



DEVELOPING

An Effective Safety Culture

Course Introduction:

An effective safety culture is widely accepted as being the essential component of in 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 which actively engages everyone through personal responsibility is seen as the way forward.

Course Objectives:

- Have a clear understanding of human factors and their application to their organization's current safety cultural status
- 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 emergency situations
- Be able to develop a step-by-step safety cultural improvement program within their own 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

Who Should Attend?

- All supervisors and line management who have assigned responsibilities within the organization's safety management system (SMS)
- Production and process engineers
- Maintenance personnel
- HSE personnel
- All personnel involved in planning and implementing the organization's HSE management system

Course Outline:

Introduction to Safety Culture (Human behavior)

- Human Behavior – The Individual and their role / Attitude, Ability and Motivation / Perception of Risk / Errors / Violations / Age & Experience / Peers.
- Safety culture and safety climate
- Improving safety performance
- Behavior and Culture:

- Organization factors
- Job factors
- Personal factors
- Historical review.
- Case study

Assessing the Safety Culture

- Implementing Culture Change – Management Commitment / Personnel Competence / Effective Communication / Training / Penalties and discipline.
- Establishing the current status of a safety culture
- Results of questionnaires
- Case studies from different organizations
- Step change in safety
- Managing people and their attitude to safety
- Developing questionnaires
- Personal action plans

Safety Management Systems (Definition and Safety)

- 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
- Case Study "Mersin Refinery"

HSE Model for Safety Culture (Internal and External Safety)

- 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

Behavioral Safety (Calibration between culture Preference and 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 consequence.

Course Methodology:

A variety of methodologies will be used during the course that includes:

- (30%) Based on Case Studies
- (30%) Techniques
- (30%) Role Play
- (10%) Concepts
- Pre-test and Post-test
- Variety of Learning Methods
- Lectures
- Case Studies and Self Questionnaires
- Group Work
- Discussion
- Presentation

Course Fees:

To be advice as per course location. This rate includes participant's manual, Hands-Outs, buffet lunch, coffee/tea on arrival, morning & afternoon of each day.

Course Certificate:

International Center for Training & Development (ICTD) will award an internationally recognized certificate(s) for each delegate on completion of training.

Course Timings:

Daily Course Timings:

08:00 - 08:20	Morning Coffee / Tea
08:20 - 10:00	First Session
10:00 - 10:20	Coffee / Tea / Snacks
10:20 - 12:20	Second Session
12:20 - 13:30	Lunch Break & Prayer Break
13:30 - 15:00	Last Session

