"DO WHAT IS RIGHT, NOT WHAT IS EASY."

SAFETY CULTURE & BEHAVIOR BASED SAFETY IMPORTANCE

WHAT IS SAFETY CULTURE?

Every company desires safe operations, but the challenge is to translate this desire into action. Written rules, standards and procedures are not enough. Companies must develop a culture in which the value of safety is embedded in every level of the workforce.

Safety culture is unwritten standard and norms that shape mind-sets, attitudes and behaviors. It demonstrates the ownership of safety throughout the business and at all levels.

Safety culture is about the mindset of the company and its people, looking how their values and beliefs influence health and safety procedures implementation on day-to-day basis. Positive safety culture attracts people at all levels to take ownership of their own and others safety.

Safety culture of an organization people can be seen by evaluating their commitment to safety when it is not being scrutinized.

IMPORTANCE OF SAFETY CULTURE

Safety culture will have a very noticeable effect on how your health and safety strategy.

If you're working within a safety culture that does not take health and safety seriously than safety initiatives and policies can suffer resulting in increased risk of accidents due to unsafe acts.

APPROACHES TO OCCUPATIONAL SAFETY
Occupational Safety has two distinct approaches:-

Traditional Safety
Focuses on equipment, tools, machinery and the like. This is critical of course and helps reduce **UNSAFE CONDITIONS**

Behavior Based Safety
It focuses on people behavior. This is most critical element and helps reduce **UNSAFE ACTS**

Traditional safety deals with "Unsafe Conditions"

1. Identification of hazards at workplace
2. Attempts to eliminate the hazard
3. Guarding or warning employees about the hazard
4. Providing PPEs & training employees to deal safely with the hazard

WHEREAS BEHAVIOR BASED SAFETY DEALS WITH "UNSAFE ACTS" STARTED BY OURSELVES

REASON OF UNSAFE WORK / PRACTICES
The reason we do so is because we are humans and its human nature to be **ATTRACTED TO UNSAFE BEHAVIOR**
We know that texting or talking on cell phone while driving is unsafe BUT we do.
Good News is **BEHAVIOR CAN BE CHANGED**

WHY DO PEOPLE BEHAVE UNSAFELY?

1. People take shortcuts because it's easier, simpler and saves time
2. They feel under pressure for work and as a result safety gets compromised
3. They don't have the tools and equipment to do the job safely
4. They do so for fun (Not all…only destructive mind people)

TYPES OF UNSAFE BEHAVIORS

There are only 2 types of unsafe behavior
1. Those we don't recognize as unsafe
2. Those we recognize as unsafe but ignore

MANAGING UNSAFE BEHAVIORS

ABC MODEL
Unsafe behaviors can be managed by changing one of the following;

ACTIVATORS

A thing or event that encourages you to perform an action

BEHAVIOR Triggered By Activators. Your action after encounter with activator

CONSEQUENCE
Result or outcome of your behavior

Example

Any cautionary sign board is an activator for your next action.

a) It is your behavior that will determine the consequences.
b) If you over speed, you may end up a fine for over speeding.

Make Consequences always remembered

A positive reinforcement is more effective rather than punishment

CHANGE ABC TO REDUCE UNSAFE ACTS

a) Choose Right Activators
b) Analyze the outcome of your behavior
c) Make Consequences always remembered

MISCONCEPTION	REALITY
UNSAFE CONDITIONS CAUSE ACCIDENTS	UNSAFE BEHAVIORS CAUSE ACCIDENTS. (if you don't work on an unsafe machine, there will be no accident)
ENFORCING RULES IMPROVES SAFETY	FOLLOWING RULES IMPROVES SAFETY
SAFETY PROFESSIONALS CAN KEEP WORKERS SAFE	ONLY YOU CAN KEEP YOURSELF SAFE THROUGH SAFE BEHAVIOR
ATTENDING SAFETY TRAINING IMPROVES SAFETY	IMPLEMENTING TRAINING CONTENTS IMPROVES SAFETY.
PUNISHMENT TO UNSAFE BEHAVIOR IMPROVES SAFETY	REWARD TO SAFE BEHAVIOR IMPROVES SAFETY

FIVE PILLARS FOR SUCCESSFUL SAFETY CULTURE

1. Leadership

The safety culture program and values start with senior leadership

2. Management Commitment

This commitment produces higher levels of motivation and concern for health and safety throughout the organization. It is indicated by the proportion of resources (time, money and people) and support allocated to health and safety

3. Visible Management

Managers need to be seen to lead by example when it comes to health and safety. Good managers appear regularly on the 'shop floor', talk about health and safety and visibly demonstrate their commitment by their actions.

4. Communication

Hold regular meetings to review safety rules and discuss prevention to keep workplace safety top of mind. Make it easy for your employees to come to you with health and safety concerns by rewarding them for safe behavior.

5. Active Employee Participation

Active employee participation in safety is important, to build ownership of safety at all levels and exploit the unique knowledge that employees have of their own work. This can include active involvement in workshops and risk assessments etc.

SAFETY IS EVERYONE'S RESPONSIBILITY

As an employee, you should first ensure that you are trained to perform any task you are asked to do. Employees should also:

➢ Learn to work safely and take all rules seriously
➢ Follow the safe work procedures
➢ Recognize hazards and avoid them
➢ Report all accidents, injuries, and illness to your supervisor immediately
➢ Inspect tools before use to avoid injury
➢ Wear all appropriate personal protective equipment
➢ Ensure proper housekeeping to avoid slips, trips, and falls
➢ Electricity can cause shocks, burns or fire if not handled properly
➢ Poor material handling may cause back problems or other injuries
➢ Tools and equipment can cause injuries if guards or protective devices are disengaged
➢ Ensure safe work at height SOPs