BEHAVIORIAL SAFETY STORY

Why we must change the way we implement our programs?

OBJECTIVES

- Compliance programs include a basic element, “effectiveness”.
- What and how to measure effectiveness or performance?
- What to measure?
- Accidents, take names, intimidating presence? Is this performance?
- 3 E’s: Engineering, Education & Enforcement

BEHAVIOR

- Behavior is the manner in which we act. Each person behaves differently with a wide variety of factors affecting their behavior, e.g., culture, attitude, peer pressure, knowledge, and example. It is not necessarily consistent, e.g., 1 in a million.

EXPECTATIONS

- There must be some assumptions for expectations
- 1. The program is clearly defined
- 2. Who does what and who is in charge
- 3. The program is implemented in to the project

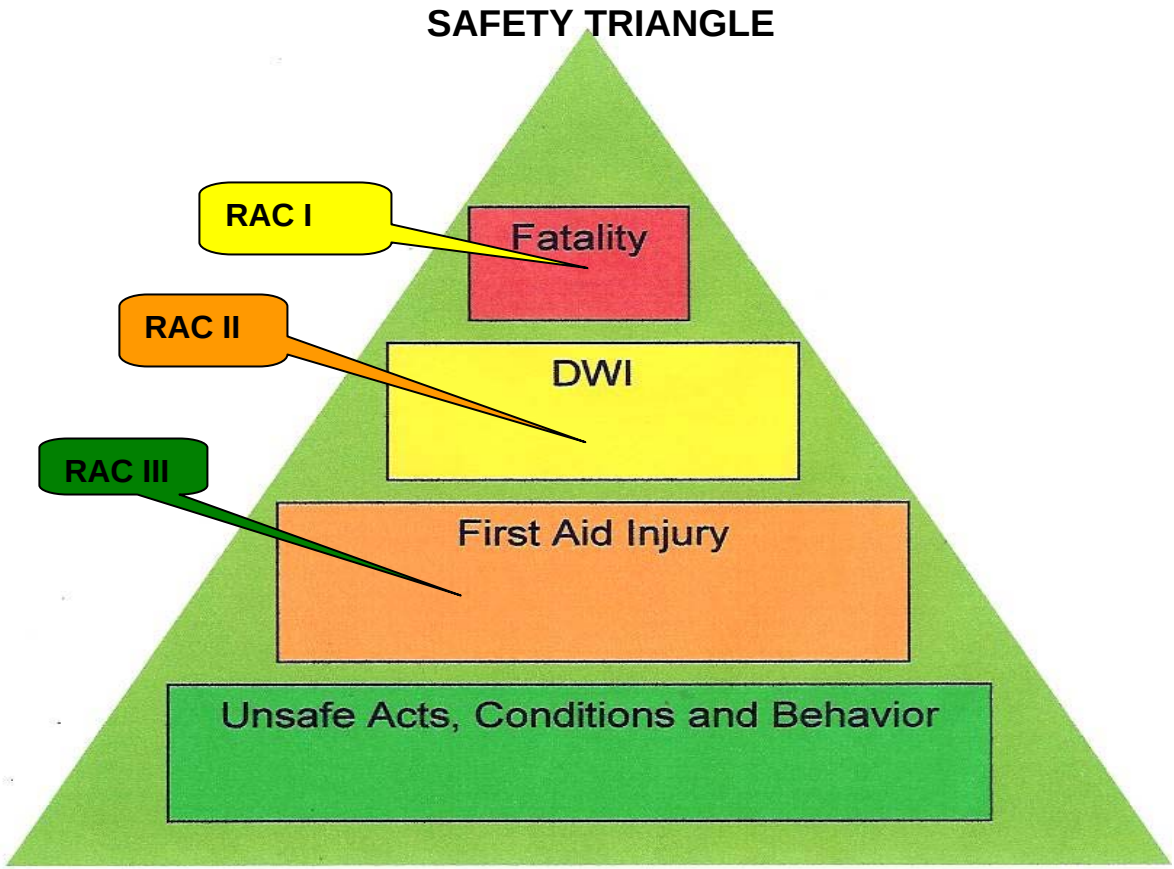
IMPLEMENTATION

- Construction projects – it starts at the time of estimation, and schedule development. This is the 1st E.
- What work will be performed, how, what materials are involved?
- Activity hazard analysis of the project
- What OSH professionals must know is another talk.

IMPLEMENT THE BEHAVIOR MEASURE

- How will the project be measured for effectiveness?
- Performance? Unsafe acts or behavior?
- Behavior – define the behavioral observations ahead of time but be flexible. Determine risk assessment

RISK ASSESSMENT CODE



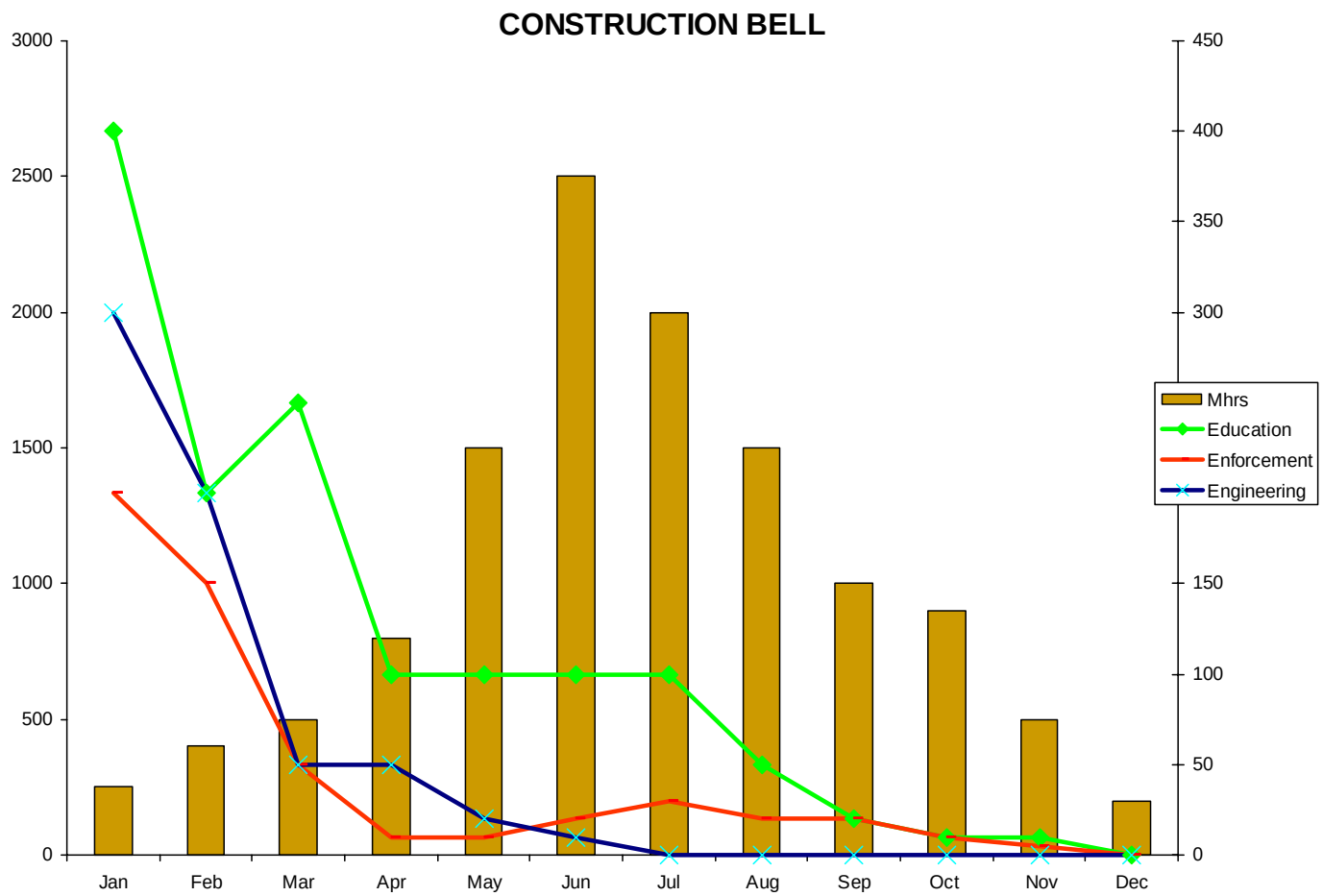
OBSERVATIONS

- What to observe?
- Date and time is useful for time studies and trending.
- Description of the behavior, and condition.
- Who is responsible?
- Who observed?
- What type of observation, determine a type, e.g., electrical, scaffolding, FPP.
- Determine the risk for the various types of observations.

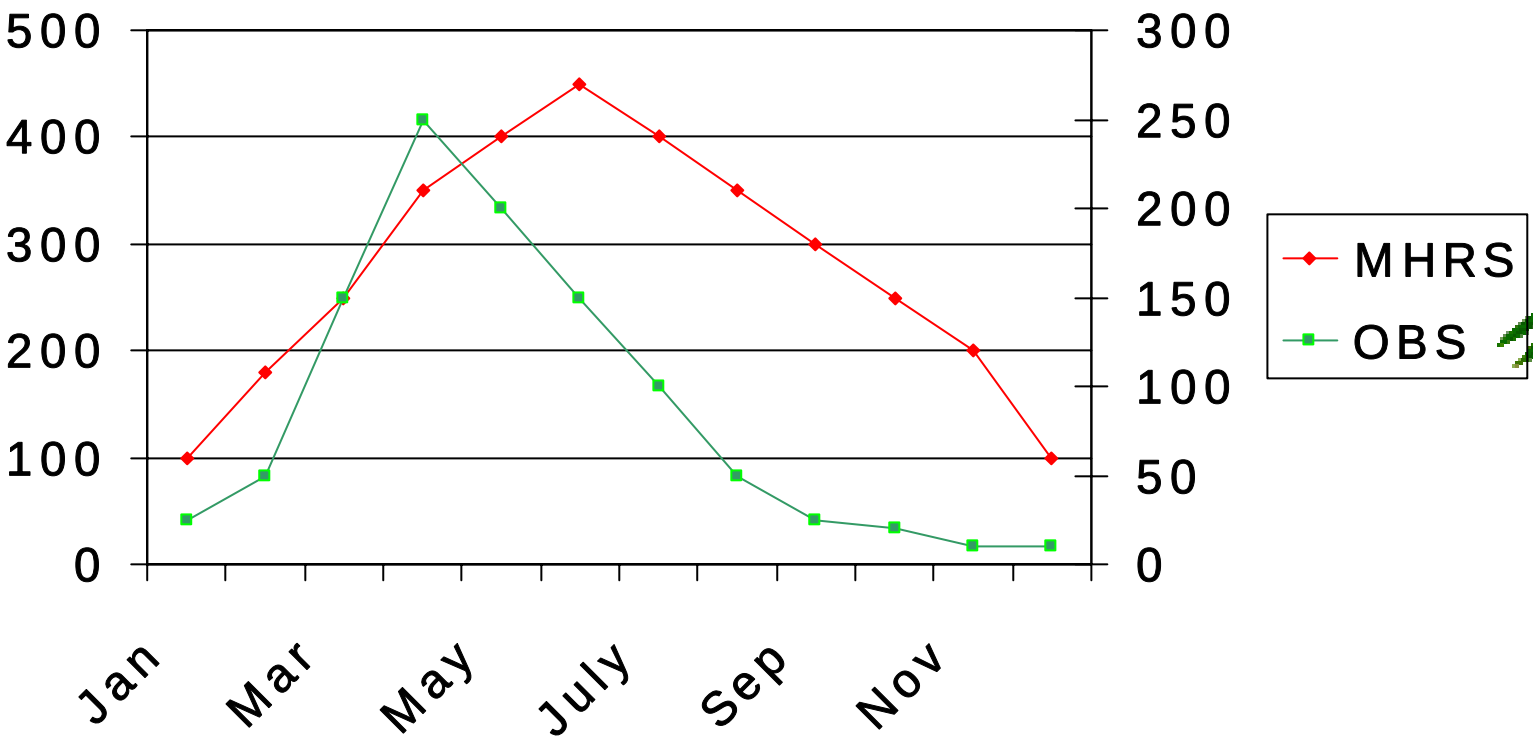
IDENTIFY THE PARAMETERS

- Time vs. the work or production
- Behavioral observations over time
- Identify serious behavioral issues
- Monitor actions and their impact
- Who participates?

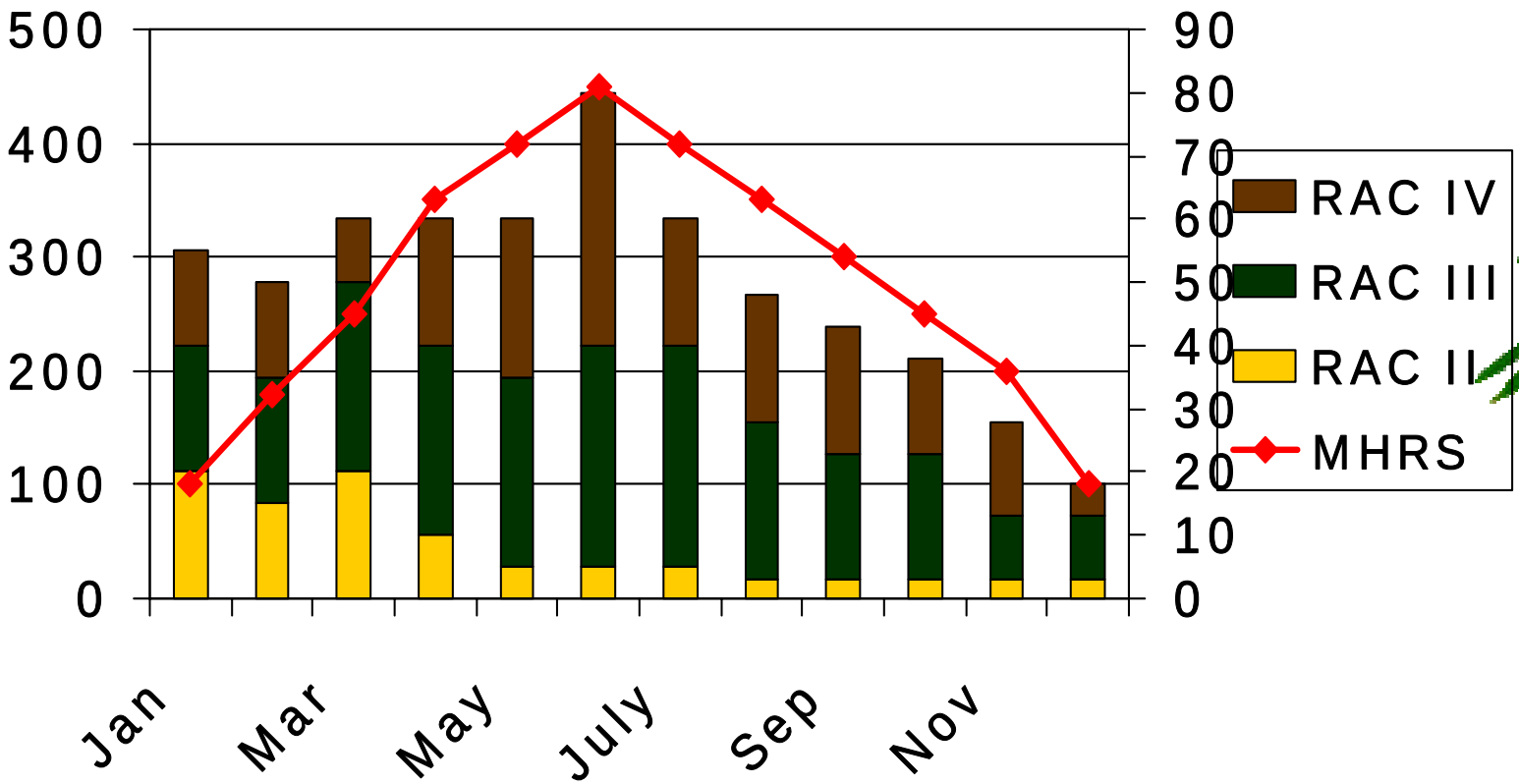
TIME VS. PRODUCTIVITY



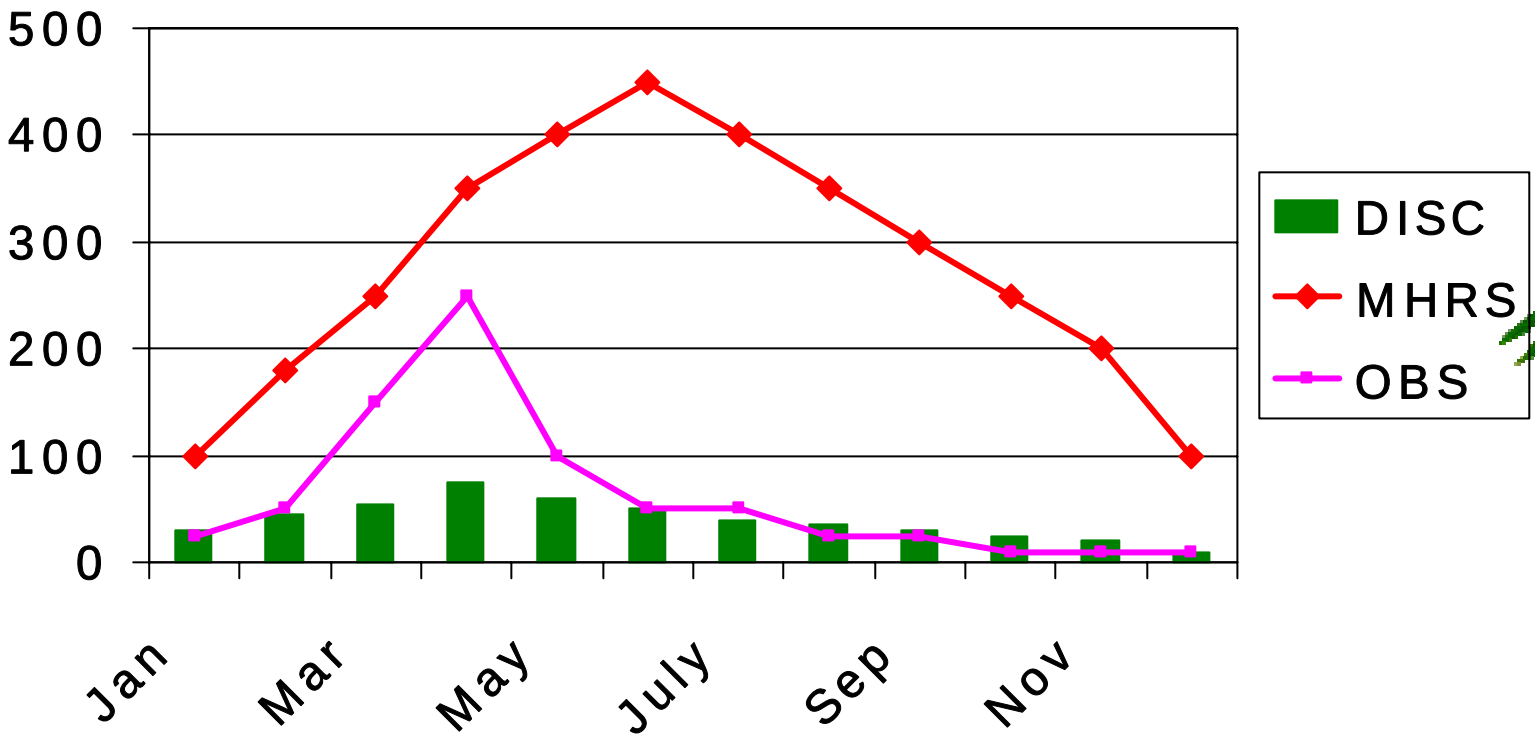
OBSERVATIONS VS. PRODUCTIVITY



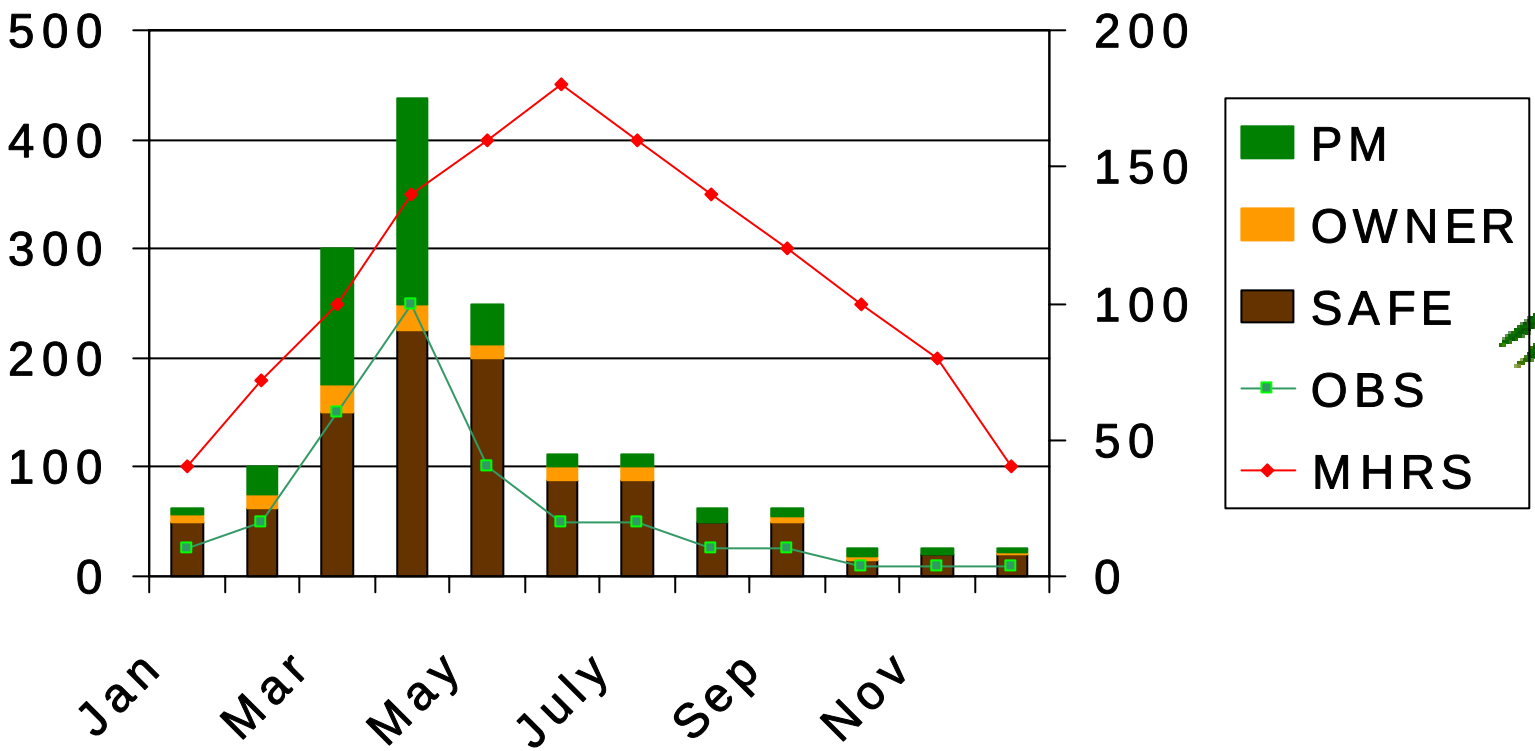
OBSERVATIONS AND RAC



DISCIPLINARY ACTIONS VS. MHRS

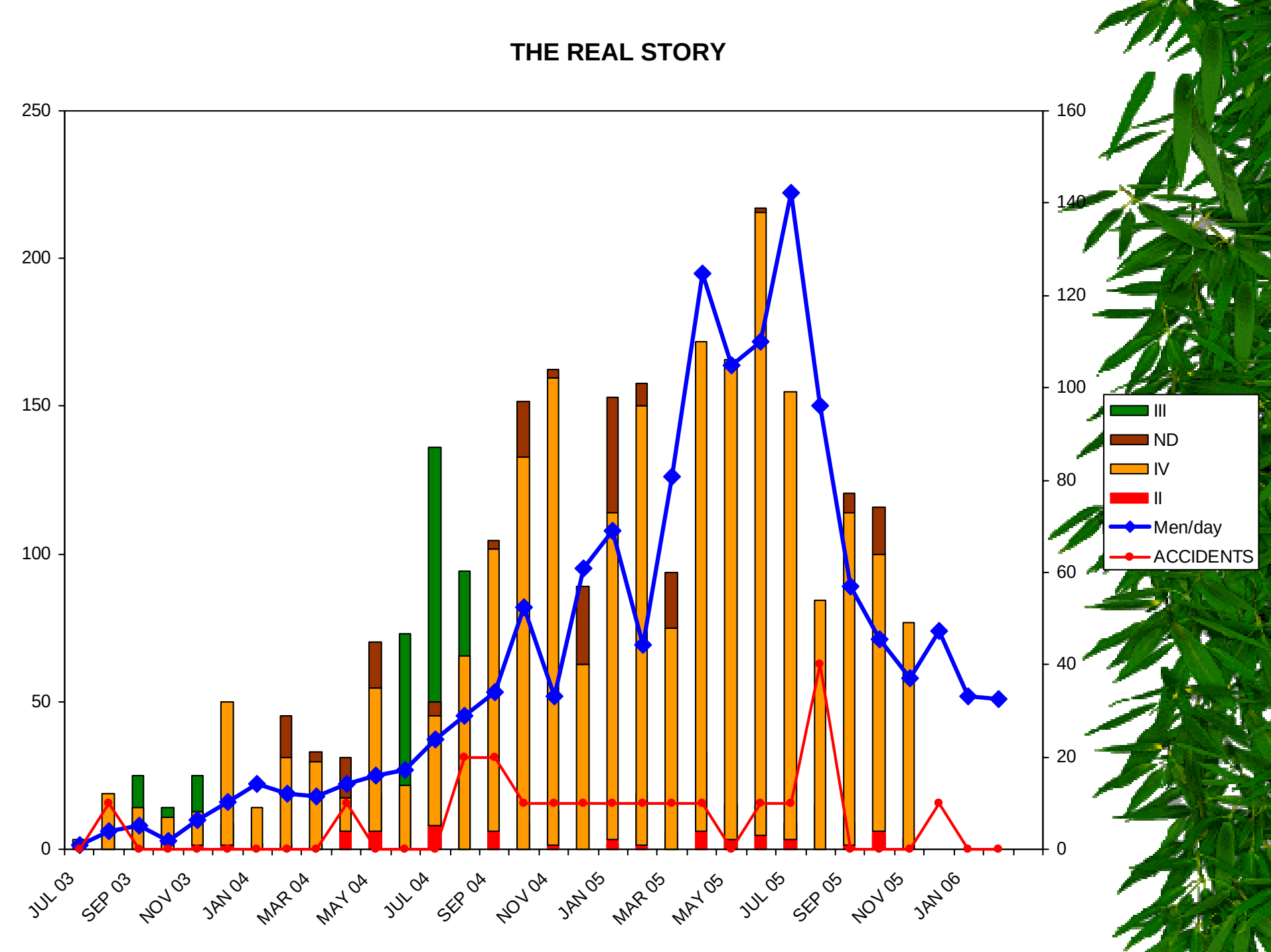


ANTICIPATED PARTICIPATION

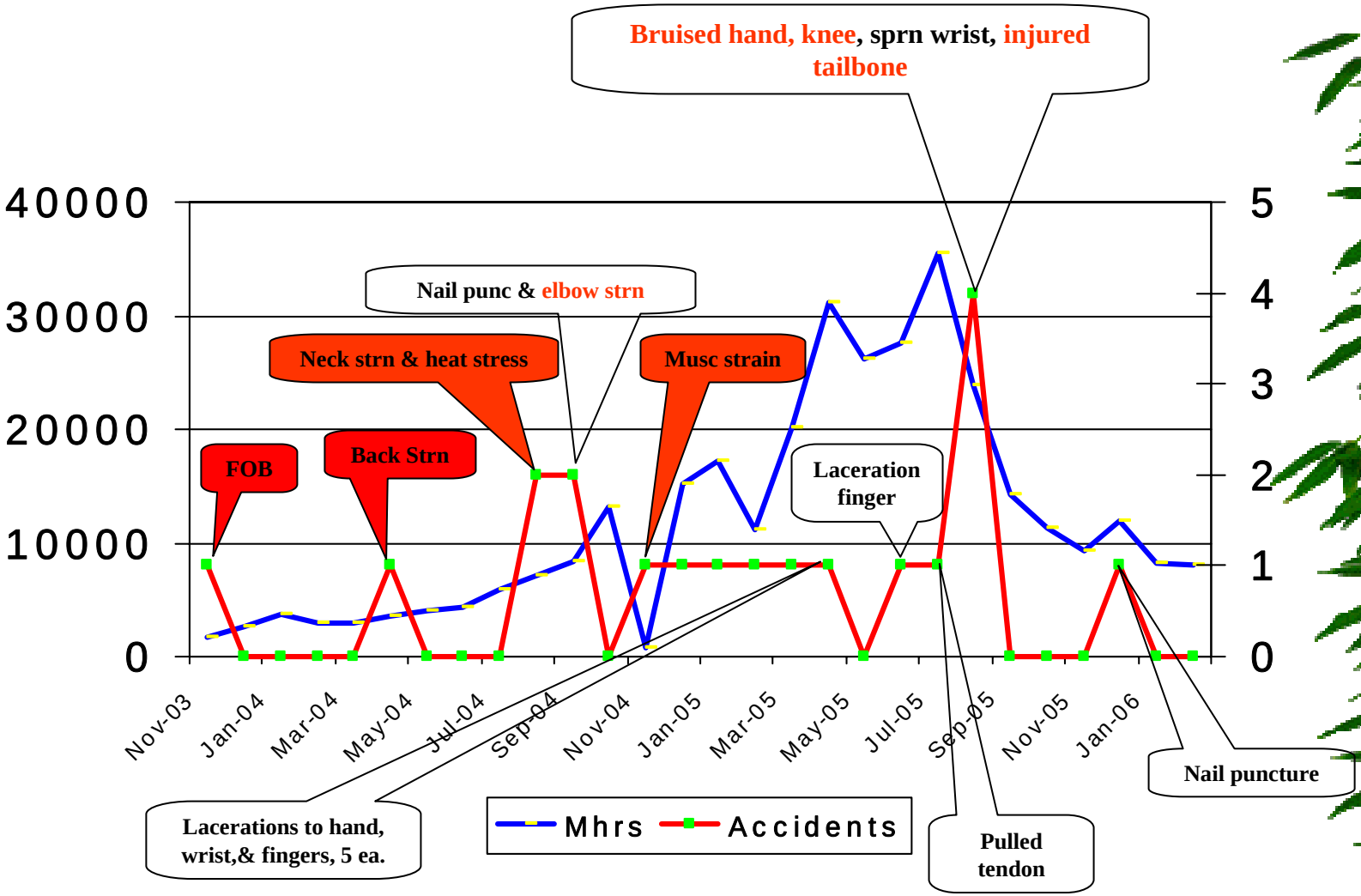


NOW WE ARE READY TO WORK

- WE'RE DONE WITH OUR ENGINEERING, AND SOME OF OUR BASIC EDUCATION.
- ENFORCEMENT AND THE BEHAVIOR MONITORING WILL START.


THE REAL STORY
250
200
150
100
50
0
160
140
120
100
80
60
40
20
0
III
ND
IV
II
Men/day
ACCIDENTS
JUL 03
SEP 03
NOV 03
JAN 04
MAR 04
MAY 04
JUL 04
SEP 04
NOV 04
JAN 05
MAR 05
MAY 05
JUL 05
SEP 05
NOV 05
JAN 06

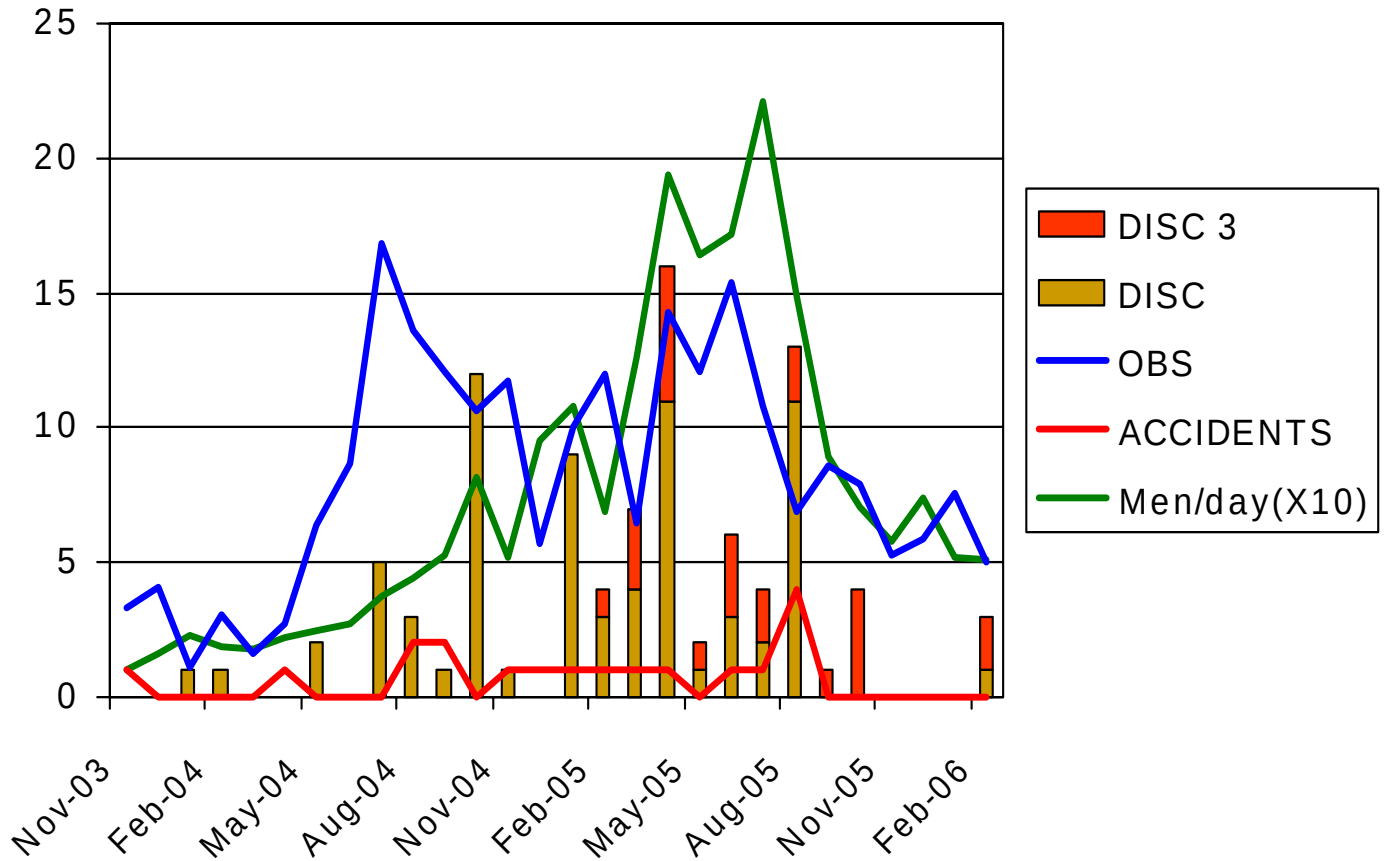
END RESULT?


Bruised hand, knee, sprn wrist, injured tailbone
Nail punc & elbow strn
Neck strn & heat stress
Musc strain
FOB
Back Strn
Laceration finger
Lacerations to hand, wrist,& fingers, 5 ea.
Pulled tendon
Nail puncture
Mhrs
Accidents
40000
30000
20000
10000
0
5
4
3
2
1
0
Nov-03
Jan-04
Mar-04
May-04
Jul-04
Sep-04
Nov-04
Jan-05
Mar-05
May-05
Jul-05
Sep-05
Nov-05
Jan-06

INJURIES

- Number of injuries 18 total injuries; 8 lost time. 350,000 manhours.
- IIR = 0.05; the DWI injury rate = 0.02. Success?
- 7 strains
- 6 lacerations
- 2 punctures
- 1 Heat stress
- 1 FOB
- 1 bruise

DISCIPLINARY ACTION v MEN/DAY



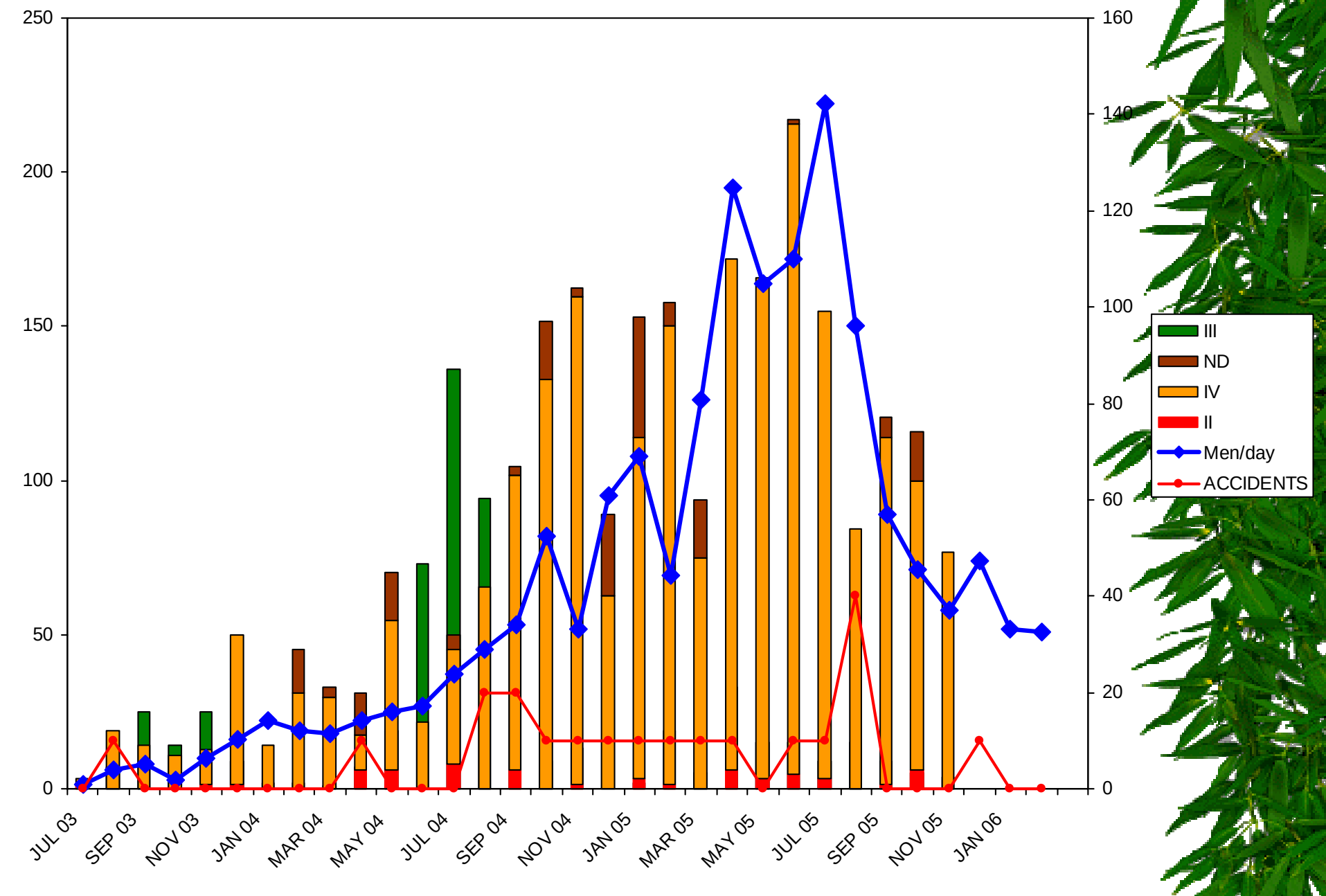
LESSONS LEARNED

- Observation data is sporadic and the focus is on the RAC IV or NDs
- Interference by the owner is the major contributor to the insignificant focus
- Safety standowns and intimidating efforts req'd by owner interfered with the process.
- Participation in the observations limited and of a retaliatory nature which biased the data.
- Behavior impacted easily by negative or reactionary actions.

ON-GOING ASSESSMENT

- Attempts at Changing behavior
- Worker behavior was relatively simple.
- The relationship with the owner and contractor was poor at best.
- Interference by the owner in this case is the primary contributor to the failure of the overall program.

SAFETY TIME SPENT ON THE OWNER'S FOCUS



EFFECTIVENESS

- A compliant program should not be different or separate from an effective one. How much time do we spend on the compliant program?
- We need to be better equipped to measure our effectiveness and yet be flexible.
- Our efforts are needed to look at changing behavior. We need to share information on the project and off the project.
- The owner is part of the program, especially if they want to interfere.
- Can we get off the paradigm of taking names and establishing a presence for safety?