Safety Leadership for Union Representatives 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

In today’s rapidly evolving industrial and labor environments, Safety Leadership, Occupational Health & Safety (OHS), Risk Management, and Workplace Hazard Prevention have become critical priorities for union representatives. Safety Leadership for Union Representatives Training Course is designed to strengthen the capacity of union leaders to champion safety culture transformation, compliance with global safety standards (ISO 45001), incident prevention, and proactive hazard identification across workplaces. It empowers participants with modern tools to address emerging risks such as psychosocial hazards, ergonomic injuries, industrial accidents, and digital safety reporting systems.

Union representatives play a vital role in bridging the gap between workers and management, ensuring worker rights, workplace safety advocacy, and sustainable health and safety governance. This program builds competencies in incident investigation, safety audits, hazard communication, behavioral safety leadership, and collective bargaining for safer workplaces, enabling unions to become strong drivers of zero-harm workplace strategies and continuous safety improvement systems.

Programme Curriculum

Safety Leadership for Union Representatives Training Course

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Course Duration

5 days

Course Objectives

1. Develop Safety Leadership Competency for union representatives
2. Strengthen understanding of Occupational Health and Safety (OHS) Regulations
3. Build skills in Workplace Hazard Identification and Risk Assessment (HIRA)
4. Enhance capability in Incident Investigation and Root Cause Analysis (RCA)
5. Promote Safety Culture Transformation and Behavioral Safety Practices
6. Improve knowledge of ISO 45001 Occupational Health & Safety Management Systems
7. Strengthen Worker Advocacy and Safety Negotiation Skills
8. Build competence in Emergency Preparedness and Response Planning
9. Enhance understanding of Ergonomics and Workplace Wellbeing
10. Promote Psychosocial Risk Management and Mental Health Awareness
11. Strengthen skills in Safety Audits and Compliance Monitoring
12. Develop Data-Driven Safety Reporting and Digital HSE Tools Usage
13. Enable leadership in achieving Zero Harm and Accident-Free Workplace Goals

Target Audience

1. Union Representatives and Shop Stewards
2. Workplace Safety Committee Members
3. Labor Union Leaders and Organizers
4. Occupational Health and Safety Officers
5. HR and Employee Relations Managers
6. Industrial Relations Practitioners
7. Factory and Site Supervisors
8. Government Labor Inspectors and Compliance Officers

Course Modules

Module 1: Foundations of Safety Leadership & Union Role

- Principles of safety leadership in unions
- Role of union reps in workplace safety governance
- Understanding labor rights and safety laws
- Building proactive safety culture
- Leadership accountability in HSE systems
- **Case Study:** Union-led safety transformation in manufacturing reducing accidents by 40%

Module 2: Hazard Identification & Risk Assessment (HIRA)

- Types of workplace hazards (physical, chemical, biological)
- Risk assessment methodologies
- Hazard reporting systems
- Workplace inspections and audits
- Control measures and mitigation strategies
- **Case Study:** Mining sector hazard control reducing fatal incidents

Module 3: Incident Investigation & Root Cause Analysis

- Accident investigation frameworks
- 5 Whys and Fishbone analysis
- Evidence collection techniques
- Reporting and documentation standards
- Corrective and preventive actions (CAPA)
- **Case Study:** Construction site collapse investigation and prevention redesign

Module 4: Occupational Health, Ergonomics & Wellbeing

- Ergonomic risk factors in workplaces
- Musculoskeletal disorder prevention
- Occupational hygiene principles
- Mental health and psychosocial risks
- Wellness programs in unions
- **Case Study:** Call center ergonomic redesign reducing injury claims

Module 5: Safety Compliance & ISO 45001 Systems

- Structure of ISO 45001 standards
- Legal compliance frameworks
- Internal and external audits
- Documentation and reporting systems
- Continuous improvement cycles
- **Case Study:** Manufacturing plant ISO certification improving safety compliance

Module 6: Emergency Preparedness & Crisis Response

- Emergency planning procedures
- Fire safety and evacuation drills
- First aid and medical response
- Crisis communication strategies
- Disaster risk reduction planning
- **Case Study:** Warehouse fire emergency response minimizing casualties

Module 7: Behavioral Safety & Culture Change

- Human factors in workplace accidents
- Behavior-Based Safety (BBS) programs
- Safety communication strategies
- Worker engagement and participation
- Leadership influence on safety behaviour
- **Case Study:** Oil & gas sector behavioral safety reducing near-misses

Module 8: Safety Negotiation & Worker Advocacy

- Collective bargaining for safety improvements
- Conflict resolution in safety disputes
- Worker representation in safety committees
- Data-driven negotiation strategies
- Policy advocacy and labor engagement
- **Case Study:** Transport union securing improved driver safety regulations

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

Ready to enroll or request a customized program? Book online or contact us:

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Email: info@fineskilltrainingcenter.com | Website: www.fineskilltrainingcenter.com