



Module Specification

Work Based Health and Wellbeing

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Part 1: Information

Module title: Work Based Health and Wellbeing

Module code: UZVS5E-20-M

Level: Level 7

For implementation from: 2024-25

UWE credit rating: 20

ECTS credit rating: 10

College: College of Health, Science & Society

School: CHSS School of Health and Social Wellbeing

Partner institutions: None

Field: Health, Community and Policy Studies

Module type: Module

Pre-requisites: None

Excluded combinations: None

Co-requisites: None

Continuing professional development: Yes

Professional, statutory or regulatory body requirements: None

Part 2: Description

Overview: Improving the health of the working age population is critically important for everyone.

The module will identify the importance of Workplace health in promoting and managing the health and wellbeing of staff.

This will be achieved by exploring the relevance of economic, public health agendas and theoretical frameworks related to workplace health and wellbeing.

The content of the module contributes to understanding and supports achievement of the NMC (Nursing and Midwifery Council) Standards of Proficiency for Specialist Community Public Health Nurses (2022), in particular the field specific standards for Occupational Health Nurses.

Features: Not applicable

Educational aims: To recognise not only the importance of preventing ill-health, but also the key role the workplace can play in promoting health and well-being.

To equip and enable post-graduate learners to take a lead role in early identification and intervention through theory practice integration; focusing on the management of the health and wellbeing of employees.

During this module the learner will evaluate the evidence base and guidance for the management of the health and wellbeing of employees (e.g. Long term health conditions, neurodiversity, sickness absence) and explore workplace health interventions to address these issues.

Integrated into the above are the Sustainable Development Goal (SDG) 3 of Good Health and Wellbeing and 16, Peace, Justice and Strong Institutions. This will be evident through a focus on compassionate and care in leadership and in promoting compassionate organisational cultures.

Outline syllabus: Typically includes:

The changing nature of work and workforce demographics and the effect of work on health and wellbeing.

Organisational structure and the role of leadership and management related to workplace health and wellbeing.

The effect of organisational change and employee engagement on employee health and wellbeing and work performance.

Management of the health and wellbeing of employees and explore workplace

health interventions to address these issues.

Government and department guidance for absence management and the management of employees with long term health conditions.

Current Health and Safety and Employment Law and their application in Organisations including (but not limited to) infection control, management of hazardous substances and environmental pollution.

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

The workplace as a setting for health promotion and exploration of the evidence base Theoretical frameworks for workplace health and wellbeing programmes.

Part 3: Teaching and learning methods

Teaching and learning methods: This module engages with a mixed methods learning approach that offers flexibility and encourages a universal design for learning approach to accommodate all learners needs and abilities.

This includes face to face contact hours as well as virtual learning and will incorporate teacher led and learner led activities. Further directed and self-directed study will be set on the university digital platform.

The online format will mirror the face-to-face contact in terms of structure and integrate shared learning activities. All lectures presented face to face will be available as recordings post sessions and all materials uploaded to the university digital platform.

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

MO1 Critically appraise strategies and initiatives that improve workplace cultures and environments and protect health and wellbeing within and outside the workplace

MO2 Critically evaluate the relationship between work, life, mental and physical health.

MO3 Critically evaluate evidence informed and theoretical models and strategies to support and enable employees with multiple or long term conditions to have sustainable, productive and fulfilling work.

MO4 Triangulate and appraise organisational, workforce demographics and profiling data to identify the changing nature of work and workforce and the effect on employee safety, health and wellbeing.

MO5 Critically evaluate how disease, illness and impairment act as barriers to gaining, sustaining and returning to work and the impact of this, including the application of relevant legislation.

Hours to be allocated: 200

Contact hours:

Independent study/self-guided study = 152 hours

Face-to-face learning = 48 hours

Total = 0

Reading list: The reading list for this module can be accessed at [readinglists.uwe.ac.uk](https://rl.talis.com/3/uwe/lists/94838EEF-CA98-6EF2-1BE6-FA4D34AF5D2E.html?lang=en) via the following link <https://rl.talis.com/3/uwe/lists/94838EEF-CA98-6EF2-1BE6-FA4D34AF5D2E.html?lang=en>

Part 4: Assessment

Assessment strategy: Learners are required to prepare and deliver an individual presentation, which will demonstrate their learning and ability to critically analyse key areas outlined in the learning outcomes.

A formative aspect of assessment will exist with feedback given on planning and

preparation. Content will be assessed for originality, accuracy and clarity.

Presentation skills will also be assessed for clarity and effectiveness.

The learning and feedback for this assessment will feed forward into the presentation assessment for the Collaborative and Compassionate leadership in PH module on the programme.

The presentation will be a maximum of 15 minutes followed by 10 minutes of questions. Questions will allow for an opportunity to clarify the learner's knowledge and understanding

This is appropriate to meet the learning outcomes of the module as it enables learners to reflect on their professional experiences, 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.

Assessment tasks:

Presentation (First Sit)

Description: 15-minute presentation followed by 10 minutes of questions (25 mins total)

Weighting: 100 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4, MO5

Presentation (Resit)

Description: 15-minute presentation followed by 10 minutes of questions (25 mins total)

Weighting: 100 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4, MO5

Part 5: Contributes towards

This module contributes towards the following programmes of study:

Specialist Community Public Health Nursing (Occupational Health Nursing)

[Glenside] MSc 2024-25