

BEHAVIOURAL SAFETY

BASIC PRINCIPLES

As individuals we all have choices to make both at home and at work. However, especially at work, the choices we make can either contribute to, or prevent a close call, near miss or accident. So what are our choices?

- Unconscious choice – **ALPHA SLEEP**
- Conscious choice – **TIME v RISK**
- **HABIT** – 21 times to make a habit (GOOD OR BAD)
- **WALK OVER** – prevent an accident/incident
- **LEAD BY EXAMPLE** – demonstrates good behaviours which are acceptable

Mental barriers can often stop us making the RIGHT choice in terms of health or getting the job done – which comes first?

- The JOB can always be completed later
- HEALTH – there is no turning back once an accident has happened

Wrong or poor behaviours can lead to ill health and accidents –

- Overwork – is a major cause of accidents in the workplace
- Know your own stress or limits – SPEAK OUT
- Barriers – seek help to overcome them
- Bad habits
- Afraid of doing the RIGHT thing
- Lack of management support
- Poor advice on work procedures
- Peer pressure
- Minimum or no PPE

For example **DERMATITIS** (which can lead to cancer and debilitating conditions) caused by –

- Handling of materials
- NOT using PPE
- Lack of knowledge
- BARRIERS?
- UNCONCIOUS CHOICE – Not aware of the risks
- CONSCIOUS CHOICE – Can't be bothered with protection
- HABIT
- WALK OVER – Inform of risk
- LEAD BY EXAMPLE – Always wear protection/brief on risks

CONCLUSION

What can **CONTRIBUTE** to an incident?

- **ALPHA SLEEP – Unconscious choice** – leads to a lack of concentration – leads to accidents, incidents, close calls & near misses – caused by overtiredness, overworked, personal problems, stress & poor briefing
- **TIME v RISK – Conscious choice** – leads to bad judgement, accidents, incidents, close calls & near misses – most problems caused by rushing the job, peer pressure, unaware of the risks & poor planning
- **HABIT** – Leads to accidents, others copying your bad habits (new young starters) and hard to break – **it only takes 21 repeat actions to create a habit but takes 100 actions to break**

What can **PREVENT** an incident?

- **WALKOVER** – Very hard to stop/advise on poor working practices – but the more who do walk over inevitably will lead to others following their advice and making the workplace a safer place
- **LEAD BY EXAMPLE** – Always ensure you work safely to procedures – those who poorly lead have more accidents and lower morale in their teams. **ALWAYS REPORT CLOSE CALLS**

The key to Behaviour Change and Behaviour Based Safety is the understanding of how our actions affect perceptions and behaviour both on and off site and affects, and is affected by managers, office staff, site staff and external parties.

Safety culture describes the way in which safety is managed in the workplace and is made up of every single decision, process and system, and each and every one of us and an organisation with a "positive safety culture" is one that gives the appropriate priority to safety and manages safety as part of their business.

Therefore given that a Culture is a result of collective behaviours, developing a strong, and continuously developing a behaviour based approach throughout the industry is part of building a positive safety Culture.

For more information please contact your local Randstad CPE rail consultant and/or your workplace safety representative.