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About us

HSE Training and Conferences is unlike any other training provider. Our courses are delivered by scientists and health and safety experts who work in research and investigation every day for the benefit of industry and government and this means that your training is built around current real-world experiences and expertise and is fully aligned with the requirements of the regulator.

We provide training and events at locations around the UK and can deliver bespoke courses at your own premises, but the majority of our courses are hosted at HSE’s purpose-built laboratory in Buxton, Derbyshire. The laboratory is just a 50 minute drive from Manchester Airport, 20 minutes from Macclesfield railway station (less than two hours from London) and 10 minutes from Buxton town centre.

The laboratory employs more than 400 staff who help to make working environments and working lives safer, both in the UK and around the world. Our expertise spans many scientific, technical and medical disciplines which will enable you to choose from a wider range of specialist health and safety training topics than is offered by the average training provider.

In addition to classroom based training, courses that take place at the laboratory often feature demonstrations or interactive elements which are held
in our state-of-the-art facilities and include outdoor large-scale testing areas, dedicated laboratories for ergonomics, microbiology, engineering, noise and vibration and many more.

- Courses are structured around the latest developments in health and safety practice
- All new course developments and dates are updated on our website
- Our seminars and conferences on a range of health and safety related topics are also advertised on our website

We help businesses to perform better by providing leaders, managers and employees with the skills and knowledge needed to improve health and safety in the workplace, increase productivity, protect their assets against catastrophe and improve their supply chain. This in turn will enhance business reputation and ensures best practice.

We can tailor our courses around your training needs. Many of our courses can be held at a venue convenient to your location, nationally or internationally.

**If you would like to discuss a bespoke training solution for your organisation, please call the Training and Conferences Unit on 01298 218806.**
Health and Wellbeing
Asbestos - Managing Asbestos in Domestic* and Non-Domestic Premises

Many people now dying from asbestos-related diseases like mesothelioma and lung cancer are tradesmen - people who work on and maintain buildings.

This course will give you the knowledge to manage asbestos in premises to the standards required by the Control of Asbestos Regulations (CAR) 2012. CAR places duties on anyone who is responsible for repair or maintenance of premises, controls the premises or controls access to them.

Course includes
- Dutyholders and their responsibilities
- Asbestos legislation and guidance
- The extent of asbestos-containing materials in buildings
- Commissioning and understanding asbestos surveys
- Assessing risks and formulating a management plan
- Managing minor work with asbestos
- Commissioning and scrutinising asbestos removal firms

Who should attend
Anyone who has duties under Regulation 4 of CAR 2012- Management of Asbestos in Non-Domestic Premises. This can include employers or self-employed people.

"Excellent course, well structured, relevant and well delivered."
A Beckett, Nationwide Building Society

1 day course
Course fee £450

Please go to www.hsl.gov.uk/training to see course dates and to book.

*‘Domestic’ refers to landlords of domestic premises and not to people in their own homes.
Biological Monitoring for Chemical Exposures at Work - an Introduction

Biological monitoring is a useful tool for occupational hygiene and health professionals. It is based on the analysis of hazardous substances or their metabolites in urine, blood or breath, and is used to assess exposure by inhalation, ingestion and absorption through the skin.

Biological monitoring is particularly valuable where substances may be absorbed through the skin or where control of exposure relies on personal protective equipment. It can also be used to investigate the behavioural aspects of exposure controls.

Course includes
- How biological monitoring can enhance your service to your clients
- Practical applications of biological monitoring
- Using biological monitoring in hazardous chemical
- Exposure assessment
- Small group working on real examples

Who should attend
Occupational hygiene and health providers who are interested in what biological monitoring can do for them and their clients.

Health and safety professionals responsible for production areas with potential chemical exposures.

Course fee £325

Please go to www.hsl.gov.uk/training to see course dates and to book.

Very informative and interesting. Lots of information to take away and easy access to information.
D Short, Acorn Occupational Health
COSHH - Practical Assessment and Control

Are you unsure of what is needed in your COSHH assessment, and where to get information?

This course delivers detailed and practical training on carrying out COSHH assessments, and how to put the assessment into practice. It will give you knowledge of how to approach control, and judging when it is appropriate. The focus is on practicality and effectiveness.

Day one covers assessing exposure and risk, including case studies and the chance to work through examples. Day two moves on to implementing effective exposure controls, and includes practical demonstrations.

Course includes
- Hazardous substances and risks from over-exposure
- COSHH regulations and what they mean in practice
- Guidance and finding information
- Assessments and action plans
- Adequate control, understanding limits, the principles of good control practice
- Hierarchy of control and reliability
- Reducing exposure by process change and substitution
- Choosing and using effective LEV
- Choosing and using RPE and PPE
- Skin and ingestion exposure

Who should attend
Anyone who completes COSHH assessments and/or implements controls. This will typically include managers, supervisors and safety officers, plus other health and safety professionals looking to refresh or update their skills.

Well balanced course for people new to COSHH and those with previous experience. Some good practical learning points to take back to the workplace.

G Price, Tor Coatings Ltd

2 day course
Course fee £750

Please go to www.hsl.gov.uk/training to see course dates and to book.
HAVS (Hand Arm Vibration Syndrome) (FOM Accredited)

This course has been developed in conjunction with the Faculty of Occupational Medicine (FOM) for occupational health professionals. HAVS is a complex condition that requires practitioners to have a good understanding of the anatomy and neurology of the hands.

You will learn what is required for health surveillance of a workforce exposed to hand-transmitted vibration. You will improve your skills of examination, diagnosis and management of someone with HAVS.

At the end of the course, there will be an assessment. If you pass, you will be sent a certificate from the FOM.

Course includes
- Assessment, control, calculation of vibration exposure and risk assessment
- Health surveillance, tiered approach, health records and legal requirements
- Health effects of hand-transmitted vibration
- Staging of HAVS
- A demonstration of standardised tests (clinical and laboratory) for HAVS
- Clinical examination
- Case management
- Worked case scenarios
- The opportunity to validate your monofilaments

Who should attend
Occupational physicians, occupational health nurses and general practitioners with an interest in occupational health.

“Very informative content. Clear and concise lectures. Appropriate level for all. For all these reasons I would recommend to other health professionals requiring HAVS training.

W Elton, Acorn Occupational Health Ltd

2 day course
Course fee £795

Please go to www.hsl.gov.uk/training to see course dates and to book.
HAVS (Hand Arm Vibration Syndrome) Refresher

Do you need to refresh your HAVS knowledge and skills? This course is designed for doctors and nurses who would like to update their knowledge and clinical skills to assess workers exposed to hand-transmitted vibration.

Examination skills are difficult to maintain if they are not regularly practised. The implications of poor practice or misdiagnosis are significant for both the employer and the employee.

Course includes
- Assessment of vibration exposure
- Health surveillance, tiered approach, health records and legal requirements
- Review of standardised tests and differential diagnoses
- Diagnosis, staging, the interpretation of sensori-neural threshold test results and case management
- Worked case scenarios
- The opportunity to validate your monofilaments

Who should attend
Occupational physicians, occupational health nurses and general practitioners who have successfully completed the Faculty of Occupational Medicine (FOM) two day Hand Arm Vibration Syndrome course.

1 day course
Course fee £475

Excellent refresher with practical tools to improve my practice.
G. Haigh, Drax

Please go to www.hsl.gov.uk/training to see course dates and to book.
Improving Your Health Related Risk Assessments

It is now widely recognised that occupational disease causes far more harm in Great Britain than accidents relating to safety failings. Good quality risk assessments for health related issues are central to effective health risk management. However, there is often less confidence and understanding amongst general health and safety practitioners when it comes to the ‘health’ side of health and safety.

This course is designed to help the general H&S practitioner better understand the ‘invisible’ risks associated with hazardous substances, noise and vibration and aims to provide a more confident approach to these issues. The course will explain how to conduct risk assessments to meet legal requirements. More importantly, the course will explain how risk assessment should fit into an overall risk management programme. We aim to debunk the myth that risk assessment is a pointless, bureaucratic burden by showing that effective actions to reduce harm, and protect the health of workers, should all flow from an effective risk assessment process.

Course includes

- The Control of Substances Hazardous to Health (COSHH) Regulations
- The Control of Noise at Work Regulations
- The Control of Vibration at Work Regulations
- The role of risk assessment in effective health risk management
- How to identify health risks
- How to prioritise action
- How to ensure effectiveness of risk assessment

Who should attend

Anyone responsible for managing health and safety risks in the workplace would benefit from attending this course.

This course brought the focus back to ‘health’ in Health & Safety. Well delivered by all speakers, excellent level of knowledge.

A Reeves, Cannon Pest Control

1 day course
Course fee £495

Please go to www.hsl.gov.uk/training to see course dates and to book.
Poorly controlled exposures to dust and fumes can cause life-changing ill-health. Such exposures mean, that each year thousands of people report lung or breathing problems due to work. An estimated 15% of chronic obstructive pulmonary disease (COPD), mainly bronchitis and asthma, lead to over 4000 early deaths each year. And, around a 1000 new cases of occupational asthma occur.

The over-exposure that causes the reported ill-health, can be limited by local exhaust ventilation (LEV) controls. They are often the first line of defence in preventing work-related ill-health.

Yet LEV controls are often poorly specified and designed, too costly to buy and to run, not well maintained and not effective enough. In addition, employers are often misled and let down by suppliers. The one-day course addresses all these problems and more.

This innovative, practical, lively course was designed in close cooperation with HSE and the British Occupational Hygiene Society (BOHS). It is interactive, uses HSL’s award-winning LEV Demonstration model, unique video-clips and other learning methods to get across key learning points. The course is presented by Dr Mark Piney (ex-HSE Principal Specialist Inspector) and lead author of HSE LEV guidance including HSG 258 together with HSL expert control scientific staff.

Course includes
- Assessment of work processes and how to apply LEV control
- Principles of effective LEV controls procurement
- Managing LEV suppliers and contractors
- Managing LEV checking and maintenance
- Common techniques for assessing LEV control effectiveness

Who should attend
Employers and those who have responsibility for advising on LEV controls.

“Very informative, good balance of practical & theory. Covers all aspects and requirements for proper LEV practice.

M Campbell, Fluidic Ltd

1 day course
Course fee £475

Please go to www.hsl.gov.uk/training to see course dates and to book.
Occupational Medicine Seminar for HSE Appointed Doctors, Occupational Health Professionals and GPs

It is important for practitioners to keep their practice up to date and evidence based. This one day seminar has been put together by the Centre for Workplace Health at the Health and Safety Laboratory to inform and update about specific aspects of clinical occupational health practice.

This FOM CPD approved seminar has been put together to align with the HSE appointed doctor work requirements, but will be suitable for other occupational health professionals and GPs with an interest in occupational medicine. It has been designed to inform you about topical and changing aspects of health at work.

There will be opportunities to feedback to the session leaders and to take part in interactive case discussion. A certificate of attendance and CPD credits will be available, and these can be used to support both annual appraisal portfolios and evidence of personal development for Appointed Doctor work.

Seminar includes

- Appointed Doctor work and the principles of health surveillance
- Asbestos related lung disease and changes to the Control of Asbestos Regulations
- The Control of Lead at Work Regulations
- COSHH Schedule 6 and MS32 Guidance
- Practical Guidance on how to diagnose occupational asthma and what is new in the field of occupational asthma

Who should attend

This seminar is designed for occupational health professionals, primarily occupational physicians, occupational health nurses and GPs with an interest in occupational medicine.

This was focused, relevant, well presented, informative and interactive - each section was very well lead. I really enjoyed it. Thank you.

Dr S Clugston - Newcastle Premier Health

1 day seminar
Seminar fee £495

Please go to www.hsl.gov.uk/training to see seminar dates and to book.
Management of Hand Arm Vibration in the Workplace - an Introduction

The Control of Vibration at Work Regulations 2005 describe the legal duties of employers to protect workers from injury resulting from exposure to hand-arm vibration.

This course will review the risks from hand-arm vibration exposure and introduce you to the requirements of the current regulations. It will enable you to carry out risk assessments, develop vibration control action plans and understand the role of health surveillance.

The course is designed for those who manage hand-arm vibration in the workplace.

Course includes
- Hand-arm vibration risks
- Legal requirements
- Risk assessment
- Control of HAV risk
- Information from machine manufacturers
- Health surveillance
- Expertise, hygienists, behavioural scientists and psychologists

Who should attend
Those responsible for assessing, controlling and managing hand-arm vibration risks in the workplace.

The course provides a solid understanding of HAV and implementing suitable controls. The practical demonstrations are particularly enlightening.

C Wynn, NSK

1 day course
Course fee £495

Please go to www.hsl.gov.uk/training to see course dates and to book.
Measurement of Hazardous Substance Exposures

Exposure to hazardous substances is a major cause of work related ill health. HSE estimates that there are around 13,000 deaths each year from work-related lung disease and cancer caused by past exposure, primarily to chemicals and dusts at work. Many more people are disabled or have their quality of life impaired, through workplace exposure to dusts and chemicals.

Exposure measurement can play a key part in the overall risk management approach for hazardous substances. This course is designed to give health and safety professionals a clear view of how exposure can help them better understand and control the health.

Course includes

- An overview of what monitoring entails, when it is appropriate and what techniques are available
- Air sampling – strategy, techniques and results interpretation
- Qualitative assessment techniques (Dust lamp/smoke)
- The importance of contextual data
- Legal requirements
- Practical demonstration and hands-on training on the most common sampling techniques
- Practical demonstration and hands-on training of qualitative monitoring techniques
- How to identify a competent analytical laboratory

Who should attend

The course is suitable for anyone with responsibility for managing the health risks posed by hazardous substances in the workplace.

“Very informative and useful in understanding the steps to go through to implement assessment of hazardous exposures. The course will be very helpful in ensuring that exposure assessment is successful and useful.”

V Holmes, Saint-Gobain

1 day course
Course fee £495

Please go to www.hsl.gov.uk/training to see course dates and to book.
Respirable Crystalline Silica (RCS) - Health Surveillance and Exposure

Exposure to respirable crystalline silica (RCS) can cause a range of health issues, including breathing problems. Whilst silicosis is the disease most commonly associated with exposure to RCS, other conditions including Chronic Obstructive Pulmonary Disease (COPD) may also develop. RCS exposure occurs across a wide range of industries, including brickmaking, stone masonry, quarrying, foundries and construction.

HSE estimates that around 500 deaths occur every year as a result of workplace exposures to RCS in Great Britain. Because of these health risks, workers exposed to RCS may need to undergo periodic health surveillance, to confirm that they are healthy and ensure that they remain healthy. This surveillance is sometimes required by law. Effective health surveillance carried to identify silicosis and COPD may involve asking the right questions about worker’s health, performing accurate breathing tests and, occasionally, taking X-Rays. In 2015, HSE updated its guidance and advice about health surveillance for workers exposed to RCS.

This one-day course will deal with background issues, current practice and how things are changing in relation to health surveillance, particularly in light of the new HSE guidance. It will also provide information about controlling RCS exposures in the workplace.

Course includes
- Background to silica, silicosis and other related breathing problems
- Periodic health surveillance for RCS exposed workers; what’s new
- Use of questionnaires
- Use of lung function testing
- Use of chest X-Rays; and what to do if the chest X-Ray is found to be abnormal
- Reducing RCS exposure in the workplace
- The role of exposure monitoring in protecting worker health
- Selection, use and maintenance of exposure controls

Who should attend
Respirable Crystalline Silica (RCS) - Health Surveillance and Exposure Control is aimed at health care professionals (normally doctors and/or nurses) who may be responsible for groups of workers exposed to RCS. Occupational health technicians and health and safety representatives may also find this course relevant to their role.

“Very useful way of educating all levels of employees on associated hazards of RCS. Extremely understandable.”

R Jennings, Wienerberger UK

1 day course
Course fee £495

Please go to www.hsl.gov.uk/training to see course dates and to book.
Managing work-related stress effectively means taking an active, strategic and tactical approach at all layers of management within your business, supported by a robust safety culture. We understand this, both through our research and our consultancy, and our stress series is designed to enable you to:
- Develop a coordinated, coherent and manageable approach to reducing stress in your work environment.
- Improve business as well as health and safety performance.
- Create resilient organisation, teams and individuals with the capacity to cope with an ever-changing business environment.

Stress Series: A Masterclass for Senior Leaders

This comprehensive 1 day masterclass helps you take ownership of the management of work-related stress and develop and provide leadership on an approach that is suited to your business.

This masterclass details the key elements of HSE’s Management Standards for work-related stress and the associated 5 step risk assessment approach. We discuss your legal responsibilities associated with work-related stress, provide guidance on how to use the approach in your business and give you the opportunity to explore its practical application. You will learn how to develop suitable and sufficient interventions to address problems of work-related stress across the business and explore some of the key competencies that an effective health and safety leader should possess.

The masterclass is interactive involving a variety of practical group activities and discussion exercises, to help you take the approach forward in your business. The course also affords the opportunity to share experiences with other peers and HSL psychologists / human factors experts.

Who should attend

This masterclass is suitable for senior managers, health and safety or HR professionals who will be in a position to apply and lead this approach in their business. This masterclass can also be tailored to be delivered in-house over half a day to a day.

1 day masterclass
Masterclass fee £600

Please go to www.hsl.gov.uk/training to see masterclass dates and to book.
Stress Series: A Workshop for anyone who Manages

This 2-day workshop considers how you can effectively use the HSE’s Management Standards approach to engage with and develop a high performing team. The workshop will cover the following two key areas:

1. **Work-related stress and the associated HSE Management Standards process.** Here you will gain knowledge and understanding of:
   - What work-related stress is, it’s causes, signs and symptoms
   - How to undertake a risk assessment to highlight the key psychosocial risk factors within your team’s working environments
   - How to carry out an individual risk assessment by structuring your conversation around the management standards
   - How to develop suitable and sufficient interventions to address problems of work-related stress (including preventative interventions and coping strategies)

2. **Leading the team.** Here you will be introduced to the evidence based competencies required to effectively manage and lead on work-related stress. You will learn about the importance of being aware of your own and others’ sub-conscious bias, i.e. how our perceptions of events can sway/impact on our decision making and how this can impact on relations between you and your team.

You will also learn about some positive interventions you might use to help create a high performing team including how to:

- Manage and use conflict within teams effectively
- Manage those who work remotely, alone and/or virtually
- Manage performance – rewarding and recognising good performance as well as managing poor performance and handling difficult conversations
- Manage those who are off work and those returning to work, including the importance of the psychological contract

**Who should attend**

This workshop is suitable for line managers and/or those responsible for a team of people.

This workshop can also be tailored to be delivered in-house.

The course provided the information and guidance I required to continue with stress RA’s and to plan to assess company/employees for stress. Trainers had excellent knowledge of the subject.

C Chown, Colorcon

**2 day workshop**

*Workshop fee £1100*

Please go to www.hsl.gov.uk/training to see workshop dates and to book.
Personal Protection
Many companies offer PPE training but few, if any, can offer the level of knowledge, experience and expertise that HSL possesses.

As part of HSE, much of our work involves real-world incident investigation. We also carry out scientific research into PPE performance testing and, uniquely, our findings and evidence underpin safety regulations and PPE guidance.

This experience gives the PPE team a unique insight into the contributing factors leading up to the incident and the science underpinning HSE regulations and guidance which provides the added benefit of HSL training courses.

We know exactly how PPE works, and the best ways in which it can be combined and fitted to offer employees the most suitable level of protection for their work.

Our PPE training courses are delivered by the same people who carry out this research and investigation, so you can be sure that you’re getting the very latest and best advice on PPE when you train with HSL.

**Course includes**
- Risk assessment and the hierarchy of controls
- Relevant legislation on supply and use of PPE
- The range of PPE and how it works
- Correct selection, use and maintenance
- Types, capabilities and limitations of PPE
- Using different PPE and equipment together at the same time
- Wearer training and what you need to develop competence
- The elements of an effective PPE management programme
- Typical problems with PPE and PPE programmes

**Who should attend**
Anyone who has responsibility for, or is involved with, the selection, use and maintenance of PPE in the workplace as an employer, advisor or supplier.

“%
A good broadspectrum course, well presented by people who know their stuff.
D Weaver, Magnox
%

**2 day course**
Course fee £1100

Please go to www.hsl.gov.uk/training to see course dates and to book.
Many companies offer RPE training but few, if any, can offer the level of knowledge, experience and expertise that HSL possesses.

As part of HSE, much of our work involves real-world incident investigation. We also carry out scientific research into RPE fit testing and RPE performance and, uniquely, our findings and evidence underpin safety regulations and RPE guidance.

This experience gives the PPE team a unique insight into the contributing factors leading up to the incident and the science underpinning HSE regulations and guidance which provides the added benefit of HSE training courses.

We know exactly how RPE works, and the best ways in which it can be combined and fitted to offer employees the most suitable level of protection for their work.

Our training courses are delivered by the same people who carry out this research and investigation, so you can be sure that you’re getting the very latest and best advice on RPE when you train with HSL.

Course includes
- What RPE is and how it works
- RPE types - capabilities and limitations
- Legal requirements
- Correct selection
- Wearer training
- Correct use
- Maintenance
- Management of a RPE programme

Who should attend
Anyone who has responsibility for, or is involved with, the selection, use and maintenance of RPE in the workplace as an employer, advisor or supplier.

“Excellent facilities and presentation material. Instructors were very good and very knowledgeable. I enjoyed the learning process very much.”
A Jankowski, The Restoration Academy UK Ltd

2 day course
Course fee £1100

Please go to www.hsl.gov.uk/training to see course dates and to book.
RPE (Respiratory Protective Equipment) Fit Testing - an Introduction

Tight-fitting RPE needs to fit the wearer’s face well in order to work correctly and provide the expected protection. As faces come in all shapes and sizes, each wearer needs to have a facepiece that matches their face. Fit testing shows how well a facepiece fits; it is used to select the right match for each person, to comply with the law.

This course explains the importance of fit testing, and guides you through the common UK fit testing methods, providing practice in their use. Practical sessions will also cover the essential skills of pre-use checking and correct wearing of face pieces.

Course includes
- Understanding the importance of fit testing
- Principles of fit testing methods
- Essential pre-use checking and correct donning of facemasks
- Responsibilities of employers and fit testers
- Qualitative fit testing using Bitrex or Saccharin
- Quantitative fit testing using the Portacount

Who should attend
Anyone who is new, or relatively new to practical fit testing, and those with responsibility for correct selection of respiratory protection.

Excellent course. Covered all parts of the syllabus along with plenty of practical exercises. Good answering of all questions. Excellent facilities.

R Watts, Johnson Matthey Technology Centre

1 day course
Course fee £600

Please go to www.hsl.gov.uk/training to see course dates and to book.
RPE (Respiratory Protective Equipment) Fit Testing Advanced in Qualitative Fit Testing and Quantitative (Portacount) Fit Testing

We offer two advanced courses - a one-day course in qualitative fit testing and a two-day course covering both qualitative and quantitative (Portacount) fit testing.

Concern over the quality of RPE fit testing in the UK has led to the development of a competency scheme known as Fit2Fit. These advanced courses cover the syllabus of the Fit2Fit training scheme.

All course presenters are Fit2Fit accredited fit testers; some were actively involved in the development of the Fit2Fit scheme and are members of the Fit2Fit technical committee.

Who should attend
Experienced fit testers who are seeking additional training, including those aiming for Fit2Fit accreditation in quantitative and/or qualitative fit testing. Experience should cover the relevant range of tight-fitting facepieces. You should have a basic working knowledge and understanding of RPE and be familiar with HSE guidance documents HSG 53 and HSE 282/28. You will need to bring along your own fit test equipment for use during the practical sessions.

More information on the Fit2Fit scheme is available at http://fit2fit.org

Course includes
- Knowledge of RPE
- The role of fit testing
- Principles of fit testing
- Qualitative fit testing using either Bitrex or Saccharin - theory and practical
- Quantitative fit testing using the Portacount both with and without the N95 Companion/Technology - theory and practical (2 day course only)
- Troubleshooting

Extremely useful training course, offering a good mix of theory and practical information. I gained a great deal from the training given. The trainer was excellent, good delivery and knowledge.

D Burrell, Marshalls

1 and 2 day course
Course fee
For the one day course £600
For the two day course £1100

Please go to www.hsl.gov.uk/training to see course dates and to book.
Human Factors
Behaviour Change - Achieving Health and Safety Culture Excellence

Not all risks can be engineered out of the work environment. Even with the best plans, procedures and systems in place, individuals at work still take short cuts and make mistakes. Sometimes risk taking behaviour is intentional, for whatever reason. In other cases, risk taking may be taken due to a lack of understanding about a particular hazard, associated controls or inadequate training. To individual workers, such risk taking can result in injury, ill-health and fatalities. To the organisation, some of the many costs can include lost time, damage to machinery, litigation, and prosecution. If unchecked, these costs can escalate.

This course, delivered by HSL psychologists and human factors experts will provide you with an understanding of the many factors that influence both workers’ and managers’ behaviour. It will also highlight the strengths and weaknesses of traditional behaviour modification strategies for correcting unsafe and unhealthy behaviour, highlighting why such approaches may have limited impact. The course adopts a holistic approach to health and safety cultural improvement using behaviour change techniques (incorporating HSL’s ASCENT - Achieving Safety Culture Excellence Now and Tomorrow programme) to help reduce the likelihood of risk taking behaviour for health and safety. It differs from other courses on this topic by demonstrating how behaviour change, leadership and worker engagement can be incorporated into the wider health and safety management system to ensure an integrated, and therefore more effective approach to risk management. In doing so, both the immediate and underlying causes of risk taking can be tackled head on. These strategies apply as much to manager behaviour as they do to operational staff.

Course includes
- How to prepare an organisation for a health and safety cultural improvement programme
- Assessing safety culture and safety climate - use and follow up of the Safety Climate Tool
- Strategies for influencing senior management
- Factors that influence behaviour outlining HSL’s model of behaviour change
- Human failure: errors and violations
- Strategies to identify the root cause of behaviours
- Evidence based strategies to encourage safer and healthier behaviour, e.g.
  - How to develop persuasive risk communication
  - Worker engagement
  - Leadership development
  - How to impart knowledge
  - Changing habits
  - Mitigating perceptual biases
  - Changing beliefs, values and attitudes
  - Making best use of nudges
  - Developing interpersonal skills
  - Developing situational awareness
  - Evaluating your programme and maintaining change

Who should attend
The course is most appropriate for health and safety managers with limited knowledge/experience of behaviour change approaches. However, it will also be relevant to those who have established behaviour change initiatives but are interested in how the psychological principles of human behaviour can be mapped onto an integrated health and safety management system.

2 day course
Course fee £1100

Please go to www.hsl.gov.uk/training to see course dates and to book.
Behavioural observation programmes are often used to influence accident rates by reducing unsafe behaviours and increasing safe behaviours.

They do this by identifying and reinforcing the safe behaviours. However, organisations often find that the improvements quickly diminish. Observation programmes should, therefore, usually only be considered as one tool from a much wider behavioural change programme. This course is designed to help you overcome the common pitfalls encountered when implementing behavioural observation programmes. It gives you techniques to better maintain their approach, and embed safe behaviours.

Course includes
- How behavioural observation can benefit organisations
- Roles and responsibilities of the observation programme
- Techniques for effective identification of behaviours
- Defining the criteria for safe and unsafe behaviours
- Developing an observation strategy
  Monitoring, evaluating and learning from your programme

Who should attend
Those who have previously attended our course Behaviour Change - Improving Health and Safety Performance.

Health and safety managers who have a comprehensive behavioural change programme in place within their organisation, which is mapped onto an integrated health and safety management system and which addresses the key ingredients of behavioural change.

1 day course
Course fee £600

Please go to www.hsl.gov.uk/training to see course dates and to book.
Display Screen Equipment (DSE) Risk Management

Display screen technology, such as computers, laptops, smartphones and tablet PCs are common in all aspects of our lives. Our exposure to these devices continues to increase, with reported levels of up to 9 hours per day spent consuming media on a display screen device, adding significantly to sedentary lifestyles.

While the musculoskeletal (MSD) risks from such device are relatively low, the increased exposure does mean that the effects of preventable risks such as poor or fixed postures can accumulate and lead to problems. HSE statistics (2015/16) indicate that 41% of cases of work related illness involve MSDs, which resulted in 34% of working days lost.

Data from the general practitioners scheme (THOR-GP) suggests that “keyboard work” are significant contributors to both lower back and upper limb disorders. This course, delivered by experienced HSL ergonomists, will provide you with an understanding of DSE risks and approach to risk management and with the documentation to provide your employer with risk assessments. The course covers the key elements for office DSE risk assessment and management and provides the information and techniques required to enable anyone to become a DSE assessor. We also discuss risk management for less common DSE issues such as hotdesking and dual screens, and mobile technology such as tablet pcs, smartphones and laptops.

Course includes
- Why DSE? Legal, moral, financial reasons
- How do we get injured
- What’s the best posture
- Achieving good posture at the workstation
- Alternative pointing device
- Practical assessment
- Break requirements from DSE
- Mobile DSE risks and risk management

Who should attend
The course will be most beneficial for health and safety providers, with limited knowledge / experience of DSE risk management who wish to become a DSE assessor. However, it will also be relevant to those who wish to update or consolidate their knowledge and experience as a DSE assessor.

Excellent course, very informative, very well presented. Kept my interest the full day and great content to use in my work environment.
C Taylor, Center Parcs

1 day course
Course fee £450

Please go to www.hsl.gov.uk/training to see course dates and to book.
Ergonomics - an Introduction

Every year, 35 million days are lost to British industry as a result of accidents and ill-health caused by work activities. A large number of these accidents could be prevented with greater thought and planning concerning the use of our everyday systems.

This course provides the ergonomics theory and techniques used to maximise the design of the tools, tasks and workplaces for improved comfort, safety and performance of the workforce. The techniques cover both the physical and psychosocial aspects of a workplace design, following relevant HSE guidance and approaches to assess and reduce risks.

Training is organised to give delegates a practical understanding of the key issues and practice at using the assessment approaches so they can apply these in the workplace.

Course includes
- Ergonomics principles, methods and techniques
- Human beings - physical and psychological factors
- Applied anthropometry
- Workplace design and DSE including a behavioural approach to managing mobile DSE
- Fitting trials
- Manual handling risks, assessments and controls
- Upper limb disorders - risks, assessments and controls
- Stress management
- Influencing behaviour
- Environmental factors - lighting, floors and footwear, noise

Who should attend
Anyone with an interest in workplace ergonomics. No previous ergonomics or musculoskeletal disorder experience required.

Well presented, very useful information and tools. Now feel able to perform effective ergonomic assessments.

H Turner, Optima Health

5 day course
Course fee £1500

Please go to www.hsl.gov.uk/training to see course dates and to book.
Human Factors in Accident and Incident Investigations

As many as 90% of incidents involve human factors causes. This course is designed to give you an impartial and pragmatic understanding of some of the techniques available for investigating human factors issues.

Effective investigation of the human factors within accidents and incidents is essential when wanting to improve performance, personal safety, management systems and loss control. You will be given the tools to find ways of having effective accident investigation within your organisation.

Course includes
- Essential background understanding for accident investigation
- Key principles for effective investigations into human factors
- Key steps for investigating human factors
- Practical exercises in investigation
- Basic principles of a range of contributory/root cause and accident/incident investigation techniques
- How to perform informative and effective human factors investigations of accidents

Who should attend
This course is aimed at those relatively new to accident investigation and human factors or wish to consolidate their medium level of competence and to share experience and learning with others from a range of organisations and sectors.

Safety managers, operations managers, quality assurance professionals, equipment and design specialists, safety advisors and safety specialists, hazard analysts, regulators, inspectors and human factors advisors.

One of the most useful, enjoyable and well structured courses that I have taken part in. Visiting a simulated incident scene was particularly useful.

Richard Harrison, BB9RC

2 day course
Course fee £1250

Please go to www.hsl.gov.uk/training to see course dates and to book.
Manual Handling remains one of the main causes of occupational injuries within the UK, with nearly 3.5 million working days lost to back pain in 2015/16.

Taking into account the costs associated with lost productivity, productivity disturbance and payment of employers liability insurance, HSE estimate the costs incurred by employers to be of the order of £8,000 per MSD case. The potential cost savings to be realised by managing ergonomic hazards in the workplace better are therefore clearly evident. Studies that have directly compared the benefits and costs associated with interventions targeting occupational health, typically report the benefits outweigh the costs by a factor of 4.

Prevention and control of work-related musculoskeletal disorders are amongst HSE’s priorities. To assist with this, HSL and HSE developed the risk assessment tools called the MAC and RAPP tools, which guides the assessors and helps identify key risk factors associated with lifting, carrying, team handling and pushing/pulling. The HSE Guidance to the Manual Handling Regulations provides all the information required to understand the issues and take action.

Manual Handling for Assessors

Course includes
- Principles of manual handling
- Understanding injuries
- Common types of injuries
- Legal aspects
- Key risk factors
- Manual handling risk assessment (MAC and L23)
- Pushing and pulling risk assessment (the RAPP tool)
- Control and reduction of risk
- Key principles of good handling techniques
- Case studies

Who should attend
Employers and employee representatives who intend to begin manual handling risk assessment and control within their companies. It will also benefit you if you are already involved in manual handling risk education and need more in-depth training.

Very informative, will be of use in the work place. Quality training facilities.
A Bevan, Carey Glass Chester Ltd

1 day course
Course fee £450

Please go to www.hsl.gov.uk/training to see course dates and to book.
Slips, trips and falls are the leading cause of major injuries in the workplace. These injuries can be devastating for the individual involved and they generate a huge financial burden on industry. Effective companies reduce the risk of falls in their organisation, often through simple inexpensive controls - be one of them.

The biggest challenge when trying to reduce slips in the workplace is knowing where to get reliable information. Understanding the science behind slips and trips makes it easier to identify hazards and prevent incidents with simple interventions.

This course will help you understand the causes of slips, trips and falls, and identify successful interventions for organisations looking to reduce falls. The course is delivered by experts in falls prevention with years of experience investigating falls incidents in a wide range of industries.

The course has a practical focus and includes a workshop focused on identifying solutions to issues raised by attendees. The course is attended by people from a wide range of industry sectors and the opportunity to share experiences, challenges and solutions with other organisations and a technical expert is a key part of the day.

To get the most out of the course, delegates are encouraged to share a falls issue from their own workplace in advance, with photography where possible, for discussion during the workshop. This ensures that you get the most relevant information from the course.

Previous attendees of our falls prevention training courses have reported a reduction in incident of up to 50%.

Course includes
- The importance of near miss and incident data
- Characterising flooring, which tests work, which don’t and why
- The role of contamination in slip accidents
- The effect that good and bad cleaning techniques can have on slips
- The HSL GRIP scheme - how footwear can help in preventing slips
- How to prevent slips
- Workshop session and networking opportunities - share best practice and learn from other organisations

Who should attend
Anyone who is involved in managing slips and trips, particularly those responsible for selecting flooring or footwear in their business. Employees involved in critical operations such as cleaning.

The course can also be tailored to suit all businesses and employees. Bespoke versions of this course for specific organisations can be developed on request.

Excellent presentation style and delivery, solid content. Very impressed, I will return next year.

P Lemon, Hawkins

1 day course
Course fee £450

Please go to www.hsl.gov.uk/training to see course dates and to book.
The causes of stair falls are well understood but poorly designed stairs are still commonplace, stairs therefore often present significant potential for harm. A stair fall often leads to serious injury or even death. In the UK there is a fall on stairs every 90 seconds (BS 5395-1:2010). It is often assumed that all stairs comply with the relevant building codes and that compliance means the stair must be safe. Neither of these assumptions is true.

HSL falls prevention experts investigate serious and fatal stair accidents, often in seemingly innocuous environments like retail premises and restaurants. There are approximately 100,000 accidents on stairs in leisure environments each year, and several thousand more in the workplace.

Negotiating stairs is a largely subconscious task and, as such, falls are often blamed entirely on human error. In reality, the design of a stair plays a critical role in helping a pedestrian make their subconscious judgments accurately and therefore safely negotiate the stair. Understanding both stair design and human performance is the key to making a difference to risk.

Simple, cost-effective improvements to existing stairs can significantly reduce the risk of a serious fall. This course will help you understand the design features of stairs which can give rise to a risk of falling, and identify simple remedial improvements to reduce the likelihood of a fall.

To get the most out of the course, delegates are encouraged to share a stair fall issue from their own workplace in advance, with photographs where possible, for discussion during the day. This ensures that you get the most relevant information from the course.

By the end of the course, you have the knowledge and skills to assess stairs in your own premises, and identify examples of good and bad practice. This will allow appropriate changes to working practices and the work environment to be considered and planned in proportion with the risks and costs involved.

Course includes
- Common design issues that give rise to a risk of falls on stairs
- Examples of HSL stair investigations and the findings
- How to undertake a stair fall assessment using a simple toolkit
- Solutions to common stair design issues
- An opportunity for you to assess stairs yourself and discuss with the expert

Who should attend
Anyone who is interested in understanding falls on stairs or who has responsibility for managing health and safety. We can run bespoke courses at your premises tailored to your specific requirements. This includes a free expert assessment of your stairs.

Essential knowledge for anyone investigating incidents on stairs or escalators. I wish I’d done this years ago!

L Whitehead, Boots

1 day course
Course fee £450

Please go to www.hsl.gov.uk/training to see course dates and to book.
Upper Limb Disorders - Risk Assessment of Repetitive Tasks

Musculoskeletal disorders are the most common occupational illness in Britain. HSE data shows that prevalence of upper limb disorders is as high as lower back pain, but these types of injuries are often overlooked.

Taking into account the costs associated with lost productivity, productivity disturbance and payment of employers liability insurance, HSE estimate the costs incurred by employers to be of the order of £8,000 per MSD case. The potential cost savings to be realised by managing ergonomic hazards in the workplace better are therefore clearly evident. Studies have directly compared the benefits and costs associated with interventions targeting occupational health, typically report the benefits outweigh the costs by a factor of 4.

HSL developed the Assessment of Repetitive Tasks (ART) tool to assess the frequent handling of light loads and other repetitive tasks that can contribute to upper limb disorders. In this course you will learn how to use the ART tool to help recognise, assess, and reduce upper limb disorders in your organisation.

Course includes
- Common ULDs and their development
- Key risk factors
- Risk management (including legal duties)
- Risk assessment using the ART tool
- Practise using the ART tool with case studies
- Risk controls
- Practical tips on how to perform an assessment

Who should attend
Employers and their representatives who wish to carry out or improve ULD risk assessment and control within their organisation. Health and safety or occupational health professionals who wish to learn about the ART tool, or further their abilities in this area.

The course was delivered at a very good pace whilst including all the details and information I was looking for. A very professional and informative day.

M Lakin, Manchester Airport

1 day course
Course fee £450

Please go to www.hsl.gov.uk/training to see course dates and to book.
Major Hazards and Process Safety
COMAH Compliance for Lower Tier Establishments

The Control of Major Accident Hazards Regulations 2015 (COMAH) impose duties on establishments holding in storage or process quantities of hazardous materials above thresholds defined for each substance. Those establishments where the quantities exceed the Lower of the thresholds are known as Lower Tier Establishments.

This course identifies the COMAH duties for Lower Tier establishments and what needs to be done to comply with them. It also explains the duties that fall to the Competent Authority (CA) and Local Government.

Course includes
- An introduction to the major hazards regulatory regime
- COMAH application, including the aggregation rules, duties and notification to the CA
- The Major Accident Prevention Policy, what it should and should not contain
- Understanding your risk profile
- Controlling your risks
- Roles and responsibilities for compliance
- Delivering the safety management system
- Mitigatory actions

Who should attend
Managers/supervisors of new lower tier COMAH establishments, those moving into managerial roles at existing LT establishments, and those wanting to refresh their understanding of COMAH.

Very good content of course. Interesting and knowledgeable tutors. Good for any person looking to increase their knowledge in COMAH.

I McCulloch, Loch Lomond Group

1 day course
Course fee £600

Please go to www.hsl.gov.uk/training to see course dates and to book.
COMAH 2015 Unpacked

The Control of Major Accident Hazards Regulations 2015 (COMAH) implement the SEVESO III Directive. The regulations impose duties on establishments holding in storage or process quantities of hazardous materials above thresholds defined for each substance.

This course informs delegates about the changes in the regulation of chemical major hazards brought about by the implementation of the SEVESO III Directive.

Course includes
- The structure of the regulations
- Changes in definitions
- The main duties
- The classification of chemicals according to the CLP regulations as they apply to Schedule 1 and the application of the schedule to identify establishments within scope of COMAH

Detailed coverage will be given to
- Notification
- Safety reports
- Information to the public
- LUP
- Timetable for actions
- Emergency planning
- Changes to interventions

Who should attend
Managers and safety advisers from existing COMAH establishments; safety consultants who provide advice in this field.

“Very good presentation due to the knowledge and experience of the presenters.
G Robinson, SSE”

1 day course
Course fee £600

Please go to www.hsl.gov.uk/training to see course dates and to book.
COMAH Onshore Major Hazards: New Knowledge on Flammable Hazards

This course deals with important flammable risks at Major Hazards sites for which new knowledge or guidance has become available recently. It complements the general course ‘COMAH onshore majorhazards: predictive aspects of COMAH’.

The specific risks dealt with include:
- Assessment of vapour cloud accumulation at very low wind speeds (overfill and spray releases). These conditions account for a very high proportion of major incidents involving flammables.
- Explosion modelling for large low-lying vapour clouds.
- Assessment of risks for packaged chemical storage: drum and IBC stores and warehouses.

Who should attend
Safety professionals and managers who are involved in the co-ordination, writing or updating of COMAH safety reports. Consultants who provide assistance with safety reports.

Course includes
- How to carry out vapour cloud dispersion modelling in very low or nil wind conditions. They will use methods described in FABIG Technical Note 12 and learn how to extend the scope of this guidance to sites with slopes
- How to carry out explosion analyses for large low-lying clouds
- How to carry out simple assessments of the potential effects of chemical warehouse fires
- How to advise on controlling the risks from IBC fires

The course met and exceeded my expectations in the information provided and relevance to my work. Additionally it was of great help to be able to discuss with the instructor some real life/time scenarios.
S Miles, Samec Ltd

1 day course
Course fee £600

Please go to www.hsl.gov.uk/training to see course dates and to book.
COMAH Onshore Major Hazards: Predictive Aspects of COMAH

This course is intended for risk assessment specialists who buy in risk assessment services. It gives an overview of the requirements for the predictive (risk assessment) aspects of a safety report under the Control of Major Accident Hazard Regulations (COMAH) from the point of view of safety.

Information assessed, during both the early predictive assessment and the full assessment, are explained. Common pitfalls and ways to avoid them will be identified. The course gives an overview of different risk assessment approaches, and explains how the approach needs to be selected to be proportionate to the risk.

It is delivered by experienced safety report assessors, and from the point of view of the requirements of the regulator.

Course includes
- Purposes of a COMAH risk assessment
- Proportionality
- Key information to include (Schedule 4 Part 2 of COMAH)
- Structure of the risk assessment
- Risk matrix and QRA approaches
- Input data and uncertainty
- ALARP demonstration

Who should attend
Safety professionals and managers who are involved in the co-ordination, writing or updating of COMAH safety reports. Consultants who help with safety reports.

“Completely relevant to my team’s work - an intelligent customer.
S Lee, Valero Energy”

2 day course
Course fee £1100

Please go to www.hsl.gov.uk/training to see course dates and to book.
COMAH - Safety Report Requirements with Emphasis on Technical Aspects of COMAH Safety Reports

This revised and updated course discusses the technical section of a COMAH safety report which should describe the Design, Construction, Operation, Maintenance and Modification of the chemical plant.

The course covers the Process Safety, Mechanical Engineering, Electrical Control and Instrumentation and Human Factors.

Course will
- Discuss the technical section of a COMAH Safety Report
- Show the link between the technical and predictive sections of the Safety Report
- Show how Human Factors is integral to a Safety Report
- Describe the assessment process and the technical demonstration criteria
- Cover the technical topics of Process Safety, Mechanical Engineering, Electrical Control and Instrumentation and Human Factors

Who should attend
Those involved in writing the technical sections of COMAH safety reports. They could work for companies with COMAH sites or for their consultants.

“Provided information that I needed to be able to use when providing technical input for future safety report submissions and for helping to improve policies and procedures that will feed into this.

K Polden, Synthite Limited”

2 day course
Course fee £1100

Please go to www.hsl.gov.uk/training to see course dates and to book.
COMAH: The Application of CLP and Aggregation in the COMAH 2015 Regulations

The Control of Major Accident Hazards Regulations (COMAH) 2015 came into force on 1 June 2015.

One of the major changes introduced by the regulations is the use of the Classification, Labelling and Packaging (CLP) Regulations to classify the hazardous properties of chemicals and to use these classifications to decide if establishments are in scope. The new classification scheme brings with it the potential for sites to change their COMAH status (upper tier, lower tier or non-COMAH) depending on the substances and quantities held.

The course gives an overview of the requirements of the new Regulations. It also covers the potential changes in scope brought about by the CLP classifications, how to determine the CLP classification of chemicals and how to apply the COMAH aggregation rules to determine the COMAH status of a site.

Who should attend
Safety managers and those responsible for compliance with the COMAH Regulations should attend. This would include existing COMAH upper tier and lower tier sites, and also sites which were outside of scope of the COMAH 1999 Regulations but may have potential to come into scope of the new regulations.

Course includes

- Introduction to the COMAH 2015 Regulations highlighting the major changes to the scope introduced by the application of CLP
- Alignment of COMAH 2015 with CLP
- How to determine CLP category for acute toxicity - pure substances and mixtures
- How to determine GHS category for environmental hazards (M factor method)
- The application of the aggregation rules
- A classification and aggregation exercise

Comprehensive understanding of aggregation procedures provided, especially mixtures, very useful. Simplified a difficult topic.

D Revitt, Elanco

1 day course
Course fee £600

Please go to www.hsl.gov.uk/training to see course dates and to book.
Hazardous Area Classification

The Dangerous Substances and Explosive Atmospheres Regulations (DSEAR) require that areas where accidental releases of dangerous substances could occur are identified and classified according to the likelihood of the formation of a flammable atmosphere.

Within classified areas sources of ignition should be controlled. This course is designed to provide delegates with the knowledge to carry out straightforward hazardous area classification in accordance with commonly used standards or to act as an intelligent customer when contracting others to deliver this role.

Course includes
- The classification of hazardous substances
- The relevance of the physical/chemical properties of gases, liquids, dusts and mists to area classification
- The classification of hazardous areas by zone, including the concept of a zone of negligible extent (NE)
- How ventilation is taken into account when determining the hazardous zone and the concept of Vz
- A recently developed scientific approach to area classification
- The national and international standards and guidance commonly used in area classification including practical examples of their use
- The selection and identification of equipment for use in hazardous areas

Who should attend
Those who may be asked to carry out hazardous area classification as part of a DSEAR assessment including process safety and electrical engineers and health and safety practitioners.

“Covered the main areas very thoroughly and gave good examples.”
M Turner, Tennants Fine Chemicals

1 day course
Course fee £600

Please go to www.hsl.gov.uk/training to see course dates and to book.
DSEAR – Controlling Dust Explosion Risks

The Dangerous Substances and Explosive Atmospheres Regulations 2002 (DSEAR) regulate the presence and use of flammable substances in the workplace. The list of potential dangerous substances include gases, liquids and flammable solids in the forms of a finely divided dust which, if dispersed in the air, could lead to a serious fire or an explosion.

Within classified areas sources of ignition should be controlled. This course is designed to provide delegates with the knowledge to carry out straightforward hazardous area classification in accordance with commonly used standards or to act as an intelligent customer when contracting others to deliver this role.

Course includes
- A brief overview of the Regulations
- Identifying and understanding the hazards
- Assessing the risks
- Controlling the risks
- Hazardous area classification
- Equipment for use in classified areas

Who should attend
Managers, Health and Safety Specialists and other supervisory staff responsible for ensuring compliance with the DSEAR Regulations.

“Excellent presentation on DSEAR with dust the main focus.
T Davidson, James Jones & Sons Ltd”

1 day course
Course fee £600

Please go to www.hsl.gov.uk/training to see course dates and to book.
DSEAR Compliance for Managers and Supervisors

HSL is to run a course on the identification and control of risks from dangerous substances required to comply with the Dangerous Substances and Explosive Atmospheres Regulations 2002 (DSEAR).

The regulations place duties on employers and the self-employed to protect employees, contractors and others from the risks from fires and explosions related to dangerous substances stored and used in the workplace.

This course explains the duties that DSEAR places on employers and the actions needed to comply with them. It focuses particularly on the assessment of risks and the application of controls to both minimise and mitigate those risks.

Course includes
- The legal duties
- Assessing the risks from dangerous substances
- Controlling and mitigating the risks
- The safety management system to deliver DSEAR
- Explosive atmospheres - determining their extent and type
- Controlling the risks from specific processes

Who should attend
Managers and supervisors of process plant and operations, where dangerous substances are used or stored, who need to understand how to manage the risks from dangerous substances within the framework of the DSEAR duties.

A lot of material covered which gave me a good overview of the issues and requirements I need to meet under DSEAR.

M Kirby, Fletcher Associates

1 day course
Course fee £600

Please go to www.hsl.gov.uk/training to see course dates and to book.
Pressure Systems Awareness

Pressure systems have been synonymous with industry since the age of steam. Today it is almost impossible to name an industry sector that does not make substantial use of pressure systems in some way or other.

This informative and experiential course is aimed at raising awareness of the hazards associated with pressure systems as well as the relevant regulatory framework. This course will offer delegates the unique opportunity to learn from real life case studies and forensic investigations in pressure systems failures, providing a first hand perspective of what can go wrong and why. Delegates will also benefit from a substantial afternoon session with the HSE Inspector responsible for the current revision of the Safety of Pressure Systems Regulations, during which delegates will be able to discuss both general and specific issues directly with the regulator in an open forum setting.

On completion of this course delegates will be able to identify pressure systems in the workplace and understand which legal requirements apply to this equipment. Delegates will develop a firm understanding of the nature and significance of common risks associated with pressure systems, who has duties under the regulations, and current risk mitigation strategies.

Course includes
- Pressure, the basics
- Case studies from real life incident investigations
- What constitutes a pressure system
- What are the relevant regulations
- What are my regulatory obligations
- Appreciation of common hazards associated with pressure systems
- Common methods of risk mitigation
- Open discussion forum

Who should attend
This entry level open course is aimed at employers and employees from all sectors of industry that would like to develop an improved understanding of pressure systems and their associated risks and your regulatory responsibilities.

Informative, common sense, personable delivery by obvious experts.
K Savile, University of Manchester

1 day course
Course fee £495

Please go to www.hsl.gov.uk/training to see course dates and to book.
Principles of Incident Investigation and Failure Analysis

The ability to carry out a detailed and accurate mechanical failure analysis is a key skill for many sectors of industry particularly engineering, manufacturing and research and development.

From costly delays in production due to the failure of vital plant or tooling through to catastrophic failures with potential insurance and safety implications; all require the application of scientific analytical methods of inquiry. HSL are offering a unique opportunity to engage directly with our incident investigation professionals and take full advantage of our decades of failure analysis experience. This course is aimed at individuals or companies that maintain, contract or are seeking to develop failure analysis capability. While the course will focus primarily on the investigation of mechanical and engineering failures, many of the principles covered will be directly transferable to investigations of any type. The course will explain the common strategies and tactics of the failure analysis process from the initial response through to presenting your findings.

Course includes
- Roles and responsibilities
- Strategy and tactics of incident investigation and failure analysis
- Initial Inspection
- Identification and collection of evidence
- Record and note keeping
- Common failure mechanisms
- Establishing cause and contributory factors
- Engaging scientific support
- Presenting your finding

Who should attend
This entry level course would be most useful for Health and Safety managers, insurance professionals, design and process engineers and other professionals seeking to better understand the forensic, scientific and analytical process.

“Well presented course with friendly delivery and all items covered in detail.
D Hibbert, Welbeck Estates Co Ltd

1 day course
Course fee £600

Please go to www.hsl.gov.uk/training to see course dates and to book.
PUWER - Machinery Safety Basics

Do you need to know about the safe design of machinery? This course will give you practical advice on how to evaluate the safety of existing machines.

It will also show you how to evaluate and control noise and hand-arm vibration risks. Those activities regulated by the Provision and Use of Work Equipment Regulations (PUWER) are covered here. This course can be taken in combination with the Machinery Risk Assessment Essentials course.

**Course includes**
- Provision and use of work equipment regulations
- Choice of guards and guard dimensions
- Introduction to machinery safety standards
- Machine modifications allowable under PUWER
- Use of control systems and impact of failures
- Evaluation and control of noise risks
- Evaluation and control of hand-arm vibration risk.
- Hands-on practice evaluating the safety of machinery and suitability of guards

**Who should attend**
Machinery users, maintenance engineers, safety officers and project engineers who need to purchase machinery or make minor modifications to improve the efficiency, or change the use, of existing machinery.

“Helpful modules, good content regarding PUWER. Practical parts were good and helped keep it interactive.”

E Morrison, GSK

1 day course
Course fee £450

Please go to www.hsl.gov.uk/training to see course dates and to book.
Machinery Risk Assessment Essentials

Being able to carry out a detailed machinery risk assessment is a key requirement under the Management of Health and Safety at Work Regulations. Are you aware of what is sufficient and suitable to satisfy these regulations?

Machinery risk assessment is also now explicitly required by the Supply of Machinery (Safety) Regulations 2008. This course gives you hands-on experience of carrying out a machinery risk assessment. You will use structured techniques to demystify the process. The course assumes a basic level of understanding of machinery safety. If you need an understanding of the Provision and Use of Work Equipment Regulations (PUWER), you should take this course in combination with the Machinery Safety Basics course.

Course includes
- What the difference is between hazard and risk, and other definitions
- Hazard identification process and techniques
- Process and techniques for risk estimation
- Risk evaluation – what does ALARP mean in practice?
- Assessment, handling and control of hazardous substances
- Reasonably foreseeable misuse, and other machine interventions
- Risk assessment practice

Who should attend
Machinery users, maintenance engineers, designers and project engineers who need to carry out the risk assessment of existing machinery or new machinery being specified, supplied or under development. Also, safety professionals who are familiar with the concepts, but need to know how machinery risk assessment differs from other workplace safety or risk assessments.

Very informative. Glad to do the exercise to practice the machinery safety assessment.
F Owens, GSK

1 day course
Course fee £450

Please go to www.hsl.gov.uk/training to see course dates and to book.
Machinery Directive

The design, supply and incorporation of machinery into assemblies are governed by the European Machinery Directive. In the UK this has been transposed into the Supply of Machinery (Safety) Regulations.

This course gives you a thorough understanding of this legislation, as well as the key current European and international safety standards that support the regulations. You will learn how to build a technical file, and have the opportunity to practise assessing how to conform to the essential health and safety requirements.

The role and process of risk assessment are explained, and there is an introduction to control system safety and some of the related standards. However if you need a more detailed understanding of machinery risk assessment or the design of safety-related control systems, you should also attend other Machinery Safety Series courses.

Who should attend

People who design and supply machines, and create assemblies of machines. People who specify and install new machines or assemblies, or make significant modifications to existing machines. It will also be helpful to anyone who is interested in a detailed understanding of the safety of industrial machinery.

Course includes

- Principles of safety by design
- Ergonomics in machine design
- High level access
- Relevant standards and their use
- Documentation requirements
- Hands-on practice of the evaluation and conformity assessment of machinery

Clear, concise presentation.

J Heredia, ITM Power Plc

1 day course
Course fee £450

Please go to www.hsl.gov.uk/training to see course dates and to book.
Designing and Specifying Safety-Related Control Systems

Control systems for machinery, whether electrical, pneumatic, hydraulic or combinations there-of, are often required to perform safety-related functions. There are regulatory requirements for these control systems and established approaches for dealing with their design, which are laid out in European Standards.

This course will help delegates understand how to specify and design safety related control circuits which comply with the requirements of both the Supply of Machinery (Safety) Regulations 2008 (Machinery Directive 2006/42/EC) and the Provision and Use of Work Equipment Regulations. It explains how these and other regulations and standards are applied to real-life situations, through the use of examples of how to and how not to do it. The course provides methods and templates developed at HSL to help engineers comply with the relevant requirements effectively and efficiently. The course concentrates mainly on the approach laid down in EN ISO 13849-1:2008, but also gives objective advice on the relevance of other standards such as EN ISO 13840-2:2012, EN 62061:2015 and other Safety of Machinery standards, such as EN ISO 14119:2013 on interlocking devices.

Who should attend
Electrical, control and project engineers, whether they are original equipment manufacturers or users involved in specifying control systems on customised machinery/assemblies or significantly modifying control systems on existing machinery/assemblies.

Course includes
- Safety integrity levels, performance levels, categories, what they are, what they aren’t, and the difference between them
- Circuit design
- Demonstration of interlocking and other safety devices
- Potential user interference and misuse of safety devices

“Depth and knowledge of instructor in relation to the topic was fantastic.”
M Burke, Magal AWT Ltd

1 day course
Course fee £450

Please go to www.hsl.gov.uk/training to see course dates and to book.
Process and Fire Incidents

This course introduces you to lessons learned from a number of significant or high profile incidents involving fires or chemical processes.

Drawing on the wealth of investigation experience within HSL, this course provides detailed histories of incidents and key outcomes of the investigations. It also gives examples of how investigation and follow-up research has led to improvements in safety.

There will be significant practical demonstration content in the course, where you will witness live experiments to illustrate hazardous effects that have caused previous incidents.

Course includes

- Chemical reaction hazards and incidents
- History and principles
- Risk reduction strategies
- A practical demonstration programme

Who should attend

Senior managers, safety professionals, health and safety managers, insurers, trade union representatives.

A very interesting and relevant course for the high hazard process industries. Many of the lessons learned from process incidents should be shared within industry to help prevent accidents.

S Smith, Solvay Solutions UK Ltd

2 day course
Course fee £1250

Please go to www.hsl.gov.uk/training to see course dates and to book.
Site and Transport Safety

Vehicle movements and loading and unloading vehicles can be some of the most dangerous activities carried out on a worksite.

This course will help you understand the legal requirements of both road traffic law and workplace safety law, how and why things go wrong, and how you can take practicable steps to reduce risk in your business.

Course includes
- Background for load securing
- Legal principles and UK and European requirements
- Use of the vehicle structure for load securing
- Lashing loads for safe road transport
- Responsibility and communication in the transport chain
- Working at height and fall prevention
- Vehicle/pedestrian separation and preventing incidents
- Risk assessment and systems of work for loading and transport

Who should attend
Site managers and transport managers working in general haulage, retail, warehousing and distribution.

"Opened my eyes to issues I had not been aware of or thought about. Will help me going forward."
M Barratt, TFL

1 day course
Course fee £450

Please go to www.hsl.gov.uk/training to see course dates and to book.
LOPA (Layers Of Protection Analysis) - Practical Application and Pitfalls

LOPA is a semi-quantitative risk assessment method. It is used to determine and demonstrate the ability of existing, and proposed safeguards to protect against identified hazard scenarios, and to meet predetermined risk based criteria.

The Process Safety Leadership Group prepared guidance on using LOPA to determine the safety integrity requirements for overfill protection of bulk fuel storage tanks. This course draws on this guidance and presents its relevance to other applications. It also identifies common pitfalls that can occur when using LOPA.

**Course includes**
- When to use LOPA and when to consider QRA
- Complexity
- LOPA as applied in IEC 61511
- Input data and uncertainty
- Rules
- Target frequency
- Outcome of LOPA
- Pitfalls associated with LOPA

**Who should attend**
Engineers, managers and safety professionals who have a basic knowledge of risk assessment (possibly gained through HAZOP studies and PHA studies) who may already be aware of LOPA but would like to have a better understanding of how to apply LOPA.

A wealth of experience from the presenter.
Nick Howard, 6 Engineering Ltd

2 day course
Course fee £1100

Please go to www.hsl.gov.uk/training to see course dates and to book.
Speciality
Biosafety - Concepts and Working Practices at Containment Level 3

This is a four-day course (run over five days) on working in and with a Microbiological Containment Level 3 facility. It comprises a number of modules using a combination of interactive theory, practical and workshop training.

You will achieve a greater understanding of the work carried out within a Containment Level 3 facility, the equipment used, and the concepts and philosophy of working with biological agents at that level of containment. It will also cover the design, management and legislative requirements associated with operating a Containment Level 3 laboratory facility.

You will gain the skills and confidence to deal with accidents and incidents, and learn what you and others need to do to ensure you are working in a safe environment. Practical session in our Containment Level 3 laboratory facilities will give you the opportunity to understand the design and operation of such facilities.

Course includes
- Legislation and code of practice
- Biosecurity and security
- Hazard criteria and categorisation
- Microbiological risk assessment
- Personal protective equipment
- Biocontainment facilities and equipment
- Health and safety management
- Disinfection, sterilisation and fumigation
- Waste management
- Accident/emergency procedures
- Cabinetry
- Laboratory design and working practices

Who should attend
Anyone working at, or intending to start work at, Containment Level 3. Safety advisors and biological safety officers who support Containment Level 3 facilities. Previous experience working at Containment Level 2 is essential.

Along with HSL staff, the course is presented by Sharon Webster of Webster’s Biosafety. Sharon is a biosafety consultant and trainer.

Content of course was very applicable to work carried out in APHA. Very comprehensive when planning and working in containment labs.

S Marsh, APHA

5 day course
Course fee £2250

Please go to www.hsl.gov.uk/training to see course dates and to book.
HSE Inspectors’ Guide to Electrical Safety

This workshop will be delivered by current and former Specialist Electrical Inspectors with extensive industry experience including giving guidance to duty holders, experience with serious incident investigations and enforcement action. The workshop is based on HSE’s practical enforcement experience which arises out of the businesses it inspects, generally those in the higher risk industries but also those where although the hazards can be high, the risks are thought to be well-controlled.

This workshop will give you a practical understanding of what HSE inspectors are looking for in the control of general electrical safety risks, including the risk and appropriate controls. You will review known high risk electrical safety issues together with the appropriate controls based on HSE’s investigation experiences and understand the practical application of HSE’s Enforcement Management Model.

Who should attend

Health and Safety professionals responsible for managing or advising on the interface between businesses and the HSE. Business owners, senior managers and technical specialists responsible for managing and controlling general electrical safety risks. Owners and operators of both public (licences) and private (unlicenced) electrical distribution networks.

Workshop includes

- Relevant legislation, guidance and industry best practice
- High-risk and priority issues an HSE inspector will focus on in general electrical safety
- Managing electrical distribution networks and controlling risks to third parties, legislation, guidance
- How to reflect on and plan for any necessary improvements in the control of risks associated with electricity before an HSE inspector calls
- Electrical safety issues that are likely to trigger enforcement action
- What happens when things go wrong? (An insight into forensic investigation)

"The course is very informative and provided a lot of points to review in the work I undertake in advising others on electrical safety management.

M Bolland, Safety and Risk Management"

1 day workshop
Workshop fee £495

Please go to www.hsl.gov.uk/training to see workshop dates and to book.
This workshop will be delivered by current and former HSE Inspectors and is a rare opportunity to understand your regulator by seeing the world through an inspectors’ eyes.

You will learn why, when and how HSE takes formal enforcement action, how to influence formal HSE decisions and how to respond to receipt of a notice.

Workshop includes

- Relevant legislation, guidance and industry best practice
- The legal basis for HSE taking formal enforcement action and the basic format of the Improvement and Prohibition Notice
- How HSE inspectors form their judgement about whether to serve formal notices – the factors that are taking into account and how an inspector forms their opinion
- An insight into how businesses can legitimately influence an inspector in their enforcement decision
- Options for both formal and informal actions that are available to a business receiving a notice

Who should attend

Health and Safety professionals responsible for managing or advising on the interface between businesses and the HSE. Business owners or senior managers responsible for managing and controlling risks. Anyone who might have a formal notice put in their hands by an HSE inspector.

Knowledgeable speaker, useful information provided and insight into HSE Inspectors’ mindset.

H Winterbottom, Park Cakes

1 day workshop
Workshop fee £495

Please go to www.hsl.gov.uk/training to see workshop dates and to book.
The Office of Rail and Road (ORR) expect the rail industry to achieve excellence when controlling health and safety risks.

The Office of Rail and Road (ORR) expect the rail industry to achieve excellence when controlling health and safety risks. They believe that this is only possible through effective and efficient management. ORR have described what excellent management capability looks like in the Risk Management Maturity Model (RM3). ORR inspectors use this model to assess duty holders’ risk management arrangements as required by the Railways and Other Guided Transport Systems (Safety) Regulations 2006 and the Management of Health and Safety at Work Regulations 1999. RM3 has been embraced by the UK railway industry and is increasingly influencing activity in Europe through its adoption by the European Railway Agency.

This course, designed in collaboration with ORR, will provide you with:

- A thorough understanding of what makes a good management system and why you need one
- How you can use RM3 within your organisation, and
- How an inspector uses RM3 to assess your risk management arrangements.

HSL is delighted to be collaborating with ORR to deliver training on RM3. HSL’s comprehensive understanding of RM3 and best practice in the field of health & safety risk management across a range of industries, along with our knowledge of regulation puts us in the best position to help you to implement RM3 effectively and achieve excellence in H&S risk management.

**Course includes**

- Key elements of a good safety management system
- RM3 and how to use it within your organisation
- Good practice (beyond HSG65) in health & safety
- Risk management from across industry

**Who should attend**

Whilst this course is tailored to those who are responsible for health & safety risk management in the rail industry, delegates from other industries will find the course of relevance due to the cross-industry applicability of the principles of excellent risk management.

**2 day course**

Course fee £1200

Please go to www.hsl.gov.uk/training to see course dates and to book.
Leadership
Health & Safety Leadership Excellence: A Workshop for Managers

This two day interactive workshop is designed to equip those who lead and manage others, with knowledge and understanding of the key health and safety leadership values and understand how this enables them to enhance the team’s health and safety performance. By the end of the workshop, managers will be able to reflect on their own leadership style in the following four areas:

**The business**
Managers will be able to:
- Recognise the influence of leadership on health and safety performance
- Recognise the importance of leadership as a means of preventing work-related stress
- Understand their health and safety role in helping the business achieve its objectives

**Leading the team**
Managers will be able to:
- Recognise the impact of leadership on team cohesion and functioning, in particular the importance of effective interpersonal skills
- Understand the importance of being honest – giving bad news upwards and downwards
- Appreciate the benefits of effective reward, recognition and reinforcement and strategies on how to deliver these effectively

**Being me**
Managers will be able to:
- Understand HSL’s model for effective health and safety leadership
- Reflect on their own health and safety leadership style and what can influence their own decision making and subsequent behaviours

**Being human**
Managers will be able to:
- Better understand the myriad of influences upon others’ behaviour (introducing HSL’s evidence based model of human behaviour), including the impact of our subconscious bias, learning styles and human error. This will help leaders respond more appropriately to their team

The workshop is designed to equip you with the latest thinking and research in health and safety leadership and more importantly how to apply it in your day to day role as a manager. It will provide you with the opportunity to share your own experiences, reflect on your capabilities and learn from your peers and HSL experts.

**Who should attend**
This workshop is for any manager who wants to improve how they manage health and safety within their team. This workshop could be delivered in-house depending upon company requirements.

2 day workshop
Workshop fee £1100

Please go to www.hsl.gov.uk/training to see workshop dates and to book.
Health & Safety Leadership Excellence: A Workshop for Senior Leaders

This one day interactive training workshop is designed to equip senior leaders with knowledge and understanding of key health and safety leadership responsibilities and values (as identified through research) and understand how this enables them to work towards achieving health and safety cultural excellence.

By the end of the workshop, leaders will be able to reflect on their own leadership style as well as leadership within the business in the following four areas:

The business
Leaders will be able to:
- Consider their roles and responsibilities for health and safety in line with current regulation
- Recognise the influence of leadership on health and safety performance/culture
- Recognise the importance of leadership as a means of preventing work-related stress
- Recognise the link between the effective health and safety leadership and becoming a high reliability organisation (HRO)
- Reflect upon their business’s leadership strategy

Leading the team
Leaders will be able to:
- Recognise the impact of leadership on team cohesion and functioning, in particular the importance of effective interpersonal skills
- Understand the importance of inviting and challenging the good and bad news
- Appreciate the benefits of effective reward, recognition and reinforcement

Being me
Leaders will be able to:
- Understand HSL’s model for effective health and safety leadership

- Reflect on their own health and safety leadership style and what can influence their own decision making and subsequent behaviours

Being human
Leaders will be able to:
- Better understand the myriad of influences upon others’ behaviour (introducing HSL’s evidence based model of human behaviour), including the impact of our subconscious bias, learning styles and human error. This will help leaders respond more appropriately to their team

The workshop is designed to equip you with the latest thinking and research in health and safety leadership as well as provide you with the opportunity to share your own experiences, reflect on your capabilities, consider ways in which you can drive a leadership strategy forward in your own organisation and learn from your peers and HSL experts.

Delegates will leave with an individual and organisational development plan for how they intend to improve their own and others leadership capabilities.

Who should attend
This workshop is for anyone with senior health and safety leadership responsibility, i.e. health and safety managers and directors, operations directors, human resource directors, company directors. This workshop could be delivered in-house depending upon company requirements.

1 day workshop
Workshop fee £600

Please go to www.hsl.gov.uk/training to see workshop dates and to book.
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