1 day Managing Challenging Workplace Unsafe Behaviors

About Managing Challenging Workplace Unsafe Behaviors

In today's workplace safety, there were many concerns pertaining to unfair dismissal of workers as many employers tend to blame workers for occupational accidents and injuries rather than working to create a safe and healthy workplace. Some employers even criticized the union for over protecting workers, and these processes have evolved over many years.

Picture these scenarios:

Mr. Chin parked his car in the company parking lot, it was raining and the path at the employee entrance was flooded with rainwater.

He slipped and fell, broke his ankle. The supervisor writes up the accident report and cites as the cause of the accident, “the employee was not employing good safety habits, by not paying attention to where he was walking.”

AL-Chem Corporation institutes a new program to get employees to wear hearing protection. The company each week starts with a prize of $1000. Every time an employee is caught not wearing their ear protector, $100 is subtracted from the prize pool. At the end of the week there is a drawing, and an employee wins what is in the pool. The names of the employees caught without hearing protection are posted. A few workers grumble that they thought the company was supposed to fix the noisy machines, not make everyone wear big, hot, ear muffs.

Most employers who push safety behavior modification answer in a loud voice, “It's the Worker.” They will quote all kinds of statistics to prove their case. Of course, some cases were that workers deserved to be dismissed for violating organization's safety rules and regulations. The truth is that the complexity of unsafe behavior is difficult to counsel, and that behaviors cannot be narrowed down to one or two-way solving mode.

In this workshop, you would be able to perform a simple analysis on the root causes of unsafe behaviors and recognize the reason(s) why there is a need for organization to dismiss unsafe workers, and at the same time, learn how to protect innocent workers from unfair blames.

Most accidents are caused by unsafe acts. Despite the health and safety management system, safe work procedures, engineering controls and permit-to-work system, controlling unsafe acts can be difficult. The reason for this is that unsafe behaviors involve the Human Mindsets about hazard(s). That is, they occur as a result of people's attitudes and behaviors towards occupational safety.

This 1-day presentation offers certain methods to reduce the incidence of unsafe practices by modifying people's behaviors, improving their attitudes towards a conscious safety culture.
Course Outline

Introduction
The presenter shall share his testimonies on how he managed human factors in organizations.

Kick-start with a Workshop
This case study focuses on some fundamental skills in gathering admissible information.

Health and Safety Management System
This is an introduction of why organization has to develop and implement a robust health and safety management system.

Principles of Unsafe Acts
Principles of violation and error shall be introduced. Methods of managing at-risk behavior shall be presented.

Principles of Direct and Indirect Control
This section discussed the principle of direct and indirect control and the importance of balancing negative and positive reinforcement in safety management.

Managing Communication for Behavior Change
Modes of communication shall be discussed. Communication and feedback using simple transactional analysis skills, including hierarchy of transaction mode shall be presented.

Workshop - Case Studies

Who Should Attend?

This one-day talk is recommended for safety practitioners, directors, professionals, health and safety advisors/ officers, union representatives, engineers, managers, executives, managing directors and other persons with health and safety responsibilities.

About the Trainer

David Tan Kok Pheng is a well-known behavioral safety practitioner, a safety culture analyst and a workplace safety and health officer with over many years worldwide experience. During the course of his work, he finds behavioral safety an interesting subject and has then developed and implemented behavioral safety in many sites. He truly believes that by developing and implementing behavioral safety in due diligent, companies would definitely reduce the number of incidents.

This proactive safety framework approach has arguably managed with proven records to introduce a philosophy of prevention, rather than compensation, as a basis for dealing with risk at work. Under his guidance, many of these companies achieved a great reduction in incident rates.

Master Degree in Science (Environment Health and Safety) / Master Degree in Science (Industrial Organizational Psychology) / Bachelor Degree in Science Health and Safety / The Colleague of Teachers, Incorporated by Royal Charter 1849 & Supplemental Charter 1998, DEMS Training and Business Continuity Training / Advanced Certificate In Training & Assessment Accredited trainer for Risk Management Course / Accredited trainer for Workplace Safety and Health Management System course / Approved Risk Management Consultant Registered Workplace Safety and Health Officer / Environmental Control Officer / Fire Safety Manager
1 day Managing Challenging Workplace Unsafe Operations
19th Sept 2014, 9am to 5pm

Registration Form

PARTICIPANT'S DETAILS
Name (Prof/Dr/Mr/Mrs/Ms/Mdm): __________________________________________

Organisation: __________________________________________________________

Designation: ____________________________ Department: __________________

Tel: __________________ Fax: __________________ Email: __________________

Name (Prof/Dr/Mr/Mrs/Ms/Mdm): _______________________________________

Organisation: _________________________________________________________

Designation: ____________________________ Department: __________________

Tel: __________________ Fax: __________________ Email: __________________

COURSE DATE: 1 day Managing Challenging Workplace Unsafe Operations - SGD300 (NETT)

METHOD OF PAYMENT (Please tick the relevant boxes)

☐ By Cheque (for local participants only) Cheque made payable to Centre for Behavioral Science Pte Ltd

☐ By Bank Transfer Centre for Behavioral Science Pte Ltd

OCBC Bank, Orchard Branch

Account Number: 508-763661-001

☐ Request for Invoice (30 days credit term)

☐ E-Invoice Sub Bu No

ORGANISATION DETAILS
Organisation: __________________________________________________________

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I understand and accept the terms and conditions stated below.

Signature & Date: ____________________________ Company Stamp: ______________

Please print out and send us the completed registration form

• Fax: (65) 6278 9758

• Mail: Program Manager

Centre for Behavioral Science Pte Ltd

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TERMS AND CONDITIONS

• Registration will only be confirmed upon receipt of registration form and full payment.

• All cancellation will carry a SGD 200.00 administration fee.

• No refund can be made for cancellation less than 14 days prior to the event date.

• Centre for Behavioral Science Pte Ltd. reserves the right to cancel or postpone the course/seminar due to unforeseen circumstances and also the right to reject any registration. A full refund of course/seminar fee will be made to you.