Need of Behaviour Based Safety in Industries

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Abstract:

In industries Behaviour Based Safety (BBS) is very important to prevent accident and control workplace risk. Construction or Engineering industries is hazardous prone industries. Each and every day several people killed, several injured due accident and major numbers of injury, fatality or harm occur in construction or Engineering industries due to unsafe behaviour of employees. Behaviour Based Safety (BBS) help to gain more interest across construction or engineering industry and has the great advantage of needing the involvement of the individual Employee, in addition of course, to employer commitment to prevent workplace injury & Illness.

Keyword: Behaviour Based Safety (BBS), Safety Culture, Risk Control at work place, Importance of Behaviour based safety, Behaviour Based Approach, Employees Negative and Positive Attitude, Risk and Safe Behaviour.

Benefits of Behaviour Based Safety (BBS)

- Increase Safety Culture at construction site.
- Prevent Risk behaviour and create safe behaviour in each individual person.
- Reduce workers compensation cost.
- Increase productivity.
- Reduce injury & illness rate.
- Reduce absenteeism.
- Workers feel good about their work and increase trust on employer/Occupier
- Increase good relation with stake holders & provides a forum for recognition of positive behaviours.
- Prevent from Prosecution by legal authority.

1. Introduction:

Behaviour Based Safety (BBS) is an approach that creates a **safety** partnership between management and employees that continually focuses people's attentions and actions on daily **Safety Behaviour** that help to prevent work-related injuries and illnesses. The goal of behaviour-based safety is to **change** the behaviour of employees from "at risk" behaviour's to "safe" behaviour's.

Behaviour based safety (BBS) addresses to company culture and values and, most

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importantly, when it works, it is an excellent parameter to improve safety performance at workplace. Behaviour based safety help to create awareness among employees and employees understand their responsibility respect to safety and they protect self or their sub-ordinates from exposure of Potential hazard. Employees become habitual to follow safety laws and practices through self-desire and always try to adopt best safety practices to maintain high safety standard to achieve zero harm. Behaviour can be defined as Negative and Positive behaviour. Negative behaviour always create Poor attitude among employees and which lead to cause of Accident. Positive behaviour create good/positive attitude among employees and employees follow safety rules and procedures through it own desire and always involve to control work place risk.

Result of BBS
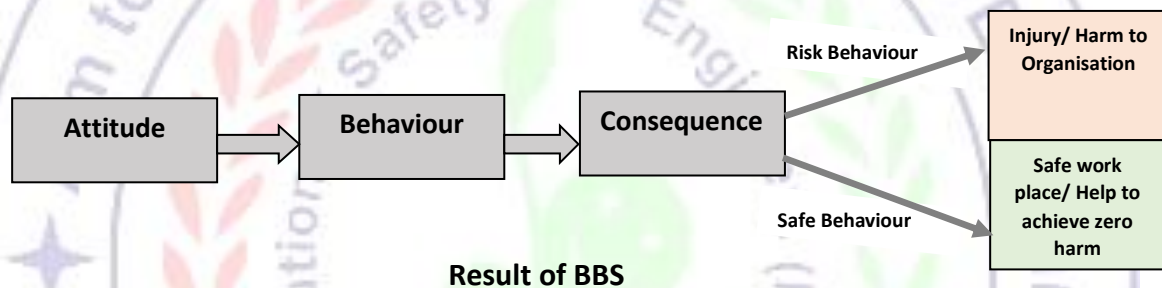
   Unsafe behaviour always hamper to work place safety culture. Poor management commitment and individual employee negative behaviour are responsible for poor workplace safety culture. Safety related Initiatives taken from employer ends in Coordination with Social partner organization as per respective state regulation and initiative such as involvement of employees in safety activity result help to achieve zero harm. In simple way we can say that Safety initiative taken from employer/occupier ends help to create work safety culture. A safety culture is a culture in which individuals hold safety as a 'value on priority and take responsibility for the safety of their co-workers.

To reduce unsafe behaviour's from work place various approaches such as Surveillance, Effective implementation and follow up Company policy, Procedures, rules & respective state laws help to create BBS at workplace. Conducting Training & motivate to employees through reward, incentive and recognition, help to increase safety culture & Control work place risk in industries. Safe behaviour always bring good safety culture in industries.

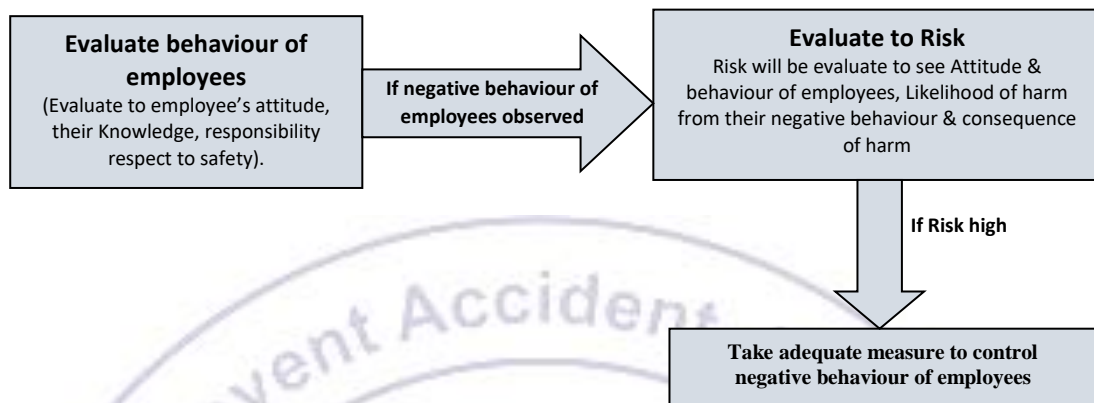## 2. Causes of Negative behaviour:

Poor management commitment, No provision to motivate to workforce through reward, incentive and recognition, Heavy work load, Poor method of communication among management and employees, Blame culture, Ineffective implementation of Safety laws and

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procedure and few measure cause of Negative behaviour of employees in industries and increase unsafe behaviour and it may lead to cause of accident, Property damage or harm to industries. Employee Negative attitude parameter is main factor of negative behaviour. Lack of Training such as general safety training and need based safety Training and resources as Personnel Protective equipments area also cause to develop negative behaviour among employees.

3. Tips of BBS

Numbers of different approach and tips used in industries for BBS, in which few major are:
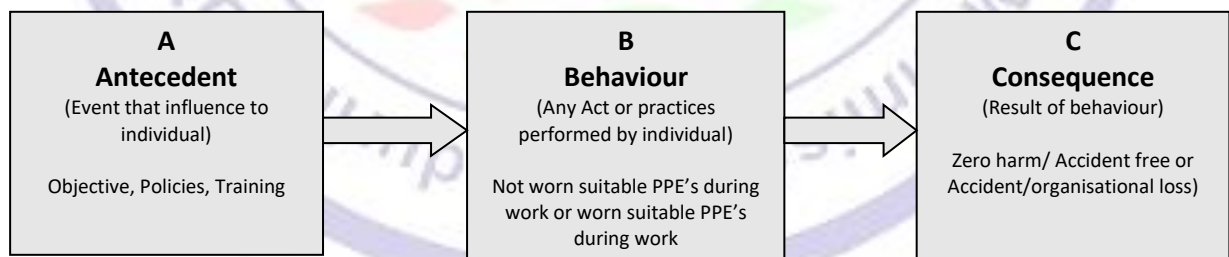
- Strong management commitment & its effective implementation
- **Set clear and realistic Objective:** Management should clear identify their objective related safety that want to achieve.
- **Target & result evaluation:** Identify Time that will required to achieve objective and identify such parameter that will help to measure company objective have achieved or not?
- Defined Clear role & responsibility section or Department wise and select easy, Positive and stable method to
- To work with associated with different similar industries and trade association to achieve Company objective
- Listen to company employees and involve him to participate in safety activity and use their idea to improve system whenever applicable.
- Make communication with employees including workmen in local/regional Language and eliminate to other factor that help to create blame culture.
- Always focus on Corrective/Preventive action to motivate workforce instead of penalty or Action on Incident investigation report.
- Identify Training need and conduct time to time to improve knowledge and skill among employees including workmen
- Motivate to workforce to create desired among them to adopting safe practices.
- Leadership: Personnel leadership quality and their competence will help to identify gap and seek opportunities to create safe behaviour among employees.

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| **Evaluate behaviour of employees**
(Evaluate to employee's attitude, their Knowledge, responsibility respect to safety). | → If negative behaviour of employees observed → | **Evaluate to Risk**
Risk will be evaluate to see Attitude & behaviour of employees, Likelihood of harm from their negative behaviour & consequence of harm |

If Risk high ↓

Take adequate measure to control negative behaviour of employees

Behaviour Based risk evaluation Method

To evaluate risk, we identify attitude of employees then after evaluate their behaviour, after evaluating behaviour, we identify employees behaviour that is negative or positive, if employees behaviour is negative then we assess risk to see likelihood of event that may occur due to negative behaviour & their consequence. Whenever risk evaluated then, management take adequate control measure to minimise risk based behaviour as low as reasonable practicable (ALARP).

The goal of behaviour-based safety is to **change** the behaviour of employees from "at risk" behaviour's to "safe" behaviour's. ABC model is best tool to change human behaviour. Most of today's behavioural safety efforts are based on this theory that says all behaviours are a result of antecedents and consequences.

| **A**
Antecedent
(Event that influence to individual)

Objective, Policies, Training | → | **B**
Behaviour
(Any Act or practices performed by individual)

Not worn suitable PPE's during work or worn suitable PPE's during work | → | **C**
Consequence
(Result of behaviour)

Zero harm/ Accident free or Accident/organisational loss) |

ABC Model

4. **Conclusion**: Behaviour based Safety (BBS) approach always helps to control work place. Behaviour-based safety help to **change** the behaviour of employees from "at risk" behaviour's to "safe" behaviour's. Behaviour-based safety creates good safety culture at workplace and each individuals hold safety as a 'value on priority and take responsibility for the safety of their co-workers also. ABC model is best tool change the behaviour of employees. In BBS safety employees follow Safe Procedure and rules. In BBS Employees

always eager and work to adopt safe practices and understand safety is prime responsibility of each individual.

Strong management commitment, enforcement of rules and procedures, Reward to employees, trusting them and making communication between mgt. and employees regularly in regional language are few major parameter that help to create safety culture at workplace and develop .

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