STRATEGIC OSHA MANAGEMENT

Introduction

This course is designed to provide participants with a practical and comprehensive understanding of occupational safety and health (OSHA) principles, legal requirements, and strategic management practices within modern workplaces and institutions. The training introduces participants to hazard identification, risk assessment, occupational health and hygiene, fire safety and emergency preparedness, and the legal and regulatory framework governing workplace safety. It also explores how a strategic approach to occupational safety and health supports business continuity, reduces liability, and protects organizational assets and human capital. Participants will gain knowledge on the hierarchy of hazard controls, safe work practices, permit-to-work systems, personal protective equipment, and incident investigation. The course further examines safety leadership and culture, OSH management systems, compliance audits, and emerging trends affecting occupational safety and health. Through practical examples, case studies, and interactive discussions, participants will strengthen their ability to identify hazards, evaluate risks, and support informed, strategic safety decision-making within their organisations.

Course Objectives

- Understand the principles and strategic importance of occupational safety and health
- Explain the legal and regulatory framework governing workplace safety
- Identify workplace hazards and apply structured risk assessment methods
- Apply the hierarchy of controls to manage occupational hazards
- Understand occupational health, hygiene, and exposure control
- Apply fire safety principles and emergency preparedness planning
- Conduct incident investigations and implement corrective actions
- Build a positive safety culture and strengthen safety leadership
- Strengthen compliance with OSH management systems and regulatory standards

Course Modules

> Module 1: Introduction to Occupational Safety and Health
- Concept, scope, and strategic importance of OSH
- Legal and regulatory framework governing workplace safety
- Roles and responsibilities of employers and employees
- Overview of OSH management systems
- Key OSH terminologies and concepts
- Overview of common occupational hazards

> Module 2: Hazard Identification and Risk Assessment
- Types of workplace hazards (physical, chemical, biological, ergonomic, psychosocial)
- Hazard identification techniques
- Risk assessment methodologies
- Risk rating and prioritisation
- The hierarchy of hazard controls
- Documentation and record keeping

> Module 3: Occupational Health and Hygiene
- Occupational diseases and illnesses
- Exposure monitoring and control
- Managing noise, dust, and chemical exposure
- Workplace ergonomics
- Health surveillance programmes
- Fatigue and psychosocial risk management

> Module 4: Fire Safety and Emergency Preparedness
- Fire prevention principles
- Fire risk assessment
- Emergency response planning
- Evacuation procedures and drills
- First aid and emergency medical response
- Business continuity planning

> Module 5: PPE and Safe Work Practices
- Selection and correct use of personal protective equipment
- Permit-to-work systems

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- Safe work procedures and method statements
- Confined space entry
- Working at height
- Lockout/tagout procedures

> Module 6: Incident Investigation and Reporting

- Incident and accident classification
- Investigation techniques and root cause analysis
- Reporting requirements and documentation
- Corrective and preventive action planning
- Trend analysis and lessons learned

> Module 7: Safety Leadership and Culture

- Building a positive safety culture
- Behaviour-based safety
- Safety communication and training
- Management commitment and worker engagement
- Safety committees and worker participation

> Module 8: OSH Management Systems and Compliance

- OSH management system frameworks (e.g. ISO 45001 overview)
- Compliance audits and inspections
- Legal compliance and enforcement
- Continuous improvement and performance monitoring
- Emerging trends in occupational safety and health

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