OCCUPATIONAL HEALTH, SAFETY & WELLNESS MANAGEMENT COURSE

Introduction

This comprehensive course provides participants with practical knowledge and strategic approaches for integrating occupational health, workplace safety, and employee wellness initiatives within organizational systems and operations. The programme explores the principles of occupational health and safety management and examines how organizations can proactively identify workplace hazards, prevent accidents and injuries, promote employee wellbeing, and ensure compliance with occupational safety regulations and standards. Organizations today operate in increasingly complex and demanding environments where employee health, workplace safety, and overall wellbeing are critical to operational efficiency, legal compliance, employee retention, and organizational sustainability. Workplace accidents, occupational illnesses, unsafe working conditions, stress-related disorders, and poor employee wellness practices can significantly affect productivity, morale, institutional reputation, and financial performance. Consequently, organizations across all sectors are prioritizing integrated occupational health, safety, and wellness management systems to create safer, healthier, and more productive workplaces. Participants will gain practical skills in workplace hazard identification and risk assessment, safety planning, emergency preparedness and response, employee wellness integration, health promotion strategies, incident reporting and investigation, and safety culture development. The course also addresses emerging workplace challenges such as mental health and psychosocial risks, workplace stress management, ergonomics, wellness programmes, and organizational resilience. By the end of the course, participants will be equipped with the competencies required to establish and manage integrated occupational health, safety, and wellness programmes that support safe working environments, healthier employees, and sustainable organizational growth.

Course Objectives

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Location Thika & Nairobi

- Understand the principles and importance of occupational health, safety, and wellness management.
- Identify workplace hazards and conduct occupational risk assessments effectively.
- Develop and implement workplace health and safety policies and procedures.
- Integrate employee wellness initiatives into occupational health and safety systems.
- Promote safe work practices and accident prevention strategies within organizations.
- Develop emergency preparedness and response plans for workplace incidents and crises.
- Implement workplace health promotion and employee wellbeing programmes.
- Strengthen organizational compliance with occupational health and safety regulations and standards.
- Build positive workplace safety cultures that encourage accountability and employee participation.
- Establish monitoring, evaluation, and continuous improvement systems for occupational health, safety, and wellness programmes

Course Modules

> Module 1: Foundations of Occupational Health, Safety and Wellness Management

- Introduction to occupational health and safety management
- Concepts and principles of workplace wellness
- Importance of occupational health and safety in organizations
- Relationship between safety, wellness, and productivity
- Legal and regulatory frameworks for occupational safety
- Roles and responsibilities of employers and employees
- International occupational health and safety standards

> Module 2: Workplace Hazard Identification and Risk Management

- Types of workplace hazards and risks
- Physical, chemical, biological, and psychosocial hazards
- Hazard identification techniques and tools
- Workplace inspections and safety audits
- Risk assessment and risk analysis methods
- Hazard control and mitigation measures

> Module 3: Occupational Health and Workplace Safety Systems

- Occupational health management systems
- Workplace safety policies and procedures
- Safety rules, standards, and compliance requirements
- Personal protective equipment (PPE) management
- Workplace ergonomics and injury prevention
- Safe handling of equipment and hazardous materials
- Contractor and visitor safety management
- Safety documentation and record keeping

> Module 4: Employee Wellness Integration

- Understanding employee wellness in organizations
- Integrating wellness into occupational safety systems
- Physical, mental, and emotional wellbeing programmes
- Workplace stress management strategies
- Mental health awareness and psychosocial support
- Work-life balance initiatives
- Employee assistance and support programmes
- Building healthy workplace environments

> Module 5: Emergency Preparedness and Response

- Principles of workplace emergency management
- Emergency preparedness planning
- Fire safety and evacuation procedures
- Disaster risk reduction and crisis management
- Workplace first aid and medical response systems
- Incident command and emergency coordination
- Communication during emergencies and crises
- Post-incident recovery and business continuity planning

> Module 6: Health Promotion Strategies in the Workplace

- Workplace health promotion principles
- Lifestyle disease prevention programmes
- Nutrition, physical activity, and healthy living campaigns
- Substance abuse prevention and awareness
- Occupational health education and awareness programmes
- Wellness campaigns and employee engagement strategies
- Health screening and preventive care initiatives

- Promoting healthy behaviours in the workplace

> Module 7: Safety Culture and Employee Participation
- Understanding workplace safety culture
- Leadership commitment to occupational safety
- Employee participation in safety management
- Safety communication and awareness programmes
- Behaviour-based safety approaches
- Building accountability for workplace safety
- Encouraging hazard reporting and feedback
- Strengthening teamwork and shared responsibility for safety

> Module 8: Occupational Health, Safety and Legal Compliance
- Occupational safety laws and regulations
- Employer obligations and employee rights
- Workplace inspections and regulatory audits
- Compliance monitoring and reporting systems
- Legal implications of workplace accidents and negligence
- Documentation and evidence management
- Ethics and professional conduct in occupational safety
- Managing organizational liability and compliance risks

> Module 9: Monitoring, Evaluation and Continuous Improvement
- Monitoring workplace health and safety performance
- Safety performance indicators and metrics
- Incident analysis and corrective action planning
- Workplace safety audits and evaluations
- Measuring wellness programme effectiveness
- Data collection and reporting techniques
- Continuous improvement frameworks for health and safety systems
- Benchmarking and organizational learning

> Module 10: Building Sustainable Health, Safety and Wellness Programmes
- Developing sustainable workplace health and safety strategies
- Integrating safety and wellness into organizational culture
- Leadership and governance for workplace wellbeing
- Resource planning and budgeting for safety programmes

- Change management in occupational safety systems
- Technology and innovation in workplace safety management
- Future trends in occupational health and wellness
- Developing long-term organizational resilience and wellbeing strategies