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

Safety Culture Development

Custom Courses / Health, Safety and Environment (HSE)

Unit Standard AATICD-0345 · NQF Level 5 · 10 Credits · 5 Days

COURSE OVERVIEW

This course equips learners with the knowledge and skills to actively develop and sustain a positive safety culture within their organisation. Participants will explore the principles of safety culture, learn to assess current cultural strengths and weaknesses, and implement strategies to foster a proactive and engaged safety environment.

Category	Custom Courses
Subfield	Health, Safety and Environment (HSE)
Unit Standard	AATICD-0345
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 core principles of safety culture to real-world workplace scenarios.
- Analyze the current safety culture of an organisation using appropriate assessment tools.
- Evaluate the impact of leadership, communication, and employee involvement on safety performance.
- Design interventions to address weaknesses and enhance safety culture.
- Implement strategies to sustain and continuously improve safety culture.
- Demonstrate the ability to engage employees at all levels in safety initiatives.

WHO SHOULD ATTEND

- This course is designed for managers, supervisors, safety officers, and team leaders who are responsible for influencing safety behaviour and promoting a culture of safety within their teams or organisation.

COURSE OUTLINE

Day 1: **Foundations of Safety Culture**

- Introduction to safety culture: definitions and concepts
- Safety culture vs. safety climate
- Historical incidents that shaped safety culture thinking (e.g., Chernobyl, Piper Alpha
- The business case for a positive safety culture
- Key elements of a positive safety culture: leadership, communication, employee involvement
- Introduction to safety culture maturity models

Day 2: **Assessing and Measuring Safety Culture**

- Safety culture assessment tools: surveys, interviews, focus groups, observations
- Designing and administering safety culture surveys
- Analysing and interpreting survey data
- Leading and lagging indicators in safety culture
- Benchmarking and maturity models (e.g., Hearts and Minds, Safety Culture Ladder
- Case study: conducting a safety culture assessment

Day 3: **Leadership and Employee Engagement for Safety**

- Leadership styles and their impact on safety culture
- Visible felt leadership: leading by example
- Building trust and open communication
- Employee engagement techniques: safety committees, toolbox talks, hazard reporting
- Behavioural safety: principles and applications
- Recognising and rewarding safe behaviour

Day 4: **Integrating Safety Culture into Organisational Systems**

- Embedding safety culture in policies and procedures
- Safety culture in recruitment, induction, and training
- Performance management and accountability for safety
- Safety communication strategies and campaigns
- Risk management and its link to safety culture
- Change management and maintaining safety culture during organisational change

Day 5: **Sustaining and Improving Safety Culture**

- Creating a safety culture improvement plan
- Monitoring and evaluating progress: reassessment and feedback
- Overcoming common barriers: complacency, resistance to change, resource constraints
- Learning from incidents and near misses to improve culture
- Building a resilient safety culture
- Final workshop: presenting safety culture improvement plans

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 23,900.00	**R 23,900.00**
1	On-Campus (Pretoria)	R 26,700.00	**R 26,700.00**

UPCOMING SESSIONS

Start	End	Method	Venue
07 Dec 2026	11 Dec 2026	Online	—
07 Dec 2026	11 Dec 2026	On-Campus	Maseru, Lesotho
07 Dec 2026	11 Dec 2026	On-Campus	Kigali, Rwanda
07 Dec 2026	11 Dec 2026	On-Campus	Accra, Ghana
07 Dec 2026	11 Dec 2026	On-Campus	Cape Town, South Africa
07 Dec 2026	11 Dec 2026	On-Campus	Abu Dhabi, UAE
07 Dec 2026	11 Dec 2026	On-Campus	Victoria Falls, Zimbabwe
14 Dec 2026	18 Dec 2026	On-Campus	Mbabane, Eswatini

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

HOW TO GET A QUOTATION OR APPLY

1. **Get an instant quotation online:** visit www.aaticd.co.za, open the page for this course (Unit Standard AATICD-0345) and click **Get A Quotation**. 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** — 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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