaches to measuring, monitoring and reviewing system performance.
	4.4 Critically assess continuous improvement mechanisms used to strengthen OHSM systems.
5. Be able to develop integrated strategies for system improvement and organisational resilience.	5.1 Critically evaluate continuous improvement models relevant to OHSM systems.
	5.2 Develop strategies to enhance the integration, effectiveness and maturity of OHSM systems.
	5.3 Evaluate the contribution of OHSM systems to organisational resilience in changing internal and external environments.
	5.4 Synthesise innovative and sustainable approaches to improving OHSM system performance.

Indicative Content

1. Integrated OHSM Frameworks and System Design

- ISO 45001 and international OHSM standards
- System integration with organisational strategy
- System thinking and organisational processes
- Complex system design and multi-layered risk control

2. Implementation and Operational Control

- OHSM implementation strategies across sectors
- Leadership role in system deployment
- Hazard control integration and operational procedures
- Management of change within systems

3. Governance, Compliance and Accountability

- Corporate governance frameworks in OHSM
- Legal and regulatory compliance integration
- Roles, responsibilities and accountability structures
- Alignment with organisational governance systems

4. Monitoring, Auditing and Performance Measurement

- Leading and lagging indicators
- Safety performance measurement systems
- Auditing frameworks and inspection systems
- Data analytics and system monitoring

5. Continuous Improvement and Organisational Resilience

- PDCA cycle and continuous improvement models
- System optimisation and integration strategies
- Organisational resilience and adaptive systems
- Innovation in OHSM systems and digital integration

Recommended Texts & Resources

Books:

- Hughes, P. & Ferrett, E. *Introduction to Health and Safety at Work*
- Walters, D. *Safety Management Systems and Risk Assessment*
- Reason, J. *Managing the Risks of Organizational Accidents*
- Hollnagel, E. *Safety-I and Safety-II*

Standards & Frameworks:

- ISO 45001: Occupational Health and Safety Management Systems
- ISO 31000: Risk Management
- ILO OSH Management System Guidelines
- HSE (UK) – Managing for Health and Safety (HSG65)

Professional Resources:

- Institution of Occupational Safety and Health publications
- Board of Certified Safety Professionals guidance materials
- Board of Canadian Registered Safety Professionals competency resources

Advanced Risk Management and Organisational Resilience

Unit Name: Advanced Risk Management and Organisational Resilience
Unit Number: OHSM803
Unit Level: 8
No.of credits: 20
Mandatory/ Optional: Mandatory

Unit Aim:

The aim of this unit is to develop advanced knowledge and critical understanding of risk management and organisational resilience in occupational health and safety management (OHSM). The unit enables learners to critically evaluate risk management frameworks, analyse complex risk environments, and develop strategic approaches to enhance organisational resilience, decision-making, and long-term safety performance.

Learning Outcomes, Assessment Criteria

Learning Outcomes (LO)- Will be able to	Assessment Criteria (AC)- Learner can
1. Be able to critically evaluate risk management principles and frameworks in OHSM.	1.1 Critically evaluate risk management frameworks and models used in OHSM.
	1.2 Analyse the application of risk assessment methodologies in complex environments.
	1.3 Critically assess the effectiveness of risk control strategies.
	1.4 Synthesise approaches to integrate risk management within organisational systems.
2. Be able to critically analyse hazard identification and risk assessment techniques in complex and high-risk environments.	2.1 Critically evaluate hazard identification techniques used across industries.
	2.2 Analyse quantitative and qualitative risk assessment methods.
	2.3 Evaluate the application of risk prioritisation and decision-making tools.
	2.4 Critically assess limitations of risk assessment approaches in dynamic environments.
3. Be able to evaluate organisational risk governance and decision-making processes.	3.1 Critically evaluate governance structures for risk management.
	3.2 Analyse leadership roles in risk-based decision-making.
	3.3 Evaluate the integration of risk management into organisational strategy.
	3.4 Critically assess ethical and professional considerations in risk decisions.

4. Be able to critically evaluate organisational resilience and crisis management strategies.	4.1 Critically evaluate concepts of organisational resilience in OHSM.
	4.2 Analyse crisis and emergency management frameworks.
	4.3 Evaluate organisational preparedness and response strategies.
	4.4 Critically assess recovery and business continuity approaches.
5. Be able to develop advanced strategies for risk management and resilience improvement.	5.1 Critically evaluate emerging risks and future risk trends.
	5.2 Develop strategic approaches for enhancing organisational resilience.
	5.3 Evaluate the role of data and technology in risk management.
	5.4 Synthesise innovative solutions for improving risk and resilience performance.

Indicative Content

1. Risk Management Frameworks and Principles

- Enterprise Risk Management (ERM) models
- ISO 31000 risk management principles
- Risk-based thinking in OHSM
- Strategic integration of risk management

2. Hazard Identification and Risk Assessment

- Hazard identification techniques (HAZOP, FMEA, JSA)
- Qualitative and quantitative risk assessment
- Risk prioritisation tools (risk matrices, bowtie analysis)
- Limitations of traditional risk assessment methods

3. Risk Governance and Decision-Making

- Risk governance frameworks
- Leadership role in risk-based decision-making
- Ethical considerations in risk decisions
- Integration of risk into corporate strategy

4. Organisational Resilience and Crisis Management

- Organisational resilience models
- Crisis management and emergency response systems

- Business continuity planning (BCP)
- Learning from incidents and system failures

5. Advanced Risk Strategies and Future Trends

- Emerging risks (AI, climate, global risks)
- Predictive risk analytics and data-driven decision-making
- Digital risk management systems
- Innovation in risk and resilience strategies

Recommended Texts & Resources

Books:

- Hopkin, P. *Fundamentals of Risk Management*
- Aven, T. *Risk Analysis*
- Taleb, N.N. *Antifragile*
- Reason, J. *Managing the Risks of Organizational Accidents*

Standards & Frameworks:

- ISO 31000: Risk Management
- ISO 22301: Business Continuity Management
- HSE (UK) Risk Management Guidance

Professional Resources:

- Institution of Occupational Safety and Health risk management guidance
- Board of Certified Safety Professionals competency framework
- Board of Canadian Registered Safety Professionals professional standards

Governance, Legal Frameworks and Regulatory Strategy

Unit Name: Governance, Legal Frameworks and Regulatory Strategy
Unit Number: OHSM804
Unit Level: 8
No.of credits: 20
Mandatory/ Optional: Mandatory

Unit Aim:

The aim of this unit is to develop advanced knowledge and critical understanding of governance, legal frameworks, and regulatory strategy within occupational health and safety management (OHSM). The unit enables learners to critically evaluate legal systems, analyse regulatory requirements across jurisdictions, and develop governance strategies that ensure compliance, ethical practice, and organisational accountability.

Learning Outcomes, Assessment Criteria

Learning Outcomes (LO)- Will be able to	Assessment Criteria (AC)- Learner can
1. Be able to critically evaluate legal frameworks and regulatory systems in OHSM.	1.1 Critically evaluate national and international legal frameworks related to occupational health and safety.
	1.2 Analyse regulatory structures and enforcement mechanisms across jurisdictions.
	1.3 Critically assess the impact of legislation on organisational practices.
	1.4 Synthesise approaches for aligning organisational systems with legal requirements.
2. Be able to critically analyse compliance management and regulatory strategy.	2.1 Critically evaluate compliance management systems within organisations.
	2.2 Analyse strategies for ensuring ongoing regulatory compliance.
	2.3 Evaluate the role of audits, inspections and reporting in compliance assurance.
	2.4 Critically assess challenges in managing compliance in global and multi-site organisations.
3. Be able to evaluate governance frameworks and organisational accountability.	3.1 Critically evaluate governance structures relevant to OHSM.
	3.2 Analyse roles and responsibilities for governance and accountability.
	3.3 Evaluate the integration of OHSM into corporate governance systems.
	3.4 Critically assess transparency, accountability and assurance mechanisms.

4. Be able to critically evaluate ethical and professional practice in OHSM.	4.1 Critically evaluate ethical frameworks and professional standards.
	4.2 Analyse ethical dilemmas in OHSM decision-making.
	4.3 Evaluate the role of professional bodies in setting ethical standards.
	4.4 Critically assess organisational culture in promoting ethical practice.
5. Be able to develop strategic approaches to legal compliance and governance improvement.	5.1 Critically evaluate emerging regulatory trends and developments.
	5.2 Develop strategies for improving governance and compliance systems.
	5.3 Evaluate the role of leadership in driving compliance culture.
	5.4 Synthesise innovative approaches to regulatory strategy and governance effectiveness.

Indicative Content

1. Legal Frameworks in OHSM

- UK legal system (Health and Safety at Work etc. Act 1974)
- International frameworks (ILO conventions, global standards)
- Regulatory enforcement bodies and mechanisms
- Legal responsibilities of employers and professionals

2. Compliance and Regulatory Strategy

- Compliance management systems
- Audits, inspections, regulatory reporting
- Managing compliance across multiple jurisdictions
- Risk-based compliance approaches

3. Governance and Organisational Accountability

- Corporate governance structures
- Board-level responsibility for safety
- Assurance frameworks and internal controls
- Integration of OHSM into organisational governance

4. Ethics and Professional Practice

- Codes of ethics in OHSM
- Professional conduct and accountability

- Ethical decision-making frameworks
- Managing conflicts of interest

5. Future Regulatory Trends and Strategy

- Globalisation of safety regulations
- ESG and sustainability regulations
- Digital compliance and regulatory technology
- Strategic governance improvement

Recommended Texts & Resources

Books:

- Ridley, J. *Safety at Work*
- Hughes & Ferrett *Introduction to Health and Safety at Work*
- Boatright, J. *Ethics and the Conduct of Business*

Legal & Regulatory Sources:

- UK Health and Safety Executive (HSE) guidance
- International Labour Organization (ILO) conventions
- Corporate governance codes

Professional Bodies:

- Institution of Occupational Safety and Health professional standards and guidance
- Board of Certified Safety Professionals ethics and compliance expectations
- Board of Canadian Registered Safety Professionals code of ethics and governance

Digital Transformation, AI and Data Analytics in OHSM

Unit Name: Digital Transformation, AI and Data Analytics in OHSM
Unit Number: OHSM805
Unit Level: 8
No.of credits: 20
Mandatory/ Optional: Mandatory

Unit Aim:

The aim of this unit is to develop advanced knowledge and critical understanding of digital transformation, artificial intelligence (AI), and data analytics in occupational health and safety management (OHSM). The unit enables learners to critically evaluate digital technologies, analyse data-driven approaches to safety management, and develop innovative strategies to enhance organisational performance, decision-making, and predictive risk management.

Learning Outcomes, Assessment Criteria

Learning Outcomes (LO)- Will be able to	Assessment Criteria (AC)- Learner can
1. Be able to critically evaluate digital transformation in OHSM.	1.1 Critically evaluate the role of digital technologies in transforming OHSM practices.
	1.2 Analyse the impact of digital transformation on organisational safety systems.
	1.3 Critically assess opportunities and challenges associated with digital adoption.
	1.4 Synthesise strategies for integrating digital solutions into OHSM frameworks.
2. Be able to critically analyse data analytics and performance measurement in OHSM.	2.1 Critically evaluate data collection and management systems in OHSM.
	2.2 Analyse the use of data analytics in measuring safety performance.
	2.3 Evaluate leading and lagging indicators using data-driven approaches.
	2.4 Critically assess limitations and risks of data interpretation.
3. Be able to evaluate the application of artificial intelligence in risk management and safety systems.	3.1 Critically evaluate AI technologies used in OHSM.
	3.2 Analyse the application of AI in hazard identification and risk prediction.
	3.3 Evaluate ethical, legal and operational implications of AI in OHSM.
	3.4 Critically assess the effectiveness of AI-based safety systems.

4. Be able to critically evaluate digital risk management and cybersecurity considerations.	4.1 Critically evaluate digital risks associated with OHSM systems.
	4.2 Analyse cybersecurity threats impacting safety-critical systems.
	4.3 Evaluate risk mitigation strategies for digital environments.
	4.4 Critically assess governance and control measures for digital safety systems.
5. Be able to develop innovative digital strategies for OHSM improvement.	5.1 Critically evaluate emerging technologies in OHSM (IoT, automation, smart systems).
	5.2 Develop data-driven strategies for improving safety performance.
	5.3 Evaluate the role of digital innovation in organisational resilience.
	5.4 Synthesise future-focused approaches for digital transformation in OHSM.

Indicative Content

1. Digital Transformation in OHSM

- Digitalisation of safety management systems
- Integration of digital tools into OHSM frameworks
- Industry 4.0 and safety transformation
- Challenges in digital adoption

2. Data Analytics and Performance Measurement

- Safety data collection systems
- Leading and lagging indicators
- Predictive analytics and trend analysis
- Data-driven decision-making

3. Artificial Intelligence in OHSM

- AI in hazard identification and risk prediction
- Machine learning models in safety
- Automation and smart safety systems
- Ethical considerations in AI

4. Digital Risk and Cybersecurity

- Cybersecurity in safety-critical systems

- Risks in digital safety environments
- Data protection and system integrity
- Governance of digital risks

5. Innovation and Future Trends

- Internet of Things (IoT) in safety
- Smart monitoring systems
- Digital twins and simulation
- Future of safety management

Recommended Texts & Resources

Books:

- Marr, B. *Big Data in Practice*
- O'Neil, C. *Weapons of Math Destruction*
- Russell & Norvig *Artificial Intelligence: A Modern Approach*

Standards & Reports:

- ISO 45001 (Digital integration context)
- ISO 27001 (Information security)
- Industry 4.0 and safety reports

Professional Bodies:

- Institution of Occupational Safety and Health future of work and safety insights
- Board of Certified Safety Professionals analytical competency expectations
- Board of Canadian Registered Safety Professionals performance and evaluation standards

Applied Research Project in Occupational Health and Safety Management (OHSM)

Unit Name: Applied Research Project in Occupational Health and Safety Management (OHSM)
Unit Number: OHSM806
Unit Level: 8
No.of credits: 40
Mandatory/ Optional: Mandatory

Unit Aim:

The aim of this unit is to develop advanced research capability in occupational health and safety management (OHSM). The unit enables learners to design, conduct, and critically evaluate independent research, demonstrating originality, analytical depth, and the ability to contribute to professional practice and organisational improvement.

Learning Outcomes, Assessment Criteria

Learning Outcomes (LO)- Will be able to	Assessment Criteria (AC)- Learner can
1. Be able to develop a research proposal in OHSM.	1.1 Critically evaluate research problems and justify the selection of a research topic.
	1.2 Formulate clear research aims, objectives and questions.
	1.3 Critically evaluate relevant literature to establish a theoretical framework.
	1.4 Develop a structured and coherent research proposal.
2. Be able to design appropriate research methodologies.	2.1 Critically evaluate qualitative and quantitative research methodologies.
	2.2 Justify the selection of appropriate research methods and techniques.
	2.3 Develop data collection strategies aligned with research objectives.
	2.4 Critically evaluate ethical considerations in research design.
3. Be able to conduct independent research and data analysis.	3.1 Collect and manage research data systematically.
	3.2 Critically analyse data using appropriate analytical tools and techniques.
	3.3 Interpret findings in relation to research objectives.
	3.4 Critically evaluate the reliability and validity of research outcomes.

4. Be able to critically evaluate research findings and implications.	4.1 Critically evaluate research findings in relation to existing knowledge.
	4.2 Analyse implications for professional practice and organisational improvement.
	4.3 Critically assess limitations of the research study.
	4.4 Develop evidence-based conclusions and recommendations.
5. Be able to present and communicate research outcomes effectively.	5.1 Present research findings in a structured and coherent format.
	5.2 Critically evaluate the use of academic and professional communication techniques.
	5.3 Demonstrate appropriate referencing and academic integrity.

Indicative Content

1. Research Principles and Proposal Development

- Research problem identification
- Research aims, objectives and questions
- Literature review and theoretical frameworks
- Research proposal structure

2. Research Methodology

- Qualitative and quantitative research methods
- Research design (case study, survey, experimental)
- Sampling techniques
- Data collection tools (interviews, questionnaires, observation)

3. Data Analysis and Interpretation

- Statistical analysis techniques
- Thematic analysis (qualitative)
- Data interpretation and evaluation
- Validity and reliability

4. Ethics and Professional Practice in Research

- Research ethics and integrity
- Data protection and confidentiality

- Ethical approval processes
- Avoidance of bias and misconduct

5. Research Evaluation and Application

- Critical evaluation of findings
- Evidence-based decision-making
- Application to organisational improvement
- Recommendations and strategic impact

6. Academic and Professional Communication

- Report writing structure (dissertation format)
- Referencing systems (Harvard style)
- Presentation of findings
- Stakeholder communication

Recommended Texts & Resources

Books:

- Saunders, M. *Research Methods for Business Students*
- Creswell, J. *Research Design*
- Bryman, A. *Social Research Methods*

Academic Standards:

- UK university dissertation guidelines
- Research ethics frameworks
- Academic integrity policies

Professional Bodies:

- Institution of Occupational Safety and Health professional research and ethics expectations
- Board of Certified Safety Professionals analytical competency requirements
- Board of Canadian Registered Safety Professionals evidence-based practice standards

Advanced Hazard Identification, Occupational Health and Control Systems

Unit Name: Advanced Hazard Identification, Occupational Health and Control Systems
Unit Number: OHSM807
Unit Level: 8
No.of credits: 20
Mandatory/ Optional: Optional

Unit Aim:

The aim of this unit is to develop advanced knowledge and critical understanding of hazard identification, occupational health risks, and control systems within occupational health and safety management (OHSM). The unit enables learners to critically evaluate hazard identification techniques, analyse occupational health exposures, and design effective control systems to manage complex workplace risks.

Learning Outcomes, Assessment Criteria

Learning Outcomes (LO)- Will be able to	Assessment Criteria (AC)- Learner can
1. Be able to critically evaluate advanced hazard identification techniques.	1.1 Critically evaluate hazard identification methodologies used in different industries.
	1.2 Analyse advanced techniques such as HAZOP, FMEA and fault tree analysis.
	1.3 Critically assess the effectiveness of hazard identification in complex environments.
	1.4 Synthesise approaches to improve hazard identification processes.
2. Be able to critically analyse occupational health hazards and exposure risks.	2.1 Critically evaluate different types of occupational health hazards (chemical, physical, biological, ergonomic).
	2.2 Analyse exposure pathways and risk factors affecting worker health.
	2.3 Evaluate methods for monitoring and assessing occupational exposure.
	2.4 Critically assess long-term health impacts of workplace hazards.
3. Be able to evaluate control measures and risk mitigation strategies.	3.1 Critically evaluate the hierarchy of control measures.
	3.2 Analyse engineering, administrative and personal protective controls.
	3.3 Evaluate effectiveness of control systems in reducing risk.
	3.4 Critically assess limitations of control measures in high-risk environments.

4. Be able to critically evaluate occupational health management systems.	4.1 Critically evaluate systems used for managing occupational health risks.
	4.2 Analyse integration of occupational health into OHSM systems.
	4.3 Evaluate health surveillance and monitoring programmes.
	4.4 Critically assess system effectiveness in protecting worker health.
5. Be able to develop advanced strategies for hazard and health risk control.	5.1 Critically evaluate emerging occupational health risks.
	5.2 Develop strategies for improving hazard identification and control systems.
	5.3 Evaluate integration of technology in hazard and health risk management.
	5.4 Synthesise innovative approaches for enhancing occupational health and safety performance.

Indicative Content

1. Advanced Hazard Identification

- Hazard identification methodologies (HAZOP, FMEA, JSA)
- Fault tree and event tree analysis
- Process hazard analysis (PHA)
- Limitations of hazard identification techniques

2. Occupational Health Hazards

- Chemical hazards (toxicity, exposure limits)
- Physical hazards (noise, vibration, radiation)
- Biological hazards
- Ergonomic and psychosocial hazards

3. Exposure Assessment and Monitoring

- Workplace exposure assessment techniques
- Air sampling and monitoring systems
- Biological monitoring
- Risk evaluation and interpretation

4. Control Measures and Risk Reduction

- Hierarchy of controls
- Engineering controls and system design

- Administrative controls and procedures
- Personal protective equipment (PPE)

5. Occupational Health Management Systems

- Health surveillance programmes
- Integration with OHSM systems (ISO 45001)
- Monitoring and evaluation of health systems
- Continuous improvement in health protection

6. Emerging Risks and Innovation

- New and emerging occupational health risks
- Technology in hazard monitoring (sensors, IoT)
- Predictive health risk management
- Future trends in occupational health

Recommended Texts & Resources

Books:

- Goetsch, D. *Occupational Safety and Health*
- Roughton, J. *Safety Management Systems*
- LaDou, J. *Current Occupational & Environmental Medicine*

Standards:

- ISO 45001 Occupational Health & Safety
- ACGIH Exposure Guidelines
- WHO Occupational Health resources

Professional Bodies:

- Institution of Occupational Safety and Health occupational health guidance
- Board of Certified Safety Professionals hazard identification domains
- Board of Canadian Registered Safety Professionals occupational health competencies

Workplace Wellbeing, Human Factors and Behavioural Safety

Unit Name: Workplace Wellbeing, Human Factors and Behavioural Safety
Unit Number: OHSM808
Unit Level: 8
No.of credits: 20
Mandatory/ Optional: Optional

Unit Aim:

The aim of this unit is to develop advanced knowledge and critical understanding of workplace wellbeing, human factors, and behavioural safety in occupational health and safety management (OHSM). The unit enables learners to critically evaluate human behaviour, analyse psychological and organisational factors, and develop strategies to improve safety culture, wellbeing, and human performance.

Learning Outcomes, Assessment Criteria

Learning Outcomes (LO)- Will be able to	Assessment Criteria (AC)- Learner can
1. Be able to critically evaluate human factors in occupational health and safety.	1.1 Critically evaluate theories and models of human factors in OHSM.
	1.2 Analyse the impact of human behaviour on safety performance.
	1.3 Critically assess the interaction between human, organisational and environmental factors.
	1.4 Synthesise approaches to integrate human factors into safety management systems.
2. Be able to critically analyse workplace wellbeing and its impact on organisational performance.	2.1 Critically evaluate concepts of workplace wellbeing.
	2.2 Analyse physical, psychological and social factors affecting wellbeing.
	2.3 Evaluate the relationship between wellbeing, productivity and safety outcomes.
	2.4 Critically assess organisational strategies for promoting wellbeing.
3. Be able to evaluate behavioural safety approaches and safety culture.	3.1 Critically evaluate behavioural safety models and approaches.
	3.2 Analyse organisational safety culture and its influence on behaviour.
	3.3 Evaluate interventions for improving safety behaviour.
	3.4 Critically assess the effectiveness of behaviour-based safety programmes.

4. Be able to critically evaluate leadership, communication and organisational influence on behaviour.	4.1 Critically evaluate leadership styles and their impact on safety behaviour.
	4.2 Analyse communication strategies in influencing safe practices.
	4.3 Evaluate the role of organisational culture in shaping behaviour.
	4.4 Critically assess stakeholder engagement and behavioural change initiatives.
5. Be able to develop strategies to improve wellbeing, human performance and behavioural safety.	5.1 Critically evaluate emerging issues in workplace wellbeing and human performance.
	5.2 Develop strategies to improve behavioural safety and culture.
	5.3 Evaluate the role of technology in influencing behaviour and wellbeing.
	5.4 Synthesise innovative approaches for enhancing wellbeing and safety performance.

Indicative Content

1. Human Factors in OHSM

- Human factors theory and models
- Human error and decision-making
- Interaction between human, machine and environment
- Systems thinking in human performance

2. Workplace Wellbeing

- Physical and mental health at work
- Stress, fatigue and workload management
- Psychosocial risks
- Work-life balance and employee wellbeing programmes

3. Behavioural Safety and Culture

- Behaviour-based safety (BBS) models
- Safety culture and climate
- Behavioural interventions
- Measuring and improving safety behaviour

4. Leadership and Communication

- Leadership styles in safety management
- Communication and behavioural influence

- Organisational culture and change
- Stakeholder engagement

5. Human Performance and Organisational Improvement

- Performance improvement strategies
- Human reliability analysis
- Learning organisations
- Continuous improvement in behaviour and wellbeing

6. Emerging Trends and Technology

- Digital wellbeing tools
- AI and behaviour monitoring
- Future workforce challenges
- Human-centred design

Recommended Texts & Resources

Books:

- Reason, J. *Human Error*
- Geller, E. *The Psychology of Safety*
- Cooper, D. *Behavioral Safety*

Standards & Guidance:

- ISO 45001 (Wellbeing integration)
- HSE (UK) Stress Management Standards
- WHO Workplace Wellbeing Guidelines

Professional Bodies:

- Institution of Occupational Safety and Health human factors and wellbeing guidance
- Board of Certified Safety Professionals professional behavioural expectations
- Board of Canadian Registered Safety Professionals human and organisational competencies

Sustainability, ESG and Ethical Leadership in Health and Safety

Unit Name: Sustainability, ESG and Ethical Leadership in Health and Safety
Unit Number: OHSM809
Unit Level: 8
No.of credits: 20
Mandatory/ Optional: Optional

Unit Aim:

The aim of this unit is to develop advanced knowledge and critical understanding of sustainability, environmental, social and governance (ESG) principles, and ethical leadership in occupational health and safety management (OHSM). The unit enables learners to critically evaluate ESG frameworks, analyse sustainability challenges, and develop leadership strategies that integrate ethical and sustainable practices into organisational systems.

Learning Outcomes, Assessment Criteria

Learning Outcomes (LO)- Will be able to	Assessment Criteria (AC)- Learner can:
1. Be able to analyse sustainability in occupational health and safety management	1.1 Critically analyse sustainability principles in occupational health and safety management
	1.2 Critically evaluate the integration of sustainability into organisational safety practices
	1.3 Evaluate the impact of sustainability on organisational performance and long-term safety outcomes
	1.4 Analyse the role of sustainability in supporting organisational resilience and risk reduction
2. Be able to evaluate ESG frameworks in occupational health and safety contexts	2.1 Critically analyse Environmental, Social and Governance (ESG) frameworks and their relevance to health and safety
	2.2 Critically evaluate organisational approaches to implementing ESG principles
	2.3 Evaluate the role of ESG in enhancing organisational accountability and performance
	2.4 Analyse the relationship between ESG performance and organisational risk management
3. Be able to analyse ethical leadership in occupational health and safety management	3.1 Critically analyse ethical leadership principles in occupational health and safety management
	3.2 Critically evaluate the role of leadership in promoting ethical safety practices
	3.3 Analyse the impact of ethical decision-making on organisational culture and safety outcomes

	3.4 Evaluate leadership approaches used to strengthen ethical behaviour and accountability
4. Be able to evaluate governance and organisational responsibility in sustainability and safety management	4.1 Critically analyse governance structures supporting sustainability and health and safety management
	4.2 Critically evaluate organisational responsibilities in sustainable and ethical practices
	4.3 Evaluate governance mechanisms used to monitor sustainability and safety performance
	4.4 Analyse the effectiveness of governance systems in ensuring regulatory and ethical compliance
5. Be able to develop strategies for sustainable and ethical occupational health and safety management	5.1 Critically evaluate strategies for integrating sustainability and ESG into health and safety management systems
	5.2 Develop approaches to promote ethical leadership and responsible decision-making
	5.3 Develop strategies to improve organisational sustainability and long-term safety performance
	5.4 Develop approaches for continuous monitoring, review and improvement of sustainability and safety systems

Indicative Content

1. Sustainability and ESG Frameworks

- Principles of sustainability and sustainable development
- ESG frameworks (GRI, TCFD, UN SDGs)
- Integration of sustainability into organisational strategy
- Long-term value creation and responsible business practices

2. Environmental and Social Risk Management

- Environmental risk factors and climate-related risks
- Social responsibility and workforce wellbeing
- Human rights, diversity, and inclusion in OHSM
- Integration of environmental and social risk into organisational systems

3. Governance, Ethics and Leadership

- Corporate governance and ESG accountability
- Ethical leadership and decision-making frameworks
- Transparency, integrity, and organisational responsibility
- Role of leadership in promoting ethical culture

4. ESG Performance and Stakeholder Engagement

- ESG performance indicators and measurement tools
- Sustainability reporting frameworks and disclosures
- Stakeholder identification and engagement strategies
- Communication of sustainability performance and impact

5. Strategic ESG Integration and Innovation

- ESG strategy development and implementation
- Sustainability innovation and digital transformation
- Organisational resilience and long-term sustainability planning
- Future trends in ESG and global sustainability challenges

Recommended Resources

Books:

- Carroll, A. & Buchholtz, A. *Business and Society: Ethics and Stakeholder Management*
- Elkington, J. *Cannibals with Forks: The Triple Bottom Line*
- Hopkins, M. *Corporate Social Responsibility and Sustainability*
- Crane, A. & Matten, D. *Business Ethics*

Standards & Frameworks:

- ISO 45001: Occupational Health and Safety Management Systems
- ISO 14001: Environmental Management Systems
- Global Reporting Initiative (GRI) Standards
- UN Sustainable Development Goals (SDGs)
- Task Force on Climate-related Financial Disclosures (TCFD)

Journals & Online Resources:

- Journal of Business Ethics
- Sustainability Journal
- Safety Science Journal
- International Labour Organization (ILO) resources

Professional Bodies & Guidance:

- Institution of Occupational Safety and Health (IOSH)
- Board of Certified Safety Professionals (BCSP)

- World Business Council for Sustainable Development (WBCSD)

Incident Intelligence, Investigation and Organisational Learning

Unit Name: Incident Intelligence, Investigation and Organisational Learning
Unit Number: OHSM810
Unit Level: 8
No.of credits: 20
Mandatory/ Optional: Optional

Unit Aim:

The aim of this unit is to develop advanced knowledge and critical understanding of incident investigation, intelligence systems, and organisational learning in occupational health and safety management (OHSM). The unit enables learners to critically evaluate incident causation, analyse investigation methodologies, and develop systems for continuous organisational learning and improvement.

Learning Outcomes, Assessment Criteria

Learning Outcomes (LO)- Will be able to	Assessment Criteria (AC)- Learner can
1. Be able to critically evaluate incident causation theories and models.	1.1 Critically evaluate models of accident causation (e.g., human error, system failures).
	1.2 Analyse factors contributing to incidents in complex environments.
	1.3 Critically assess limitations of traditional causation models.
	1.4 Synthesise approaches to understanding incident causation.
2. Be able to critically analyse incident investigation techniques and methodologies.	2.1 Critically evaluate investigation methods and tools.
	2.2 Analyse root cause analysis techniques.
	2.3 Evaluate evidence collection and analysis processes.
	2.4 Critically assess reliability of investigation outcomes.
3. Be able to evaluate incident data and intelligence systems.	3.1 Critically evaluate incident reporting systems.
	3.2 Analyse data trends and intelligence insights.
	3.3 Evaluate the use of data for predictive safety management.

	3.4 Critically assess limitations of incident data systems.
4. Be able to critically evaluate organisational learning and improvement systems.	4.1 Analyse learning from incidents and near misses.
	4.2 Critically evaluate organisational learning models.
	4.3 Evaluate knowledge management systems.
	4.4 Critically assess continuous improvement processes.
5. Be able to develop advanced strategies for incident prevention and organisational learning.	5.1 Critically evaluate emerging approaches to incident prevention.
	5.2 Develop strategies for improving investigation and learning systems.
	5.3 Evaluate integration of learning into organisational culture.
	5.4 Synthesise innovative approaches for continuous improvement.

Indicative Content

1. Incident Causation and Investigation Frameworks

- Theories of incident causation (Heinrich, Reason's Swiss Cheese Model)
- Systems thinking and human error in incident analysis
- Investigation frameworks and structured methodologies
- Selection of investigation approaches in complex environments

2. Incident Data and Intelligence Systems

- Types of incident data (lagging and leading indicators)
- Data collection, classification, and reporting systems
- Use of data analytics and digital tools in incident analysis
- Limitations and reliability of incident data

3. Investigation Techniques and Root Cause Analysis

- Root cause analysis methods (5 Whys, Fishbone, Fault Tree Analysis)
- Incident investigation processes and procedures
- Identifying immediate, underlying, and root causes
- Use of investigation findings for system improvement

4. Organisational Learning and Knowledge Management

- Learning organisations and knowledge management systems

- Incident reporting culture and psychological safety
- Lessons learned processes and knowledge sharing
- Barriers to learning and organisational resistance

5. Incident Prevention and Continuous Improvement

- Proactive and predictive safety approaches
- Behaviour-based safety and risk prevention strategies
- Leadership role in safety improvement
- Continuous improvement frameworks and innovation in OHSM

Recommended Resources

Books:

- Reason, J. *Managing the Risks of Organizational Accidents*
- Hollnagel, E. *Safety-I and Safety-II*
- Dekker, S. *The Field Guide to Understanding Human Error*
- Hopkins, A. *Lessons from Longford: The Esso Gas Plant Explosion*

Standards & Frameworks:

- ISO 45001: Occupational Health and Safety Management Systems
- ISO 31000: Risk Management
- HSE (UK) Incident Investigation Guidance
- ILO Occupational Safety and Health Guidelines

Journals & Online Resources:

- Safety Science Journal
- Journal of Occupational Health and Safety
- Human Factors Journal
- International Labour Organization (ILO) resources

Professional Bodies & Guidance:

- Institution of Occupational Safety and Health (IOSH)
- Board of Certified Safety Professionals (BCSP)
- Board of Canadian Registered Safety Professionals (CRSP)