



11045NAT Certificate IV in Safety Leadership



11045NAT CERTIFICATE IV IN SAFETY LEADERSHIP

This program is more than a qualification. It is a catalyst for creating workplaces where people go home safe every day because managers and leaders lead with clarity, courage and consistency.

PROGRAM SUMMARY

Designed for those working as managers, or in current, and future leadership roles (including those in safety-critical roles). The 11045NAT Certificate IV in Safety Leadership provides the skills and knowledge to develop sustainable safety cultures that lead to safer workplaces.

ABOUT THIS PROGRAM

You will develop advanced skills and knowledge of a leader's role in WHS and its impact on those in your organisation. You will gain skills to assess safety leadership culture, identify the gaps and plan and implement the change required. You will also learn how to align organisational values with day-to-day actions and build workplaces where safety is embedded in what people do every day.

During the program, you apply skills in practice that support and embrace the culture of a safe workplace and develop the communication skills to provide technical advice and guide the activities of others in situations that are predictable or unpredictable and in changing contexts.

PROGRAM OUTCOMES

- **Build sustainable safety cultures:** Learn to foster a culture that strengthens compliance and safety.
- **Align safety values:** Understand how to unify safety values and behaviours for cohesive leadership.
- **Enhance WHS systems:** Create effective WHS processes for safer work and continuous growth.
- **Role model leadership behaviours:** Learn tools to model and track behaviours that drive proactive safety.
- **Manage psychological safety:** Learn to identify, assess and control psychosocial hazards at work.
- **Contractor compliance and engagement:** Ensure contractor safety compliance across sites to lower risks.
- **Consultation and participation:** Implement organisation-wide processes to engage teams in safety.
- **Cultural safety indicators:** Track lead and lag indicators to strengthen safety culture.
- **Adapt to change:** Stay agile by tracking culture and adjusting strategies.



DELIVERY FORMAT

Face-to-face or online live interactive facilitation.

10-days of face-to-face or online live interactive facilitated training, with a flexible schedule we can align with your business-as-usual operations.

Assessments are knowledge questions, practical activities, observations, and workplace projects designed to be incorporated into your day-to-day job rather than adding to your workload.

Participants have up to 12 months to complete the qualification or the individual modules.

SUITABLE FOR



DELIVERY MODES

To attain the 11045NAT Certificate IV in Safety Leadership, you must be deemed competent in 10 units of competency (eight core, two elective). This can be achieved by attending the 10-day program and completing all relevant assessments, including application activities to be completed back in the workplace.

This 10-day program will be delivered as modules with time between each module to allow you to practice skills learned back at your workplace.

UNITS OF COMPETENCY COVERED FOR THIS QUALIFICATION

Unit Code	Unit Descriptor
NAT11045001	Design, implement and review safety culture initiatives (Core)
BSBWHS412	Assist with workplace compliance with WHS laws (Core)
NAT11045002	Develop and implement measures to monitor and drive safety leadership culture improvement (Core)
NAT11045003	Manage contractor safety leadership compliance (Core)
NAT11045004*	Review and improve personal safety leadership effectiveness (Core)
BSBWHS512	Contribute to managing work-related psychological health and safety (Core)
BSBWHS522	Manage WHS consultation and participation processes (Core)
BSBWHS414	Contribute to WHS risk management (Core)
BSBLDR412	Communicate effectively as a workplace leader (Elective)
BSBLDR521	Lead the development of diverse workforces (Elective)

*Sequencing rules apply to NAT11045004 - Review and improve personal safety leadership effectiveness. This unit may not be commenced prior to completion of NAT11045002 – Develop and implement measures to monitor and drive safety culture improvement.

For detailed unit descriptions, please refer to the following page.



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UNIT DESCRIPTIONS

NAT11045001 Design, implement and review safety culture initiatives (Core)

This unit provides you with the skills and knowledge required to develop, implement and evaluate initiatives that promote a positive safety culture, strengthen accountability and safety leadership, at all levels. It includes measuring safety performance using lead indicators and applying these practices across all organisational projects and risks.

NAT11045002 Develop and implement measures to monitor and drive safety leadership culture improvement (Core)

This unit provides the skills and knowledge for you to develop, implement and measure safety performance across all projects including using lead and lag indicators.

NAT11045003 Manage contractor safety leadership compliance (Core)

This unit supports you in managing contractors to ensure compliance and safe behaviour, including evaluating, monitoring, and controlling site WHS risks. It applies to personnel responsible for contractor activities in line with WHS requirements.

NAT11045004 Review and improve personal safety leadership effectiveness (Core)

This unit develops your individual safety leadership performance through self-reflection, feedback and self-evaluation, with a focus on strengthening effective behaviours and improving areas of weakness.

BSBWHS412 Assist with workplace compliance with WHS laws (Core)

This unit provides you with the skills and knowledge to support workplace compliance with WHS laws, including identifying relevant duties, rights and obligations, taking actions to ensure compliance, and assisting with advice on legislative requirements for individuals, parties and regulators.

BSBWHS414 Contribute to WHS risk management (Core)

This unit develops your ability to contribute to WHS risk management by identifying hazards, assessing and controlling risks, and supporting the development, implementation, and evaluation of risk controls.

BSBWHS512 Contribute to managing work-related psychological health and safety (Core)

This unit describes the skills and knowledge required to contribute to managing work-related psychological health and safety. It supports your ability to identify psychosocial hazards, assess their risk and implement control methods for psychosocial hazards that apply in the workplace.

BSBWHS522 Manage WHS consultation and participation processes (Core)

This unit supports you to manage the identification, development, implementation, and evaluation of WHS consultation and participation processes. For those facilitating WHS decision-making across an organisation.

BSBLDR412 Communicate effectively as a workplace leader (Elective)

This unit teaches you how to communicate effectively as a workplace leader, including understanding the context, choosing methods of communication to suit the audience and following up. Communication skills cover a range of methods and contexts within principally structured environments.

BSBLDR521 Lead the development of diverse workforces (Elective)

This unit develops your skills and knowledge required to lead the development of a diverse workforce. It covers supporting and engaging with a diverse workforce to maximise the benefit of diversity to the organisation.



READY TO DISCUSS DETAILS FOR YOU OR YOUR TEAM?

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