



Behavior-Based Safety

Overview

If employees are more engaged in their safety, they are more willing to take responsibility for their safety-related behavior. The idea is to focus workers' attention on their own and their peers' daily safety behavior to keep facilities safe. Behavior-based safety refers to the process of using a proactive approach to safety and health management. Behavior-based safety either focuses on at-risk behaviors that can lead to an injury, or on safe behaviors that can contribute to injury prevention. In other words, behavior-based safety is an injury prevention process.

Workplace injury prevention is a continuing, evolving process. To reduce work-related injuries, and keep reducing them, an employer needs to involve employees in daily activities.

Employee attitude

It is the attitudes of the employees that is at the core of how successful a behavior-based safety program will be. Some of the most important aspects include:

- Safety-related goals and objectives at the corporate level;
- Communicating these goals and objectives to all levels of the organization;
- Enabling each area of the organization to attain its own specific safety goals;
- Encouraging individual participation by all members of the organization;
- Empowering employees to set and achieve their own safety goals; and
- Fostering mutual respect and consideration at all levels of the organization.

Motivational influences

There are various motivational influences in the workplace that can have dramatic effects on an employee's productivity, and may ultimately determine whether an employee works in a safe manner or an unsafe manner.

Some examples of motivational influences that can take precedence over safety can include:

- An individual's level of self-worth;
- A secure working environment;
- A desire for achievement;
- A desire for recognition; and
- How employees feel about their jobs in general.



Efforts to address these factors can have a significant effect on employee motivation and a significant impact on workplace safety.

Behavior-based safety and employee motivation begins with effective communication. In order to foster good communication, an employer should:

- Provide employees with the information they need to do their jobs;
- Let them know their work has value;
- Provide regular feedback;
- Listen to complaints;
- Criticize behavior, not people;
- Establish easy-to-use channels of communication; and
- Personally congratulate employees for a job well done.

Employee Training

There are no related OSHA regulations for behavior-based safety; however, topics that discuss employee motivation may provide related information.

Training Tips

Review the employee handout and any applicable company policies and programs.

Train employees on the following:

- ✓ What behavior-based safety is;
- ✓ The steps necessary to implement a behavior-based safety process;
- ✓ The corporate safety culture;
- ✓ Critical behaviors and barriers to safety;
- ✓ The basic principles of behavior-based safety; and
- ✓ The benefits of behavior-based safety processes.



More Information

While OSHA does not address behavior-based safety directly, employee incentive based programs are permissible as long as they do not discourage employees from reporting unsafe conditions. According to OSHA, an incentive program rewards workers for reporting near-misses or hazards and encourages involvement in the safety process.

A useful type of incentive program is a rate-based program which focuses on reducing the number of reported injuries and illnesses. This type of program typically rewards employees with a prize or bonus at the end of an injury-free month or evaluates managers based on their work unit's lack of injuries. OSHA permits the following:

- An incentive program that rewards employees for identifying unsafe conditions in the workplace;
- A training program for all employees to reinforce reporting rights and responsibilities and emphasizes the employer's non-retaliation policy;
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- A mechanism for accurately evaluating employees' willingness to report injuries and illnesses.



Sample Safety Meeting Agenda

1. ACCIDENTS, INJURIES, NEAR-MISSES, DISCUSS:

- Incidents that have occurred in your company since the last meeting.
- Any follow-up that has been done as a result of investigations into incidents.
- Incidents that have happened in other companies.
- Updates to the company's Accident Prevention Plan from "lessons learned."

2. RESULTS OF SAFETY INSPECTIONS.

- Discuss the results of recent safety inspections.
- Follow up on assignments for eliminating or controlling identified hazards.
- Encourage employees to identify any unsafe conditions or tasks.
- Discuss ways to eliminate or control the hazards.
- When appropriate, assign responsibilities for eliminating or controlling identified hazards.

3. TRAINING.

- Discuss any new safe work procedures or other policies and procedures that need to be implemented.
- Safety Topic of the Month: a presentation and discussion on the chosen topic.

4. OPEN FORUM.

- Any one who has a concern about safety and health should bring it up for discussion.

5. NEXT MEETING.

- Set the time, date, and place for the next meeting.
- Select a Safety Topic and designate the presenter/discussion leader.



Employee Sign-in Sheet

Persons attending this meeting:

_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

Signed: _____

Dated: _____

