Health and Safety Development Programme Training Course

Professional Development Training Course Outline

Category	Occupational Health	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

In today's dynamic professional landscape, a proactive approach to **health and safety** is a critical differentiator for any successful organization. A robust **Health and Safety Development Programme** goes beyond mere compliance, embedding a culture of **risk management** and well-being into the very fabric of your company. Health and Safety Development Programme Training Course is meticulously designed to equip professionals at all levels with the **core competencies** and **leadership skills** needed to foster a secure, resilient, and highly productive workplace. By focusing on practical application and **hazard prevention**, this program ensures that every participant becomes a crucial asset in building a **sustainable safety culture** and protecting the **physical and psychological well-being** of all employees.

This comprehensive program provides an **in-depth understanding** of modern safety principles, from **regulatory compliance** and **incident investigation** to **emergency preparedness** and **behavior-based safety**. Participants will learn to identify, assess, and mitigate **workplace hazards** using **best practices** and **cutting-edge methodologies**. By the end of this course, you will be empowered to drive **continuous improvement**, reduce **operational risks**, and contribute to a significant return on investment (ROI) through enhanced morale, reduced absenteeism, and improved business continuity.

Programme Curriculum

Health and Safety Development Programme Training Course

Introduction

In today's dynamic professional landscape, a proactive approach to **health and safety** is a critical differentiator for any successful organization. A robust **Health and Safety Development Programme** goes beyond mere compliance, embedding a culture of **risk management** and well-being into the very fabric of your company. Health and Safety Development Programme Training Course is meticulously designed to equip professionals at

all levels with the **core competencies** and **leadership skills** needed to foster a secure, resilient, and highly productive workplace. By focusing on practical application and **hazard prevention**, this program ensures that every participant becomes a crucial asset in building a **sustainable safety culture** and protecting the **physical and psychological well-being** of all employees.

This comprehensive program provides an **in-depth understanding** of modern safety principles, from **regulatory compliance** and **incident investigation** to **emergency preparedness** and **behavior-based safety**. Participants will learn to identify, assess, and mitigate **workplace hazards** using **best practices** and **cutting-edge methodologies**. By the end of this course, you will be empowered to drive **continuous improvement**, reduce **operational risks**, and contribute to a significant return on investment (ROI) through enhanced morale, reduced absenteeism, and improved business continuity.

Course Duration

5 days

Course Objectives

1. Master modern risk assessment and hazard identification techniques.
2. Develop and implement effective regulatory compliance strategies.
3. Conduct comprehensive incident investigation and root cause analysis.
4. Promote a proactive behavior-based safety culture within the organization.
5. Implement and manage emergency preparedness and response plans.
6. Analyze and integrate occupational health and ergonomics principles.
7. Apply best practices for personal protective equipment (PPE) management.
8. Formulate effective fire safety and evacuation protocols.
9. Lead and mentor teams in safe work procedures and situational awareness.
10. Enhance mental health awareness and well-being in the workplace.
11. Utilize safety data sheets (SDS) and chemical hazard communication protocols.
12. Manage contractor safety and third-party risk management.
13. Drive sustainable safety initiatives and environmental, health, and safety (EHS) excellence.

Organizational Benefits

- Minimize direct and indirect costs associated with workplace accidents, injuries, and illnesses.
- Reduce operational disruptions, absenteeism, and downtime, leading to increased efficiency.
- Ensure adherence to local, national, and international **health and safety regulations**, mitigating legal and financial penalties.
- Foster a safe and caring work environment, boosting employee satisfaction, loyalty, and productivity.
- Demonstrate a strong commitment to corporate social responsibility, enhancing public image and stakeholder trust.
- A direct correlation exists between effective safety programs and improved business performance, including lower insurance premiums and workers' compensation rates.

Target Audience

- Health and Safety Officers & Managers
- Supervisors & Team Leaders
- Human Resources (HR) Professionals
- Facility & Operations Managers
- New and Returning Employees

- Contractors and Site Visitors
- EHS Committee Members
- Anyone responsible for maintaining a safe work environment

Course Modules

Module 1: Foundational Principles of Modern H&S

- The Paradigm Shift: Moving from reactive to proactive safety culture.
- Risk Management Frameworks: Introduction to ISO 45001 and OSHA standards.
- Roles and Responsibilities: Defining accountability at all organizational levels.
- Creating a Safety Culture: The link between leadership, behavior, and safety.
- **Case Study:** The BP Texas City refinery explosion and the importance of systemic safety failures.

Module 2: Hazard Identification & Risk Assessment

- Hazard vs. Risk: Differentiating between potential dangers and their probability.
- Types of Workplace Hazards: Physical, chemical, biological, and ergonomic.
- Practical Risk Assessment: Hands-on training using a Risk Matrix (Likelihood x Consequence).
- Control Measures: The Hierarchy of Controls (Elimination, Substitution, Engineering, Administrative, PPE).
- **Case Study:** The Bhopal disaster, highlighting chemical risk assessment failures.

Module 3: Incident Investigation & Reporting

- Purpose of Investigation: Moving beyond blame to identify root causes.
- Step-by-Step Methodology: Data collection, analysis, and conclusion.
- Near-Miss Reporting: Why every near-miss is a valuable lesson.
- Developing Corrective Actions: Creating sustainable solutions to prevent recurrence.
- **Case Study:** The Challenger space shuttle disaster, focusing on communication and procedural failures.

Module 4: Behavior-Based Safety & Human Factors

- The ABC Model: Activators, Behavior, and Consequences.
- Promoting Safe Behavior: Positive reinforcement and effective feedback.
- Understanding Human Error: The role of slips, lapses, and mistakes.
- Psychological Safety: Creating an environment where employees feel safe to speak up.
- **Case Study:** The story of DuPont's safety transformation, showcasing the power of a **behavioral shift**.

Module 5: Emergency Preparedness & Response

- Developing an EAP: Creating a comprehensive Emergency Action Plan.
- Fire Safety: Fire prevention, classification, and extinguisher usage.
- First Aid & CPR: Basic life-saving skills and emergency medical procedures.
- Evacuation Procedures: Drills, assembly points, and communication protocols.
- **Case Study:** The Grenfell Tower fire, analyzing failures in evacuation plans and building safety.

Module 6: Ergonomics & Occupational Health

- Ergonomic Principles: Designing the workplace to fit the worker.
- Manual Handling: Safe lifting techniques and injury prevention.
- Preventing Musculoskeletal Disorders (MSDs): Common injuries and prevention strategies.

- Mental Health at Work: Addressing stress, burnout, and psychological well-being.
- **Case Study:** The evolution of office ergonomics at Google, leading to increased productivity and employee health.

Module 7: Personal Protective Equipment (PPE)

- Assessing PPE Needs: Matching the right equipment to the specific hazard.
- Types of PPE: Head, eye, face, hand, foot, and respiratory protection.
- Proper Usage & Maintenance: Ensuring PPE is used correctly and is in good condition.
- Employee Training: Communicating the importance and necessity of PPE.
- **Case Study:** A construction site incident where the failure to use a hard hat resulted in a serious head injury.

Module 8: Safety Leadership & Communication

- Leading by Example: The role of management in promoting safety.
- Effective Safety Communication: From toolbox talks to company-wide campaigns.
- Audits & Inspections: Conducting regular checks to ensure compliance.
- Data Analysis: Using metrics to drive continuous improvement.
- **Case Study:** The transformation of Alcoa under CEO Paul O'Neill, demonstrating how a focus on safety can drive organizational excellence.

Training Methodology

This program uses a **blended learning** approach to maximize engagement and knowledge retention:

- Interactive Lectures: Led by experienced safety professionals.
- Group Discussions & Activities: Encouraging peer-to-peer learning and problem-solving.
- Case Studies: Analyzing real-world incidents to apply theoretical concepts.
- Hands-on Demonstrations.
- Role-Playing Scenarios.
- Video & Multimedia Content: Engaging visuals to reinforce key concepts.
- Workbooks & Quizzes: Tools for knowledge reinforcement and self-assessment.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

Ready to enroll or request a customized program? Book online or contact us:

Register Online Now

Email: info@fineskilltrainingcenter.com | Website: www.fineskilltrainingcenter.com