Behavioural Safety: An overview of key theory and practice

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Today’s Talk…

1. The Two Main Reasons Why Behaviour is Key

2. Why Unsafe Acts Occur

3. Reducing Unsafe Behaviour - Just Culture and Behavioural Analysis

4. Summary of Options
1. Why Behaviour is so Important
Context

1. Two “Truisms” and a case study

2. Behaviour, Accidents & Setting the Tone

sex clubs & tea at Buckingham Palace?

tipping points
Context

1. Two “Truisms” and a case study

2. Behaviour, Accidents & Setting the Tone

sex clubs & tea at Buckingham Palace?

tipping points
Heinrich/ Bird Triangle

Main Points:

1. Major
2. 30 Minor
3. 300 Unsafe Acts

If you halve the bottom of the triangle you halve the top…

Dr Tim Marsh
Ryder Marsh (Safety) Ltd
One in 100,000 ? …
Items can combine

Three items from a measure in a pallet factory

Item 3:
Employees should not take short cuts between work benches

Item 5:
Air powered tools should be placed in holsters

Item 8:
Employees are not bombing objects
U Turn into MC....
2. Why Unsafe Behaviour Happens
Please stand and waggle your feet clockwise …
Please waggle your feet clockwise … and draw a six with your finger
NOW TRY AND REMEMBER
Human Factors…

Minimise likelihood of error …

Minimise time spotting error …

Minimise recovery time …
Leadership...

Temptation and ABC Analysis
“No Name, No Blame” quote
... and “Just Culture”
Human Failure: (Just Culture)
Culture or Person?
The rivet checker revisited and the perfect new start…
Leadership…

“But” and Other Cues
Leadership...

3. How to Reduce Unsafe Behaviour
Individual or Optimising/Situational?

... anything slow, uncomfortable or inconvenient about doing the job safely? ...
Simple Techniques…

Praise and 1 in 10

The Eyes and “I”s Have It
4. Summary of Suggested Methodology
Basic Methodology Summary…

Leadership Training

Workforce Project Teams

Peer to peer awareness

Behavioural process
Thank You
from
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Barbour Behavioural Safety Services

- Barbour offer a full programme of Behavioural Safety consultancy in partnership with Ryder Marsh
- Our information service contains key resources covering Behavioural Safety
- We are offering a Behavioural Safety “Quick start programme” - series of 8 webinars
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Behavioural Safety: Director’s Briefing

Produced in conjunction with Ryder Marsh (Safety) Limited.
This Director's Briefing seeks to explain why two simple methodologies deliver 80% of the benefit of behavioural safety. Firstly, behavioural analysis project teams and secondly peer to peer behavioural awareness presentations.

Why are so many people talking about needing to tackle behaviour?

For two main reasons:

1. The first of which is that there is always a direct link between the number of unsafe acts and the number of accidents. Heinrich's original famous Triangle suggests that there are on average 300 unsafe acts per accident and recent HSE figures suggest two million unsafe behaviours per fatality. Arguing over the exact ratio does not matter though - because there will be one.

For example, if the true likelihood of falling down the stairs is 103,000 to 1 and 1M people use the stairs annually - with no one holding the handrail - then you will have 10,000 accidents a year, 500 a month, 17 a week, 2 a day and 1 every 17 hours. (And that's assuming no accidents every ten years or so. And zero accidents becomes a possibility. Indeed for the typical company the majority of accidents will be the result of simple slips, trips, falls and 'shock type', so although process safety is of course vital to ensure something catastrophic does not happen, it is virtually impossible to have world class figures without a behavioural approach).

2. The second reason is the best definition of safety culture is 'the way we typically do things around here....' As in all walks of life a handful of key behaviours will set the tone and the first thing we do in a new situation is to look around and 'check out what is what'. So we see half the regulars acting safely and half unsafe then as a new start or sub contractor we can do pretty much what we want and not stand out. However, if we can get these key behaviours up over the 'failing' tipping point of 50% or so then it becomes self-sustaining. (These key behaviours will range from simple 'hold the handrail', 'look where you are walking' and PPE issues through to the quality of a tool box talk, a risk assessment or a safety brief).

Vision statements and company values are vital, of course, in setting the direction and tone of a company's health and safety culture but they are not sufficient to enforce it. They may influence the culture but they are not.

The day-to-day behaviour is.

Break the Chain

I argue that the very best 'shortterm' behavioural safety is to first go through the analysis projects as above then ask one or two 'writers' who have been involved to design a simple 'break the chain' presentation for all their colleagues. By this time the behaviours that are left may mostly be expected only by long term 'high impact but high cost' solutions and delivering the 'false' message with as much impact as possible is new appropriate. Asking for shopfloor volunteers at this point generates between 10 and 100 times more interest than a consultant can.

Being Pro-Active

Being Pro-Active. Simply saying the word 'safety' is not fully understanding or explaining a safety culture. Even better is setting up workforce teams to ask the question 'is there anything now uncomfortable or inconvenient about doing this job safely?' (With the higher the level of workforce who are involved in this analysis process, the better. They already know what is happening and why, and so will be more honest with them about the corners they cut).

Management role is simply to action all particularly high impact. Low cost solutions can be simple, but high cost solutions should of course be considered when appropriate. Many high cost solutions will be impossible to action of course but the systemic analysis may well assist you in good deal (If something goes wrong).

"Company values are vital in setting the direction and tone of a company’s health and safety culture"
Produced in conjunction with Ryder Marsh (Safety) Limited.

This Director’s Briefing seeks to explain why two simple methodologies deliver 80% of the benefit of behavioural safety. Firstly, *behavioural analysis project teams* and secondly peer to peer behavioural awareness presentations.

**Why Are so Many People Talking About Needing to Tackle Behaviour?**

For two main reasons:

1. The first of which is that there is always a direct link between the number of unsafe acts and the number of accidents. Heinrich’s original famous Triangle suggested that there are on average 300 unsafe acts per accident and recent HSE figures suggest two million unsafe behaviours per *fatality*. Arguing over the *exact* ratio does not matter though – because there will be one.

For example, if the true likelihood of falling down the stairs is 100,000 to 1 and 1M people use the stairs annually – with no-one holding the handrail – then you will have 10 accidents a year give or take. If 90% comply then 1 accident a year give or take – BUT if we can get 99% to comply then only 1 accident every ten years or so. (And ‘zero accidents’ becomes a possibility. Indeed for the typical company the majority of accidents will be the result of simple slips trips, falls and ‘struck bys’, so although process safety is of course vital to ensure something catastrophic does not happen, it is virtually impossible to have world class figures without a behavioural approach).

**Being Pro-Active**

*Being Pro-Active*. Simply asking the workforce *why* an unsafe act is occurring *curiously* rather than aggressively can transform a safety culture. Even better is setting up workforce teams to ask the question “Is there anything slow, easy, forgettable and inexpensive that can be achieved.”
## Search results

Your search: **asbestos** in **document library**

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Control of asbestos Regulations 2006

**Document Summary (Provided by the Barbour Editorial Team)**

The Control of Asbestos Regulations 2006 will come into force on 13 November 2006, with the exception of regulation 20(4) ('Standards for air testing and site clearance certification', relating to a person requested to assess premises where work with asbestos has been undertaken), which will come into force on 6 April 2007. The Regulations replace and revoke the Control of Asbestos at Work Regulations 2002, and revoke and re-enact (with modifications) the Asbestos (Licensing) Regulations 1983 as amended and the Asbestos (Prohibitions) Regulations 1992 as amended.

Regulation 8 (Licensing of work with Asbestos) re-enacts the Asbestos (Licensing) Regulations 1983 as amended. Licences are made subject to a maximum duration of three years; exemptions are provided for in regulation 32(1) and provisions are made for the validity of existing licenses in regulation 35(1).

The prohibitions in the Asbestos (Prohibitions) Regulations 1992 as amended are re-enacted by Part 3 of the regulations, with provision for exemptions set out in Regulations 32(2) and 33.

In these Regulations 'asbestos' means the following fibrous silicates:

- asbestos actinolite
- asbestos grunerite (amosite)
STATUTORY INSTRUMENTS

2006 No. 2739

HEALTH AND SAFETY

The Control of Asbestos Regulations 2006

Made - - - - 12th October 2006

Laid before Parliament 20th October 2006

Coming into force in accordance with regulation 1

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3. Human Error and Just Culture – Why people do what they do
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(Note to WebCast….Live poll to pop up at this point)
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Any questions?

Thank you for listening

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