

€ TRAINING

Developing an Effective Safety Culture





Developing an Effective Safety Culture

Introduction:

This training program is designed to cultivate a workplace environment where safety is prioritized and ingrained into every aspect of organizational culture. It equips participants with the knowledge and tools necessary to create a culture that enhances both employee well-being and organizational performance.

Program Objectives:

At the end of this program, participants will be able to:

- Understand the human factors and their application to their organization's current safety cultural status.
- Learn how to be familiar with elements of safety management systems and their purpose.
- Appreciate the consequences of behavioral acts and omissions as prime causes of accidents and emergencies.
- Develop a step-by-step safety cultural improvement program within their organization.
- Develop an appreciation of carrying out an HSE cultural positional assessment.
- Develop skills for identifying, evaluating, and reconciling solutions for influencing behavioral change improvement measures.

Targeted Audience:

- All Line Managers and Supervisors.
- Production and Process Engineers.
- Maintenance Personnel.
- HSE Personnel.
- Human Resources Professionals.
- Personnel involved in planning and implementing the organization's HSE management system.

Program Outlines:

Unit 1:

Introduction to Safety Culture:

- Safety culture and safety climate.
- Improving safety performance.
- Behavior and Culture.
- Organization factors.
- Job factors.
- Personal factors.
- Historical review.

Unit 2:

Safety Management Systems:

- Safety management systems framework and safety culture factors.
- Essential safety management system components.
- Developing an effective safety management system.
- Mechanical Model of SMS.
- Socio-Technical Model of SMS.
- More safety culture factors, Risk and risk perceptions.
- Human error, Stress.

Unit 3:

HSE Model for Safety Culture:

- Identifying problem areas.
- Dependant, Independent, and Interdependent Cultures.
- Planning for change, HSE cultural change model.
- How to intervene.
- Key Performance indicators.
- Success factors and barriers.
- Attitude Questionnaires.

Unit 4:

Behavioural Safety:

- Safety culture and behavioral safety.
- Taylor, Herzberg, Vroom, Geller, Maslow.
- Natural penalties and consequences.
- ABC analysis, Antecedents, Behavior, Consequences.
- What drives behavior.
- Natural penalties and consequences.

Unit 5:

Assessing The Safety Culture:

- Establishing the current status of a safety culture.
- Results of questionnaires.
- A step-change in safety.
- Managing people and their attitude to safety.
- Developing questionnaires.
- Personal action plans.