City of San Angelo
72W College Ave 2nd Floor
San Angelo TX 76902

#187108
CONSTRUCTION ss

Safety Services Company

Worksite: _____ Instructor: _____ Date/Time: _____

Topic C633: Behavior-Based Safety

Introduction: Behavior-based safety is a proactive approach to safety and health management. Behavior-based safety recognizes unsafe or at-risk behaviors as a frequent cause of both minor and serious injuries. Behavior based safety takes into account how at-risk behaviors can be recognized, acknowledged, and then averted?

- Statistics reveal that 80% to 95% of injuries are caused by at-risk behavior.
- When added to a safety program already complying with OSHA regulations, behavior-based safety shows "good faith."
- Key elements of behavior-based safety are employee/management involvement, identification of safe and at-risk behavior, observation, feedback, and intervention. Your behavior is the manner in which you conduct yourself on the job.

As an employee who is concerned with safety, you can participate in the company safety program. Follow the work rules and processes that the company develops. Use all supplied personal protective equipment. Cooperate with the safety manager or safety committee when they observe you at your workplace, or when they request information from you on how you work.

- Make sure that your safety behavior maintains an injury prevention process that provides a continuous program.
- Ensure that you create a set of goals while integrating personal values.
- The most important part of safe work practices is recognizing that there are positive outcomes for following the rules.
- Standards need to be defined and communicated to the workforce.
- Encourage use of more than one method and process that can be used. Discuss behavioral and at-risk observations.
- Have small groups identify one of the problems. Have the groups decide upon a root cause that they believe could be responsible for the condition or behavior identified as a "problem". Brain-storm possible solutions to the surface and root causes that are listed.
- Obtain agreement upon two different recommendations that would address the surface cause and two different recommendations that would address the root causes identified. A safety system needs to reinforce the good behaviors.

> When beginning a behavior-based analysis, perform a job and list each step you take. Every task can be broken down into steps.

- Work with a mentor that has been on the job long enough to know all the safe procedures that need to be implemented.
- Use a technique that focuses on job tasks as a way to identify hazards before they occur. Focus on the relationship between the task, the tools, and the work environment. After you identify at-risk behaviors, take steps to eliminate or reduce them.
- List jobs with hazards that present unacceptable risks, based on those most likely to occur and with the most severe consequences. These jobs should be your first priority for analysis. Evaluate how you approach safe work habits.
- When beginning a behavior-based analysis, perform a job and list each step you take. Every task can be broken down into steps.
- Make sure to record enough information to describe each job action without getting overly detailed. Get input from other workers who have performed the same job. Discuss prior at-risk behaviors and how they have been recognized, acknowledged, and averted.
- Review the job steps to make sure you have not omitted something. Have a discussion about the recommended solutions.
- When possible, obtain visual recordings that can be handy references when doing a more detailed analysis of the work.

Employer Focus: Develop a clear safety mission and goals and communicate them to all workers. Enable and empower each safety group and individual employee to attain their own specific safety goals. Encourage participation from everyone and foster mutual respect and support amongst the team.

Conclusion: The aim of the behavior-based approach is to reduce the occurrence of at-risk behavior by modifying such behaviors through observation, feedback, and positive intervention. Prevent injuries before they have the chance to present themselves.

Employee Attendance: (*Names or signatures of personnel who are attending this meeting*)

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