

## **ONLINE TRAINING:: IMPROVING WORKPLACE SAFETY THROUGH BEHAVIOR BASED SAFETY(BBS) METHODS AND PRACTICES**

**Registration Fee (including GST):- Rs 1000/- (Rupees one thousand only) per participant inclusive of GST**

**Expert Speaker (Name/ Designation) – MR. RAMNISH BEDI , DIRECTOR , KEY TO HSE AND A NATIONAL LEVEL CONSULTANT CUM TRAINER**

**Webinar Date: 16.11.2021 Duration: 11.00 hours to 12.30 hours (One hours thirty minutes)**

### **About Online Training :-**

**Behaviour based Safety(BBS) is a method of avoiding human error and improving workplace safety by observing and analyzing employees' behavior while they work. Behavior-based safety is NOT about blaming the employee for safety mishaps. It is about positively reinforcing safe behaviors while providing corrective feedback when risky behaviors are observed.**

**Behavior-based safety (BBS) is the "application of science of behavior change to real world safety problems" or "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."**

**BBS "focuses on what people do, analyzes why they do it, and then applies a research-supported intervention strategy to improve what people do". At its very core BBS is based on a larger scientific field called organizational behavior management.**

**The guiding principle of behavioral safety is helping employees perform a job safely as the product of a series of safe behaviors.**

### **PRINCIPLES OF BBS:**

- **Define target behaviors**
- **Develop critical behavior checklists to document instances of target behaviors**
- **Design interventions to improve/prevent unsafe behavior**
- **Chart progress consistently**
- **Give effective behavioral feedback**

## **BENEFITS OF BEHAVIOUR BASED SAFETY(BBS) :**

BBS has a myriad of benefits that make sites safe, productive, and improve morale. These are just a few benefits managers can expect when implementing BBS correctly:

- Focuses on the human side of safety
- Defines safe and unsafe behaviors
- Encourages safe behavior and discourages unsafe or destructive behaviors
- Involves employees in safety
- Requires management to put its money where its mouth is
- Engenders commitment and passion especially in the early phases

“Behavior” is defined as any action you can see someone doing, and it includes visible actions only (i.e., it does not refer to things you cannot see, such as an employee’s attitudes or thoughts). BBS helps determine why at-risk behavior occurs on the job and the steps necessary to change at-risk behavior into safe behavior.

The Behaviour based Safety(BBS) method uses different activities to encourage safe behavior. For example, safety signs, training, safety rules and policies, and safety meetings are all tools that can be put to good use in a behavioral safety framework. It also uses observation of behaviors to determine whether behaviors are safe or unsafe, and it uses positive or corrective feedback on performance to reinforce safe behavior and change unsafe behavior.

## **SELECTING AND OBSERVING DESIRED SAFE BEHAVIORS:**

When putting BBS into action within the workplace, it’s important that EHS managers properly select and observe employee behavior. Behaviors selected for observation must be:

- Observable (i.e., can be seen or heard),
- Reliable (i.e., seen the same way by two or more people),
- Something over which an employee has control, and
- Described in a positive way (i.e., what should be done, not what shouldn’t be done).

Keep in mind that behavior-based safety observations must be objective—that is, based on what you actually see a person doing, not on opinions or interpretations about an employee’s performance.

## **SAFE BEHAVIORS AND UNSAFE BEHAVIORS CHECKLIST:**

Select several safe behaviors and compile them into a checklist that employees carry with them during the workday and use to spot-check for the different selected safe behaviors. If an employee observes a coworker performing a behavior on the checklist safely, a check is placed in the “safe” column. If a coworker is observed performing a behavior unsafely, a check goes in the “unsafe” column. This can take the pulse of the prevalence of safe vs. unsafe behavior on the job and help EHS professionals then provide positive feedback for safe behaviors or take corrective and preventive action for riskier behavior.

## **POSITIVE FEEDBACK IS ESSENTIAL TO BBS:**

Positive verbal feedback is a powerful way to reinforce safe behavior and a cornerstone of effective BBS. When you give employees feedback about safe behavior, be specific about what you observed.

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## **USE CORRECTIVE FEEDBACK FOR RISKY OBSERVED BEHAVIORS:**

While we stress once more that BBS is emphatically not about blaming employees, you also must never ignore unsafe behavior—it could result in an incident, an injury, or worse. When you observe an employee engaging in unsafe behavior, you must give corrective feedback. Corrective feedback is providing information on what an employee is doing incorrectly and also providing information for improvement. It does not merely scold employees (which could result in reactance against your efforts on their part), but instead calls attention to a specific behavior and helps increase the chances of safer behaviors in the future.

When giving corrective feedback, following points to be noted:

- Be specific and focus on the correct behavior only—don’t discuss other behaviors.
- Be objective and talk about the behavior, not the person.
- Describe the safe behavior, and make sure employees understand why this behavior is important to their safety.

## **POSITIVE BEHAVIORS, POSITIVE CULTURE:**

While BBS can help EHS managers pinpoint both safe and unsafe behaviors in order to prevent incidents, it also has the added benefit of improving a company’s overall safety culture. Frequent, consistent, and clear communication on safety issues such as behavior allows organizations to make safety a core part of their company values and an integral part of their overall culture.

With a more mindful approach to behavior, EHS managers, along with employees and upper management, can create an atmosphere where safety is top of mind every single day. When paired with proper tracking and analytical tools, behavior-based safety can help to ensure that employees are not only getting the job done, but doing so in a way that actively promotes health and safety.

**The online training aims at explaining the concept of Behaviour based Safety(BBS) , discussing guiding principle of behavioral safety , different method used to encourage safe behavior and discouraging unsafe behaviour, ,discussing various management practices and tools to develop good safety behaviour in the organisation**

### **ONLINE TRAINING COVERAGE: -**

- **Background and introduction of Behaviour based Safety,**
- **Dr. Geller's Safety Triad,**
- **Principles of Behaviour based Safety,**
- **ABC Model, Situations of An Accident Potential(SOAP),**
- **Building a Behaviour based Safety Programme,**
- **Correct behaviour list,**
- **Roles and responsibilities for implementing behaviour based Safety programmes**
- **Safe behaviors and unsafe behaviors checklist**
- **Positive feedback to reinforce safe behavior**
- **Positive Behaviors, Positive Culture**
- **Behavior Management**
- **Methods, management practices and tools to develop good safety behaviour**
- **Case study and examples**

**Speaker Profile:** - Mr. Ramnish Bedi is Director of KEY TO HSE consultancy and training company.

He has worked as Corporate Head in reputed companies like Gates India, Schneider Electrical, RICO Auto, Delphi, Federal Mogul, Nestle & Owens Corning. He is having 25 years' of working experience in Manufacturing sector like Automobile, FMCG, engineering, Chemical & Electrical Industries. He is a certified Lead Auditor for ISO 14001: 2015 & ISO:45001: 2018 and ZED Consultant certified by QCI. He is a national level consultant com trainer in the field of quality, health, safety and environment.



**Register to learn (Key Learning's' in bullet points):**

- **Background and introduction of Behaviour based Safety,**
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Thanks, and regards

S.P.Singh  
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