



## Accredited Africa Training Institute for Capacity Development

Unit FO409, Hatfield Plaza · 1122 Burnett St, Hatfield 0028 · Pretoria, Gauteng · South Africa

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### COURSE BROCHURE

# Behaviour-Based Safety

Custom Courses / Health, Safety and Environment (HSE)

Unit Standard AATICD-0291 · NQF Level 5 · 10 Credits · 5 Days

## COURSE OVERVIEW

This course equips learners with the knowledge and skills to implement and sustain behaviour-based safety (BBS) programmes in the workplace. It focuses on identifying critical safety behaviours, observing and providing feedback, and fostering a positive safety culture to reduce incidents and injuries.

|                 |                                            |
|-----------------|--------------------------------------------|
| Category        | Custom Courses                             |
| Subfield        | Health, Safety and Environment (HSE)       |
| Unit Standard   | AATICD-0291                                |
| Accreditation   | SAQA Accredited · NQF Level 5 · 10 Credits |
| Duration        | 5 days                                     |
| Training Method | Online, On-Campus, In-House                |
| Certificate     | Issued via AATICD LMS – verifiable online  |

## LEARNING OUTCOMES

- Apply the principles of behaviour-based safety to identify and analyse critical safety behaviours in the workplace.
- Demonstrate the ability to conduct safety observations and provide constructive feedback to improve safe behaviours.
- Evaluate the effectiveness of behaviour-based safety interventions using data and feedback.
- Design a behaviour-based safety implementation plan tailored to the workplace context.
- Implement strategies to overcome barriers to behaviour-based safety and sustain positive safety culture.
- Analyse the role of leadership and employee involvement in the success of behaviour-based safety programmes.

## WHO SHOULD ATTEND

- This course is designed for safety officers, team leaders, supervisors, and any employees responsible for promoting safety in the workplace.
- It is also suitable for those involved in safety committees or continuous improvement initiatives.

## COURSE OUTLINE

### Day 1: Foundations of Behaviour-Based Safety

- Introduction to BBS: definition and purpose
- The psychology of safety: why people behave unsafely
- Historical development: from safety programs to BBS
- Core components: observation, feedback, and reinforcement
- The ABC model: activators, behaviours, consequences
- Safety culture and its impact on behaviour
- Benefits and limitations of BBS
- Case studies of BBS failures and successes

### Day 2: Observation and Data Collection

- The observation process: what, who, when, and how
- Designing behaviour checklists
- Data collection methods: frequency, sampling, and recording
- Conducting observations: techniques and protocols
- Peer-to-peer observation: building trust and rapport
- Avoiding common observer biases
- Data management: recording, storing, and retrieving
- Introduction to data analysis for BBS

### Day 3: Feedback, Reinforcement, and Intervention

- The importance of timely and specific feedback
- Feedback models: descriptive, constructive, and coaching
- Reinforcement principles: positive, negative, and extinction
- Designing reinforcement schedules
- Intervention strategies: coaching, retraining, and engineering controls
- Addressing at-risk behaviours: root cause analysis
- Creating action plans for behaviour change
- Role-play: giving feedback in challenging situations

### Day 4: Implementing and Managing a BBS Process

- Steps for implementing BBS: preparation, rollout, and sustainment
- Gaining leadership and worker buy-in
- Communication strategies: awareness campaigns and briefings
- Training requirements for observers and participants
- Integrating BBS with incident investigation and risk assessment
- Monitoring leading and lagging indicators
- Evaluating BBS: metrics, audits, and reviews
- Sustaining momentum: continuous improvement and refreshment

### Day 5: Advanced Applications and Sustaining a Safety Culture

- Overcoming resistance and maintaining motivation
- BBS in high-risk industries: mining, construction, and manufacturing
- BBS for non-routine and contractor work
- Leadership's role in modelling safe behaviour
- Employee engagement and participation strategies

- Advanced data analytics: predictive and trending
- Case studies of successful BBS programmes
- Developing a roadmap for BBS integration

## ASSESSMENT & CERTIFICATION

Delegates are assessed through exercises and a final test. A mark of **50% or above** earns an **AATICD Certificate of Completion**, issued digitally with a unique verification code. This course carries **10 NQF credits** at **NQF Level 5**.

## PRICING (PER DELEGATE, EX-VAT)

| Delegates | Training Method      | Price per Delegate | Total       |
|-----------|----------------------|--------------------|-------------|
| 1         | Online               | R 17,700.00        | R 17,700.00 |
| 1         | In-House             | R 23,100.00        | R 23,100.00 |
| 1         | On-Campus (Pretoria) | R 26,700.00        | R 26,700.00 |

## UPCOMING SESSIONS

| Start       | End         | Method    | Venue             |
|-------------|-------------|-----------|-------------------|
| 05 Oct 2026 | 09 Oct 2026 | On-Campus | Kigali, Rwanda    |
| 05 Oct 2026 | 09 Oct 2026 | On-Campus | Bangkok, Thailand |
| 05 Oct 2026 | 09 Oct 2026 | On-Campus | Lusaka, Zambia    |
| 05 Oct 2026 | 09 Oct 2026 | Online    | —                 |
| 05 Oct 2026 | 09 Oct 2026 | On-Campus | Windhoek, Namibia |
| 05 Oct 2026 | 09 Oct 2026 | On-Campus | Nairobi, Kenya    |
| 05 Oct 2026 | 09 Oct 2026 | On-Campus | Mbabane, Eswatini |
| 12 Oct 2026 | 16 Oct 2026 | On-Campus | London, UK        |

Contact us if no suitable date is listed – on-demand sessions can be arranged for groups.

## HOW TO GET A QUOTE OR APPLY

1. **Get an instant quotation online:** visit [www.aaticd.co.za](http://www.aaticd.co.za), open the page for this course (Unit Standard AATICD-0291) and click **Get A Quote / Apply**. Select your training method and number of delegates – your quotation is generated immediately and emailed to you with the course brochure attached.
2. **Apply by email:** send the course title, your preferred training method (Online, In-House or On-Campus Pretoria), the number of delegates and your preferred dates to [apply@aaticd.co.za](mailto:apply@aaticd.co.za) – our team will reply with a formal quotation.
3. **Apply by phone or WhatsApp:** call +27 12 004 8389 or WhatsApp +27 65 077 6310 and we will prepare your quotation and reserve your seats.
4. **Confirm your booking:** accept the quotation and settle the invoice. As soon as payment is confirmed your delegates are enrolled and receive their AATICD LMS login details by email, along with joining instructions for their chosen training method.

Group discounts apply automatically – the more delegates you enrol, the lower the price per delegate. No payment is required to request a quotation.

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