

Behavior Based Safety (BBS) in Construction

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1

Today's Presentation

- ▶ Overview of BBS
- ▶ Program
- ▶ Barriers
- ▶ Communication
- ▶ Successes

2

Definitions

BBS – It's the science of people's behaviors associated with their surroundings, choices, and actions regarding safety. It's the study of why people take chances with their safety and what drives them to take those chances.

At-Risk – Action or condition that poses a potential danger.

3

Definitions

- ▶ Observation – The act of careful watching and listening: the activity of paying close attention to someone or something in order to get information.

4

ABCs

- ▶ Antecedent – something that comes before and triggers a behavior, what prompts us to act
- ▶ Behavior – what we do and how we act
- ▶ Consequence – what follows or happens as a result

5

Goals of BBS

- ▶ Observe, identify and mitigate at-risk behaviors
- ▶ Positive discussions to increase awareness in a proactive manner.
- ▶ Reduce at-risk behaviors that lead to incidents.

6

BBS Elements

- ▶ Identify Behaviors
- ▶ Gather Data
- ▶ Feedback
- ▶ Reinforcement

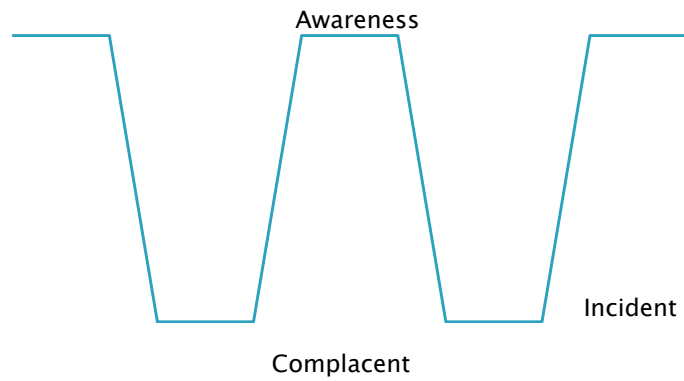
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Incident Triangle



8

Conventional Safety Program



9

Influences

- ▶ Culture
- ▶ Peer Pressure
- ▶ Attitudes
- ▶ Physical Condition
- ▶ Consequence
- ▶ Expectations

10

Beginning the Process

- ▶ Began in 2006
- ▶ Revised in 2011 to Surveying At-Risk For Elimination (SAFE) Program

11

SAFE Program

- ▶ Peer to peer observation
- ▶ No Name, No Blame Philosophy

12

Observations

- ▶ Request to do an observation
- ▶ Allow to observe without request



13

SAFE Card

SAFE CARD

Observer's Name:	Date:	Time:
Work Activity Being Observed:	# Being Observed:	

Behaviors	Safe	At-Risk	Barrier
Employee wearing proper eye protection for task at hand.			1 2 3 4 5 6 7
Employee using proper body mechanics.			1 2 3 4 5 6 7
Employee wearing the proper hand protection for the task at hand.			1 2 3 4 5 6 7
Employee is working from a ladder correctly.			1 2 3 4 5 6 7
Employee is flat footed with chain closed while working from scissor lift.			1 2 3 4 5 6 7
Employees using fall protection and using correctly when required.			1 2 3 4 5 6 7

Barriers: 1 – Procedures 2 – Culture 3 – Equipment/Facility 4 – Personal Choice 5 – Personal Factors 6 – Training 7 – Unsure of/Disagreement of Safety Practices

Is a follow up need? Yes No Who needs to follow up? _____
 Has follow up been completed? Yes No Date Completed: _____

Comments:

Surveying At-Risk For Elimination

14

Barriers

- ▶ The things that keep us from performing task safely. The include:
 - Procedures
 - Culture
 - Equipment/Facilities
 - Personal Choice
 - Personal Factors
 - Training
 - Unsure of / Disagreement of Safe Practices

15

Procedures

- ▶ The tangible things that can be corrected by changing the way we do things.
- ▶ Examples:
 - Scheduling

16

Culture

- ▶ We are doing it this way because that is how it has been done.
- ▶ Examples:
 - I didn't wear safety glasses because we've never worn them performing this task.

17

Equipment/Facilities

- ▶ At-risk condition or equipment that is identified.
- ▶ Examples:
 - Having to use awkward body position to reach control.
 - Ice build up due to condensation from cooling tower.

18

Personal Choice

- ▶ Employee has the necessary training and equipment but chooses to work at-risk

- ▶ Examples:
 - I knew I needed hearing protection in this area, but I didn't want to walk back to the gang box and get them.
 - There were extension cords in my work area that were creating a tripping hazard, but they weren't my cords.

19

Personal Factors

- ▶ Things that deal with personal issues

- ▶ Examples
 - Stress
 - Illness
 - Lack of Attention
 - Excessive Fatigue

20

Training

- ▶ Employee didn't receive enough or the right type of training.
- ▶ Examples:
 - Employee was conducting LOTO without being trained.
 - Employee was removing asbestos with only awareness training.

21

Unsure/Disagreement of Safe Work Practices

- ▶ There is a disagreement on a safety procedure or the employee doesn't know the rule or how to interpret it.
- ▶ Examples:
 - Employees were working on a yellow tag scaffold where there was a low hanging bar and were not using fall protection.
 - Employee was using safety glasses where foam lined goggles should be used.

22



23



24



SAFE Report

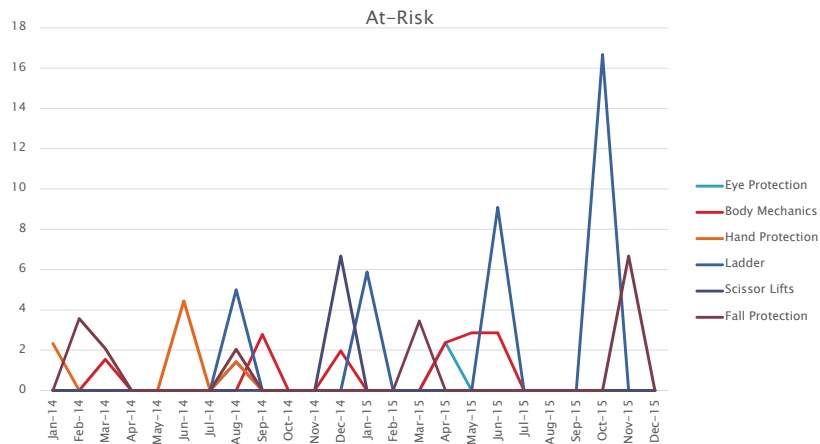
Gribbins Insulation SAFE Report

June-15

Total People Observed 73
Observations Conducted 33

	# Safe	# Risk	% Safe	% Risk	# Marked	% Marked
Tools and Equipment						
Employee wearing proper eye protection for task at hand. (Safety glasses, Goggles, Face Shield)	33	0	100.00%	0.00%	33	100.00%
Employee using proper body mechanics. (Awkward positions, reaching, etc.)	33	1	97.06%	2.94%	34	103.03%
Employee wearing the proper hand protection for the task at hand. (Cut resistant when working with metal, box knife, etc.)	33	0	100.00%	0.00%	33	100.00%
Employee is working from a ladder correctly. (Not using step ladder as straight ladder, not using top or top step of ladder, not extending beyond the rails, etc.)	10	1	99.02%	9.09%	11	33.33%
Employee is flat footed with chain closed while working from scissor lift.	12	0	100.00%	0.00%	12	36.36%
Employees using fall protection and using correctly when required. (Above 6 ft., harness worn properly, adequate anchor point, etc.)	31	0	100.00%	0.00%	31	93.94%
Grand Total	152	2	99.35%	2.01%	154	77.78%

Tracking At-Risk



27

Struggles

- ▶ Keeping Employees Involved
- ▶ Ever Changing Work Force
- ▶ Making Workers Feel Observation Count
- ▶ Contrast Between Jobsites

28

Communication

- ▶ Conversation on what was observed
 - Safe Actions
 - At-Risk
 - Area for Improvement

29

Communication

- ▶ Feedback Exercise

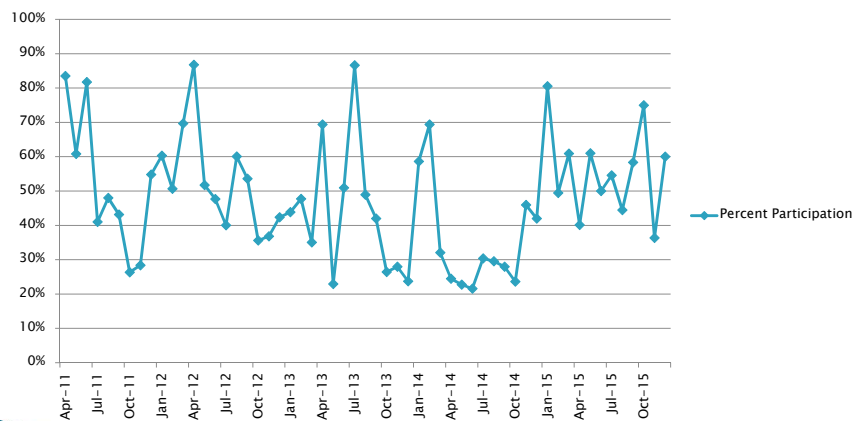
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What's Worked

- ▶ Incentives
- ▶ Response
- ▶ Mentoring Employees
- ▶ Gaining Trust
- ▶ Open Communication

Participation

Percent Participation

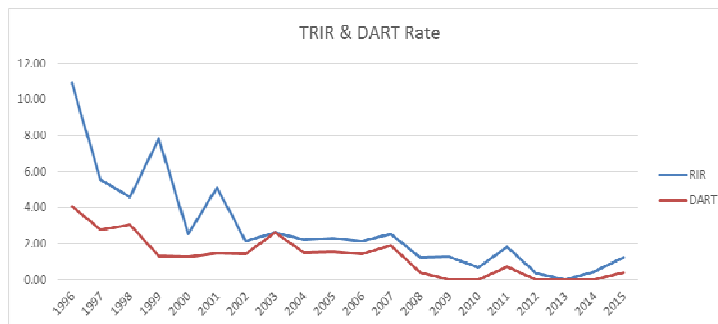


Successes

- ▶ Reduction in Rates
- ▶ More Involvement
- ▶ Employees Resolving At-Risk
- ▶ Less Violations
- ▶ Accreditation



Incidents



▶ Questions?

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