

Circular No.: SCA/818/0918/AG

**SCAL Academy Workshop**

# Managing Challenging Workplace Unsafe Behaviors

**Organised by****SCAL ACADEMY****23 Oct 2018 (Tuesday), 10.00am to 5.00pm**

## **INTRODUCTION**

In today's workplace safety, there were many concerns pertaining to unfair dismissal of workers as many employers tend to blame workers for occupational accidents and injuries rather than working to create a safe and healthy workplace. Some employers even criticized the union for over protecting workers, and these processes have evolved over many years.

### **Picture these scenarios:**

Mr. Chin parked his car in the company parking lot, it was raining and the path at the employee entrance was flooded with rainwater. He slipped and fell, broke his ankle. The supervisor writes up the accident report and cites as the cause of the accident, "the employee was not employing good safety habits, by not paying attention to where he was walking."

AL-Chem Corporation institutes a new program to get employees to wear hearing protection. The company each week starts with a prize of \$1000. Every time an employee is caught not wearing their ear protector; \$100 is subtracted from the prize pool. At the end of the week there is a drawing, and an employee wins what is in the pool. The names of the employees caught without hearing protection are posted. A few workers grumble that they thought the company was supposed to fix the noisy machines, not make everyone wear big, hot, ear muffs.

Most employers who push safety behavior modification answer in a loud voice, "It's the Worker." They will quote all kinds of statistics to prove their case. Of course, some cases were that workers deserved to be dismissed for violating organization's safety rules and regulations. The truth is that the complexity of unsafe behavior is difficult to counsel, and that behaviors cannot be narrowed down to one or two-way solving mode.

In this workshop, you would be able to perform a simple analysis on the root causes of unsafe behaviors and recognize the reason(s) why there is a need for organization to dismiss unsafe workers, and at the same time, learn how to protect innocent workers from unfair blames.

## **WHY SAFETY BEHAVIORS**

Most accidents are caused by unsafe acts. Despite the health and safety management system, safe work procedures, engineering controls and permit-to-work system, controlling unsafe acts can be difficult. The reason for this is that unsafe behaviors involve the Human Mindsets about hazard(s). That is, they occur as a result of people's attitudes and behaviors towards occupational safety.

This Workshop offers certain methods to reduce the incidence of unsafe practices by modifying people's behaviors, improving their attitudes towards a conscious safety culture.

## **WHO SHOULD ATTEND?**

This One-day workshop is recommended for Safety Practitioners, Directors, Professionals, Health and Safety Advisors/Officers, Union Representatives, Engineers, Managers, Executives, Managing Directors and other persons with Health and Safety responsibilities.

## COURSE OUTLINES

### ➤ Introduction

The presenter shall share his testimonies on how he managed human factors in organizations.

### ➤ Kick-start with a Workshop

This case study focuses on some fundamental skills in gathering admissible information.

### ➤ Health and Safety Management System

This is an introduction of why organization has to develop and implement a robust health and safety management system.

### ➤ Principles of Unsafe Acts

Principles of violation and error shall be introduced. Methods of managing at-risk behavior shall be presented.

### ➤ Principles of Direct and Indirect Control

This section discussed the principle of direct and indirect control and the importance of balancing negative and positive reinforcement in safety management.

### ➤ Managing Communication for Behavior Change

Modes of communication shall be discussed. Communication and feedback using simple transactional analysis skills, including hierarchy of transaction mode shall be presented.

### ➤ Workshop – Case Studies

#### Accreditation:

SDUs – 6 Units

**Approved**

PDU – 6 Units

CET – 6 Hours

**(Pending)**

## ABOUT THE SPEAKER

David Tan Kok Pheng is a well-known behavioral safety practitioner, a safety culture analyst and a workplace safety and health practitioner with over many years worldwide experience.

During the course of his work, he finds accident investigation an interesting subject and has been researching the approach of accident investigation. He has since then developed a methodology of investigating accidents and has been applying this methodology in a number of accident investigations that he had involved. This accident investigation framework revealed how accident should be investigated and managed.

David is an approved Risk Management course and Workplace Safety and Health Management System course trainer accredited by Ministry of Manpower, Singapore. He developed some occupational safety courses under the Workforce Skills Qualifications (WSQ) framework and he travels to various countries such as United Kingdom, India, Malaysia, Japan, Thailand to teach safety professionals and senior management how to integrate behavioral safety into Safety and Health management system and how to analyze organization's safety culture.

Master of Science (Environment Health and Safety) / Master of Science (Industrial Organizational Psychology) / Master of Science (Management of Human Resources) / Bachelor of Science (Health and Safety) / The Colleague of Teachers, Incorporated by Royal Charter 1849 & Supplemental Charter 1998, DEMS Training and Business Continuity Training / Advanced Certificate In Training & Assessment. Accredited trainer for Risk Management Course / Accredited trainer for Workplace Safety and Health Management System course / Approved Risk Management Consultant Registered Workplace Safety and Health Officer / Environmental Control Officer / Fire Safety Manager

## WORKSHOP DETAILS

Date: **23 Oct 2018 (Tuesday)**

Time: **10.00am – 5.00pm**

Venue: **The Singapore Contractors Association Ltd  
Construction House, 1 Bukit Merah Lane 2  
Singapore 159760**

Fee: \$300 SCAL Member

\$320 CIJC Member

\$350 Non Member

(\*inclusive of 7% GST)

# Registration Form

Please fill in print or type clearly on form below, & return your completed form details with payment to  
(Form may be copied for additional participants)



SCAL Academy  
150 Neil Road  
Singapore 088879



Fax: 6793 4401



Tel: 6793 9020



[ange@scal.com.sg](mailto:ange@scal.com.sg) /  
[yensze@scal.com.sg](mailto:yensze@scal.com.sg)



Attn: Ms Ange Gan / Ms Yen Sze

## **“Managing Challenging Workplace Unsafe Behaviors”**

**Date: Tuesday, 23 Oct 2018**

**Time: 10.00am– 5.00pm**

**Venue: The Singapore Contractors Association Ltd @ Construction House, 1 Bukit Merah Lane 2, Singapore 159760**

Please register the following person(s) for the above preview:

Name: \_\_\_\_\_ NIRC/FIN No: \_\_\_\_\_ Designation: \_\_\_\_\_

Name: \_\_\_\_\_ NIRC/FIN No: \_\_\_\_\_ Designation: \_\_\_\_\_

Name of Company: \_\_\_\_\_ Company Reg No (ROC No): \_\_\_\_\_

Address of Company: \_\_\_\_\_ (S) \_\_\_\_\_

Contact Person: \_\_\_\_\_ Tel: (Office) \_\_\_\_\_ (HP) \_\_\_\_\_

Fax: \_\_\_\_\_ E-mail: \_\_\_\_\_

Enclosed is a crossed cheque no: \_\_\_\_\_ for S\$ \_\_\_\_\_ (Cheque should be crossed, marked “account payee only”,  
made payable to **SCAL Academy Pte Ltd**) being registration fee for \_\_\_\_\_ person(s).

Fees per participant (please tick  accordingly):

- |                          |   |               |
|--------------------------|---|---------------|
| <input type="checkbox"/> | SCAL Associate/Ordinary/SLOTS Member                                  | <b>\$ 300</b> |
| <input type="checkbox"/> | CIJC Member: Please circle – (ACES, IES, REDAS, SIA, SIBL, SISV, SPM) | <b>\$ 320</b> |
| <input type="checkbox"/> | None of the Above   | <b>\$ 350</b> |

\*Inclusive of: GST, refreshment & materials

### **Agreement & Disclaimers:**

By registering for the above preview, I hereby affirm that I understand & abide to the following:

- Seats are limited, registration is on a first-come-first served basis, upon receipt of registration form, unless notified otherwise.
- Walk-in participants will only admitted on the basis of availability & full payment before attending the preview.
- A **Confirmation Letter** will be sent to me via either fax or e-mail. If I do not hear from SCAL Academy 03 days before commencement of preview, I will contact SCAL Academy on Tel: **6793 9020**.
- The full registration fee is payable before **19 Oct 2018**.
- A notice of replacement / postponement together with the full particulars of the new participant (for replacement) must be given to us at least 3 working days before workshop commencement. A charge of S\$50 (replacement) or S\$100 (postponement) will be imposed on such changes.
- A notice of cancellation must be given at least 3 working days before commencement of the workshop and 50% of workshop fee will be charged / returned. If notice is given less than 3 working days before the first day of the workshop, full fees will be charged and there will be no refund.
- “No-show” will not be given a refund nor credit towards a later program (unless there is a documented medical emergency).
- Trainer, topic & venue are correct at the time of printing. SCAL Academy Pte Ltd reserves the right to substitute speaker, cancel or change the content, venue & timing of the preview for reasons beyond its control.

\_\_\_\_\_  
Name/Authorized Signature/Designation

\_\_\_\_\_  
Company Stamp (if applicable)

\_\_\_\_\_  
Date