# Safety Training Services UAE

> This service integrates competency frameworks, risk-based curricula, and assurance mechanisms so your organisation can demonstrate the right people are trained to the right level at the right time. Aligned to UAE regulatory expectations (e.g., OSHAD, Dubai Municipality EHS) and ISO 45001/14001, with evidence embedded into PTW/PSM to support audit readiness.

## Service Objectives

- Establish a role-based competency framework mapped to tasks, hazards, and critical controls.
- Treat training as a risk control with scenario-based and on-the-job assessments to produce auditable evidence.
- Create a single source of truth for competency records with dashboards and KPIs for management visibility.
- Standardise high-risk work curricula; hold contractors to the same competency bar as employees.
- Integrate with PTW, incident learning, and MOC so training adapts to changes and barrier health indicators.
- Deliver measurable outcomes: fewer unsafe acts, improved permit quality, and faster, safer execution of work.

## Who This Service Is For

- Operations in Oil & Gas, petrochemicals, heavy construction, manufacturing, logistics, and power generation.
- Greenfield, brownfield, and multi-site portfolios across hubs such as Mussafah, Ruwais, JAFZA, and KIZAD.
- Sites with critical tasks (LOTO, hot work, confined space, rigging/lifting) requiring verifiable competence.
- Facilities scaling manpower for turnarounds/shutdowns or preparing for regulatory or ISO 45001/14001 audits.
- Organisations standardising contractor competencies consistently across multiple Emirates and sites.
- Workforces with shift patterns, contractor turnover, seasonal loads, and language diversity needing blended delivery.

## Duration & Process Overview

- Single-site optimisation: 4–6 weeks (competency matrix, curricula updates, assurance plan).
- Multi-site rollout: 8–16 weeks (standardised training system and LMS/HSE integration).
- Retained advisory: quarterly/annual cycles (governance, supplier oversight, KPIs, periodic reviews).
- Hybrid delivery: onsite risk mapping and pilots; remote governance design; sequenced around shutdowns and peak workloads.

> Evidence and governance are embedded in your existing systems (PTW, LMS/HSE, PSM), enabling supervisors and auditors to verify competence quickly and reliably.

## Methodology

NPM applies a governance-led approach that links risk to competencies, assessment evidence, and continuous improvement.

| Phase | What It Covers / Objective | Key Deliverable |
|---|---|---|
| Discovery & risk-to-competency mapping | Review risks, workforce, languages, shifts, incidents, PTW and audit data; co-lead workshops to align tasks and controls. | Baseline report and draft role-based competency matrix mapped to hazards/critical activities. |
| Curriculum design & assessment planning | Develop/update high-risk curricula; embed site-specific scenarios; define knowledge/practical/supervisor sign-off assessments. | Tailored curricula and assessment packs aligned to real tasks and controls. |
| Governance model & recordkeeping (LMS/HSE) | Set retraining intervals, trainer qualification, contractor acceptance, exceptions; integrate records; define dashboards/KPIs. | Assurance governance framework and integration design for LMS/HSE systems. |
| Pilot delivery & continuous improvement | Pilot with selected departments/contractors; gather feedback; refine and scale; link to incidents, MOC, barrier health. | Pilot findings, refined materials, and a scalable rollout plan. |