



Course Outline

Course Name: Abilities Management (BHSW 4001)

Academic Year: 2021-2022

Faculty: Anita Nickerson

Program Coordinator: Erin Mandel-Shorser, PhD

Associate Dean: Mojgan Rezvani, PhD

Schedule Type: LEC

Land Acknowledgement

Humber College is located within the traditional and treaty lands of the Mississaugas of the Credit. Known as Adoobiigok [A-doe-bee-goke], the “Place of the Black Alders” in Michi Saagiig [Mi-Chee Saw-Geeg] language, the region is uniquely situated along Humber River Watershed, which historically provided an integral connection for Anishinaabe [Ah-nish-nah-bay], Haudenosaunee [Hoeden-no-shownee], and Wendat [Wine-Dot] peoples between the Ontario Lakeshore and the Lake Simcoe/Georgian Bay regions. Now home to people of numerous nations, Adoobiigok continues to provide a vital source of interconnection for all.

For more information, visit the Aboriginal Resource Centre (LRC2137) North Campus, (WEL301) Lakeshore Campus or www.humber.ca/aboriginal/

Faculty	Faculty of Health Sciences and Wellness
Program	Bachelor of Health Sciences – Workplace Health and Wellness
Course Name:	Abilities Management (BHSW 4001)
Pre-Requisite(s)	Occupational Health and Safety (BHSW2501), The Business Case for Workplace Health & Wellness (BHSW 3002)
Co-Requisite(s)	None

Pre-Requisite(s) for	None
Equates	None
Restrictions	BHSW Students
Credit Value	3
Total Course Hours	42

Developed by : Anita Nickerson

Approved by: Mojgan Rezvani, PhD



Course Description

This course in Abilities Management examines key legislation, concepts and influential factors of abilities management. The contextual focus will be predominantly on Canadian legislation and regulations such as the Workplace Safety Insurance Act; however, other countries and their abilities management practices are addressed. Students will be able to recognize factors within governments and organizations that influence abilities management including legislation, policy and procedures, human resources, group benefits, collective agreements and stakeholder relations. Students will gain familiarity with the process of an ability's management program including the selection and coordination of claims, needs assessments, job analysis, return to work planning and processes, external professional assessments, and program evaluation. Students will develop an understanding and use for an integrated program within the workplace

Course Rationale

This course will provide students with the knowledge, understanding and application of basic disability management practices. This course will prepare students to be able to read and prepare disability management reports, review appropriate legislation, which are necessary skills for competence in the analysis of workplace disability and illness and early and safe return to work programs. The focus will be predominantly in Canadian context of legislation and regulations however the principles may apply worldwide.

Program Learning Outcomes Emphasized in this Course:

- Evaluate determinants of workplace health and wellness in order to make evidence informed decisions which are supported by theoretical and practical knowledge of key health and wellness concepts.
- Employ appropriate methodologies for research, dissemination of information, program planning, implementation and renewal, problem solving, interprofessional education and collaboration and project management.
- Apply ethical, evidence-informed strategies to develop and sustain inclusionary proactive and reactive practices which support continuous improvements in workplace health and wellness.
- Communicate health and wellness messages effectively in a variety of traditional and innovative media modalities.
- Develop habits of mind which demonstrate awareness of the scope and limits of professional practice
- Demonstrate responsible leadership, accountability, and effective collaboration, modeling the embodiment of personal and workplace health and wellness principles.

Course Format(s)

- Lectures and
- Activities

Course Learning Outcomes

OQF Category	At the successful completion of the course, the student will have demonstrated an ability to:
Depth and Breadth of Knowledge	<ol style="list-style-type: none"> 1. Demonstrate understanding of the key concepts of disability management and the need to have an integrated disability management programs within the workplace. 2. Explain the importance of the Workplace Safety and Insurance Act and its impact on the Workplace in Canada and specifically Ontario.
Knowledge of Methodologies	<ol style="list-style-type: none"> 3. Identify the characteristics of a workplace-acquired disability and a non-workplace-acquired disability 4. Analyze patterns of disability and incidence on the workplace in Canada 5. Recognize the external factors which influence disability management including provincial legislation (Workplace Safety & Insurance Act, Health & Safety Act, Human Rights Act); company policy(ies), group insurance benefits, and collective agreements.
Application of Knowledge	<ol style="list-style-type: none"> 6. Interpret the different provincial legislation that impacts the employee and employer under Disability Management in relation to Health & Safety Act. 7. Design a disability management program and return to work process in the workplace under the Occupational Health & Safety Act. 8. Choose the appropriate disability case management methods and strategy to mitigate risk through risk analysis for all stakeholders 9. Conduct simulated workplace investigations and reports from work-related injuries, near miss injuries and fatalities in the workplace with Ministry of Labour and Workplace Safety Insurance Board.
Communication Skills	<ol style="list-style-type: none"> 10. Present effective written and oral presentations which engage audiences on key topics in disability management. 11. Communicate the effective disability management parameters and appropriate reporting strategies.
Awareness of the Limits of Knowledge	<ol style="list-style-type: none"> 12. Discuss the role and the limits of the Human Resource Manager & Organizations in the management of disability management programs.
Professional Capacity/ Autonomy	<ol style="list-style-type: none"> 13. Facilitate teamwork, mindful collaborative practices, and conflict resolution in order to build strong collegial relationships. 14. Plan the claims management and return to work process in the workplace based on case studies

Assessment Weighting

Assessment	Weight
Activities	10%
Assignments	35%
Tests	55%
Total	100%

Modules of Study

Module	Course Learning Outcomes	Assessments
Disability Management Key definitions	1	Activities Tests
Basic concepts in Legal Compliance and HR role	2, 5, 6, 7, 9, 12	Activities Tests
Developing a Disability Case Management Program	3, 7	Activities Tests
Labour-Management Relationships in Disability Case Management	2, 4, 5, 7, 8, 10, 11	Activities Tests
Workplace Health & Safety & Benefit Programs: Interaction with Disability Management	7, 8, 11	Activities Tests
Role of the Disability Case Coordinator Referral to Disability Case Management: Case Commencement	8, 9, 13	Activities Assignments Tests
Medical & Rehabilitation Case Management	9, 12	Activities Tests
Return-to-Work Best Practices	9, 12	Activities Assignments Tests
Claims Management: Interaction with Disability Management	14	Activities Assignments Tests

Module	Course Learning Outcomes	Assessments
Attendance Management Programs: Interaction with Disability Management	14	Activities Assignments Tests
Current Trends and Challenges in Disability Management	4, 13, 14	Activities Tests

Given the circumstances due to COVID-19, Humber reserves the right to alter the mode of delivery and examinations/assessments in this course

Required Resources, Tools and/or Equipment:

None

Supplemental Resources:

- See reading list

Additional Tools and Equipment

- N/A

Prior Learning Assessment and Recognition (PLAR)

Students who have prior learning in the material of this course may be eligible for a course credit in recognition of their prior learning. The following table indicates the method that is used to assess prior learning for this course, or it indicates that such an assessment is not available. Students must apply for consideration for a prior learning assessment through the Office of the Registrar, and there is usually a fee associated with the application.

Portfolio	Challenge Exam	Skills Test	Interview	Other (Specify)	Not Available For PLAR
X	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Policies and Procedures

It is the student's responsibility to be aware of their obligations under [Humber Policies and Procedures](#).

Academic Regulations

It is the student's responsibility to be aware of the [College Academic Regulations](#). The Academic Regulations apply to all applicants to Humber and all current students enrolled in any program or course offered by Humber, in any location. Information about **academic appeals** is found in the Academic Regulations.

Accessible Learning Services

Humber strives to create a welcoming environment for all students where equity, diversity and inclusion are paramount. Accessible Learning Services facilitates equal access for students with disabilities by coordinating academic accommodations and services. Staff in Accessible Learning Services are available by appointment to assess specific needs, provide referrals and arrange appropriate accommodations. If you require academic accommodations, contact:

Accessible Learning Services: <http://www.humber.ca/student-life/swac/accessible-learning>

North Campus: (416) 675-6622 X5090

Lakeshore Campus: (416) 675-6622 X3331

Academic Integrity

Academic integrity is essentially honesty in all academic endeavors. Academic integrity requires that students avoid all forms of academic misconduct or dishonesty, including plagiarism, cheating on tests or exams or any misrepresentation of academic accomplishment.

Disclaimer

While every effort is made by the professor/faculty to cover all material listed in the outline, the order, content, and/or evaluation may change in the event of special circumstances (e.g. time constraints due to inclement weather, sickness, college closure, technology/equipment problems or changes, etc.). In any such case, students will be given appropriate notification.

Copyright

Copyright is the exclusive legal right given to a creator to reproduce, publish, sell, or distribute his/her work. All members of the Humber community are required to comply with Canadian copyright law which governs the reproduction, use and distribution of copyrighted materials. This means that the copying, use and distribution of copyright-protected materials, regardless of format, is subject to certain limits and restrictions. For example, photocopying or scanning an entire textbook is not allowed, nor is distributing a scanned book. See the Humber Libraries website (<http://library.humber.ca>) for additional information regarding copyright and for details on allowable limits.