

Lecture W9

# How to Introduce a Behavioural Safety Programme

F Barker

**ORICA EXPLOSIVES**

**Behaviour Based Safety Workshop  
May 2002**



# Roadblocks to Implementing a BBS Program

- Australia
- USA
- Canada

## Australia

- Program implemented from the top
- Training provided from SH&E Team
- Large % age of org. involved
  - involvement = commitment
- Integrated with other programs such as Millenium Shied
- Results have been positive

## USA

- Trialled at large emulsion plant
- Safety survey completed first
- Training provided to operators/mgmt
- High productivity plant, under-staffed
- No rollout with high corporate profile like Oz
- Operators felt observations had to be done on own time
- Re-training on BBS completed
- Limited progress made

## Canada

- 2 successful implementations
- First at small, remote IS site, stable w/force
- Training completed, observations started
- Difficulties on operator interfaces
- Second level training from Pacific Center for Leadership - team training/dynamics
- Program refreshed & now working well
- Another round of corporate training needed due to limited feedback sessions
- Site now 750 days injury free

## 2nd Implementation in Canada

- Serious unusual occurrence
- Painful occupational injury
- Operating/site manager looking for program to deal with 'unsafe attitudes'
- BBS program reviewed with all site managers corporate trainer
- Acceptance by all concerned that BBS the way to go

## Summary

- 3 different implementations
- Top down successful if strong organisational support
- Implementation can fail if operators perceive 'just another task'
- Easier to implement if demand comes from line
- Additional training on confrontation skills may be needed in some cases