



Safety Culture: Baseline Assessment and Action Plan

Strengthen the safety culture
within your organisation.

At Human Safety Academy, we are dedicated to improving safety and efficiency within organisations.

This training is designed to help your organisation identify its current safety culture and formulate concrete improvement actions for cultural development. The approach offers a structured baseline assessment across the entire workforce and two in-depth workshops aimed at creating a safe and healthy working environment aligned with the Safety Culture Model of the European Union Agency for Railways (ERA).

Training objectives

- Gain insight into the current safety culture within your organisation (baseline assessment).
- Formulate practical actions to improve the safety culture.
- Create support for cultural development and strengthen the Safety Management System (SMS).

Learning goals

- Understand the eight cultural characteristics of the European Safety Culture Model for Railways 2.0.
- Develop an action plan specifically aimed at improving the safety culture in your organisation.
- Strengthen leadership and communication concerning safety culture.
- Link safety culture with the Safety Management System (SMS).

Training experience

- Day 1: Theoretical deep-dive, group discussions, and interactive sessions covering characteristics 1 to 4.
- Day 2: Exploration of the remaining four cultural characteristics, followed by developing concrete improvement actions and a final action plan.

Practical information

- **Duration:** 2 days of 6 hours each
- **Location:** In-company
- **Trainer:** Melcher Zeilstra, European Registered Ergonomist with extensive experience in safety culture, human and organisational factors in the rail sector.
- **Included:** Training materials, templates for action plans, and a certificate of participation.



Program overview

Our “Safety Culture Training” is divided into two days:

Day 1 (6 hours)

- Introduction to the ERA Safety Culture Model and methodology
- Develop an action plan based on the baseline assessment results for the following cultural characteristics:
 - Characteristic 1: Managing key risks
 - Characteristic 2: Understanding working conditions
 - Characteristic 3: Learning from experience
 - Characteristic 4: Continuously integrating safety

Day 2 (6 hours)

- Develop an action plan based on the baseline assessment results for the remaining characteristics:
 - Characteristic 5: Interaction
 - Characteristic 6: Formalisation
 - Characteristic 7: Dissemination
 - Characteristic 8: Reinforcement
- Develop and finalise the action plan

Target audience

Managers, supervisors, and professionals from safety and quality departments who are responsible for developing culture and safety within their organisation.