

Humanology Based Safety: Doing Better, Smarter, Safer

Want to venture into behavioural based safety?

Do you know behavioural based safety creates a sustainable way to reduce accident rate?

Introduction

Behaviour Based Safety (BBS) is an approach that we believe can be applied successfully; it is gaining more interest across industry sectors globally and has the great advantage of needing the involvement of the individual employee, also of course, to employer commitment. This fails to take account of the many factors that influence and reinforce learning and behaviours. BBS addresses these factors. It is closely linked to company culture and values and, most importantly, when it works, it is an excellent tool to improve safety performance in the workplace. Various approaches have had reasonable success in reducing unsafe behaviours in the workplace. Some involve penalties; others involve surveillance; others involve guidance, codes and procedures to follow; others still are supportive and training-oriented.

Program Objectives

This program aims to

- Provide fundamental concept of BBS
- Increase organisation productivity through behavioural based safety.

Learning Outcomes

After completing this program, participants would be able to:

- Apply principle of Behavioural Based Safety in creating sustaining safety workplace culture.
- Create strategy to achieve zero accident at the workplace

Who Should Attend

Safety officers, safety coordinator officer, quality officers, managers and all senior management

Methodology

Interactive lecture, videos, presentation, discussion, case study, case simulation, Socratic questioning, flipped classroom, brain-storming, worksheet, problem solving, inductive method, team exercise, peer to peer, action learning, coaching and mentoring

Program Outline

| Day One | |
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| 9:00am - 10:30am | Behavioral Based Safety (BBS) Approach A behaviour-based safety approach promotes interventions that are people-focused and often incorporate one-to-one or group observations of employees performing routine work tasks, setting goals carefully and giving timely feedback on safety-related behaviour, coaching and mentoring. The initiatives have a proactive focus, encouraging individuals and their workgroups to consider the potential for incident involvement, (accidents) and to assess their behaviour as safe or unsafe always, no matter what. |
| 10:30am-11:00am | Tea and Networking |
| 11:00am-1:00pm | Relating Hazard identification, risk assessment and control (HIRAC) This is an essential module to help participants to look at the HIRAC as a more holistic and human approach. In this module, the participants would learn the concept of behavioural economics into the observation of job descriptions. |
| 1:00pm-2:00pm | Lunch and Networking |
| 2:00pm-3:30pm | Application of Reinforcement in Behavioural Based Safety (BBS) Reinforcement occurs when a consequence that follows a behaviour makes it more likely that the behaviour will happen again in the future. Therefore, a reinforcing result is one that causes behaviour to occur more frequently. In this module, participants would like the application of positive and negative reinforcement in order to ensure safety at the workplace. |
| 3:30pm-4:00pm | Tea and Networking |
| 4:00pm-5:00pm | Reinforcement and Feedback in Creating Safety Workplace Feedback is information given to an individual or a group about their behaviour and its impact and is one of the essential communication tools in helping people stay healthy and safe. Feedback can take many shapes and forms, and generally in a work setting feedback is a |

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| | combination of positive and constructive information. This module enables the participants to apply feedback as the tool for creating a safe workplace. |
| Day Two | |
| 9:00am - 10:30am | <p>Goal Setting and Feedback in Workplace Safety Behavioural Based Safety (BBS) Program</p> <p>Most research shows that when goal setting is matched with feedback systematically, the target behaviour change is even more likely to occur. When setting goals, managers, supervisors, and bosses often forget the delivery of feedback. If a person sets out to learn new methods or systems, to reach a target, to strive to improve or re-skill in some way, they need feedback. Setting a goal acts as an antecedent that specifies what goal-directed behaviour should occur, and feedback acts as a reinforcer – the goal sets off the behaviour, and the feedback reinforces the behaviour. Behaviour-based safety interventions reinforce safe behaviour via one-to-one, group and site-wide feedback.</p> |
| 10:30am-11:00am | Tea and Networking |
| 11:00am - 1:00pm | <p>Behavioral Based Safety (BBS) Program: The involvement and Requirement</p> <p>Having explored reinforcement, feedback and goal setting, the next section of this guide will briefly outline the steps to a BBS intervention. It is recommended that the reference section at the end of the document be consulted before the implementation of a BBS programme. This module, the participants would learn the methodology on creating a designed team until they set improvement goals.</p> |
| 1:00pm - 2:00pm | Lunch and Networking |
| 2:00pm - 3:30pm | <p>Leadership Influence in Behavioral Based Safety (BBS)</p> <p>Frontline employees typically drive BBS programmes; however, supervisors and managers play an integral role in promoting, modelling and reinforcing the programme. Without influential safety leaders, a BBS programme will suffer, and the expected positive results may not be observed. The participants would learn the methodology ABCDE in enhancing the safety environment.</p> |
| 3:30pm - 4:00pm | Tea and Networking |
| 4:00pm - 5:00pm | <p>Successful Implementing a Behavioral Based Safety (BBS) Program</p> <p>In this module, the participants would learn the requirement of implementing the BBS program. This module focuses on the methodology to change the mindset to invest in safety for the organisation to save more. The step-by-step approach would be introduced to ensure successful implementation of the BBS Program.</p> |

