



Welbees

Welbees Training Catalogue

*Human Factors, Fatigue and Stress
Management, and Safety Culture*

- **Training courses provided:**
 - ✓ In French or English
 - ✓ In-class or remote
- *The presented program can be adapted on request according to the company's needs*



Training Catalogue

Course 1

Fatigue Risk Management System

→ *Page 3*

Course 2

Individual Fatigue and Stress Management

→ *Page 4*

Course 3

Psychosocial Risk Management (PRM)

→ *Page 5*

Course 4

Investigation and analysis Incidents/Accidents

→ *Page 6*

Course 5

Human Factors and Risk Management

→ *Page 7*

Course 6

Safety Management System and Safety Culture

→ *Page 8*



COURSE 1

FATIGUE RISK MANAGEMENT SYSTEM

The training will be based on **theoretical presentations, concrete examples and practical exercises**. It is divided into two parts: the first day covers the scientific basis of sleep and fatigue, the main causes of fatigue, the consequences on performance and safety; and the second day covers the analysis and management of fatigue risks, the principles and tools of the fatigue risk management system (FRMS). This second day is based on the presentation of examples and practical exercises, including planning assessments.

Targeted audiences

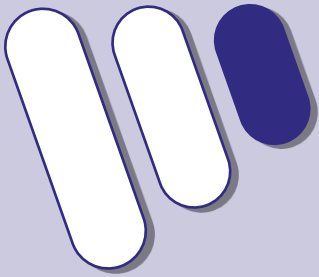
- Fatigue Risk Management System (FRMS)
- Flight Safety/Compliance
- Aircrew scheduling
- Air operations
- Aircrew representatives

Objectives

- Provide participants with scientific knowledge about fatigue, its causes and consequences.
- Present methodologies for assessing fatigue risk and ways to prevent it.

How the course is run

- **Day 1**
 - ▶ Module 1 : Introduction (Fatigue and Safety)
 - ▶ Module 2 : Scientific Data on Fatigue
 - ▶ Module 3 : Effects of Fatigue on Safety Performance
- **Day 2**
 - ▶ Module 4 : The FRMS, general principles
 - ▶ Module 5 : Methods and tools of the FRMS
 - ▶ Module 6 : Group work in workshops, feedback and discussion



2
Days

6
Modules

5
Assignments

1
Evaluation

1
Certification

COURSE 2

INDIVIDUAL FATIGUE AND STRESS MANAGEMENT

A first approach to fatigue and stress management. The scientific basis will be provided, and the consequences of fatigue and stress will be clearly explained. Particular attention will be paid to **learning how to recognise the signs at an individual level**, as well as to **good practices** in managing fatigue and stress. This course aims to lay the foundations for good risk management of stress and fatigue.



Targeted audiences

- Employees
- Managers



Objectives

- Raise awareness of the risks associated with fatigue and stress.
- Provide precise knowledge on scientific topics (circadian rhythm, sleep architecture, effects of caffeine, etc.).
- Enable learners to better manage their stress and fatigue, using validated techniques.



How the course is run

- **Day 1**
 - ▶ **Module 1** : The scientific basis of sleep, fatigue and stress
 - ▶ **Module 2** : The consequences of fatigue and stress
- **Day 2**
 - ▶ **Module 3** : Getting to know each other: individual differences
 - ▶ **Module 4** : Practical recommendations: sleep and nap management, diet, caffeine, physical activity, stress management techniques

2
Days

4
Modules

8
Assignments

1
Evaluation

1
Certification

COURSE 3

PSYCHOSOCIAL RISK MANAGEMENT (PRM)

An in-depth approach to psychosocial risks (PSR). Each module will provide learners with specific knowledge on the management of psychosocial risks. At the end of the course, learners will be able to implement or improve **psychosocial risk prevention in their organisation**.



Targeted audiences

- Managers
- Human Resources (HR) Managers



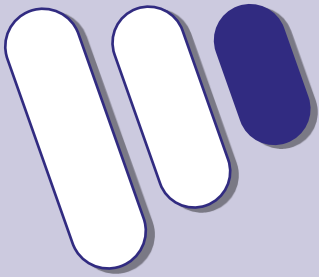
Objectives

- Understand the mechanisms of PSR.
- Assimilate new skills related to the management and prevention of PSR.



How the course is run

- **Day 1**
 - ▶ **Module 1** : Challenges of psychosocial risks for the employer
 - ▶ **Module 2** : Regulatory aspects
 - ▶ **Module 3** : Definitions and description of psychosocial risk factors
 - ▶ **Module 4** : The consequences of psychosocial risks on employee health and challenges for the company
- **Day 2**
 - ▶ **Module 5** : Assessing psychosocial risks
 - ▶ **Module 6** : Preventive approach
 - ▶ **Module 7** : Practical assignments



2

Days

7

Modules

8

Assignments

1

Evaluation

1

Certification

COURSE 4

INVESTIGATION AND ANALYSIS INCIDENTS/ACCIDENTS

A training course **for safety managers** in your organisation. This training course reviews the regulatory aspects, the definitions related to accidents and incidents, and provides you with the tools and methods to investigate and analyse accidents/incidents. The training focuses on accidents and incidents and is illustrated by case studies.



Targeted audiences

- Staff in charge of security and safety
- Internal or independent investigators



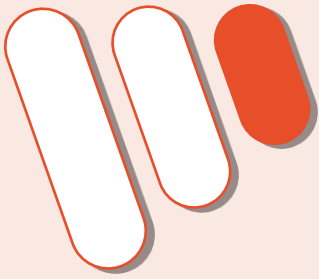
Objectives

- Understand the accident investigation and analysis process.
- Teachings on accident analysis methods.
- Enable learners to set up effective survey and analysis methods.



How the course is run

- **Day 1**
 - ▶ **Module 1** : Regulatory aspects
 - ▶ **Module 2** : Definitions and objectives of incidents and accidents investigations
 - ▶ **Module 3** : Data collection during the survey
 - ▶ **Module 4** : Maintenance techniques
- **Day 2**
 - ▶ **Module 5** Data analysis and accident analysis methods (cause tree, bow tie method, HFACS,...)
 - ▶ **Module 6** : Accident case studies



2
Days

6
Modules

7
Assignments

1
Evaluation

1
Certification

COURSE 5

HUMAN FACTORS AND RISK MANAGEMENT

A first approach to the concepts related to human factors. A two-day training course consisting of 4 different modules. Each of these modules will provide learners with specific knowledge on human factors. **From the mechanisms of sensory perception to psychosocial influences**, we provide you with the latest insights from scientific research.



Targeted audiences

- Employees
- Managers
- Human Resources Managers
- Safety and Security Managers



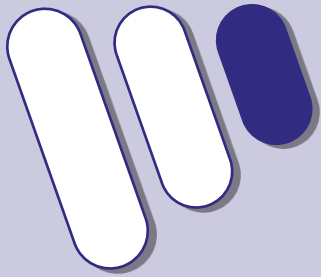
Objectives

- Understand the fundamentals of human factors and their implications for risk management.
- Implement approaches to prevent human factors risks.



How the course is run

- **Day 1**
 - ▶ **Module 1** : Definition and scope of Human Factors
 - ▶ **Module 2** : The basics of human functioning: perception, cognition, psychosocial factors, sleep, fatigue and stress
- **Day 2**
 - ▶ **Module 3** : The limits of human functioning: sensory illusions, errors, violations
 - ▶ **Module 4** : Human factors and safety
 - ▶ **Module 5** : Preventive approaches



2
Days

5
Modules

8
Assignments

1
Evaluation

1
Certification

COURSE 6

SAFETY MANAGEMENT SYSTEM AND SAFETY CULTURE

A training course to acquire **in-depth knowledge** of safety management systems. The course lasts 3 days and consists of 6 complete modules. Each module provides learners with **specific knowledge and tools to improve their safety management systems.**



Targeted audiences

- Staff in charge of security and safety (managers and directors)



Objectives

- Understand the principles and methodologies for implementing a SMS.
- Develop knowledge on the development of a safety culture.



How the course is run

- **Day 1**
 - ▶ Module 1 Introduction to safety and SMS.
 - ▶ Module 2 : Presentation of the main components of the SMS.
- **Day 2**
 - ▶ Module 3 : Human factors and safety
 - ▶ Module 4 : Human performance: psychosocial and cognitive factors, errors and violations
- **Day 3**
 - ▶ Module 5 : Organisational factors and safety culture
 - ▶ Module 6 : Case studies

3
Days

6
Modules

6
Assignments

1
Evaluation

1
Certification



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