OSHA-Aligned Supervisor Safety Performance Evaluation Training Course

11 – 15 April 2027
Johannesburg

AGILE LEADERS
Training Center

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Ref: 1328_198173 **Date:** 11 – 15 April 2027 **Location:** Johannesburg **Fees:** 4500 Euro

Overview

OSHA-Aligned Supervisor Safety Performance Evaluation Training Course is a one-week course for HSE managers, operations leaders, auditors, contractor managers, HR performance specialists, and compliance professionals who leave with a Supervisor Safety Performance Evaluation File. Participants connect role expectations, observable evidence, leading and lagging indicators, inspections, hazard correction, training verification, incident response, documentation, coaching, scoring, calibration, and improvement. Agile Leaders Training Center presents supervisor safety evaluation as a fair evidence-based management process.

Who Should Attend

- Functions responsible for evaluating supervisor safety responsibilities and results
- Operations leaders responsible for line-management performance and accountability
- HSE and compliance teams responsible for inspections, evidence, and improvement
- Contractor-management teams responsible for supervisor assurance
- HR and audit functions supporting calibrated performance review

The course assumes participants already manage, audit, or support workplace safety performance, and it leaves out introductory hazard awareness and legal advice on employment decisions.

Departments and Industries

The course supports departments and industries that depend on supervisors to implement workplace safety controls.

- Manufacturing, construction, energy, and industrial operations
- Transport, logistics, utilities, and field services
- Health, safety, environment, and compliance functions
- Operations, maintenance, and contractor-management departments
- Human resources, internal audit, and performance-management teams

Learning Objectives

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

- Analyze supervisor safety responsibilities and define observable criteria
- Build balanced leading and lagging performance indicators
- Evaluate inspection, training, hazard correction, and incident evidence
- Apply consistent observation, scoring, and rating calibration methods
- Diagnose performance gaps without discouraging hazard reporting
- Design coaching, corrective action, and follow-up plans

Course Agenda

Day 1: Responsibilities and Evaluation Governance

- Supervisor Safety Responsibility Matrix
- OSHA Recommended Practices Alignment Map
- Performance Expectation and Authority Register
- Fair Evaluation and Evidence Principles
- Evaluation Governance and Review Calendar

Day 2: Criteria, Indicators and Evidence

- Supervisor Safety Performance Criteria Catalogue
- Leading and Lagging Indicator Scorecard
- Training and Competence Verification Log
- Inspection and Hazard Correction Evidence Map
- Worker Participation and Communication Measures

Day 3: Observation and Performance Assessment

- Structured Field Observation Checklist
- Safe-Work Coaching Observation Method
- Incident and Near-Miss Response Review
- Contractor and Multi-Employer Oversight Evidence
- Documentation Sufficiency Test

Day 4: Scoring, Calibration and Improvement

- Behaviour-Anchored Rating Scale
- Evidence Weighting and Scoring Matrix
- Evaluator Calibration Session Protocol
- Performance Gap and Root-Cause Analysis
- Coaching and Corrective Action Plan

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Day 5: Supervisor Evaluation Practice

- Exercise: Responsibility and Criteria Design
- Exercise: Indicator and Evidence Review
- Exercise: Field Observation Rating
- Exercise: Calibration and Feedback Meeting
- Capstone Exercise: Supervisor Safety Performance Evaluation File

Practical Exercises

The course uses suggested activities based on manufacturing, construction, maintenance, logistics, and contractor-supervision scenarios.

- Suggested activity: convert safety responsibilities into observable criteria, evidence sources, and rating anchors.
- Suggested activity: evaluate inspection, training, hazard, incident, and worker-participation evidence for a supervisor.
- Suggested activity: calibrate different evaluator ratings and document the reason for the agreed score.
- Suggested activity: conduct a feedback conversation and build a measurable improvement and follow-up plan.

FAQs

What is supervisor safety performance evaluation?

Supervisor safety performance evaluation is a structured review of how consistently a supervisor fulfils defined safety responsibilities, using observable behaviours, process evidence, leading indicators, results, and documented follow-up.

Who suits OSHA-aligned supervisor safety performance evaluation training?

OSHA-aligned supervisor safety performance evaluation training suits experienced HSE, operations, audit, contractor-management, HR, and compliance personnel who already evaluate or support workplace safety responsibilities.

How does supervisor safety performance evaluation differ from general safety training?

Supervisor evaluation measures whether leadership responsibilities and safety processes are carried out effectively. General safety training mainly builds knowledge and task capability for hazards, controls, procedures, and emergency actions.

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Which indicators should be used to evaluate supervisor safety performance?

Supervisor safety evaluation should combine proactive indicators such as inspections, response time, training, participation, and corrective-action completion with outcome indicators such as incidents, exposures, and recurring control failures.

How can supervisor safety ratings remain fair and consistent?

Ratings remain fair through defined criteria, multiple evidence sources, behaviour-anchored scales, evaluator training, calibration discussions, documented reasoning, worker input where appropriate, and a review process.

Conclusion

The course integrates responsibilities, indicators, evidence, observation, scoring, calibration, feedback, and corrective action. Participants take back a Supervisor Safety Performance Evaluation File containing criteria, scorecards, evidence maps, observation records, ratings, coaching notes, and follow-up actions. The file changes how organisations hold supervisors accountable while reinforcing reporting, learning, and prevention.