




Business Administration

Course Number:	BUAD 248
Course Title:	OCCUPATIONAL HEALTH & SAFETY
Credits:	3
Calendar Description:	This course provides an in-depth study of occupational health and safety. Topics include legislation, the WCB, safety disability management, the recognition, assessment and control of workplace hazards, accident investigations, safety training and managing occupational health and safety, and wellness programs. <i>(also offered by Distance Education)</i>
Semester and Year:	FALL 2023
Prerequisite(s):	BUAD 269
Corequisite(s):	No
Prerequisite to:	No
Final Exam:	Yes
Hours per week:	3
Graduation Requirement:	BBA, Human Resources Management Specialty - Required Diploma, Human Resources Management Option – Elective
Substitutable Courses:	No
Transfer Credit:	No
Special Notes:	N/A
Originally Developed:	February 2000
EDCO Approval:	February 2000
Chair's Approval:	

Professors

Name	Phone number	Office	Email
Nathanael Massey	250-762-5445 x4291	E 219	nmassey@okanagan.bc.ca

Learning Outcomes

Upon completion of this course students will be able to

- apply a healthy workplace perspective to organizational policies and programs.
- develop change management strategies that consider an organization's wellbeing, health and safety goals.
- apply legislation and ethical practices to the promotion of the wellbeing, health and safety of workers.
- manage hazards and risks and building a healthy workplace culture, worker involvement and awareness.
- create a healthy workplace that considers physical and psychosocial environments, personal health resources, organization community involvement, leadership engagement, worker involvement, sustainability, and the importance of interdepartmental integration.
- research wellbeing, health, and safety academic- and industry-based literature.
- Analyze health and safety case studies using a standard HR Assessment model.
- design a coordinated and comprehensive set of health promotion and protection strategies.

Course Objectives

This course will cover the following content:

- Providing a perspective on the role of human resource professionals and key stakeholders as it relates to coordinated and integrated workplace wellbeing, health and safety initiatives and practices
- Tracing the development and comparing historical occupational health and safety and current healthy workplace models and industry practice
- Describing the Canadian and provincial legislative frameworks, ethical practice guidelines and industry standards surrounding workplace wellbeing, health and safety
- Using a systematic management process of hazard recognition, risk assessment and control
- Describing a range of wellbeing, health safety concerns dealing with the physical and psychosocial work environments, personal health resources and ways of participating in the community to improve the health of workers and the broader community
- Describing various coordinated and integrated wellbeing, health and safety workplace interventions, polices, programs, practices and processes ranging from job analysis, training and performance management to disability management, reward systems and emergency planning designed to encourage the health and safety of all workers
- Developing wellbeing, health and safety initiatives through which leaders align organization strategy, culture, values, and work groups to increase the health and safety motivation, productivity and engagement of all workers

Evaluation

Weekly Online MC Chapter Quizzes 14 chapters	10%
Preparation & Participation	10%
Group Consulting Project	30%
Midterm Exam	20%
Final Exam	30%
Total	100%

Notes

- **Students must achieve an average of 50% on the individual components to pass the course. This includes the Chapter Quizzes, Preparation & Participation, Midterm Exam and Final Exam.**
- Preparation & Participation marks will be determined based on in-class exercises.
- Written communication is a critical component of all assignments and exams and will be included in the assessment criteria in all course work.

Required Texts/Resources

Kelloway, K., Francis, L., & Gatien, B. (2021). Management of occupational health and safety, 8th ed. Toronto, ON. Nelson Education Ltd

Supplemental Materials

Additional resources will be provided on Moodle

Course Schedule

Date		Topic	Textbook
		Wednesday September 6, First day of class	
		Friday September 15, Last day to register for Fall 2023	
		Monday Oct. 2 & Monday Oct. 9 & Monday Nov. 13, Statutory Holiday (no classes)	
		Friday October 27, Last day to withdraw from class without academic penalty	
		Thursday December 7, Last day of class	
Week	Date		
1	6-Sep-23	Introduction and Course Overview	1
2	11-Sep-23	Legislative Framework	2
	13-Sep-23	Legislative Framework, ctd.	
3	18-Sep-23	Workers' Compensation	3
	20-Sep-23	Hazards, Risks, and Control	4
4	25-Sep-23	Physical Agents	5
	27-Sep-23	Biological and Chemical Agents	6
5	2-Oct-23	Statutory Holiday - No Class	
	4-Oct-23	Psychosocial Hazards	7
6	9-Oct-23	Statutory Holiday - No Class	
	11-Oct-23	Violence, Aggression, and Harassment	8
7	16-Oct-23	Midterm Exam Review	
	18-Oct-23	Midterm Exam	
8	23-Oct-23	Workplace Wellness	14
	25-Oct-23	Training	9
9	30-Oct-23	Motivation and Safety Systems	10

	1-Nov-23	Motivation and Safety Systems, ctd.	
10	6-Nov-23	Emergency Planning	11
	8-Nov-23	Incident Investigation	12
11	13-Nov-23	Statutory Holiday - No Class	
	15-Nov-23	Disability Management and RTW	13
12	20-Nov-23	Disability Management and RTW Project work	
	22-Nov-23	Project Presentations	
13	27-Nov-23	Project Presentations	
	29-Nov-23	Project Presentations	
14	4-Dec-23	Project Presentations	
	6-Dec-23	Final Exam Review	

SKILLS ACROSS THE BUSINESS CURRICULUM

The Okanagan School of Business promotes core skills across the curriculum. These skills include reading, written and oral communications, computers, small business, and academic standards of ethics, honesty and integrity.

STUDENT CONDUCT AND ACADEMIC HONESTY

What is the Disruption of Instructional Activities?

At Okanagan College (OC), disruption of instructional activities includes student “conduct which interferes with examinations, lectures, seminars, tutorials, group meetings, other related activities, and with students using the study facilities of OC”, as well as conduct that leads to property damage, assault, discrimination, harassment and fraud. Penalties for disruption of instructional activities include a range of sanctions from a warning and/or a failing grade on an assignment, examination or course to suspension from OC.

What is Cheating?

“Cheating includes but is not limited to dishonest or attempted dishonest conduct during tests or examinations in which the use is made of books, notes, diagrams or other aids excluding those authorized by the examiner. It includes communicating with others for the purpose of obtaining information, copying from the work of others and purposely exposing or conveying information to other students who are taking the test or examination.”

Students must submit independently written work. Students may not write joint or collaborative assignments with other students unless the instructor approves it in advance as a group/team project. Students who share their work with other students are equally involved in cheating.

What is Plagiarism?

Plagiarism is defined as “the presentation of another person’s work or ideas without proper or complete acknowledgement.” It is the serious academic offence of reproducing someone else’s work, including words, ideas and media, without permission for course credit towards a certificate, diploma, degree and/or professional designation. The defining characteristic is that the work is not yours.

“Intentional plagiarism is the deliberate presentation of another’s work or ideas as one’s own.” Intentional plagiarism can be a copy of material from a journal article, a book chapter, data from the Internet, another student, work submitted for credit in another course or from other sources.

“Unintentional plagiarism is the inadvertent presentation of another’s work or ideas without proper acknowledgement because of poor or inadequate practices. Unintentional plagiarism is a failure of scholarship; intentional plagiarism is an act of deceit.”

What are the Students’ Responsibilities to Avoid Plagiarism?

Students have a responsibility to read the OC Academic Integrity Policy outlined in the OC calendar, which is available online [OC Academic Integrity Policy](#). Students must acknowledge the sources of information used on all their assignments. This usually involves putting the authors’ name and the year of publication in parentheses after the sentence in which you used the material, then at the end of your paper, writing out the complete references in a Reference section.

“Students are responsible for learning and applying the proper scholarly practices for acknowledging the work and ideas of others. Students who are unsure of what constitutes plagiarism should refer to the UBC publication “*Plagiarism Avoided; Taking Responsibility for your Work*”. This guide is available in OC bookstores and libraries.

Students are expected to understand research and writing techniques and documentation styles. The Okanagan School of Business requires the use of the APA or MLA style, but suggests that students cite references using the APA guidelines (see Publication Manual of the American Psychological Association, 7th edition (2019)). A copy of the APA manual is available in the reference section and also available for circulation from OC libraries. The library website has access to these two major citing styles.

What are the Penalties for Plagiarism and Cheating?

The Okanagan School of Business does not tolerate plagiarism or cheating. All professors actively check for plagiarism and cheating and the Okanagan School of Business subscribes to an electronic plagiarism detection service. All incidents of plagiarism or cheating are reported and result in a formal letter of reprimand outlining the nature of the infraction, the evidence and the penalty. The Dean of the Okanagan School of Business and the Registrar record and monitor all instances of plagiarism and cheating. Penalties for plagiarism and cheating reflect the seriousness and circumstances of the offence and the range of penalties includes suspension from OC.