



Module Specification

Workplace Health and Wellbeing

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Part 1: Information

Module title: Workplace Health and Wellbeing

Module code: UZVSJM-20-M

Level: Level 7

For implementation from: 2023-24

UWE credit rating: 20

ECTS credit rating: 10

Faculty: Faculty of Health & Applied Sciences

Department: HAS Dept of Social Sciences

Partner institutions: None

Field: Health, Community and Policy Studies

Module type: Module

Pre-requisites: None

Excluded combinations: Workplace Health and Wellbeing 2023-24

Co-requisites: None

Continuing professional development: Yes

Professional, statutory or regulatory body requirements: None

Part 2: Description

Overview: Not applicable

Features: Module Entry requirements:

Students should have prior academic learning at an appropriate level, and experience of, or working in, an appropriate environment to meet the learning outcomes.

Educational aims: See Learning Outcomes.

Outline syllabus:

Theoretical frameworks for workplace health and wellbeing programmes.

Organisational structure and management styles and their effect on employee health and wellbeing.

Assessment of organisational health and wellbeing.

Theoretical frameworks for absence management and the management of employees with long term health conditions.

The workplace as a setting for health promotion and the evidence base for the effectiveness of workplace health promotion programmes and health interventions.

Theories of organisational change, employee engagement, the psychological contract and the effect on health and wellbeing. Current Health and Safety and Employment Law and their application in organisations.

Leadership and influencing organisational health and wellbeing programmes and interventions.

The role of Occupational Health services within the public health and the workplace health and wellbeing agendas.

Part 3: Teaching and learning methods

Teaching and learning methods: A blended learning approach is used including lectures, master classes, self-directed study, group work, e-learning and case study discussions.

Contact Hours: 24 hours of lectures and 6 hours of peer group learning.

Module Learning outcomes: On successful completion of this module students will achieve the following learning outcomes.

MO1 Critically analyse economic and public health agendas and theoretical frameworks related to workplace health and wellbeing.

MO2 Critically debate the changing nature of work and workforce demographics and the effect of work on health and wellbeing Evidence a developed understanding of organisational structure and the role of leadership related to workplace health and wellbeing.

MO3 Critically evaluate the effect of organisational change and employee engagement on employee health and wellbeing and work performance.

MO4 Critically evaluate the evidence base and theoretical models for the management of employees with long term health conditions, absence management, workplace health promotion and health interventions.

MO5 Analyse and critically discuss the application of Employment, Equality and Health and Safety legislation.

MO6 Perform a workplace health risk assessment and critically evaluate the results to influence organisational policy in relation to employee health and wellbeing.

MO7 Critically debate the contribution of Work and Wellbeing practitioners including Occupational Health Nurses to the public health agenda.

MO8 Critically analyse the effectiveness of collaborative methods of working in order to manage workplace health and wellbeing.

Hours to be allocated: 200

Contact hours:

Independent study/self-guided study = 170 hours

Face-to-face learning = 30 hours

Total = 200

Reading list: The reading list for this module can be accessed at [readinglists.uwe.ac.uk](https://uwe.rl.talis.com/index.html) via the following link <https://uwe.rl.talis.com/index.html>

Part 4: Assessment

Assessment strategy: Assessment consists of a presentation based on findings from a health and wellbeing assessment carried out in their organisation.

This is appropriate to meet the learning outcomes of the module as it enables students to reflect on their professional experience in practice, critically appraise the

evidence related to workplace health and wellbeing as well as being valuable practical experience in relation to influencing organisational health and wellbeing policy.

Questions following the presentation will allow for an opportunity to clarify the students' knowledge and understanding.

A maximum time limit of 30 minutes will be set per presentation.

Assessment tasks:

Presentation (First Sit)

Description: Individual presentation (maximum 30 minutes)

Weighting: 100 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4, MO5, MO6, MO7, MO8

Presentation (Resit)

Description: Individual presentation (maximum 30 minutes)

Weighting: 100 %

Final assessment: Yes

Group work: No

Learning outcomes tested:

Part 5: Contributes towards

This module contributes towards the following programmes of study:

International Nursing Practice {JEP}[Hainan] MSc 2022-23

Nursing (International)[BIBM] MSc 2023-24

Nursing (International)[Villa] MSc 2023-24

Nursing (International)[Glenside] MSc 2023-24