

COURSE NAME: HRP106 Occupational Health and Safety

Credit Value: 3
Total Course Hours: 42
Prerequisite Course(s): None
Corequisite Course(s): None

COURSE DESCRIPTION

The major objective of this course is to introduce students to the broad and ever-changing field of Occupational Health and Safety. A key responsibility under Ontario's Occupational Health & Safety Act is that employers provide a safe work environment for their employees, a responsibility that holds legal and financial implications. The student will understand why Occupational Health & Safety should be integrated into every business decision and given the same priorities as quality and productivity.

PLAR INFORMATION

This course is not eligible for Prior Learning Assessment and Recognition.

COURSE LEARNING OUTCOMES

Upon completion of this course, the student will have reliably demonstrated the ability to:

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| <p>1.0 Describe the overall importance of Occupational Health and Safety.</p> <ul style="list-style-type: none">1.1 Explain how occupational health and safety affects us all1.2 Define occupational health and safety, occupational injury, and occupational illness1.3 Describe the financial and social costs associated with occupational injuries and illnesses1.4 Trace the development of modern models of health and safety management1.5 List and describe the roles of the major stakeholders in occupational health and safety1.6 Explain the connection between human resource management and occupational health and safety1.7 Describe the links between human resource practices and health and safety <p>2.0 Describe Canadian legislated workplace practices in Occupational Health and Safety.</p> <ul style="list-style-type: none">2.1 Articulate the health and safety rights granted to workers in Canada2.2 Describe the regulatory framework surrounding occupational health and safety2.3 Outline the duties of the major stakeholders under occupational health and safety legislation2.4 Discuss the nature of and limits placed on | <ul style="list-style-type: none">work refusals and work stoppages2.5 Describe the structure and role of joint health and safety committees2.6 Discuss WHMIS 2015 as it applies to the right to know about chemical hazards in the workplace2.7 Explain how occupational health and safety fits into the Criminal Code2.8 Express how environment and transportation of dangerous goods legislation interacts with occupational health and safety concerns <p>3.0 Describe the role and function of Workers' Compensation Boards (WCBs) and appreciate the challenges and complexities involved with compensating workers for their work-related injuries and illnesses.</p> <ul style="list-style-type: none">3.1 Outline the goals and methods of Workers' Compensation Boards (WCBs)3.2 Discuss the problems associated with compensating for psychological conditions and occupational illnesses3.3 Describe the assessment methods of WCB <p>4.0 Explain the importance and describe processes involved in hazard identification and control.</p> <ul style="list-style-type: none">4.1 Define key terms used in the field of |
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- occupational health and safety
- 4.2 Identify the sources of workplace hazards including physical, chemical and biological agents
- 4.3 Describe the types of injuries caused by workplace hazards
- 4.4 Identify types of workplace hazards
- 4.5 Describe methods for systematically examining workplace hazards and risk
- 4.6 Describe the processes for controlling hazards and managing risk
- 5.0 Explain concepts, interventions and impact of stressors, stress, and strain as it relates to Psychosocial Hazards.
 - 5.1 Describe and distinguish among the concepts of stressor, stress, and strain
 - 5.2 Explain the transactional model of stress and its implications
 - 5.3 Identify major sources of stress in the workplace
 - 5.4 Discuss the psychological, physical, behavioural, and organizational consequences of stress
 - 5.5 Discuss ways to recognize and assess psychosocial hazards at work
 - 5.6 Describe and distinguish among primary, secondary, and tertiary stress interventions
 - 5.7 Describe injustice, technology, and worklife conflict as prevalent workplace stressors
- 6.0 Define the concepts of violence, aggression, and harassment and be able to describe various ways and means of reducing their likelihood of occurrence in the workplace.
 - 6.1 Define and distinguish among violence, aggression, and harassment
 - 6.2 Identify the risk factors for workplace violence
 - 6.3 Explain the idea of imminent risk
 - 6.4 Describe ways to reduce the risk of workplace violence
 - 6.5 Define sexual harassment
 - 6.6 Describe what organizations should do to reduce the incidence of workplace sexual harassment
- 7.0 Discuss the importance of occupational health and safety training.
 - 7.1 Identify the components of a training program
 - 7.2 Explain the role of a needs analysis when designing a training program
 - 7.3 Discuss issues that arise in training design and delivery
 - 7.4 Describe various options for the delivery of health and safety training programs
 - 7.5 Discuss the role of evaluation in any training program
 - 7.6 Evaluate the measurement concerns surrounding organizational measures of occupational safety training effectiveness
 - 7.7 Describe some common health and safety training initiatives including safety orientation, first aid training, and WHMIS
- 8.0 Understand motivation of individuals and management systems in the context of safety in the workplace.
 - 8.1 Discuss the importance of safety behaviour in the workplace
 - 8.2 Explain the importance of individual motivation in safety behaviour
 - 8.3 Describe behaviour modification approaches to motivating safety
 - 8.4 Articulate how goal setting and feedback increase safety behaviour
 - 8.5 Understand the facets of self-determination theory of motivation and how they relate to safety motivation
 - 8.6 Evaluate the role of organizational support for safety in contributing to safety behaviour
 - 8.7 Discuss the role of the safety climate in the performance of safety behaviours
 - 8.8 Understand the role safety leadership plays in creating a safe work environment
 - 8.9 Describe OH&S management systems, such as CSA-Z1000-14, and appreciate how they help organizations promote workplace safety
- 9.0 Explain the importance of emergency preparedness and be able to identify and describe the essential elements of emergency and evacuation plans.
 - 9.1 Define an emergency
 - 9.2 List the key elements in emergency preparedness

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| <p>9.3 Describe the concept of an emergency plan</p> <p>9.4 Explain the necessity of having emergency and evacuation plans</p> <p>9.5 Describe the principles of fire prevention and suppression</p> <p>10.0 Outline the steps involved in investigating workplace incidents and the tools and techniques involved.</p> <p>10.1 Describe the intent and steps of an incident investigation</p> <p>10.2 Gather information to analyze the human,</p> | <p>situational, and environmental factors contributing to incidents</p> <p>10.3 Outline the legal requirements of incident investigation results</p> <p>10.4 Explain the concept of a walkthrough survey</p> <p>10.5 List the steps to conducting interviews concerning an incident and conduct re-enactments</p> <p>10.6 Complete the various types of incident and injury reports</p> |
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GENERAL EDUCATION

This is not a General Education course.

ESSENTIAL EMPLOYABILITY SKILLS OUTCOMES

This course contributes to the following Ministry of Colleges and Universities approved essential employability skills (EES) outcomes:

1. Communicate clearly, concisely, and correctly in the written, spoken, and visual form that fulfils the purpose and meets the needs of the audience.
2. Respond to written, spoken, or visual messages in a manner that ensures effective communication
4. Apply a systematic approach to solve problems
5. Use a variety of thinking skills to anticipate and solve problems
6. Locate, select, organize, and document information using appropriate technology and information systems.
7. Analyse, evaluate, and apply relevant information from a variety of sources.

EXTERNAL COURSE ACCREDITATIONS AND CONDITIONS

HRPA - Human Resources Professional Association course equivalent

COURSE EVALUATION

Case Studies, Discussions, Participation

Tests

PROGRAM SPECIFIC GRADING

Tests comprise 60% of course mark

Case studies comprise 30% of course mark

Discussions/Participation comprise 10% of mark

GRADING SYSTEM

A+: 90-100%	B+: 77-79%	C+: 65-69%	D: 50-54%	S - Satisfactory
A: 85-89%	B: 73-76%	C: 60-64%	F: 0-49%	I - Incomplete
A-: 80-84%	B-: 70-72%	D+: 55-59%		F- Repeat Course, included in GPA
				FS- Failure Supplemental
				FR- Repeat course, excluded from GPA

*For a complete chart of grades and descriptions, please see the Grading Policy.

LEARNING RESOURCES

Other Resources:

Management of Occupational Health and Safety 7th Edition, Kelloway/Francis/Gatien ISBN:13 978-0-17-665717-8 Nelson

Resources listed on the course outline support the achievement of learning outcomes, and may be used throughout the course to varying degrees depending on the instructor's teaching methodology and the nature of the resource.

LEARNING ACTIVITIES

Lecture, Discussions, Case Studies, Blogs

DELIVERY MODE

This course may be delivered, in whole or in part, in a number of modalities, including in class, online, hybrid, in a synchronous or asynchronous manner or a combination thereof, as per accreditation and/or regulatory standards where appropriate.

ACADEMIC POLICIES

Canadore College is committed to the highest standards of academic integrity, and expects students to adhere to these standards as part of the learning process in all environments. The College's Academic Integrity policy seeks to ensure that all students understand their rights and responsibilities in upholding academic integrity and that students receive an accurate and fair assessment of their work. Please review the Academic Integrity policy (A-18) and other academic policies found on our website:

<https://www.canadorecollege.ca/about/policies>.

COLLEGE POLICIES

- Protecting human rights in support of a respectful college community

For college policies please see: <http://www.canadorecollege.ca/about-us/college-policies>.

STUDENT SUCCESS SERVICES - Your Success Matters!

Student Success Services provides student-focused services to facilitate students' success in their studies. Staff provide support by reducing and/or removing educational-related barriers through individualized accommodations and supports to students with disabilities.

Please visit our webpage to learn more: <https://www.canadorecollege.ca/support/student-success-services> or look for our events on social media.

To connect with Student Success Services email studentsuccessnow@canadorecollege.ca or call 705.474.7600 ext 5205.

FIRST PEOPLES' CENTRE:

A culturally safe environment offering CONFIDENTIAL student focused services, drop in or make an appointment to access:

- One on one counselling
- Elder in residence program
- Peer tutoring
- Peer mentorship
- Lunch & learn workshops on study skills, self-care, life skills
- Learning Resource Centre

Drop by our offices at C254 College Drive, E101 Commerce Court or call 705 474 7600 Ext. 5961 College Drive / 5647 Commerce Court.

<https://www.canadorecollege.ca/experience/indigenous-student-experience>

WAIVER OF RESPONSIBILITY

Every attempt is made to ensure the accuracy of this information as of the date of publication. The college reserves the right to modify, change, add, or delete content.

HISTORICAL COURSE OUTLINES

Students use course outlines to support their learning. Students are responsible for retaining course outlines

for future use in applications for transfer of credit to other educational institutions.