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| **Department** | Operations Management |
| **Discipline** | Occupational Health & Safety (OHS) Management |
| **Broad Research Focus Area** | Occupational Health & Safety (OHS) Management  Disability management |
| \*Note to students | Note that this is a research focus area and not your research topic. You research topic needs to slot in under this research focus area. It is important that your research focus on a topic that does not simply repeat what other researchers have already researched. Look at topics that are burning issues or that could make a difference in OHS legal and regulatory compliance. |
| **Total Capacity for 2025** | 1 PhD or 1 Master’s |

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| **Supervision Team details:** | **Academic Profile** | **Capacity** |
| **Dr Cheryl Rielander**  Office: 012 429 2497  Email: rielacl@unisa.ac.za  ORCID  <https://orcid.org/0000-0002-4624-5033> | Cheryl Rielander is employed at Unisa as a senior lecturer in safety management in the Department of Operations Management. She was previously employed by the South African National Defence force (1983 – 2015). She has been involved in occupational health and safety in the medical environment since 1994. Cheryl is the author of a number of textbooks and textbook chapters in a series of safety management textbooks. Cheryl is registered with the South African Institute for Occupational Safety and Health (SAIOSH) as a graduate member.  Cheryl has completed her PhD in management studies with a focus on safety risk management. She holds a Master’s degree in Safety Management through Columbia Southern University (sum Cum Laude). She also has extensive knowledge related to the field of health and holds several Diplomas in Nursing and a Certificate in Occupational Health Nursing which provides a unique perspective on the various disciplines in occupational health and safety. Cheryl completed various short courses relating to Occupational health and Hygiene. Other short courses that Cheryl completed in Safety Management includes SAMTRACK, assessors, moderators, and design and development courses to name but a few. | 1 PhD or  1 Master’s |
| Office:  Email:  ORCID : |  |  |
| **Model of supervision** | Candidates will be allocated to a supervisor but will be required to work independently within the requirements of higher degree studies. Additionally, the candidate will have to present his/her work to a panel of academic at colloquia. Additionally, the candidate should submit his/her work to be reviewed by a blind peer review process. | |
| **Selection criteria: Master’s/Doctorate** | Refer to the qualification website for selection criteria. | |
| **Selection Procedure** | Refer to the qualification website for selection procedure. | |
| **Research scope** | Research under the research focus area of OHS disability management will relate to the following:   * Managing disabilities in the workplace * Role of occupational health services in disabilities * Framework to health and safety disability management * Disability and return to work | |
| **Reading:**  **Subject Field** | **This is a selection of articles and/or recent books in this research focus area. ‎Further reading over and above these is essential:**   * *What is disability management and return to work? Available on* [*https://www.pcu-whs.ca/what-is-disability-management-return-to-work/*](https://www.pcu-whs.ca/what-is-disability-management-return-to-work/) * *RIDM (2023). The role of occupational health services in disability management. Available on https://ridm.net/the-role-of-occupational-health-services-in-disability-management/* * Lukes, E.; Wachs, JE. | |
| **Reading:**  **Research Methodology** | **This is a selection books on methodology. Further reading over and above these is essential:**   * *ILO. Managing disability in the workplace* | |
| **Resources: Scholar community** | Scholarly reading will include peer reviewed and academic journal articles, applicable textbooks, as well as the latest legislative and regulatory requirements in the chosen field of study. It is also advised that students familiarise themselves with the resources provided by industry bodies, both national and international. | |
| **Potential M&D research focus area for M&D research projects** | | |
| **Unit of Analysis** | **Research Focus** | |
| **In general** | Individuals, teams, organizations, institutions, various collectives such as industries and countries, processes, safety interventions, safety concepts, safety theories, safety models, scientific methods and techniques, bodies of scientific safety knowledge and literature, and safety data or statistics. | |
| **Occupational Health & Safety (OHS) Disability Management** | **Disability management is a set of employer practices designed to effectively mitigate workplace disabilities and assist workers in recovering to normal functioning. However, there are instances where recovery is not possible, and such disabled persons need to be re-integrated into the workplace. Disability management involves the effective handling of health-related aspects that could impact an employee’s ability to perform their job optimally. The aim of disability management is to promote employee well-being and to facilitate a safe and healthy work environment. An effective disability management program assists in giving organizations a structure to understand and develop people with disabilities in the workplace.** | |