Param Qualifications Level7 International Diploma in Occupational Health and Safety Management (OHSM)

Specification (For Centres)

About Param Qualifications

Param Qualifications provides academic and vocational qualifications that are designed to meet international professional standards and industry needs. Our commitment to the creation and awarding of respected qualifications is based on maintaining high standards, consistency, and quality across all programmes.

Param Qualifications qualifications are developed to be accessible to all learners who are capable of achieving the required standards. We promote equality and diversity across every stage of the qualification process, ensuring learners are free from barriers that may restrict access or progression.

Centres delivering our qualifications are required to implement fair and transparent policies, provide appropriate learner support, and ensure that all assessment decisions are valid, reliable, and consistent. Param Qualifications also requires centres to recognise prior learning where relevant, enabling learners' previous knowledge, skills, and experience to be taken into account when accessing our qualifications.

Param Qualifications maintains a strong duty of care towards learners, employers, and partners by implementing robust quality assurance processes. These processes safeguard the outcome of assessments, support continuous improvement, and ensure that the qualifications remain relevant, credible, and aligned with current industry practices.

Supporting Diversity

Param Qualifications and its partners 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 characteristics.

Learner Voice

Learners are at the heart of Param Qualifications's quality improvement process. We actively encourage feedback to ensure that teaching, learning, and assessment remain effective, relevant, and responsive to learner needs.

Feedback is gathered through structured surveys, evaluations, and discussions between learners, tutors, and centre staff. This enables Param Qualifications to identify areas for enhancement, celebrate good practice, and continually raise standards.

By providing opportunities for learners to express their views and experiences, we ensure that every qualification reflects the expectations of those who study it and supports a positive and engaging learning journey.

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1.Introduction

1.1 Why Choose Param Qualifications?

Param Qualifications qualifications are designed to provide learners with meaningful opportunities for professional and career development. They support learners in reaching their potential and offer clear objectives that help them progress with confidence.

The objectives of this qualification are to:

- Provide career pathway support for learners who wish to develop advanced management, leadership, and technical skills in occupational health and safety.
- Enhance learner understanding of workplace environments, organisational processes, and how they are managed and improved.
- Develop the skills and abilities required to support professional growth and industry recognition.

Param Qualifications programmes offer a balanced mix of theoretical knowledge and practical skills. Learners will gain insight into how organisations operate, respond to external influences, and maintain resilience in complex and changing environments.

Through this qualification, learners will develop the ability to:

- Apply analytical and evaluative techniques at an advanced level.
- Investigate issues and opportunities within occupational health and safety.
- Build awareness and appreciation of managerial, organisational, and ethical issues.
- Use health and safety management practices in innovative and effective ways.
- Make effective use of information from diverse sources.
- Develop creativity and problem-solving skills to address complex challenges.
- Exercise judgement, take responsibility for decisions, and lead with accountability.
- Reflect on personal learning and improve transferable skills including leadership, communication, and critical thinking.

1.2 Employer Support for the Qualification Development

The development of this qualification has been guided by consultation with a wide range of employers, industry practitioners, and training providers. Their contributions have ensured that the programme content is practical, current, and aligned with global workforce requirements.

Feedback from employers during the design process confirmed the demand for highly skilled professionals who can provide leadership in occupational health and safety, ensure compliance, and foster strong workplace safety cultures. This qualification reflects that demand and provides learners with the skills and knowledge to address these needs effectively.

1.3 Qualification Title

This programme is titled:
Param Qualifications Level 7 International Diploma in Occupational Health and Safety Management (OHSM)

This qualification is positioned at Level 7, reflecting advanced knowledge, analytical ability, and strategic leadership skills in the field of occupational health and safety. It is designed to prepare learners for senior professional roles as well as further academic study.

Each unit within the qualification carries a defined credit value and is aligned with international standards for postgraduate-level study. Upon successful completion, learners will be awarded the full diploma certificate by Param Qualifications Limited. This qualification has been designed to meet Condition A1 of Ofqual's General Conditions of Recognition. It ensures validity, reliability, comparability, manageability, and minimisation of bias in all aspects of delivery and assessment.

1.4 Awarding Organisation

PARAM QUALIFICATIONS LTD

2. Qualification Purpose, Rationale, Aims and Outcomes

2.1 Qualification Purpose

The Level 7 International Diploma in Occupational Health and Safety Management (OHSM) is designed for professionals currently employed in, or aspiring to, leadership roles in occupational health and safety across industries. It is intended for learners who are responsible for planning, developing, and applying advanced health and safety management practices within their organisations.

This qualification equips learners with the expertise required to pursue senior careers in occupational health and safety management and also provides a solid foundation for progression into postgraduate study.

We expect centres and learners to gain significant benefits from this programme, acquiring both advanced knowledge and practical skills. The qualification aims to promote professional and academic development so that learners can realise their own potential while contributing to organisational growth and industry standards.

The purpose of this qualification is aligned to the RQF Level 7 descriptors. Learners will develop highly specialised, advanced knowledge with critical awareness of current problems and new insights, as well as the ability to apply originality in problem-solving and decision-making within complex and unpredictable contexts.

2.2 Rationale for the Diploma

The rationale of the programme is to provide a clear career pathway for learners who wish to develop advanced practice and leadership capabilities within the occupational health and safety sector. The expected outcome of the Diploma is that learners will develop the strategic skills and applied knowledge required by employers and industry worldwide.

This qualification will:

- Prepare learners for senior employment roles.
- Support a wide range of responsibilities within the workplace, including leadership, compliance, and safety culture development.

The qualification is well-suited to part-time learners who are working in industry, as well as to full-time learners who may engage in work placements or part-time employment. Successful learners can progress into or within senior-level employment in the occupational health and safety field.

2.3 Overall Aims of the International Diploma

The Level 7 International Diploma in Occupational Health & Safety Management requires learners to evaluate advanced health and safety standards, risk management strategies, regulatory frameworks, and organisational culture.

By critically analysing occupational health and safety management practices, learners will assess how different functions, disciplines, and leadership approaches influence an organisation's safety strategy and performance.

The qualification also develops a range of executive-level skills, including strategic decision-making, research, and analytical ability. It prepares learners to address complex challenges in occupational health and safety and to lead organisational change effectively.

The Param Qualifications Level 7 International Diploma in Occupational Health & Safety Management aims to give learners the opportunity to:

1. Achieve a recognised qualification that demonstrates advanced competence in occupational health and safety management.
2. Study a curriculum aligned with current industry practices and global workplace needs.
3. Develop new skills and knowledge that can be applied immediately in professional settings.
4. Prepare for senior-level management roles through personal and professional growth.
5. Gain assessments evaluated by qualified professionals with relevant practical and academic expertise.
6. Progress along pathways to higher-level qualifications or professional recognition.

2.4 Learning Outcomes

The overall learning outcomes of the International Diploma are to:

1. Apply and critique advanced occupational health and safety management frameworks.
2. Evaluate the role of strategic leadership in promoting health, safety, and wellbeing in organisations.
3. Analyse the influence of organisational culture on safety performance, including lessons learned from recent global challenges.
4. Apply principles of risk management, hazard identification, and incident prevention.
5. Investigate and assess major incidents using recognised methodologies and techniques.
6. Manage strategic risks in occupational health and safety at an organisational level.
7. Examine the impact of new technologies, including Artificial Intelligence (AI) and digital tools, on health and safety management.

8. Assess approaches to competence development, workforce engagement, and continuous improvement in safety culture.

These outcomes reflect the expectations of a Level 7 programme. Specific learning outcomes for each unit are provided in Appendix 1 within the unit descriptors.

3. Delivering the Qualifications

3.1 Quality Assurance Arrangements

All centres wishing to deliver Param Qualifications qualifications must go through an application and approval process to become recognised centres. Centres are required to have suitably qualified and experienced tutors whose expertise enables them to provide effective learner support.

Centres must also commit to working with Param Qualifications's quality team and comply with the internal and external quality assurance procedures set out by Param Qualifications. Tutors, assessors, and internal verifiers are expected to maintain ongoing professional development (CPD) to ensure their knowledge and practice remain current.

Approved centres will be subject to regular monitoring and review to ensure that learners are provided with appropriate opportunities, guidance, and support. Centres are required to maintain clear assessment plans, which will be reviewed for suitability and compliance with Param Qualifications's quality standards.

Param Qualifications also provides guidance on assessment integrity, including measures to prevent plagiarism and collusion.

Trainer Requirements

- Trainers must be appropriately qualified and occupationally competent in the areas in which they deliver.
- A minimum of 4 years' experience in occupational health and safety or related fields is required.
- Trainers should hold a relevant degree in health and safety, engineering, management, or equivalent discipline.
- Trainers are expected to hold a recognised teaching qualification (e.g., Level 3 Award in Education and Training or equivalent).

Assessor/Examiner Requirements

- Assessors must be qualified and occupationally competent in the field they assess.
- A minimum of 5 years' experience in occupational health and safety or related professional practice is required.
- Assessors must hold a recognised teaching/assessment qualification (e.g., Level 3 Award in Education and Training or equivalent).
- Membership in a relevant professional body (e.g., IOSH, IIRSM, or equivalent) is desirable.

Internal Verifier/Moderator Requirements

- Internal verifiers must be qualified and occupationally competent in the areas they verify.
- A minimum of 4 years' experience in occupational health and safety or related quality assurance practice is required.

- They must hold, or be working towards, a Level 4 Award/Certificate in Internal Quality Assurance of Assessment Processes and Practice (or equivalent).
- Internal verifiers must also demonstrate evidence of recent CPD in occupational health and safety or quality assurance.

Assessors must hold a recognised assessor qualification (such as CAVA or equivalent), Internal Quality Assurers must hold (or be working towards) a Level 4 Award in the Internal Quality Assurance of Assessment Processes and Practice, and External Quality Assurers will be standardised annually with CPD logged to ensure consistency across centres.

3.2 Access to Study

Learners should be given an induction at the start of the programme to introduce them to the qualification structure, learning expectations, and assessment requirements. They should receive a handbook, timetable, and access to their assigned tutor.

Centres are responsible for carefully assessing each learner to ensure they are enrolled onto the right qualification and units that match their abilities and career goals. Learners must also be provided with accurate information about the qualification, delivery mode, and assessment requirements.

Centres must ensure learners have access to appropriate advice, guidance, and resources to support their studies effectively.

3.3 Entry Criteria

This qualification is designed to be accessible and flexible, while maintaining standards of academic and professional rigour. Learners will normally be expected to hold one of the following:

- A Bachelor's degree in occupational health and safety, engineering, management, or a related discipline; or
- A Master's degree in a relevant discipline; or
- A Level 6 Diploma (or equivalent qualification) in a related field; or
- A minimum of 3 years' relevant work experience in occupational health and safety or a related industry role.

In exceptional circumstances, learners without formal qualifications but with significant professional experience may be admitted, subject to a successful interview and demonstration of their ability to meet the demands of the programme.

4. Structure of the Qualification

4.1 Units, Credits and Total Qualification Time (TQT)

The Param Qualifications Level 7 International Diploma in Occupational Health and Safety Management (OHSM) is a postgraduate-level qualification consisting of 8 mandatory units, carrying a total of 120 credits and requiring approximately 1200 hours of Total Qualification Time (TQT).

The qualification has been designed from a learning-time perspective. TQT represents the total time that a learner is expected to spend in order to achieve the required standard for the award. This includes a combination of:

- Guided Learning Hours (GLH)
- Directed independent study
- Work-based learning
- Assessment activities

Total Qualification Time (TQT) may include activities such as:

- Guided classroom learning
- Independent research and unsupervised study
- Portfolio development or project work
- Online and blended learning activities
- Preparation for and completion of assessments
- Work-based application of knowledge and skills

Guided Learning Hours (GLH) are defined as the time when a tutor, trainer, or assessor is present to provide specific guidance towards the learning outcomes. This includes:

- Classroom-based delivery under the supervision of a tutor
- Work-based sessions supervised by a trainer or mentor
- Live webinars or tutorials delivered in real time
- E-learning sessions supervised by a tutor
- All forms of assessment conducted under direct supervision, such as examinations, observed practice, or structured assessments

The balance of TQT and GLH ensures that learners develop both theoretical knowledge and applied professional competence suitable for Level 7 study.

4.2 Qualification Structure

The Param Qualifications Level 7 International Diploma in Occupational Health and Safety Management (OHSM) is made up of 8 mandatory units. Each unit contributes equally to the overall qualification.

Unit Reference	Mandatory Units	Level	TQT	Credits	GLH
OHSM701	Health and Safety Management Practice	7	150	15	60
OHSM702	Effectiveness of Health and Safety Management Systems	7	150	15	60
OHSM703	Factors Affecting Risk and Strategic Risk Intervention	7	150	15	60
OHSM704	Strategic Commitment to Health and Wellbeing	7	150	15	60
OHSM705	Sustainability and Ethics in Health and Safety Practice	7	150	15	60
OHSM706	Legal and Regulatory Compliance in Occupational Safety	7	150	15	60
OHSM707	Incident Investigation, Reporting, and Continuous Improvement	7	150	15	60
OHSM708	Artificial Intelligence and Data Analytics in Occupational Health & Safety	7	150	15	60

Total = 120 credits, 1200 TQT, 480 GLH

4.3 Progression and Links to Other Programmes

Learners completing the Param Qualifications Level 7 International Diploma in Occupational Health and Safety Management (OHSM) can progress to:

- Further study at postgraduate level (e.g., Master's degree, MBA, or specialised professional programmes).
- Professional recognition and membership with health and safety organisations (where eligibility criteria are met).
- Senior-level employment in occupational health and safety management, consultancy, or strategic leadership roles across industries.

This qualification therefore acts as both a career-enhancing award and a strong academic foundation for advanced study. Successful learners may also be eligible for professional recognition routes (e.g., IOSH, IIRSM, IChemE, IEMA), and may progress to academic top-up routes such as MSc or MBA programmes.

4.4 Recognition of Prior Learning (RPL)

Recognition of Prior Learning (RPL) is a method of assessment that considers whether learners can demonstrate achievement of learning outcomes through existing knowledge, understanding, or skills they already possess. This means learners may not need to repeat learning they have already successfully achieved.

Param Qualifications encourages centres to recognise prior achievements and experiences, whether gained through employment, training, self-study, or previous formal qualifications. RPL provides an alternative pathway that values continuous learning and ensures fairness for all learners.

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

All evidence used for RPL must be:

- **Valid** – directly linked to the learning outcomes.
- **Authentic** – produced by the learner.
- **Sufficient** – enough to meet the full requirements.
- **Reliable** – capable of being verified.

Centres must apply Param Qualifications's RPL policy consistently to ensure that learners are given fair and equal opportunity to use their previous learning towards achievement of this qualification.

5. Guidance to Teaching and Learning

To ensure consistency and quality of delivery across centres, Param Qualifications requires centres to implement a set of policies and procedures that safeguard the learning experience and maintain high standards. These include:

- Ensuring staff have the appropriate expertise and qualifications.

- Using effective and varied learning and teaching methods.
- Supporting the development of study skills at postgraduate level.
- Providing access to appropriate and up-to-date learning resources.
- Encouraging personal development planning as part of the learning process.
- Offering guidance on career opportunities and progression pathways.

All centres approved to deliver Param Qualifications qualifications must apply these standards and are expected to embed them fully into their delivery and support systems.

6. Learner Support

Centres delivering this qualification must provide continuous support to learners, ensuring they are encouraged and guided throughout their studies. To maintain consistency and quality of delivery, centres are expected to apply the following support principles:

- Making reasonable adjustments to support learners with disabilities or additional needs.
- Ensuring a safe and healthy learning environment.
- Promoting appropriate learner conduct and engagement.
- Providing progression advice to help learners plan their next steps.

Centres must ensure that these support measures are clearly communicated to learners and consistently applied.

6.1 Data Protection

All personal information collected from learners during the course of study will be held securely and used only for legitimate educational purposes. Information may be used during study and retained after learners complete their programme for purposes such as certification, verification, and quality assurance.

During enrolment, centres must explain clearly how learner data will be used, stored, and protected. Learners should also be made aware of their rights under applicable data protection laws.

Param Qualifications and its centres are committed to handling personal information responsibly, ensuring confidentiality, and complying with relevant data protection regulations.

For further clarification on data protection practices, learners should contact their centre administrator or reach out to Param Qualifications through official communication channels.

7. Assessment

This qualification is vocational in nature and is designed to support a learner's professional and career progression. To meet Param Qualifications's standards for appropriate assessment, each unit will be assessed through tasks that reflect realistic, work-related scenarios wherever possible.

Learners will be required to demonstrate:

- Knowledge and understanding of advanced occupational health and safety principles.
- The ability to apply original thought and critical analysis.
- Practical problem-solving skills and justified recommendations for action.

Assignments will be structured to address each unit's Learning Outcomes (LOs) and Assessment Criteria (ACs). Within these assignments, learners will also be expected to engage with relevant theories and concepts that underpin occupational health and safety practice.

Learners will be encouraged to use real organisational examples in their work. Mature and part-time learners may also draw upon their own professional experiences.

Sample assessment briefs and marking guidance will be developed and shared with centres upon approval as part of this qualification specification.

All assessments are designed to be fair, transparent, and accessible, with reasonable adjustments applied in line with the Equality Act 2010 and Param Qualifications' Equality & Diversity Policy. For further information please contact Param Qualifications.

8. Course Regulations

8.1 Course Requirements

Learners must successfully complete all eight mandatory units and achieve the required pass standard to be awarded the full diploma. Certificates will be issued to all successful learners through their approved Param Qualifications centre.

8.2 Classification of Awards

This qualification will be awarded on a Pass/Fail basis, with decisions made in accordance with Param Qualifications's academic and qualification regulations.

Decisions on overall achievement will be made by Param Qualifications in accordance with academic and qualification regulations. Judgements will be based on overall learner performance across all units, subject to meeting the minimum requirements.

8.3 Learner Voice

Learners are encouraged to contribute actively to the quality improvement process. Feedback will be collected through surveys, discussions, and evaluations to help improve the teaching, learning, and assessment experience.

8.4 Complaints

Param Qualifications recognises that there may be occasions when learners or centres have cause for complaint. A formal complaints procedure is in place to ensure that concerns are handled in a fair, accessible, and timely manner.

Learners should first raise concerns with their centre. If issues cannot be resolved at centre level, complaints can be escalated to Param Qualifications through the official communication channels provided to registered centres.

9. Equality and Diversity

Param Qualifications recognises that discrimination, harassment, and victimisation are unacceptable, and we are committed to promoting fairness, respect, and equal opportunity. 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.

Our goal is that our workforce and our learners will reflect the diversity of society and that everyone feels respected, valued, and able to achieve their full potential. Param Qualifications opposes all forms of unlawful and unfair discrimination and works actively to remove barriers that may prevent participation or progression.

Learners and centres can access the Equality and Diversity policy through official Param Qualifications communication channels. This qualification is designed to meet the requirements of the Equality Act 2010 and ensures that learners are not disadvantaged by artificial barriers to entry, delivery, or assessment.

10. Further Professional Development and Training

Param Qualifications supports centres and partners in the effective delivery of our qualifications by providing professional development and training opportunities. These options are designed to strengthen delivery, assessment, and quality assurance, ensuring that learners receive the highest standards of teaching and support.

The training and guidance offered may include:

- Planning for the delivery of new programmes.
- Designing and planning assessments.
- Developing effective and practical assignment briefs.
- Strengthening team skills and collaborative approaches.
- Implementing learner-centred teaching and learning methods.
- Establishing robust and efficient internal quality assurance systems.

Centres may request customised training directly through their Param Qualifications representative or via official Param Qualifications communication channels.

11. RQF Level 7 Alignment Statement

This qualification is aligned to the descriptors for Level 7 of the Regulated Qualifications Framework (RQF). Learners will demonstrate advanced knowledge, originality in application, critical analysis, and decision-making in unpredictable contexts. Full mapping is provided in Annex A (RQF Level 7 Mapping Table).

Appendix 1: Unit Descriptors

Param Qualifications – Level 7 International Diploma in Occupational Health and Safety Management (OHSM)

Unit OHSM701: Health and Safety Management Practice

Unit code: OHSM701
RQF level: 7

Unit Aim:

This unit develops advanced understanding of occupational health and safety management practice. Learners will critically evaluate management principles, legislative frameworks, and recognised systems such as ISO 45001. Emphasis is placed on applying leadership, governance, and continual improvement principles to create effective OH&S management systems that comply with regulations and promote safe working environments.

Learning Outcomes, Assessment Criteria

LO	Learning Outcomes: When awarded credit for this unit, a learner can:		Assessment Criteria: Assessment of this learning outcome will require a learner to demonstrate that they can:
1	Critically evaluate advanced principles of OH&S management.	1.1	Explain the principles of modern OH&S management systems and their role in organisational governance.
		1.2	Critically analyse the application of the Plan–Do–Check–Act (PDCA) cycle in OH&S systems.
		1.3	Evaluate the influence of leadership, culture, and stakeholder engagement on OH&S performance.
		1.4	Assess risk management approaches used in advanced OH&S systems.
		1.5	Critically review case studies of best practice in OH&S management.
		1.6	Examine challenges and emerging issues affecting OH&S practice at national and international levels.
2	Apply OH&S management systems in organisational contexts.	2.1	Evaluate the design and implementation of ISO 45001 and related management system standards.
		2.2	Critically assess policy development, planning, and resource allocation for OH&S.
		2.3	Apply risk assessment and control methodologies to workplace hazards.
		2.4	Assess contractor management and supply chain integration in OH&S systems.
		2.5	Evaluate performance monitoring and reporting mechanisms for OH&S systems.

LO	Learning Outcomes: When awarded credit for this unit, a learner can:		Assessment Criteria: Assessment of this learning outcome will require a learner to demonstrate that they can:
3	Analyse legislative and regulatory frameworks for OH&S.	3.1	Critically evaluate national and international OH&S legislation and regulatory frameworks.
		3.2	Assess employer and employee responsibilities under relevant OH&S law.
		3.3	Evaluate enforcement approaches and the role of regulators in driving compliance.
4	Integrate OH&S management with business and continual improvement.	4.1	Critically evaluate assurance and audit systems for OH&S compliance.
		4.2	Analyse methods for incident investigation, reporting, and corrective actions in OH&S systems.
		4.3	Evaluate the integration of OH&S with business continuity, quality, and environmental management.
		4.4	Recommend strategies for continual improvement and organisational learning in OH&S performance.

Indicative Content

- Principles of modern occupational health and safety (OH&S) management systems.
- Governance and leadership in OH&S, including the role of culture and stakeholder engagement.
- Application of the Plan–Do–Check–Act (PDCA) cycle in health and safety systems.
- Risk management frameworks and advanced hazard identification methodologies.
- ISO 45001 requirements, design, and implementation strategies.
- Policy development, planning, resource allocation, and integration into organisational strategy.
- Risk assessment and control measures for workplace hazards.
- Contractor management, supply chain engagement, and shared responsibilities.
- Performance monitoring, reporting, and auditing systems.
- National and international legislative and regulatory frameworks for OH&S.
- Employer and employee responsibilities under legal frameworks.
- Enforcement and compliance mechanisms by regulators.
- Assurance, audit, and review processes for continual improvement.
- Incident investigation and corrective actions.
- Integration of OH&S with business continuity, quality, and environmental management systems.
- Strategies for continual improvement and organisational learning.

- Contemporary challenges in OH&S practice, including globalisation, emerging risks, and new technologies.

Recommended Texts and Resources

- Hughes, P. & Ferrett, E. (2020). *Introduction to Health and Safety at Work* (7th ed.). Routledge.
- Hughes, P. & Ferrett, E. (2016). *International Health and Safety at Work* (3rd ed.). Routledge.
- Ridley, J. & Channing, J. (2017). *Safety at Work* (9th ed.). Routledge.
- Friend, M.A. & Kohn, J.P. (2018). *Fundamentals of Occupational Safety and Health* (8th ed.). Rowman & Littlefield.
- HSE (UK). *Managing for Health and Safety (HSG65).*
- ISO 45001:2018 – *Occupational Health and Safety Management Systems – Requirements with Guidance for Use*.
- ILO (International Labour Organization) – *Guidelines on Occupational Safety and Health Management Systems (ILO-OSH 2001)*.
- UK HSE (Health and Safety Executive) – *Legal frameworks, codes of practice, and HSG guidance documents*.
- UK Health and Safety Executive – official regulatory guidance
- Institution of Occupational Safety and Health: professional resources, reports, and CPD guidance.
- International Labour Organization: conventions and guidelines on occupational safety and health.
- International Organization for Standardization: source of ISO 45001 and related standards.

Unit OHSM702: Effectiveness of Health and Safety Management Systems

Unit code: OHSM702
RQF level: 7

Unit Aim:

This unit enables learners to critically appraise the effectiveness of occupational health and safety management systems (OHSMS) with reference to international standards such as ISO 45001. Learners will evaluate system performance, assurance mechanisms, and governance practices, while exploring methods for embedding continual improvement. The unit equips learners to assess the maturity of OHSMS, identify weaknesses, and recommend strategies for strengthening compliance, accountability, and organisational resilience.

Learning Outcomes, Assessment Criteria

LO	Learning Outcomes: When awarded credit for this unit, a learner can:		Assessment Criteria: Assessment of this learning outcome will require a learner to demonstrate that they can:
1	Critically evaluate the principles of OHSMS effectiveness.	1.1	Explain the purpose and scope of OHSMS in managing workplace risks.
		1.2	Critically analyse the principles of system effectiveness and maturity models.
		1.3	Evaluate the role of leadership, worker participation, and communication in effective OHSMS.
		1.4	Assess integration of OH&S objectives with business and organisational strategy.
		1.5	Critically review case studies demonstrating strengths and failures of OHSMS.
		1.6	Evaluate common barriers to achieving effective OHSMS performance.
2	Apply methods to measure and assure OHSMS performance.	2.1	Critically evaluate audit and assurance methods for OHSMS.
		2.2	Apply performance measurement frameworks and KPIs to assess OHSMS effectiveness.
		2.3	Evaluate the use of leading and lagging indicators in monitoring OH&S outcomes.
		2.4	Assess stakeholder involvement and external assurance in verifying OHSMS performance.
		2.5	Recommend evidence-based approaches for strengthening system assurance.

LO	Learning Outcomes: When awarded credit for this unit, a learner can:		Assessment Criteria: Assessment of this learning outcome will require a learner to demonstrate that they can:
3	Analyse the role of standards and regulatory requirements in OHSMS.	3.1	Critically evaluate the intent and structure of ISO 45001 and related standards.
		3.2	Assess compliance obligations under OH&S legislation and regulations.
		3.3	Evaluate the alignment of OHSMS with international standards, codes of practice, and regulatory expectations.
4	Recommend strategies for continual improvement of OHSMS.	4.1	Analyse approaches for embedding continual improvement within OHSMS.
		4.2	Evaluate the use of incident data, audit findings, and worker feedback for improvement.
		4.3	Critically assess the role of innovation, digital tools, and AI in enhancing OHSMS performance.
		4.4	Recommend strategies to integrate OH&S improvement with wider organisational learning and sustainability goals.

Indicative Content

- Principles, scope, and objectives of OHSMS.
- Maturity models for evaluating system effectiveness.
- Leadership commitment, worker participation, and communication mechanisms.
- Integration of OH&S objectives into business governance and organisational strategy.
- Case studies of effective and ineffective OHSMS implementation.
- Barriers to achieving high-performing OHSMS.
- Performance measurement frameworks and KPIs.
- Leading vs. lagging indicators and their role in assurance.
- Internal audit methods and external assurance approaches.
- Role of stakeholders in system verification and accountability.
- ISO 45001:2018 requirements and related international standards.
- Compliance with national and international OH&S legislation.
- Benchmarking OHSMS performance against codes of practice and regulatory expectations.
- Approaches to embedding continual improvement in OHSMS.
- Use of incident data, audit findings, and feedback in driving improvements.
- Innovation and digital transformation in OHSMS (AI, predictive analytics, digital dashboards).
- Integration of OHSMS continual improvement with organisational learning and sustainability goals.

Recommended Texts and Resources

- Hughes, P. & Ferrett, E. (2020). *Introduction to Health and Safety at Work* (7th ed.). Routledge.
- Ridley, J. & Channing, J. (2017). *Safety at Work* (9th ed.). Routledge.
- Friend, M.A. & Kohn, J.P. (2018). *Fundamentals of Occupational Safety and Health* (8th ed.). Rowman & Littlefield.
- Dalrymple, H. (2017). *Auditing in the Health and Safety Environment*. Routledge.
- Griffith, M. (2019). *ISO 45001: Implementation Guide*. BSI Standards.
- ISO 45001:2018 – *Occupational Health and Safety Management Systems – Requirements with Guidance for Use*.
- ILO-OSH 2001 – *ILO Guidelines on Occupational Safety and Health Management Systems*.
- UK HSE (Health and Safety Executive) – guidance on auditing and measuring OH&S performance.
- IOSH (Institution of Occupational Safety and Health) reports on system assurance and improvement.
- UK Health and Safety Executive – official regulatory guidance
- Institution of Occupational Safety and Health: professional resources, reports, and CPD guidance.
- International Organization for Standardization: source of ISO 45001 and related standards.
- International Labour Organization: conventions and guidelines on occupational safety and health.

Unit OHSM703: Factors Affecting Risk and Strategic Risk Intervention

Unit code: OHSM703
RQF level: 7

Unit Aim:

This unit develops advanced knowledge of the factors influencing occupational health and safety risks and the strategies available for effective intervention. Learners will critically evaluate methods of risk identification, assessment, and prioritisation, including human, organisational, and technological influences. The unit equips learners with the ability to design and justify strategic interventions that mitigate risk, enhance resilience, and ensure compliance with legislative and organisational requirements.

Learning Outcomes, Assessment Criteria

LO	Learning Outcomes: When awarded credit for this unit, a learner can:		Assessment Criteria: Assessment of this learning outcome will require a learner to demonstrate that they can:
1	Critically evaluate factors influencing OH&S risk.	1.1	Explain key internal and external factors that affect OH&S risk in organisations.
		1.2	Analyse the impact of human, behavioural, and cultural factors on workplace risk.
		1.3	Evaluate organisational influences such as policies, governance, and resource allocation.
		1.4	Assess technological and environmental factors that contribute to risk.
		1.5	Critically review case studies where risk factors led to significant incidents.
		1.6	Evaluate methods for monitoring emerging risks in high-hazard industries.
2	Apply advanced techniques for risk assessment and prioritisation.	2.1	Critically evaluate qualitative and quantitative risk assessment methods.
		2.2	Apply tools such as risk matrices, bowtie analysis, and LOPA to prioritise risks.
		2.3	Evaluate the role of probability, consequence, and uncertainty in risk decision-making.
		2.4	Assess the use of predictive analytics, AI, and digital tools in risk identification.
		2.5	Recommend evidence-based approaches for prioritising risks at strategic level.

LO	Learning Outcomes: When awarded credit for this unit, a learner can:		Assessment Criteria: Assessment of this learning outcome will require a learner to demonstrate that they can:
3	Critically analyse strategic interventions for risk mitigation.	3.1	Evaluate intervention strategies aligned to the hierarchy of controls.
		3.2	Critically assess organisational decision-making in selecting and implementing risk controls.
		3.3	Analyse regulatory and ethical considerations in risk mitigation and intervention.
4	Integrate strategic risk interventions into OH&S management systems.	4.1	Critically evaluate how risk interventions align with OHSMS and business objectives.
		4.2	Analyse the role of leadership and worker participation in implementing interventions.
		4.3	Assess the effectiveness of monitoring and review processes for risk interventions.
		4.4	Recommend strategies for continual improvement and organisational resilience through risk management.

Indicative Content

- Internal and external organisational factors influencing OH&S risk.
- Human and behavioural aspects: psychology of safety, safety culture, error types, and risk perception.
- Organisational governance, resource allocation, and policy drivers.
- Environmental, technological, and operational factors that shape risk.
- Case study reviews of major workplace incidents and root cause analysis.
- Monitoring and identifying emerging risks in dynamic industries (e.g., oil & gas, construction, manufacturing).
- Risk assessment methodologies: qualitative and quantitative approaches.
- Use of tools such as risk matrices, bowtie analysis, HAZOP, and LOPA (Layers of Protection Analysis).
- Probability, consequence, and uncertainty in risk-based decision-making.
- Predictive analytics, AI, and digital risk monitoring technologies.
- Intervention strategies following the hierarchy of controls.
- Organisational decision-making frameworks for selecting and applying risk controls.
- Ethical and regulatory obligations in risk mitigation.
- Integration of interventions into OH&S management systems.
- Leadership and worker engagement in implementing strategic risk interventions.
- Monitoring and review systems for evaluating effectiveness of interventions.
- Strategies for continual improvement, resilience building, and adaptive risk management.

Recommended Texts and Resources

- Hopkin, P. (2018). *Fundamentals of Risk Management* (5th ed.). Kogan Page.
- Aven, T. (2015). *Risk Analysis* (2nd ed.). Wiley.
- Reason, J. (2016). *Managing the Risks of Organizational Accidents*. Routledge.
- Hollnagel, E. (2014). *Safety-I and Safety-II: The Past and Future of Safety Management*. Ashgate.
- Hughes, P. & Ferrett, E. (2020). *Introduction to Health and Safety at Work* (7th ed.). Routledge.
- ISO 31000:2018 – *Risk Management – Principles and Guidelines*.
- ISO 45001:2018 – *Occupational Health and Safety Management Systems*.
- UK HSE (Health and Safety Executive) guidance on risk management and control.
- CCPS (Center for Chemical Process Safety) – guidance on risk analysis and interventions.
- UK Health and Safety Executive – official regulatory guidance
- Institution of Occupational Safety and Health: professional resources, reports, and CPD guidance.
- International Organization for Standardization: source of ISO 45001 and related standards.
- Center for Chemical Process Safety: resources and frameworks for risk and safety management.

Unit OHSM704: Strategic Commitment to Health and Wellbeing

Unit code: OHSM704
RQF level: 7

Unit Aim:

This unit enables learners to critically evaluate and implement strategies that strengthen workplace health, wellbeing, and resilience. It explores the organisational, legislative, and ethical responsibilities for promoting health and wellbeing, and examines interventions ranging from policy development to resilience-building programmes. Learners will develop the ability to design, implement, and evaluate workplace health initiatives that align with strategic objectives, support employee engagement, and contribute to long-term organisational performance.

Learning Outcomes, Assessment Criteria

LO	Learning Outcomes: When awarded credit for this unit, a learner can:		Assessment Criteria: Assessment of this learning outcome will require a learner to demonstrate that they can:
1	Critically evaluate the strategic importance of workplace health and wellbeing.	1.1	Explain the relationship between health, wellbeing, resilience, and organisational performance.
		1.2	Critically analyse the drivers for workplace health and wellbeing programmes (legal, ethical, business).
		1.3	Evaluate the impact of leadership and culture on organisational commitment to wellbeing.
		1.4	Assess the role of stakeholder engagement in developing health and wellbeing strategies.
		1.5	Critically review case studies of successful workplace health and wellbeing programmes.
		1.6	Evaluate common barriers to implementing wellbeing strategies effectively.
2	Design and implement workplace health and wellbeing programmes.	2.1	Critically evaluate approaches for assessing workforce health and wellbeing needs.
		2.2	Develop programmes that promote physical, psychological, and social wellbeing.
		2.3	Assess resilience-building initiatives at individual, team, and organisational levels.
		2.4	Evaluate the integration of wellbeing programmes with HR and OH&S systems.
		2.5	Recommend strategies for effective delivery and sustainability of wellbeing initiatives.

LO	Learning Outcomes: When awarded credit for this unit, a learner can:		Assessment Criteria: Assessment of this learning outcome will require a learner to demonstrate that they can:
3	Analyse legislative, ethical, and organisational responsibilities.	3.1	Critically evaluate legislative frameworks relevant to workplace health and wellbeing.
		3.2	Assess the ethical responsibilities of employers in promoting employee wellbeing.
		3.3	Evaluate the consequences of failing to meet organisational responsibilities for wellbeing.
4	Evaluate and improve workplace wellbeing programmes.	4.1	Critically evaluate methods for measuring the effectiveness of wellbeing programmes.
		4.2	Assess the role of feedback, monitoring, and review in continual improvement.
		4.3	Analyse the impact of digital tools, AI, and data analytics in wellbeing evaluation.
		4.4	Recommend strategies for embedding health and wellbeing into organisational culture.

Indicative Content

- Relationship between health, wellbeing, resilience, and organisational performance.
- Strategic drivers for workplace health and wellbeing (legislation, ethics, business case).
- Role of leadership, culture, and organisational values in embedding wellbeing.
- Stakeholder engagement and consultation in developing wellbeing strategies.
- Case studies of successful wellbeing programmes (physical, psychological, social).
- Common barriers to wellbeing initiatives (stigma, resourcing, cultural resistance).
- Needs assessment tools for workforce health and wellbeing.
- Designing health programmes: physical health, stress management, work-life balance, mental health.
- Resilience-building approaches at individual, team, and organisational levels.
- Integration of wellbeing initiatives into HR policies and OH&S management systems.
- Strategies for effective delivery, engagement, and long-term sustainability of wellbeing programmes.
- Legislative frameworks (health and safety law, occupational health regulations, working time, mental health at work guidance).
- Ethical responsibilities of employers in promoting wellbeing.
- Organisational consequences of neglecting health and wellbeing (legal, reputational, performance).
- Evaluation methods for wellbeing programmes (surveys, KPIs, benchmarking).
- Use of feedback, monitoring, and review for continual improvement.
- Digital tools, AI, and data analytics in wellbeing measurement and programme design.
- Embedding wellbeing into organisational culture and aligning with strategic goals.

Recommended Texts and Resources

- Cooper, C. & Robertson, I. (2021). *Wellbeing: Productivity and Happiness at Work*. Palgrave Macmillan.
- Cooper, C. & Campbell Quick, J. (2017). *The Handbook of Stress and Health*. Wiley.
- Cartwright, S. & Cooper, C. (2014). *The Oxford Handbook of Organizational Wellbeing*. Oxford University Press.
- Randall, R. & Nielsen, K. (2010). *Organisational Interventions for Health and Well-being: A Handbook for Evidence-Based Practice*. Routledge.
- Hughes, P. & Ferrett, E. (2020). *Introduction to Health and Safety at Work* (7th ed.). Routledge.
- ISO 45003:2021 – *Occupational Health and Safety Management – Psychological Health and Safety at Work*.
- UK HSE – *Managing the Causes of Work-Related Stress (HSG218)*.
- WHO – *Workplace Health Promotion and Mental Health in the Workplace*.
- UK Health and Safety Executive – official regulatory guidance
- World Health Organization: workplace health, wellbeing, and safety resources.
- Institution of Occupational Safety and Health: professional resources, reports, and CPD guidance.
- International Organization for Standardization: source of ISO 45001 and related standards.

Unit OHSM705: Sustainability and Ethics in Health and Safety Practice

Unit code: OHSM705
RQF level: 7

Unit Aim:

This unit enables learners to critically evaluate and apply sustainable and ethical principles in occupational health and safety management. It explores how sustainability, corporate social responsibility (CSR), and ethical decision-making influence OH&S strategy, governance, and performance. Learners will develop the ability to integrate sustainability goals with health and safety practice, ensuring compliance, accountability, and long-term organisational value.

Learning Outcomes, Assessment Criteria

LO	Learning Outcomes: When awarded credit for this unit, a learner can:		Assessment Criteria: Assessment of this learning outcome will require a learner to demonstrate that they can:
1	Critically evaluate sustainable and ethical principles in OH&S practice.	1.1	Explain the concepts of sustainability and ethics in the context of OH&S management.
		1.2	Critically analyse the role of CSR in shaping OH&S strategies.
		1.3	Evaluate how ethical principles guide decision-making in health and safety practice.
		1.4	Assess the influence of global sustainability agendas (e.g., UN SDGs) on OH&S practice.
		1.5	Critically review case studies illustrating sustainable and ethical OH&S practices.
		1.6	Evaluate barriers to embedding sustainability and ethics in health and safety management.
2	Integrate sustainability principles into OH&S systems.	2.1	Critically evaluate frameworks for sustainable OH&S performance.
		2.2	Assess the integration of environmental and social considerations into OH&S management systems.
		2.3	Evaluate the role of resource efficiency and circular economy in OH&S initiatives.
		2.4	Critically assess stakeholder engagement in driving sustainable OH&S practice.
		2.5	Recommend strategies for aligning OH&S with organisational sustainability objectives.

LO	Learning Outcomes: When awarded credit for this unit, a learner can:		Assessment Criteria: Assessment of this learning outcome will require a learner to demonstrate that they can:	
3	Critically analyse ethical responsibilities in OH&S.	3.1	Explain the ethical responsibilities of employers, employees, and leaders in OH&S.	
		3.2	Critically evaluate the consequences of ethical failures in workplace safety.	
		3.3	Assess the balance between legal compliance and ethical responsibility in OH&S governance.	
4	Apply ethics and sustainability to drive improvement in OH&S.	4.1	Evaluate governance structures that support sustainable and ethical OH&S practice.	
		4.2	Critically assess the role of transparency, accountability, and reporting in OH&S sustainability.	
		4.3	Analyse how ethical leadership and sustainability initiatives improve organisational resilience.	
		4.4	Recommend strategies for embedding sustainability and ethics into OH&S culture and continual improvement.	

Indicative Content

- Concepts of sustainability and ethics in occupational health and safety (OH&S).
- The role of Corporate Social Responsibility (CSR) in shaping OH&S strategies.
- Ethical frameworks for decision-making in safety practice.
- Impact of global sustainability agendas (e.g., UN Sustainable Development Goals, ESG reporting) on OH&S.
- Case studies of sustainable and ethical OH&S practices across industries.
- Barriers to embedding sustainability and ethics in OH&S systems.
- Frameworks for sustainable OH&S performance measurement.
- Integration of environmental, social, and governance (ESG) considerations into OH&S management systems.
- Concepts of resource efficiency, circular economy, and green workplaces.
- Stakeholder engagement in driving sustainability-focused OH&S practices.
- Ethical responsibilities of employers, employees, and leaders.
- Consequences of ethical failures (legal, reputational, financial, and human impact).
- Balancing legal compliance vs. ethical responsibility in OH&S governance.
- Governance structures and policies supporting sustainability and ethics.
- Transparency, accountability, and reporting in OH&S performance.
- Ethical leadership in promoting safe and sustainable practices.
- Strategies for embedding ethics and sustainability into organisational culture.
- Continual improvement in OH&S through ethical and sustainable initiatives.

Recommended Texts and Resources

- Hopwood, B., Mellor, M., & O'Brien, G. (2010). *Sustainable Development: Mapping Different Approaches*. Routledge.
- Crane, A. & Matten, D. (2016). *Business Ethics* (4th ed.). Oxford University Press.
- Moon, J. (2014). *Corporate Social Responsibility: A Very Short Introduction*. Oxford University Press.
- Epstein, M. J. & Buhovac, A. R. (2014). *Making Sustainability Work: Best Practices in Managing and Measuring Corporate Social, Environmental, and Economic Impacts*. Berrett-Koehler.
- Hughes, P. & Ferrett, E. (2020). *Introduction to Health and Safety at Work* (7th ed.). Routledge.
- ISO 26000:2010 – *Guidance on Social Responsibility*.
- ISO 45001:2018 – *Occupational Health and Safety Management Systems*.
- UN Sustainable Development Goals (SDGs) – workplace safety and sustainability.
- Global Reporting Initiative (GRI) Standards – sustainability reporting.
- UK HSE guidance on ethics and sustainability in OH&S practice.
- UN Global Compact: sustainability, CSR, and ethics frameworks.
- International Organization for Standardization: source of ISO 45001 and related standards.
- UK Health and Safety Executive – official regulatory guidance
- Institution of Occupational Safety and Health: professional resources, reports, and CPD guidance.

Unit OHSM706: Legal and Regulatory Compliance in Occupational Safety

Unit code: OHSM706
RQF level: 7

Unit Aim:

This unit provides learners with advanced knowledge of legal and regulatory frameworks governing occupational safety. It explores national and international legislation, compliance obligations, inspection protocols, and audit practices. Learners will develop the ability to critically evaluate organisational responsibilities, prepare for regulatory inspections, and design assurance processes that ensure compliance and continuous improvement in occupational safety.

Learning Outcomes, Assessment Criteria

LO	Learning Outcomes: When awarded credit for this unit, a learner can:		Assessment Criteria: Assessment of this learning outcome will require a learner to demonstrate that they can:
1	Critically evaluate legal and regulatory frameworks for occupational safety.	1.1	Explain the scope and intent of national and international occupational safety legislation.
		1.2	Critically analyse the principles of duty of care, employer and employee responsibilities.
		1.3	Evaluate the alignment of OH&S law with international conventions and industry codes of practice.
		1.4	Assess the role of regulators in promoting compliance and safety improvement.
		1.5	Critically review enforcement approaches, penalties, and case law in occupational safety.
2	Apply compliance management and audit practices.	2.1	Critically evaluate frameworks for compliance management in OH&S.
		2.2	Apply audit methodologies to assess compliance with legislation and standards.
		2.3	Evaluate inspection readiness, documentation, and evidence requirements.
		2.4	Assess the role of independent audits and internal reviews in driving compliance.
		2.5	Recommend compliance assurance strategies for high-risk organisations.

LO	Learning Outcomes: When awarded credit for this unit, a learner can:		Assessment Criteria: Assessment of this learning outcome will require a learner to demonstrate that they can:
3	Analyse organisational responsibilities in legal compliance.	3.1	Critically evaluate employer responsibilities for risk assessments, safety systems, and reporting.
		3.2	Assess statutory requirements for reporting incidents and corrective actions.
		3.3	Analyse the organisational and reputational impact of non-compliance with safety legislation.
4	Integrate legal and regulatory compliance into continual improvement.	4.1	Critically assess how compliance data informs organisational learning and safety performance.
		4.2	Evaluate governance systems that support ongoing compliance and accountability.
		4.3	Analyse how digital tools and AI can strengthen compliance monitoring and reporting.
		4.4	Recommend strategies for embedding legal compliance into OH&S culture and continual improvement.

Indicative Content

- Overview of national and international occupational safety legislation.
- Scope and intent of key legal frameworks (e.g., UK Health and Safety at Work Act, EU directives, OSHA in the USA, ILO conventions).
- Principles of duty of care, employer and employee responsibilities.
- Relationship between OH&S law, industry standards, and codes of practice.
- Regulatory bodies and their role in inspections, compliance, and enforcement.
- Enforcement mechanisms: penalties, prosecutions, and case law analysis.
- Compliance management frameworks: policy development, monitoring, and assurance systems.
- Internal and external audit methodologies for OH&S compliance.
- Inspection protocols: preparation, documentation, and evidence requirements.
- Independent audits, internal reviews, and third-party verification.
- Compliance assurance strategies for high-risk sectors (construction, oil & gas, manufacturing).
- Organisational responsibilities: statutory reporting, corrective actions, record keeping.
- Reputational, financial, and operational impacts of non-compliance.
- Use of compliance data in driving organisational learning and safety improvements.
- Governance structures to support ongoing compliance and accountability.
- Role of digital tools, automation, and AI in compliance monitoring, inspection readiness, and reporting.
- Embedding compliance into organisational safety culture and continuous improvement processes.

Recommended Texts and Resources

- Hughes, P. & Ferrett, E. (2020). *Introduction to Health and Safety at Work* (7th ed.). Routledge.
- Lewis, R. (2019). *Health and Safety Law* (2nd ed.). Pearson.
- Ridley, J. & Channing, J. (2017). *Safety at Work* (9th ed.). Routledge.
- Foster, N. (2021). *Health and Safety Law and Practice*. Routledge.
- ISO 45001:2018 – *Occupational Health and Safety Management Systems*.
- ILO Conventions on occupational safety and health.
- UK HSE – Enforcement Management Model and compliance guidance.
- OSHA (Occupational Safety and Health Administration, USA) – compliance resources.
- UK Health and Safety Executive – official regulatory guidance
- www.osha.gov – US Occupational Safety and Health Administration.
- International Labour Organization: conventions and guidelines on occupational safety and health.
- International Organization for Standardization: source of ISO 45001 and related standards.

Unit OHSM707: Incident Investigation, Reporting, and Continuous Improvement

Unit code: OHSM707
RQF level: 7

Unit Aim:

This unit equips learners with the knowledge and skills to design and apply effective systems for incident investigation and reporting in occupational safety. It covers investigation methodologies, evidence collection, root cause analysis, and regulatory requirements for reporting. Learners will also evaluate how incident data supports organisational learning and continuous improvement, building a proactive safety culture and enhancing resilience.

Learning Outcomes, Assessment Criteria

LO	Learning Outcomes: When awarded credit for this unit, a learner can:		Assessment Criteria: Assessment of this learning outcome will require a learner to demonstrate that they can:
1	Critically evaluate principles and frameworks for incident investigation.	1.1	Explain the objectives and scope of incident investigation in occupational safety.
		1.2	Critically analyse investigation frameworks and methodologies (e.g., ICAM, TapRooT, Tripod Beta).
		1.3	Evaluate the role of evidence collection, interviews, and data accuracy.
		1.4	Assess the importance of competence, independence, and impartiality in investigation teams.
		1.5	Critically review industry case studies of incident investigations and outcomes.
		1.6	Evaluate limitations and challenges in current investigation practices.
2	Apply tools and techniques for root cause analysis.	2.1	Apply tools such as "5 Whys," fishbone diagrams, fault tree and bowtie analysis.
		2.2	Evaluate human and organisational factors contributing to incidents.
		2.3	Critically assess systemic weaknesses identified through investigations.
		2.4	Recommend corrective and preventive actions based on root cause findings.
		2.5	Evaluate how technology and AI tools support root cause analysis.

LO	Learning Outcomes: When awarded credit for this unit, a learner can:		Assessment Criteria: Assessment of this learning outcome will require a learner to demonstrate that they can:	
3	Analyse organisational and regulatory responsibilities for reporting.	3.1	Explain statutory and organisational requirements for incident and near-miss reporting.	
		3.2	Critically assess transparency, accountability, and communication in incident reporting.	
		3.3	Evaluate the impact of under-reporting on organisational performance and safety culture.	
4	Integrate investigation findings into organisational learning and continual improvement.	4.1	Critically evaluate systems for capturing and disseminating lessons learned.	
		4.2	Assess the role of investigation outputs in strengthening safety culture and leadership accountability.	
		4.3	Analyse how incident data informs KPIs, audits, and continual improvement processes.	
		4.4	Recommend strategies for embedding lessons learned into OHSMS and business resilience.	

Indicative Content

- Purpose, objectives, and scope of incident investigations.
- Frameworks and methodologies for investigation: ICAM, TapRooT, Tripod Beta.
- Principles of evidence collection, data integrity, and interview techniques.
- Investigator competence, independence, and impartiality.
- Industry case studies of incident investigations (major accidents and lessons learned).
- Limitations and challenges of current investigation practices.
- Root cause analysis methods: 5 Whys, fishbone diagram, fault tree analysis, bowtie analysis.
- Human factors and organisational factors contributing to incidents.
- Identification of systemic weaknesses and latent conditions.
- Corrective and preventive action planning (CAPA).
- Application of digital tools, AI, and data analytics in root cause analysis.
- Statutory and organisational requirements for reporting incidents and near misses.
- Transparency, accountability, and communication in reporting systems.
- Impact of under-reporting on safety culture and organisational performance.
- Capturing and sharing lessons learned across the organisation.
- Embedding findings into KPIs, audits, and management reviews.
- Role of leadership in reinforcing accountability and safety culture.
- Integration of investigation outcomes into OHSMS and continual improvement cycles.
- Organisational resilience through proactive use of incident data.

Recommended Texts and Resources

- Johnson, C.W. (2017). *Failure in Safety-Critical Systems: A Handbook of Accident and Incident Reporting*. Springer.
- Papazoglou, I. & Aneziris, O. (2018). *Incident Analysis and Prevention in the Workplace*. CRC Press.
- Hollnagel, E. (2017). *Accident Investigation in Complex Systems*. Ashgate.
- Hughes, P. & Ferrett, E. (2020). *Introduction to Health and Safety at Work* (7th ed.). Routledge.
- ISO 45001:2018 – *Occupational Health and Safety Management Systems*.
- UK HSE Guidance – *Investigating Accidents and Incidents (HSG245)*.
- OSHA (US) – guidelines on accident investigation and reporting.
- ICAM and TapRooT published methodologies.
- UK Health and Safety Executive – official regulatory guidance
- www.osha.gov – US OSHA reporting and investigation requirements.
- Institution of Occupational Safety and Health: professional resources, reports, and CPD guidance.
- International Organization for Standardization: source of ISO 45001 and related standards.

Unit OHSM708: Artificial Intelligence and Data Analytics in Occupational Health & Safety

Unit code: OHSM708
RQF level: 7

Unit Aim:

This unit develops advanced knowledge of how artificial intelligence (AI), data analytics, and digital tools can transform occupational health and safety management. Learners will explore AI-driven approaches for hazard identification, predictive risk modelling, and safety monitoring using smart technologies such as sensors, wearables, and computer vision. The unit also addresses the ethical, legal, and organisational considerations of applying AI in OHSM, enabling learners to evaluate how digital transformation supports proactive, resilient, and compliant safety systems.

Learning Outcomes, Assessment Criteria

LO	Learning Outcomes: When awarded credit for this unit, a learner can:		Assessment Criteria: Assessment of this learning outcome will require a learner to demonstrate that they can:
1	Critically evaluate the role of AI and data analytics in OHSM.	1.1	Explain the principles of AI, machine learning, and predictive analytics relevant to OH&S.
		1.2	Critically analyse the potential of AI for hazard identification, monitoring, and control.
		1.3	Evaluate applications of big data and digital technologies in proactive OH&S management.
		1.4	Assess organisational readiness for AI adoption in OHSM systems.
		1.5	Critically review case studies of AI-enabled workplace safety initiatives.
		1.6	Evaluate barriers and risks in applying AI to occupational safety.
2	Apply AI-driven methods for workplace hazard identification and risk management.	2.1	Evaluate predictive models for anticipating incidents and near misses.
		2.2	Apply AI tools such as computer vision for PPE compliance and workplace monitoring.
		2.3	Assess the role of IoT sensors, wearables, and smart devices in real-time safety monitoring.
		2.4	Evaluate integration of AI outputs with traditional risk assessment methods.
		2.5	Recommend AI-enabled interventions for improved workplace safety outcomes.

LO	Learning Outcomes: When awarded credit for this unit, a learner can:		Assessment Criteria: Assessment of this learning outcome will require a learner to demonstrate that they can:
3	Critically analyse ethical, legal, and organisational considerations in AI adoption.	3.1	Evaluate ethical implications of AI use, including privacy, bias, and worker trust.
		3.2	Assess data governance and cybersecurity risks in AI-enabled OHSM systems.
		3.3	Critically evaluate compliance with legal and regulatory frameworks when applying AI tools.
4	Integrate AI and data analytics into continuous improvement of OHSM.	4.1	Critically assess how AI-generated insights support continual improvement of OH&S systems.
		4.2	Analyse the role of AI in audits, reporting, and regulatory assurance.
		4.3	Evaluate strategies for embedding AI into organisational culture and safety leadership.
		4.4	Recommend frameworks for sustainable and ethical AI adoption in OHSM.

Indicative Content

- Principles of artificial intelligence, machine learning, and predictive analytics in OH&S.
- Applications of AI in hazard identification, monitoring, and risk control.
- Use of big data and digital transformation in proactive OH&S management.
- Case studies of AI-enabled safety solutions in high-risk industries.
- Barriers and risks in adopting AI for occupational safety (technical, cultural, financial).
- Predictive modelling techniques for anticipating incidents and near misses.
- AI-enabled workplace monitoring tools: computer vision, IoT sensors, wearables, drones.
- Integration of AI outputs with traditional risk assessment and risk management frameworks.
- Real-time safety monitoring systems and data-driven interventions.
- Ethical implications of AI adoption: privacy, transparency, worker trust, and algorithmic bias.
- Data governance, data protection, and cybersecurity considerations.
- Legal and regulatory frameworks for AI applications in occupational health and safety.
- Role of AI in supporting audits, compliance reporting, and regulatory assurance.
- Continuous improvement through AI-generated insights and analytics dashboards.
- Embedding AI into organisational safety culture and leadership strategies.
- Sustainable and ethical frameworks for responsible AI adoption in OHSM.

Recommended Texts and Resources

- Marr, B. (2021). *Artificial Intelligence in Practice*. Wiley.
- Goodfellow, I., Bengio, Y., & Courville, A. (2016). *Deep Learning*. MIT Press.
- Russell, S. & Norvig, P. (2021). *Artificial Intelligence: A Modern Approach* (4th ed.). Pearson.
- Hollnagel, E. (2017). *Safety-II in Practice: Developing the Resilience Potentials*. Routledge.
- Hopkins, A. (2019). *Learning from High Reliability Organisations*. Routledge.
- ISO 45001:2018 – *Occupational Health and Safety Management Systems*.
- ISO/IEC 38507:2022 – *Governance of IT – Guidance for Artificial Intelligence*.
- EU Artificial Intelligence Act (draft) – regulatory framework for AI adoption.
- UK HSE guidance on digital innovation in workplace safety.
- International Organization for Standardization: source of ISO 45001 and related standards.
- UK Health and Safety Executive – official regulatory guidance
- OECD AI Policy Observatory: global policy guidance on AI adoption and ethics.
- International Labour Organization: conventions and guidelines on occupational safety and health.