Occupational health and safety

Safety Culture, Behaviours and PPE Use

One day to change behaviour towards risk: understand why an instruction is not followed, wear personal protective equipment correctly and dare to step in when a colleague puts themselves in danger. Delivered in French or Darija, using situations from your own workshops, the session ends with individual commitments that front-line supervisors follow up over the following weeks.

Duration : 1 day

Objectives

1. Explain the human mechanisms that lead people to bypass a rule: habit, time pressure, a feeling of mastery
2. Identify the PPE required at each workstation and the conditions for its effectiveness: selection, fit, maintenance, replacement
3. Apply an approach of safety observation and dialogue at the workstation
4. Correct a dangerous behaviour without conflict, and recognise a safe behaviour
5. Make concrete individual commitments and organise their follow-up

Programme

Day 1 — morning

• What the accidents and near misses of your site say about behaviour

• The human factor: errors, deliberate deviations, routine, deviations that become normal over time

• Why PPE is not worn: discomfort, heat, image, availability, unclear instruction

• PPE used on your site: selection according to the risk, adjustment, pre-use checks, maintenance and storage

Day 1 — afternoon (workshop)

• Role of front-line supervisors: setting the example, observing, talking, correcting

• Role plays: a safety observation and a five-minute exchange at the workstation

• Reporting a hazardous situation: to whom, how, and what response to expect

• Written individual commitments and a follow-up plan at 30 and 90 days

Teaching methods

• Discussions based on photos and real situations from your workshops

• Fitting trials on the PPE actually used on your site

• Role plays between supervisors and operators

• Delivery in French or Darija, adapted to production teams

• Written commitments by each participant, taken up again during the supervisors' follow-up

Assessment and documents

Knowledge test at the end of the day, plus a day+1 learner feedback survey. Numbered certificate, verifiable online, for each participant; training report given to the company with a summary of the commitments made and the follow-up points suggested to supervisors.

Bilingual materials for every participant; each classroom course comes with its digital twin on OmniLearn.

Good to know

Last module of the HSE Coordinator Cycle. For supervisors who carry out field visits, the course “HSE Field Inspections and Audits” extends the observation approach.

Practical information

Duration	1 day
Prerequisites	No prerequisites
Group size	Groups of 6 to 12 participants, in-company
Format	In-company, face to face on your site
Language	French, Darija or English; bilingual materials
Funding	OFPPT special training contracts (TFP), GIAC, Maroc PME: we prepare the applications with you, at no extra cost.
Programme customisation	Programme adapted to your procedures, your equipment and your audience

Frequently asked questions

Is the course suitable for operators who are not comfortable with writing?
Yes. Delivery is oral, in Darija if needed, supported by photos of your workstations and role plays. The knowledge test can be done orally or in illustrated form.

Should supervisors be trained separately?
Mixed groups work well. We nonetheless advise starting with team leaders: they are the ones who keep the commitments alive after the session, and they must be ready to observe and to correct.

How do we avoid an awareness day being quickly forgotten?
Each participant writes one or two precise commitments. Supervisors take them up in short conversations at 30 and 90 days, and the training report suggests what to look for in the field.

Do we need to bring our own PPE?
Yes. We work on the helmets, glasses, gloves, hearing protection and footwear actually used at your workstations, to solve the practical wearing difficulties operators face.