

HUMAN FACTORS SAFETY TRAINING

Moving Safety Beyond Compliance



WHAT IS HUMAN FACTORS TRAINING?

A behavioural science, Human Factors focusses on the variables directly influencing people's behaviour and decisions at work. It is primarily concerned with enhancing safety and increasing productivity by reducing human error. Unisons' human factors training is delivered in a 5-6 hour workshop. It is aimed at raising personal awareness of possible sources of human error and provides strategies on how best manage them in the workplace environment.

Unison Safety works closely with clients prior to the delivery of the workshops to incorporate specific organisational safety approaches and messages into the workshop content as appropriate. This ensures that the workshop is tailored and presented in a meaningful way to your business environment.

The basic structure of the workshop is designed to be tailored to imbed your organisational safety messages and values within the content.

Benefits of Human Factors Safety Training

- Participants gain awareness of their strengths and weaknesses relating to safety
- Strategies are discussed to manage limitations
- Overcomes automatic and instinctive actions that are a risk to safety
- Uses practical strategies to change or modify behaviour
- The Human Factors topics covered transfer to all areas of work safety
- Sends a powerful message to employees about the important of safety in the workplace
- Empowers participants to work in a safe manner
- Creates strategies for a safer working culture (e.g ideas for intervening upon unsafe work behaviour)

TOPICS INCLUDED

Key topics covered the Human Factors Safety Workshop include;

Values, Attitudes and Behaviour: This module examines the personal drivers an individual has for behaving in a safe manner at work, and how these drivers combined with their attitudes they bring to work drive their behaviour.

Perception: The perception module reveals to participants that they may not always perceive their environment or changes in their environment as accurately as they may think they do. Strategies for ensuring the perceptual limitations of the human brain do not negatively influence safety are discussed.

Physiology: In this module the adrenalin or 'fight or flight' system is examined. Key considerations are the ways in which this system may pre-dispose individuals to seek risk, and how it may aid or impede their responses to safety critical situations.

Personality: Participants are given the opportunity to complete some short personality scales to determine aspects of their personality that may place them at risk in the workplace. Control mechanisms for at risk personality types are discussed.

Socialisation: In this module the powerful impact that social influences have over behaviour are discussed. The module aims to help participants understand these influences and to build their confidence in exercising behaviours that create a positive safety culture.

THE TRAINING ENVIRONMENT

The key to ensuring that the training is optimised is the interactive and participative nature of the workshops. The workshop is designed to create an environment in which participants are encouraged to share their own experiences. Our skilled facilitators use these very relevant workplace examples to illustrate and provide real life relevance to the workshop.

The Human Factors Safety training is designed using the cognitive-behaviour training approach. The workshop helps participants to understand **why** certain behaviour exists and then seeks to change the factors that drive our unsafe actions. This is more effective and creates longer lasting change than traditional behavioural based training which focuses on the end chain of events but does not address underlying causes of individual behaviour. This traditional type of training is prone to failure when people are not being directly observed.

Our workshop material is created with adult learning principles in mind. We incorporate multi-media, experiential activities, and self-assessment tools to aid learning.



WHO IS THE TRAINING FOR?

The Human Factors training is designed to be appropriate to all levels of employee.

For maximal impact it is recommended that all employees of an organisation complete this workshop. This quickly aligns the attitudes and behaviours of the 'critical mass' of employees, a key to creating lasting cultural change.

Unison can partner with your organisation to build the program into your induction process, thus ensuring all employees enter your organisation with an understanding of how to manage their safety limitations.