# Effective Safety Management Systems (SMS) in the GCC Training Course



25 - 29 Oct 2026

Manama

4400 € (Per Person)

Ref: #HSE8604_227701

## Course Introduction / Overview:

This comprehensive training course provides a deep dive into the principles, development, and implementation of effective Safety Management Systems (SMS) tailored specifically for the unique operational and regulatory landscape of the GCC region. Moving beyond mere compliance, this program is designed to instill a proactive safety culture that becomes an integral part of an organization's identity and success. As articulated by safety science pioneer James Reason in his seminal work, "Managing the Risks of Organizational Accidents," preventing major failures requires a systemic approach rather than focusing solely on individual errors. This course, offered by BIG BEN Training Center, embraces this philosophy by equipping participants with the strategic tools and practical knowledge to build and sustain a robust SMS. We will explore the four essential pillars of SMS—Safety Policy, Safety Risk Management, Safety Assurance, and Safety Promotion—providing a structured framework for identifying hazards, managing risks, and continuously improving safety performance. Participants will learn to not only meet but exceed regional and international standards, transforming their organization's approach to safety from a reactive necessity to a proactive, value-adding business function that protects assets, personnel, and reputation.

## Target Audience / This training course is suitable for:

- Health, Safety, and Environment (HSE) Managers and Officers.
- Operations Managers and Supervisors.
- Project Managers and Engineers.
- Quality Assurance and Compliance Managers.
- Aviation and Maritime Safety Professionals.
- Construction Site Managers.
- Risk Management Professionals.
- Corporate Executives and Department Heads.
- Regulatory and Government Agency Inspectors.
- Human Resources Managers involved in safety training.

## Target Sectors and Industries:

- Oil and Gas.
- Construction and Engineering.
- Aviation and Aerospace.
- Maritime and Logistics.
- Manufacturing and Processing.
- Petrochemicals.
- Power and Utilities.
- Transportation and Infrastructure.
- Governmental and Public Sector entities.
- Healthcare.

## Target Organizations Departments:

- Health, Safety, and Environment (HSE) Department.
- Operations and Production.
- Project Management Office.
- Engineering and Maintenance.
- Quality Assurance and Control.
- Human Resources and Training.
- Compliance and Regulatory Affairs.
- Risk Management.
- Corporate Governance.
- Facilities Management.

## Course Offerings:

By the end of this course, the participants will have able to:

- Develop and articulate a comprehensive safety policy and set measurable safety objectives.
- Master the process of Hazard Identification and Risk Assessment (HIRA) using established methodologies.
- Design and implement effective risk mitigation and control strategies.
- Establish a robust framework for safety performance monitoring and measurement.
- Conduct effective safety audits and inspections to ensure continuous compliance and improvement.
- Lead thorough incident investigations to identify root causes and prevent recurrence.
- Champion and cultivate a positive, proactive safety culture throughout the organization.
- Understand and navigate the specific SMS regulatory requirements within the GCC countries.
- Develop and manage an effective Emergency Response Plan (ERP).
- Integrate SMS principles with existing management systems like ISO 45001.

## Course Methodology:

The training methodology at BIG BEN Training Center is designed to be highly interactive, engaging, and practical, ensuring that participants can immediately apply their learning in the workplace. We move beyond traditional lecture-based formats to create an immersive learning environment. The course heavily utilizes real-world case studies drawn from various industries within the GCC, allowing participants to analyze complex safety challenges and develop viable solutions. Group discussions, collaborative workshops, and problem-solving exercises form the core of the program, encouraging the sharing of diverse experiences and perspectives. Participants will engage in practical activities such as developing a safety policy, conducting a mock risk assessment, and outlining an incident investigation plan. Role-playing scenarios will be used to simulate real-life situations, such as communicating safety procedures or managing an emergency. Our expert instructors facilitate these sessions, providing continuous feedback, guidance, and mentorship. This blended approach of theoretical knowledge and hands-on application ensures a deep and lasting understanding of Safety Management Systems.

# Course Agenda (Course Units):

## Unit One: Foundations of Safety Management Systems (SMS)

- Introduction to the concept and history of SMS.
- The business case for implementing an effective SMS.
- Understanding the four pillars of SMS: Safety Policy, Risk Management, Assurance, and Promotion.
- Key SMS terminology and definitions.
- Evolution from traditional safety programs to integrated systems.
- Overview of international standards and frameworks (ICAO, IMO, ISO 45001).
- The specific regulatory landscape for SMS in the GCC region.

## Unit Two: Safety Policy and Objectives

- The role of management commitment and responsibility.
- Developing a clear and comprehensive organizational safety policy.
- Communicating the safety policy effectively across all levels.
- Establishing SMART (Specific, Measurable, Achievable, Relevant, Time-bound) safety objectives.
- Defining key safety roles, responsibilities, and accountabilities.
- Structuring the SMS documentation and record-keeping system.
- Appointing key safety personnel and defining their authority.

## Unit Three: Safety Risk Management (SRM)

- The systematic process of Safety Risk Management.
- Techniques for effective hazard identification in the workplace.
- Principles of risk analysis and assessment.
- Using risk matrices to prioritize safety concerns.
- Developing and implementing effective risk controls and mitigation strategies.
- The concept of As Low As Reasonably Practicable (ALARP).
- Managing change effectively within the SMS framework.

## Unit Four: Safety Assurance and Promotion

- Principles of Safety Assurance and performance monitoring.
- Developing and tracking Safety Performance Indicators (SPIs).
- Conducting internal safety audits and inspections.
- Managing non-conformities and implementing corrective actions.
- Incident investigation, reporting, and root cause analysis techniques.
- Fostering a positive safety culture through training and communication.
- Understanding and implementing the principles of a 'Just Culture'.

## Unit Five: SMS Implementation and Continuous Improvement

- Developing a phased SMS implementation plan.
- Strategies for overcoming organizational resistance to change.
- Integrating SMS with other management systems (e.g., Quality, Environmental).
- Developing and testing an Emergency Response Plan (ERP).
- The role of the management review process in ensuring SMS effectiveness.
- Techniques for continuous improvement of the SMS.
- Preparing for external audits and regulatory oversight.

# FAQ:

### Qualifications required for registering to this course?

There are no requirements.

### How long is each daily session, and what is the total number of training hours for the course?

This training course spans five days, with daily sessions ranging between 4 to 5 hours, including breaks and interactive activities, bringing the total duration to 20 - 25 training hours.

## Something to think about:

How can an organization transition from a compliance-focused, reactive safety culture to a truly proactive and generative one, and what role does 'Just Culture' play in this transformation?

## What unique qualities does this course offer compared to other courses?

This course distinguishes itself through its unwavering focus on the specific context of the GCC region. While many programs offer generic SMS principles, our curriculum is meticulously tailored to address the unique regulatory, cultural, and industrial challenges faced by organizations in the Gulf. We move beyond theoretical frameworks by integrating practical, region-specific case studies from key sectors like oil and gas, construction, and aviation, allowing participants to grapple with relevant and realistic scenarios. The course emphasizes the critical link between technical systems and human factors, dedicating significant attention to building a proactive safety culture rather than just a compliant one. It explores the nuances of implementing a 'Just Culture' within the regional context, a topic often overlooked. Furthermore, our methodology prioritizes application over theory; participants will not just learn about risk assessment matrices but will actively build them. They will not just hear about safety policies but will draft them. This hands-on, workshop-style approach ensures that attendees leave with tangible skills and a clear implementation roadmap, empowering them to drive meaningful and sustainable safety improvements within their organizations.