Negotiating Occupational Safety Agreements Training Course

Professional Development Training Course Outline

Category	Trade Unions	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Occupational safety has become a critical pillar in modern workforce management, driven by rising global standards in workplace health and safety (WHS), Occupational Safety and Health Administration (OSHA) compliance, and risk mitigation frameworks. Organizations across industries are under increasing pressure to develop robust occupational safety agreements, strengthen labor relations, and ensure full alignment with health and safety legislation, ISO 45001 standards, and corporate governance requirements. Negotiating Occupational Safety Agreements Training Course equips participants with advanced negotiation strategies to design, interpret, and implement safety agreements that reduce workplace incidents, improve compliance, and enhance organizational resilience.

In today's complex work environments ranging from construction and manufacturing to healthcare and energy effective negotiation of safety agreements is essential for preventing hazards, managing enterprise risk, and fostering a culture of preventive safety management. This course blends practical negotiation techniques with legal and regulatory insights, enabling participants to engage stakeholders, unions, regulators, and management teams effectively. Through real-world case studies and interactive simulations, learners will master the art of balancing productivity demands with uncompromising safety standards.

Programme Curriculum

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Course Duration

5 days

Course Objectives

1. Master Occupational Safety and Health (OSH) compliance frameworks
2. Apply ISO 45001:2018 workplace safety management systems
3. Develop advanced safety agreement negotiation strategies
4. Strengthen labor union negotiation and stakeholder engagement skills
5. Conduct workplace hazard identification and risk assessment
6. Implement preventive safety culture transformation techniques
7. Analyze occupational accident causation and mitigation models
8. Draft legally sound health and safety agreements
9. Improve regulatory compliance and audit readiness
10. Enhance conflict resolution in workplace safety negotiations
11. Integrate corporate governance and ESG safety standards
12. Build capacity in crisis management and incident prevention
13. Optimize workplace safety performance indicators (KPIs)

Target Audience

1. Health and Safety Officers (HSE Professionals)
2. Human Resource Managers and Industrial Relations Officers
3. Trade Union Representatives and Labor Leaders
4. Operations and Plant Managers
5. Compliance and Risk Management Officers
6. Construction and Engineering Project Managers
7. Government Labor Inspectors and Regulators
8. Corporate Executives and ESG/Sustainability Managers

Course Modules

Module 1: Foundations of Occupational Safety Agreements

- Overview of **OSHA, ILO conventions, and ISO 45001**
- Legal frameworks governing workplace safety agreements
- Roles of employers, employees, and regulators

- Principles of enforceable safety agreements
- **Case Study:** Factory compliance failure leading to regulatory shutdown

Module 2: Risk Assessment and Hazard Identification

- Techniques for **workplace hazard mapping**
- Quantitative and qualitative risk assessment tools
- Safety data analysis and incident reporting systems
- Developing risk mitigation hierarchies
- **Case Study:** Mining site accident due to poor hazard assessment

Module 3: Negotiation Strategies for Safety Agreements

- Win-win negotiation frameworks
- Interest-based bargaining in occupational safety
- Managing conflicting priorities between productivity and safety
- Building consensus among multi-stakeholders
- **Case Study:** Successful union-management safety agreement in construction industry

Module 4: Legal and Regulatory Compliance

- Understanding labor laws and occupational safety acts
- Drafting enforceable compliance clauses
- Regulatory inspection readiness strategies
- Penalties for non-compliance and liability issues
- **Case Study:** Multinational company fined for safety violations

Module 5: Conflict Resolution in Workplace Safety

- Techniques for dispute resolution in safety negotiations
- Mediation and arbitration in labor safety conflicts
- Managing union resistance and stakeholder disputes
- Communication strategies during negotiations
- **Case Study:** Strike resolution through safety agreement reform

Module 6: Building a Safety Culture

- Developing organizational safety values and behaviors
- Leadership roles in safety culture transformation
- Employee engagement and safety awareness programs
- Behavioral safety approaches and reinforcement models
- **Case Study:** Hospital achieving zero-harm culture initiative

Module 7: Incident Management and Crisis Response

- Emergency preparedness planning
- Root cause analysis (RCA) techniques
- Incident reporting and investigation protocols
- Crisis communication strategies
- **Case Study:** Chemical plant spill emergency response improvement

Module 8: Monitoring, Evaluation and Continuous Improvement

- Safety KPIs and performance measurement systems
- Internal and external safety audits
- Continuous improvement using PDCA cycle
- Data-driven safety decision making
- **Case Study:** Manufacturing firm reducing accidents by 60% through analytics

Training Methodology

This course employs a participatory and hands-on approach to ensure practical learning, including:

- Interactive lectures and presentations.
- Group discussions and brainstorming sessions.
- Hands-on exercises using real-world datasets.
- Role-playing and scenario-based simulations.
- Analysis of case studies to bridge theory and practice.
- Peer-to-peer learning and networking.
- Expert-led Q&A sessions.
- Continuous feedback and personalized guidance.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price

23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

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