

HRM 201, Occupational Health and Safety.

3 credits, 3 hours lecture

Course Description

This course begins with an in-depth look at the provisions of Health & Safety legislation, particularly in the province of Alberta. The common types and causes of workplace injury and work-related disease are then reviewed, in order to identify the primary on-the-job risk exposures. The main part of the course critically examines different approaches to Accident Prevention in the workplace and also looks at the emerging trend of wellness programs.

Pre and Co-requisites

HRM 100 or permission of the Program Chair.

Course Learning Outcomes (CLOs)

Upon successful completion of the course, the student shall be able to:

- CLO1 Uphold, promote, and communicate laws, policies, and best practices in health, safety and wellness and make all employees aware of the importance of complying with them.
- CLO2 Analyze the current situation, identify risks, and propose corrective measures to implement health, safety and wellness best practices within the organization.
- CLO3 Comprehend and apply health and safety programs and practices such as workers Compensation and good disability management, return to work and accommodation processes and strategies, cost reduction strategies in workplace insurance, ergonomic and other prevention strategies, work-life balance, emergency response plans, etc.
- CLO4 Implement and update programs, policies, practices, training, tools, and action plans to rally employees and ensure compliance with occupational health, safety, and wellness standards.
- CLO5 Promote the benefits of a healthy work environment.
- CLO6 Stay current on new developments in health, safety, and wellness practices.
- CLO7 Understand when experts are required and consult the right resource accordingly.
- CLO8 Find solutions and recommendations in terms of health, safety, and wellbeing.
- CLO9 Share best practices and communicate developments in health, safety, and wellbeing.
- CLO10 Share best practices and communicate developments in health, safety, and wellness within the organization.
- CLO11 Comprehend mental health and psychological wellbeing and their impacts in the workplace.
- CLO12 Determine methods for identifying potential risks or incipient mental health and psychological wellbeing before seeing negative impacts on the organization.

Evaluation

Assessment Type	Percentage
Test # 1	33.33%
Test # 2	33.33%
Final Exam	33.34%
Total	100%

Course Completion Requirements *A grade of C- is required for progression or transfer.*

Grading Scale

4.0 Grade Scale	Alpha Grade	Percentage Grade
4.0	A+	93-100
4.0	A	85-92.9
3.7	A-	80-84.9
3.3	B+	77-79.9
3.0	B	74-76.9
2.7	B-	70-73.9
2.3	C+	67-69.9
2.0	C	64-66.9
1.7	C-	60-63.9
1.3	D+	55-59.9
1.0	*D	50-54.9
0.0	F	0-49.9

Land Acknowledgement

We respectfully acknowledge that Keyano College is on Treaty No. 8 Territory, the ancestral and traditional territory of the Cree, Dene, and Métis people.

Review Date: November 26, 2024

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