

€ TRAINING

Developing an Effective Safety Culture



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Introduction:

Effective safety culture is widely accepted as being an essential component of the successful development and implementation of an organization's safety management system. Preventing major accidents is about ensuring that everyone, regardless of position, follows safety procedures and safe practices - by always intervening when unsafe behaviors or conditions are observed. A safety culture improvement process approach that actively engages everyone through personal responsibility is seen as the way forward.

Course Objectives:

At the end of this course the 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
- Any other personnel who are involved in planning and implementing the organization's HSE management system

Course 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