

# Health and Safety Essentials

## Lecture 17 – Health and Safety Training Programmes

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**Undergraduate Diploma in  
Occupational Health and Safety**

# Recap last week's topic

Kahoot Quiz:

<https://play.kahoot.it/v2/lobby?quizId=6df9b811-457f-494b-871c-a80c30225e47>



# Objectives of the Lecture

- ✔ Understand the legal obligations for H&S training in Malta.
- ✔ Differentiate between legal compliance and best practices.
- ✔ Identify different types of H&S training programmes.
- ✔ Develop an effective H&S training programme.
- ✔ Evaluate training effectiveness.



# Leading to accidents?






**?** *Think of a workplace accident you know of.*

- Could better training have prevented it?
  - What kind of training was missing?

-  *Share your thoughts!*



# Why is H&S Training Important?

-  Prevents accidents and injuries.
-  Improves compliance with legal obligations.
-  Increases worker competence and confidence.
-  Contributes to a strong safety culture.
-  Reduces financial losses due to incidents.



# Legal Framework – Key Legislation in Malta

## Cap. 646 – Health and Safety at Work Act

- Establishes employer responsibilities for training.
- Empowers OHSA to enforce compliance.

## SL 646.11 – General Provisions for OHS Regulations

## SL 646.24 – Work Equipment Regulations

## SL 646.13 – Personal Protective

## SL 646.10 – Prevention of Back Injuries aka Manual Handling Regulations

## SL 646.16 – Chemical Agents Regulations

## SL 646.25 – Construction Site Regulations **And more.....**

-  *Employers must provide adequate and ongoing training!*



# Employer & Employee Responsibilities

- **Employer Duties**

- ✓ Provide appropriate and regular training.
- ✓ Ensure training is understood (language, literacy).
- ✓ Maintain training records.
- ✓ Evaluate training effectiveness.

- **Employee Responsibilities**

- ✓ Attend training and apply safety measures.
- ✓ Report any hazards.
- ✓ Follow safety instructions.



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**According to SL 646.13, what is an employer's obligation regarding training on Personal Protective Equipment (PPE)?**

① Start presenting to display the poll results on this slide.



# Breakout Activity – Legal Compliance

 **Task:** In breakout groups, choose an industry:

- Construction - Group 1
- Manufacturing - Group 2
- Hospitality - - Group 3

 **Identify:**

- What legal training is likely required and why do you think so?
- What can go wrong if employees are **not** trained?

 *Each group presents findings!*



# Types of H&S Training

1. **Induction Training** – For new employees.
2. **Job-Specific Training** – Role-related hazards
3. **Refresher Training** – Regular updates.
4. **Emergency Response Training** – Fire, first aid, evacuations.
5. **Behavioural Safety Training** – Risk perception & decision-making.
6. **Competency-Based Training** – Focus on skills, not just knowledge.

 *Which type of training is most common in your workplace?*



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**A new factory worker starts next week. What training is most critical first?**

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# Developing an Effective H&S Training Programme

- 📌 **Step 1:** Identify training needs (tasks, risk assessments, incidents).
- 📌 **Step 2:** Set SMART learning objectives.
- 📌 **Step 3:** Choose training methods (toolbox talks, e-learning or in class, simulations...).
- 📌 **Step 4:** Deliver training (qualified trainers, engaging methods).
- 📌 **Step 5:** Evaluate effectiveness (assess application of learning).



# SMART Learning Objectives

-  S – Specific
-  M – Measurable
-  A – Achievable
-  R – Relevant
-  T – Time-bound

 Example: *“By the end of this training, all machine operators will correctly identify and apply lockout/tagout procedures.”*



# Case Study – Poor Training Consequences

 **Incident:** A material distribution worker suffered a back injury due to poor manual handling.

## **Discussion:**

- What training should have been provided?
- But the employer provided that training!
- How could the employer have prevented this accident?

 *Class shares insights!*



# Breakout – Choosing the Right Training

## Scenario:

A worker is injured because they weren't trained to use a machine correctly.

## Examples:

- Bandsaw in an industrial workshop
- Forklift Truck in a busy warehouse
- Tail Lift on a delivery truck
- Moulding machine in plastic moulding industry

## Questions:

- How could the worker be injured or injure someone else?
- What type of training should they have received?
- How do you ensure that the training is suitable?



# Break





# Measuring Training Effectiveness

## 📌 What is the Kirkpatrick Model?

- ✅ A framework for evaluating the effectiveness of training programmes.
- ✅ Developed by **Donald Kirkpatrick** in the 1950s.
- ✅ Measures **four levels** of training impact:



- 4 **Results** – Has safety improved in the workplace?
- 3 **Behaviour** – Are they applying what they learned?
- 2 **Learning** – Did they gain knowledge and skills?
- 1 **Reaction** – Did participants find the training useful?

📄 *Helps ensure training leads to real, measurable improvement*



# Level 1 – Reaction (Engagement & Satisfaction)

 **Key Question:** *Did trainees find the training useful and engaging?*

 **Purpose:**

- Understand how participants **feel** about the training.
- Identify areas for improvement.

 **How to Measure:**

- ✓ Post-training surveys & feedback forms.
- ✓ Trainer observation (participation levels).
- ✓ Interviews with trainees.

 **Example:**

After a fire safety training, employees rate the session **on engagement, clarity, and usefulness.**

 **Why it Matters:**

- High engagement = higher chance of knowledge retention.
- Helps improve future training sessions.



# Level 2 – Learning (Knowledge & Skills Acquired)

 **Key Question:** *Did trainees actually learn what was intended?*

 **Purpose:**

- Measures increase in knowledge, skills, and competencies.
- Ensures training objectives were met.

 **How to Measure:**

- ✓ Pre- and post-training quizzes/tests.
- ✓ Hands-on demonstrations.
- ✓ Role-playing scenarios.

 **Example:**

After manual handling training, employees complete a test to demonstrate proper lifting techniques.

 **Why it Matters:**

- Ensures employees understand key safety concepts.
- Identifies knowledge gaps for future training improvements.



# Level 3 – Behaviour (Application of Learning)

 **Key Question:** *Are employees applying what they learned in the workplace?*

 **Purpose:**

- Measures whether training **leads to real changes in behaviour**.
- Determines if employees are **practicing safety procedures** correctly.

 **How to Measure:**

- ✓ Workplace observations & audits.
- ✓ Supervisor feedback & performance reviews.
- ✓ Follow-up assessments **weeks/months after training**.

 **Example:**

After PPE training, supervisors observe workers **to check if they consistently wear the correct PPE**.

 **Why it Matters:**

- Training is only effective if **employees apply it in real-world situations**.
- Helps employers identify **barriers to behavioural change** (e.g., lack of resources or motivation).



# Level 4 – Results (Impact on Workplace Safety)

 **Key Question:** *Did training improve workplace safety and performance?*

 **Purpose:**

- Measures **long-term impact** on workplace safety.
- Demonstrates **return on investment (ROI)** of training.

 **How to Measure:**

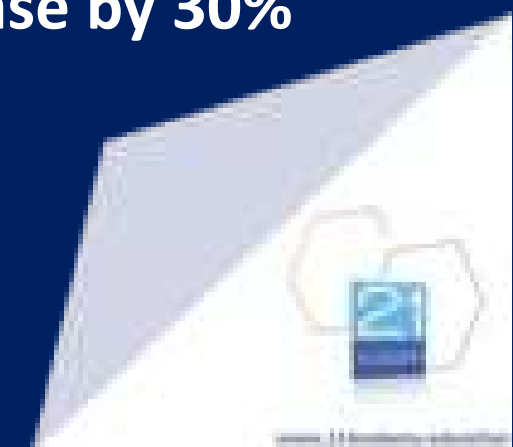
- ✓ Reduction in accident and injury rates.
- ✓ Fewer safety violations.
- ✓ Increased productivity and compliance.

 **Example:**

After implementing machine safety training, accident rates **decrease by 30%** over six months.

 **Why it Matters:**

- The **ultimate goal** of training is **to improve safety and efficiency.**
- Shows if the investment in training **was worth it.**



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**Which Kirkpatrick Level evaluates whether employees apply safety knowledge in the workplace?**

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# Breakout Exercise – Training Evaluation

 **Task:** In groups, design a training evaluation plan using

**Kirkpatrick's Model** for:

- Fire Safety & Warden training
- PPE usage training
- Manual Handling training

 *Each group presents their plan!*



# Challenges in H&S Training



## Common Issues:

- ✗ Resistance from employees.
- ✗ Language/literacy barriers.
- ✗ Lack of engagement.
- ✗ Budget and or Time constraints.



## Solutions:

- ✓ Link training to real incidents.
- ✓ Use visuals & demonstrations.
- ✓ Make training interactive (quizzes, role plays).
- ✓ Use cost-effective methods (e-learning, peer-led training).





# Role Play – Overcoming Training Resistance

## Situation:

A **stubborn worker** refuses to attend training, saying it's a waste of time.

## Task:

- One student plays the worker, another plays the safety officer convincing them why training is crucial.
- Rest of class provides feedback!

 *How do you convince resistant workers to engage?*



# Conclusion & Final Discussion

## ◆ Key Takeaways:

- ✓ H&S training is both a **legal and moral** responsibility.
- ✓ Training must be **effective, engaging, and regularly updated.**
- ✓ Evaluation ensures training is **making a real difference.**

## 📣 Final Question:

- What's **ONE** thing you will take from today's lecture and apply in real life?





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