

Behavioral Based Safety

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- 6 Enemies to all of us



Behavioral Based Safety

Definition: A process that creates a safety partnership between management and employees that continually focuses people's attentions and actions on theirs, and others, daily safety behavior.

What does that mean???

The employees choosing to make the safe choice and not put themselves at risk because they have taken ownership of their safety and accepted the responsibility to make that decision because of the obligation they have to their families expecting them to come home every day and every night. Not because of policies and procedures. Achieving that is called a safety culture. If it is not safe do not do it.

- **Behavioral based safety requires employees to accept their personal safety as their responsibility. So, making it personal is imperative for safety success.**
- **Employees must take ownership of their personal safety and feel comfortable to stop any job where there is an unsafe act, an unsafe condition, or any safety issue no matter where the location without fear of repercussions.**
- **Management must reward these acts by individuals that make the decision to question safety issues. Recognition and Rewards encourages employees to say something. When management backs the workers in the field it creates a trust factor ultimately empowering the workers and sustaining a safety culture. That is how we stop silly incidents from happening.**

Getting Real

- **Most everyday workers don't care about policies and procedures, they want to come to work get paid and go home. That is why we can't reach zero incidents with policies and procedures.**
- **Management must know and understand the workforce. In doing this, we can figure out how to truly reach our people in the field and know how to get them to perform at the safest level. EXAMPLE: If we know a worker has a 5-year-old little girl named Tonya, and that worker is on a scaffold 50 foot in the air not tied off and leaning over the rail, obviously putting his/her life in jeopardy, we can ask them would you do that if Tonya was in your arms? Why would you risk her life like that? Without you what life does she have. Now we are making it personal and holding the worker accountable to their family not the company.**
- **If we can do this consistently, the workers have no choice but to understand reality. "We work to take care of our families" It is irresponsible to take chances with their lives, and acts like these are only hurting the people they care about.**

Getting Real

- **Making it personal just means figuring out how to make the people in the field care so they get their work done safer, smarter, and with pride.**
- **The example I used is one of many ways to make it personal, but the point is management must figure out how to get through to the workforce on an individual level, so we know how to make it personal. And our answer cannot be they get paid to do a job.**
- **If we can get there, the company benefits in ways you can only measure by watching your incident rate decline. Less incidents only helps our people and our companies. And by the way there is a difference between an incident and a near miss. We should have a lot of near misses if we are truly doing our jobs. We learn from near misses so we can stop incidents.**

Who Should Participate?

Behavioral based safety requires all hands-on deck. This is done by utilizing a rigorous auditing process, involving all levels of the company. And rewarding employees going above and beyond to stop unsafe acts or unsafe conditions. See something say something!!!!

- **Field personnel**
- **Frontline supervision**
- **Crane Specialist**
- **Safety representatives**
- **Sales representatives**
- **Management**

Everyone working together to encourage safe work behaviors.

Trends in the Industry

Line of fire
Body Positioning
Pinch Points
Mounting Equipment
Dismounting Equipment
Walking on the Job Site
Heat related illnesses

Key Measures

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1. Proper Hazard Recognition can stop these trends in their tracks.
2. A good JHA/JSA program is key.
3. Managers must believe in this process and push employees to choose their personal safety above all other things.

NOTE: Driving is one of the most dangerous things we do.

MVA's

1. Driving defensively and watching for distracted drivers

Trends have been identified and a common theme continues to cause us problems.

Remember; If we can convince the workforce to choose safety, protect themselves, and take pride in their work, it means less incidents/accidents.

So, why does that matter?

- Nobody gets hurt
- No equipment damage
- And everyone makes as much money as they possibly can, Company and its employees

What's wrong with that? Everyone working together for the same common goal.

6 enemies to you and your family and in reality,
ALL OF US!!!!!!

#1- Rushing

#2- Complacency

#3- Fatigue

#4- Frustration

#5- Poor Communication

#6- Distractions



- **1 or more of these 6 enemies are always involved in an incident rather it be as a contributing factor, or even the root cause of an incident in some cases.**
- **We call them enemies because they can destroy your lives, and your families lives if you let them.**
- **“Good News” This is completely up to you and within your control, Don’t risk it, “Choose Safety.” *If it is not safe don’t do it!!!!***

- **Proper JHA/JSA utilization.**
- **Make the Safe Choice.**
- **Don't let your family down.**
- **Identify Hazards and Eliminate them or at least Mitigate them.**
- **Plan your work then work your plan.**
- **Talk to your crew and the people around you.**
- **If it is not safe do not do it!!!!!! Protect yourself and your family.**

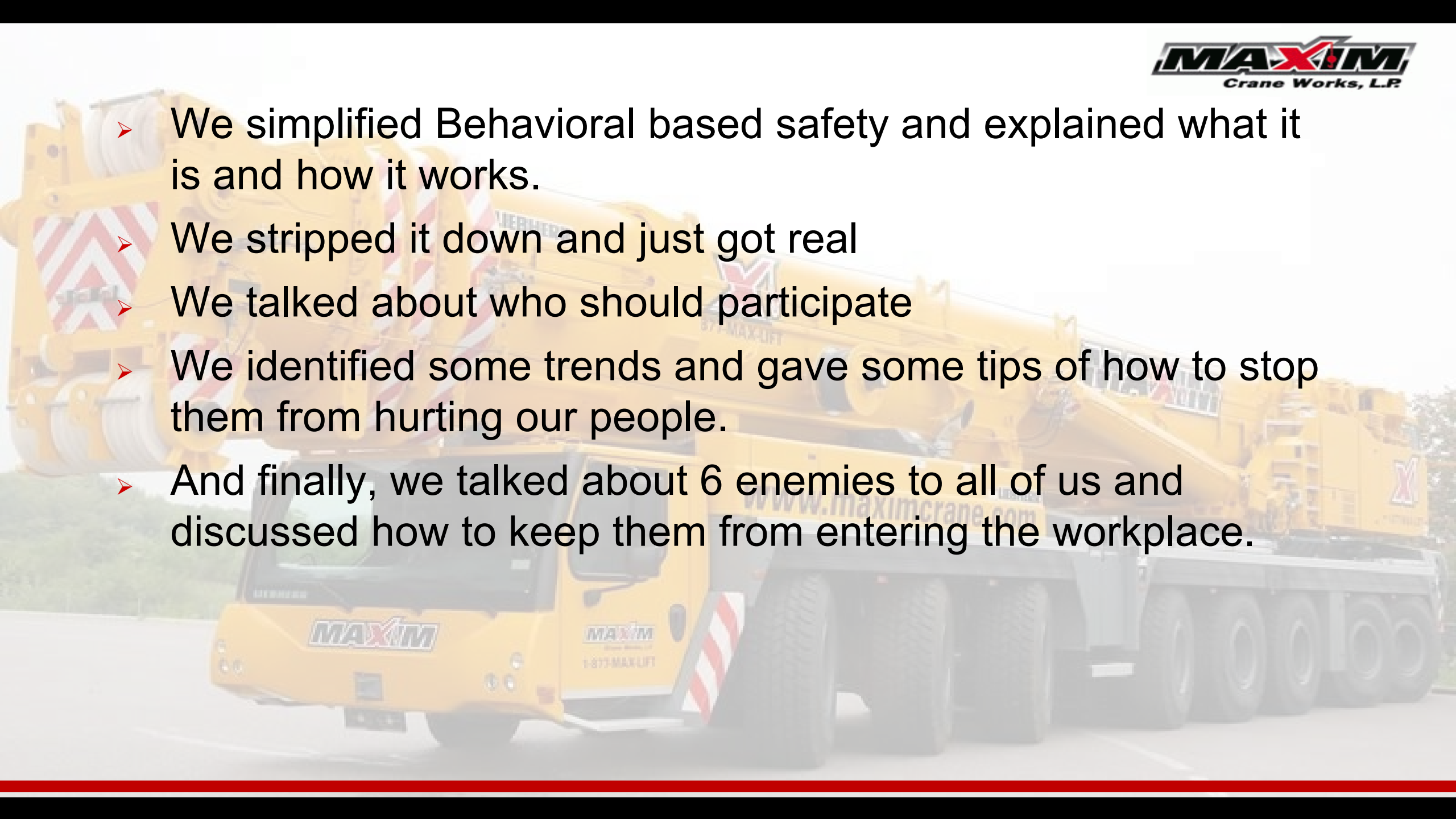
One Day at a Time

Everyone agrees you can get through today without an incident.

Everyone also agrees it's highly unlikely to get through a 40-year career without being involved in an incident. So, you cannot approach your workday thinking about 40-years down the line, or 40-days, or even 40-hours.

You approach it one day at time.

If you make smart decisions today, tomorrow is easy.

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- We simplified Behavioral based safety and explained what it is and how it works.
 - We stripped it down and just got real
 - We talked about who should participate
 - We identified some trends and gave some tips of how to stop them from hurting our people.
 - And finally, we talked about 6 enemies to all of us and discussed how to keep them from entering the workplace.

Questions?

