Giving businesses the OSH tools they need for success

IOSH Training

IOSH-approved training courses provide the tools to support managers and leaders of businesses at every stage of occupational safety and health (OSH) development.

When managers and leaders protect workers' safety, health and wellbeing, workers respond by committing effort and long-term allegiance. They also contribute actively to a safer, healthier and more productive work culture.

Integrating OSH strategically encourages innovation, growth and sustainability. Management and leadership commitment to reducing business risk creates value by enhancing business reputation.

The stages of business OSH development, based on IOSH's model of safety*

Key stages	Embryonic	Active	Proactive	Integrated
	OSH compliance		Beyond compliance	
Understanding of OSH risk	limited	all risks equal	emerging risk differentiation	major risks differentiated
Prevailing attitude to OSH	safety by natural instinct	follow rules and procedures	concern with prevention	advantage from OSH innovation
Locus of OSH responsibility	ad hoc expertise	safety manager	mainstreamed in all job roles	throughout value chain
Role of OSH profession	legal compliance	policing	assurance	strategic enabler
Leadership behaviour	reactive	enforcing	inspiring	authentic
Management system intent	comply	control	engage	empower

Managing Safely

IOSH's market-leading health and safety course for line-managers is the standard-bearer for improving organisational safety awareness culture. It can significantly raise levels of business performance by embedding health and safety across the organisation.

- **The perfect start for organisations at the embryonic stage of OSH development who are aiming to improve OSH performance and achieve compliance.**

- **Active organisations, whose management commitment and systems ensure compliance, will learn how to improve productivity and engender staff involvement in OSH.**

Managing Sustainably

This course builds on the foundations laid by IOSH Managing Safely®. It helps businesses to understand that to be socially sustainable, they must cultivate social acceptance for their business activity – their social licence to operate.

- **Proactive organisations will discover how to develop a people-first culture, going beyond OSH compliance to engender a systematic approach to long-term sustainability.**

- **Integrated organisations will be able to move to the next level by linking good OSH practice to bottom-line impact. Benefits include greater customer loyalty and appeal to investors.**