

BEHAVIOURAL BASED SAFETY MANAGEMENT



**HSE126
Health, Safety &
Environmental**

COURSE TITLE

BEHAVIOURAL BASED SAFETY MANAGEMENT

COURSE DATE/VENUE

09 – 13 August, 2020

Doha, Qatar

COURSE REFERENCE

HSE126

COURSE DURATION

05 Days

DISCIPLINE

Health, Safety & Environmental



COURSE INTRODUCTION

- What is Human behaviour? – Deft definitions of common terms less understood
- Attitudes-Behaviour-Ethics-Morals-Values-Beliefs-Perceptions-Culture-Decision analysis-
- Cost/benefit Analysis-Motivation-Reinforcement-. Reward-Society-Product and how each of them affects the human behaviour

COURSE OBJECTIVE

Research shows that two thirds of accident victims consider their accidents could be avoidable. In other words, they feel that something could be done to reduce their incidence. Accidents can be caused by any one (or combination) of the following behaviours. a *lapse of attention* or a *genuine mistake* or by a lack of knowledge or lack of training or through misunderstanding a situation or deliberately which entails in loss of productivity. It could be also environmental issues and equipment fault /failure. A fault in

a machine can be identified by routine checks but understanding human behaviour is tricky. This course is designed to explain such benign issues and motives /inabilities and traits to prevent loss and accidents

The course is divided into ten topics which will be distributed in 5 days. This was a course that had a warm welcome and very active participation.

COURSE AUDIENCE

This course is aimed for engineers, officers, team leaders, supervisors & those who are interested to participate and improve the HSE performance of the organization.

COURSE CONTENT

- Attitude and behaviour
- Social norms
- Safety culture
- Goal setting and feed back
- Unsafe behaviour and accidents
- Management and ownership commitment
- Conflicting rewards
- Continued improvement.

Steps to behavioural change

- work groups
- safety sampling measures
- safety team of workers
- intervention process
- underline causes
- feedback and goal setting – four important questions.
- Ensuring safety process effectiveness

five principles –

here is always a reason – motivating – consequences –
Measure of achievement – front line employers –
Main steps of true behavioural approach.

1. Over view of full behavioural intervention – three main steps
 - effective process and getting to route of the problem –
 - tackling cause and not symptom – active error and talent –
 - condition – the 80/20 rule – following domino chain –
 - Importance of training.

2. Practicalities of a behaviour approach – six steps of behavioural Measurement – acceptability and quantity of measures
 - No name no blame – data handling – focus on condition
 - Goal setting – feedback.

3. Change – creative – performance management
 - Executing coaching – monitoring – staff motivation
 - Right talent – people development
 - Profit from behavioural safety.

4. Behavioural safety assessment survey – rewards?
 - six questions for readiness – towards a safety model
 - culture measurement tools – training and feed back
 - behavioural safety education – FAQ – Ergonomics
 - series incident prevention – value based safety
 - creating a value based safety programme
 - value based leadership – art of facilitation

5. Shop floor safety -pictorial and discussion

6. Ergonomics- pictorial and discussion

7. Fire hazard- video and discussion

COURSE CERTIFICATE

TRAINIT ACADEMY will award an internationally recognized certificate(s) for each delegate on completion of training.

COURSE FEES

\$4,400 per Delegate. This rate includes participant's manual, Hand-Outs, buffet lunch, coffee/tea on arrival, morning & afternoon of each day.

COURSE METHODOLOGY

The training course will be highly participatory and the course leader will present, guide and facilitate learning, using a range of methods including formal presentation, discussions, sector-specific case studies and exercises. Above all, the course leader will make extensive use of real-life case examples in which he has been personally involved. You will also be encouraged to raise your own questions and to share in the development of the right answers using your own analysis and experiences. Tests of multiple-choice type will be made available on daily basis to examine the effectiveness of delivering the course.

- 30% Lectures
- 30% Workshops and work presentation
- 20% Case studies & Practical Exercises
- 10% Role Play
- 10% Videos, Software or Simulators (as applicable) & General Discussions