

**COURSE OVERVIEW HE0655**  
**Creating Positive Safety Culture**  
*Behavioral Based Safety (Certified)*

**Course Title**

Creating Positive Safety Culture: *Behavioral Based Safety (Certified)*

**Course Date/Venue**

July 07-11, 2025/Ajman Meeting Room, Grand Millennium Al Wahda Hotel, Abu Dhabi, UAE

**Course Reference**

HE0655

**Course Duration/Credits**

Five days/3.0 CEUs/30 PDHs



**Course Description**



***This Practical and highly-interactive course includes real-life case studies and exercises where participants will be engaged in a series of interactive small groups and class workshops.***



This is an intensive course that gives you a comprehensive understanding of how to create a positive safety culture and how to implement the behavioral-based safety techniques and tools. You will learn how to increase safe behaviors and manage safety in your workplace by identifying positive behaviors and reinforce them.



The behavior-based approach demonstrates management's visible commitment to safety throughout the entire organization and improve overall safety awareness, reduce rate of near miss, injuries and accidents reinforce safe work practices and eliminate at-risk behavior. This course is designed on the basis of the HSE management system elements that enable the organization a continuous non punitive monitoring system. It helps provide the behavior – related safety information necessary to carry out any critical task and involved the process of observation and feedback, a system of collecting, analyzing and dissemination of data and a proactive approach of management support.

This course will highlight on understanding safe behavior not only focusing on ensuring minimum legal compliance, observation categories and audit cards provide concrete framework for developing skill in making observations, talking with people and taking corrective actions. In addition, participants will apply behavior based safety concepts & process which provides skills, opportunity and coaching needed to perform the tasks and functions associated with the job in a timely manner as well those skills on a regular basis and interaction with other people and organizations.

This course is not a management driven tool for safety but employee driven approach with management support. It is a peer to peer learning of safe behavior and culture in the organization as well as behavior change proceeds attitude change towards safety.

### **Course Objectives**

Upon the successful completion of this course, each participant will be able to:-

- Get certified as a “*Certified Behavioral-Based Safety Officer*”
- Apply and gain an in-depth knowledge on behavioral based safety related to human factors and their application to their organization’s current safety cultural status
- Discuss safety culture and safety climate to ensure improvement on safety performance
- Enumerate safety management systems framework, factors and components to develop an effective safety management system
- Develop an understanding on HSE model for safety culture to identify problem areas, behavioral acts and omissions as prime causes of accidents and emergency situations for improvement process
- Carry out a step-by-step safety cultural improvement programme within their own organization as well as the HSE cultural positional assessment
- Develop skills for identifying, evaluating and reconciling solutions for influencing behavioral change improvement measures

### **Who Should Attend**

This course provides an overview of all significant aspects and considerations of behavioral safety - techniques and programs for all managers, engineers, superintendents, supervisors, foremen and other technical staff. Further, the course is suitable for those who want to have a comprehensive understanding of Behavioral Based Safety.

### **Exclusive Smart Training Kit - H-STK®**



Participants of this course will receive the exclusive “Haward Smart Training Kit” (H-STK®). The H-STK® consists of a comprehensive set of technical content which includes **electronic version** of the course materials, sample video clips of the instructor’s actual lectures & practical sessions during the course conveniently saved in a **Tablet PC**.

**Course Certificate(s)**

(1) Internationally recognized Competency Certificates and Plastic Wallet Cards will be issued to participants who completed a minimum of 80% of the total tuition hours and successfully passed the exam at the end of the course. Certificates are valid for 5 years.

**Recertification is FOC for a Lifetime.**

**Sample of Certificates**

The following are samples of the certificates that will be awarded to course participants:-







- (2) Official Transcript of Records will be provided to the successful delegates with the equivalent number of ANSI/IACET accredited Continuing Education Units (CEUs) earned during the course.


**Haward Technology Middle East**  
 Continuing Professional Development (HTME-CPD)

CEUs

### CEU Official Transcript of Records

**TOR Issuance Date:** 14-Nov-21  
**HTME No.:** 8667-2014-9020-2555  
**Participant Name:** Abdulsatar Al Otaibi

Program Ref.	Program Title	Program Date	No. of Contact Hours	CEU's
HE0655	Behavioral Based Safety (Certified)	November 10-14, 2021	30	3.0

**Total No. of CEU's Earned as of TOR Issuance Date** **3.0**

**TRUE COPY**

  
**Jaryl Castillo**  
 Academic Director

Haward Technology has been approved as an Authorized Provider by the International Association for Continuing Education and Training (IACET), 2001 Cooperative Way, Suite 600, Herndon, VA 20171, USA. In obtaining this approval, Haward Technology has demonstrated that it complies with the ANSI/IACET 1-2013 Standard which is widely recognized as the standard of good practice internationally. As a result of their Authorized Provider membership status, Haward Technology is authorized to offer IACET CEUs for programs that qualify under the ANSI/IACET 1-2013 Standard.

Haward Technology's courses meet the professional certification and continuing education requirements for participants seeking Continuing Education Units (CEUs) in accordance with the rules & regulations of the International Association for Continuing Education & Training (IACET). IACET is an international authority that evaluates programs according to strict, research-based criteria and guidelines. The CEU is an internationally accepted uniform unit of measurement in qualified courses of continuing education.

Haward Technology is accredited by








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### Certificates Accreditations


Certificates are accredited by the following international accreditation organizations:-

- 
The International Accreditors for Continuing Education and Training (IACET - USA)

Haward Technology is an Authorized Training Provider by the International Accreditors for Continuing Education and Training (IACET), 2201 Cooperative Way, Suite 600, Herndon, VA 20171, USA. In obtaining this authority, Haward Technology has demonstrated that it complies with the **ANSI/IACET 2018-1 Standard** which is widely recognized as the standard of good practice internationally. As a result of our Authorized Provider membership status, Haward Technology is authorized to offer IACET CEUs for its programs that qualify under the **ANSI/IACET 2018-1 Standard**.

Haward Technology's courses meet the professional certification and continuing education requirements for participants seeking **Continuing Education Units (CEUs)** in accordance with the rules & regulations of the International Accreditors for Continuing Education & Training (IACET). IACET is an international authority that evaluates programs according to strict, research-based criteria and guidelines. The CEU is an internationally accepted uniform unit of measurement in qualified courses of continuing education.

Haward Technology Middle East will award **3.0 CEUs** (Continuing Education Units) or **30 PDHs** (Professional Development Hours) for participants who completed the total tuition hours of this program. One CEU is equivalent to ten Professional Development Hours (PDHs) or ten contact hours of the participation in and completion of Haward Technology programs. A permanent record of a participant's involvement and awarding of CEU will be maintained by Haward Technology. Haward Technology will provide a copy of the participant's CEU and PDH Transcript of Records upon request.

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British Accreditation Council (BAC)

Haward Technology is accredited by the **British Accreditation Council** for **Independent Further and Higher Education** as an **International Centre**. BAC is the British accrediting body responsible for setting standards within independent further and higher education sector in the UK and overseas. As a BAC-accredited international centre, Haward Technology meets all of the international higher education criteria and standards set by BAC.

### Accommodation

Accommodation is not included in the course fees. However, any accommodation required can be arranged at the time of booking.

**Course Instructor(s)**

This course will be conducted by the following instructor(s). However, we have the right to change the course instructor(s) prior to the course date and inform participants accordingly:



**Mr. John Burnip**, EHS, SAC, STS, NEBOSH-ENV, NEBOSH-IGC, NEBOSH-IFC, NEBOSH-PSM, NEBOSH-IOG, TechIOSH, is a **NEBOSH Approved Instructor** and a **Senior HSE Consultant** with over **45 years** of practical **Offshore & Onshore** experience within **Oil, Gas, Refinery, Petrochemical** and **Nuclear** industries. His wide experience covers **NEBOSH International General Certificate in Occupational Health & Safety, NEBOSH National Certificate in Construction Health & Safety**, Hazardous Materials & Chemicals Handling, **PHA, HAZOP, HAZID, Hazard & Risk Assessment, Task Risk Assessment, Accident & Incident Investigation, Emergency Response**

**Procedures, Job Safety Analysis (JSA), Behavioural Based Safety (BBS), Confined Space Entry, Fall Protection, Work Permit & First Aid, Emergency Response, H<sub>2</sub>S, ERP Preparation, Project HSE Management System, Health & Hygiene Inspection, PTW Control, Process Modules Fire & Gas Commissioning, MSDS, Ergonomics, Lockout/Tagout, Fire Safety & Protection, Spill Prevention & Control, Tower & Scaffold Inspection, Scaffolding Operations, Scaffolding Equipment, Bracket Scaffolds, Scaffolding Labelling, Pre-fab Scaffolding; Erecting, Maintaining & Dismantling Scaffolding** in accordance with the **British Standards Code of Practice 5973; Heavy Lifting** operations, Cantilevered Hoists, **Offshore Operations, Offshore Construction, Basic Offshore Safety Induction & Emergency Training (BOSIET), Onshore Fabrication & Offshore Pipelaying & Hook-Up, Crane Inspection, Crane Operations, Oilfield Startup & Operation, Steel Fabrication, ISO 45001, OSHA, ISO 9001, ISO 14001, OHSAS 18001 and IMO (SOLAS) Regulations.** Mr. Burnip has greatly contributed in upholding the highest possible levels of safety for numerous International Oil & Gas projects, Generation Systems & Platform Revamp, LPG & Gas Compression, Marine, Offshore and Power Plant Construction. Currently, he is the **HSE Advisor** of Solvay wherein he is responsible in planning and implementation of the corporate safety program (OSHA codes).

During Mr. Burnip's long career life, he had successfully carried out numerous projects in **Europe, North America, South America, Southeast Asia, Middle East** and the **North Sea**. He had worked for Likpin Dubai, SADRA/DOT, **ZADCO, McDermott International** (USA, Qatar, Egypt, India, Oman, Dubai and Abu Dhabi), **PDO, Shell, ARAMCO**, Salman Field, Leman Offshore Gas Field, GEC, Harland & Wolff PLC Belfast in North Ireland, Howard Doris – Kishorn in Scotland, **Westinghouse Electric** in Brazil and South Korea and **Chevron Oil** in Scotland as the **Commissioning Project Engineer, Project & Safety Engineer, Estimating Engineer, Senior Instrument Engineer, Instrument Field Engineer, Lead Instrument Engineer, Instrument Engineer, Engineer, Emergency Response Training Manager, HSE Advisor, HSE Instructor, HSE Supervisor, Instrumentation Supervisor, Instrumentation Specialist, Project Coordinator, Instrumentation Technician** and **Tank Farm Instrumentation Technician**.

Mr. Burnip has a **Bachelor's degree in Business Studies** from the **Somerset University (UK)**. He is a **Certified/Registered Tutor** in **NEBOSH Certificate in Environmental Management, NEBOSH International General Certificate, NEBOSH International Certificate in Fire Safety & Risk Management, NEBOSH Process Safety Management Certificate** and **NEBOSH International Oil & Gas Certificate**; a **Certified Safety Auditor (SAC)**; a **Certified ISO 45001 Auditor**; an **Environmental Health and Safety Management Specialist** on **Fall Protection, Elevated Structures, Material Handling, Trenching & Excavations**; a **Welding Brazing Safety Technician**; a **Certified Safety Administrator (CSA) - General Industry**; a **Safety Manager/Trainer – General Industry**; a **Petroleum Safety Manager (PSM) - Drilling & Servicing**; a **Petroleum Safety Specialist (PSS) - Drilling & Servicing**; a **Safety Planning Specialist**; a **Safety Training Specialist**; a **Certified Instructor/Trainer**; a **Certified Internal Verifier/Assessor/Trainer** by the **Institute of Leadership & Management (ILM)** and further holds a **Certificate in Mechanical Engineering Craft Practice** from the **City & Guilds of London Institute**; a **NEBOSH Level 3 Construction Certificate (UK)**; and holds a **Cambridge Teaching Certificate**. He is a well-regarded member of the **National Association of Safety Professionals, the Association of Cost Engineers (UK), Institution of Occupational Safety & Health (TechIOSH)** and an **Associate Member of World Safety Organization**. Further, he has conducted innumerable trainings, workshops and conferences worldwide.



**Training Methodology**

All our Courses are including **Hands-on Practical Sessions** using equipment, State-of-the-Art Simulators, Drawings, Case Studies, Videos and Exercises. The courses include the following training methodologies as a percentage of the total tuition hours:-

- 30% Lectures
- 20% Practical Workshops & Work Presentations
- 30% Hands-on Practical Exercises & Case Studies
- 20% Simulators (Hardware & Software) & Videos

In an unlikely event, the course instructor may modify the above training methodology before or during the course for technical reasons.

**Course Fee**

**US\$ 5,500** per Delegate + **VAT**. This rate includes H-STK® (Haward Smart Training Kit), buffet lunch, coffee/tea on arrival, morning & afternoon of each day.

**Course Program**

The following program is planned for this course. However, the course instructor(s) may modify this program before or during the course for technical reasons with no prior notice to participants. Nevertheless, the course objectives will always be met:

**Day 1: Monday, 07<sup>th</sup> of July 2025**

0730 – 0800	<i>Registration &amp; Coffee</i>
0800 – 0815	<i>Welcome &amp; Introduction</i>
0815 – 0830	<b>PRE-TEST</b>
0830 – 0900	<b>Introduction to Safety Culture</b> <i>Safety Culture and Safety Climate</i>
0900 – 0915	<i>Break</i>
0915 – 1100	<b>Introduction to Safety Culture (cont'd)</b> <i>Improving Safety Performance</i>
1100 – 1230	<b>Introduction to Safety Culture (cont'd)</b> <i>Behavior and Culture</i>
1230 – 1245	<i>Break</i>
1245 – 1420	<b>Introduction to Safety Culture (cont'd)</b> <i>Historical Review • Case Study</i>
1420 – 1430	<b>Recap</b>
1430	<i>Lunch &amp; End of Day One</i>

**Day 2: Tuesday, 08<sup>th</sup> of July 2025**

0730 – 0900	<b>Safety Management Systems</b> <i>Safety Management Systems Framework and Safety Culture Factors</i>
0900 – 0915	<i>Break</i>
0915 – 1045	<b>Safety Management Systems (cont'd)</b> <i>Essential Safety Management System Components</i>
1045 – 1230	<b>Safety Management Systems (cont'd)</b> <i>Developing an effective Safety Management System</i>





1230 – 1245	Break
1245 – 1420	<b>Safety Management Systems (cont'd)</b> More Safety Culture Factors
1420 – 1430	<b>Recap</b>
1430	Lunch & End of Day Two

**Day 3: Wednesday, 09<sup>th</sup> of July 2025**

0730 – 0900	<b>HSE Model for Safety Culture</b> Identifying Problem Areas
0900 – 0915	Break
0915 – 1000	<b>HSE Model for Safety Culture (cont'd)</b> Planning for Change
1000 – 1230	<b>HSE Model for Safety Culture (cont'd)</b> HSE Cultural Change Model
1230 – 1245	Break
1245 – 1420	<b>HSE Model for Safety Culture (cont'd)</b> Behavioral Change Improvement Process
1420 – 1430	<b>Recap</b>
1430	Lunch & End of Day Three

**Day 4: Thursday, 10<sup>th</sup> of July 2025**

0730 – 0900	<b>Behavioral Safety</b> Safety Culture and Behavioral Safety
0900 – 0915	Break
0915 – 1000	<b>Behavioral Safety (cont'd)</b> Taylor, Herzberg, Vroom, Geiler, Maslow
1000 – 1230	<b>Behavioral Safety (cont'd)</b> Natural Penalties and Consequences
1230 – 1245	Break
1245 – 1420	<b>Behavioral Safety (cont'd)</b> ABC Analysis
1420 – 1430	<b>Recap</b>
1430	Lunch & End of Day Four

**Day 5: Friday, 11<sup>th</sup> of July 2025**

0730 – 0900	<b>Assessing the Safety Culture</b> Establishing the current status of a safety Culture • Results of Questionnaires
0900 – 0915	Break
0915 – 1100	<b>Assessing the Safety Culture (cont'd)</b> Case Studies from Different Organizations
1100 – 1230	<b>Assessing the Safety Culture (cont'd)</b> Personal Action Plans
1230 – 1245	Break
1245 – 1300	<b>Assessing the Safety Culture (cont'd)</b> Personal Action Plans and the Way Ahead
1300 – 1315	<b>Course Conclusion</b>
1315 – 1415	<b>COMPETENCY EXAM</b>
1415 – 1430	Presentation of Course Certificates
1430	Lunch & End of Course







### Practical Sessions

This practical and highly-interactive course includes real-life case studies and exercises:



### Course Coordinator

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