

# BEHAVIOURAL SAFETY TRAINING



# WHAT IS BEHAVIOURAL SAFETY?

## Behavioural Safety

Over the last few years many organisations have recognised the importance of positive workplace behaviours. The need for a 'behavioural' approach to the management of workplace health and safety is based on the premise that between 70-80% of all workplace incidents are caused by human failures. These failures are normally attributed to the behaviours of front line staff, but this approach fails to recognise the root causes or influences on behaviour, many of which are a direct result of poor management & safety culture.

Most of the Safety Management System audits focus solely on the presence and quality of documentation, rather than being concerned with its reach and day-to-day effectiveness. **Behavioural Safety Management System** has proven to be an effective tool for the reduction of workplace accidents.

There are a variety of methods of supporting positive workplace behaviours. Some are more successful than others. Just providing training without the ability for change often results in a short-term improvement which tapers off resulting in a poor return on investment. But if your serious to supporting behaviour it must become just a part of how you work. It needs to involve all levels of the organisation and be adequately resourced.

### Most programs include:

- Defining behaviours
- Observations of negative behaviours and the human factors which influence behaviour carried out by trained observers
- Reporting of behaviours/human factors
- Interventions designed to reinforce positive behaviours

Many safety interventions in work settings focus on antecedents, or events that come before behaviour that may evoke behaviour. For example, many work settings rely heavily on training, safety signs, pep talks, toolbox talks, or pre-briefs. These can be effective in activating behavior initially, but it is what occurs after our behaviour that ensures the behaviour will occur time and time again.

For example, a toolbox talk addressing correct manual handling techniques might result in correct techniques on the day of the talk; however, over time employees will revert to old practices. This is because nothing has occurred after their correct behaviour to indicate that it is correct, or that it has benefitted the individual or the organisation to be so safety-conscious.

## Behaviour Based Safety Approach

- Is based on solid principles about engaging, motivating, assisting, reinforcing, and sustaining safe behaviours.
- Takes a systematic approach, examining the motivation underlying behaviours, in order to increase safe behaviour.
- Is an ongoing effort; not 'once-off' provisions, but a new way of working that the safety leader must continually promote for sustainable, positive results.
- Takes time to achieve; however, results can be observed immediately due to the nature of measurement involved.
- Emphasises increasing safe behaviours rather than focusing on length of time without injury. BBS programmes do not depend solely on 'lagging indicators' (after the fact), and instead shift the focus to 'leading indicators' (preventative).
- Is not a substitute for an already existing

## 1/2 Day Course

# WHAT IS BEHAVIOURAL SAFETY?

**Human factors are responsible for between 70 and 80% of all accidents and ill health in the workplace. These failures are normally attributed to the behaviours of front line staff.**

### Why Behavioural Safety?

Promoting safe behaviour at work is a critical part of the management of health and safety. Positive behaviour supports health and safety management systems and operational procedures. This will help minimise errors, mistakes and violations across all levels of an organisation.

### Who needs this qualification?

The course is aimed at all workers employed in a frontline role. It is particularly useful for employees who undertake hazardous work activities and rely on compliance with safe systems of work as their main method of controlling risk.

Both experienced and inexperienced workers are capable of errors and violations. Recognising the factors which can encourage errors and violations is a key skill for all employees.

### Key Benefits

- Reduction in number of accidents caused by behavior factors
- Improved ability to recognize tasks which are likely to cause injury or ill-health
- Greater understanding of teamwork in relation to behavioural safety and health
- Improved awareness of how human factors influence behaviors
- Improved recognition of personal behaviors and strategies to overcome negative behaviors
- Recognizes the importance of checklists
- Improved sense of professionalism

### Cost to take this Course

**Guru Nanak Institute of Safety Management (GNISM)** is an institution under the control of trust named "Guru Nanak Educational & Social Welfare Trust". Our trust motto is "SAFE LIVELIHOOD FOR ALL" This certificate course is run under the Trust and **there is nominal course fee charged from the company @ per candidate**. For further details please contact at following number /e-mail or visit our website.

### Programme Outline

- ABC analysis
- Types of consequences
- How to strengthen consequences
- Pinpointing, observation, and measurement
- Feedback and goal setting
- Types of positive reinforcement
- Reinforcement mistakes
- Risk perception
- Situation Awareness tools
- Errors and violations
- Client specific areas: related to behavioural safety

### Teaching methods

The session is highly interactive, led by the delegates and involves a variety of learning approaches. The use of case studies and real-life examples enables delegates to contextualise the learning.

### Why GNISM?

- One of the leading Safety Training and Certification provider.
- Excellent pre course material in understandable illustrations.
- Versatile Experience of Safety Implementation in many large organizations
- Best and experienced faculties with industry specific case studies.
- Trusted by more than 200 companies

### Trainer

The GNISM trainer is a NEBOSH IGC certified trainer with a highly engaging down to earth teaching style. He has extensive experience of behavioural psychology and the design and delivery of behavioural safety programs. The training utilises many real life examples of strategies to improve behavioural safety.

## 1/2 Day Course

# BEHAVIOURAL SAFETY STRATEGY

Thinking strategically and planning for change is a fundamental aspect of all successful businesses. Behaviour-based workplace initiatives should be integrated into the organisations business plan. This course is a great introduction to the leadership and strategic planning aspects of behaviour change.

### Who needs this qualification?

This course has been designed for those responsible for designing and implementing the organisations overall business strategy. It will enable directors, proprietor, owner and senior management team members to adequately understand the implications of behaviour-based workplace initiatives. If you are looking to improve health and safety standards or reduce your organisations environmental impact, this course will provide an excellent introduction to how to plan and implement a behaviour change program.

### Key Benefits

- Better planning and resourcing of change
- Reduction in behaviour-based violations, errors and mistakes
- Improved employee engagement and wellbeing
- Recognition of the impact of director level decision making

### Programme Outline

Behavioural based safety (BBS) strategy is a process that helps you and your coworkers identify and choose a safe behavior over an unsafe one. For BBS to work, all levels of company workers and management must work together. BBS looks at how three things interact to improve safety

- Person
- Work Environment
- Behavior

Behavioural safety strategy programme broadly covers the following topics:

- Behaviour based appraisal of business strategy
- 3P-3C model: Change management model
- Organizational philosophy and culture
- Risk literacy
- Critical thinking
- Organizational learning and the impact of blame
- Plan, promote & support organizational change
- Methods of communication to influence behaviour
- Violations, errors and mistakes.
- Situational awareness tools
- Occupational wisdom and how to communicate
- How to measure behaviour and culture
- Case studies

### Trainer

The GNISM trainer is a NEBOSH IGC certified trainer with a highly engaging down to earth teaching style. He has extensive experience of behavioural psychology and the design and delivery of behavioural safety programs. The training utilises many real life examples of strategies to improve behavioural safety.

## GNISM OTHER COURSES



**Safety Awareness  
Basic Module**



**Safety Awareness  
Advance Module**



**Capability Development  
Program**



**OHSAS Awareness  
Program**