



Workings and Results of Behaviour Based Safety on Woodside North Rankin Platform

Title : Behaviour Based Safety
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Slide No: 1

Behaviour Based Safety Program – Woodside

Behaviour Based Safety

*Principle Objective: Proactive workable **Behaviour** program to **Stop and/or Prevent** incidents prior to occurrence rather than dealing with after-the fact*

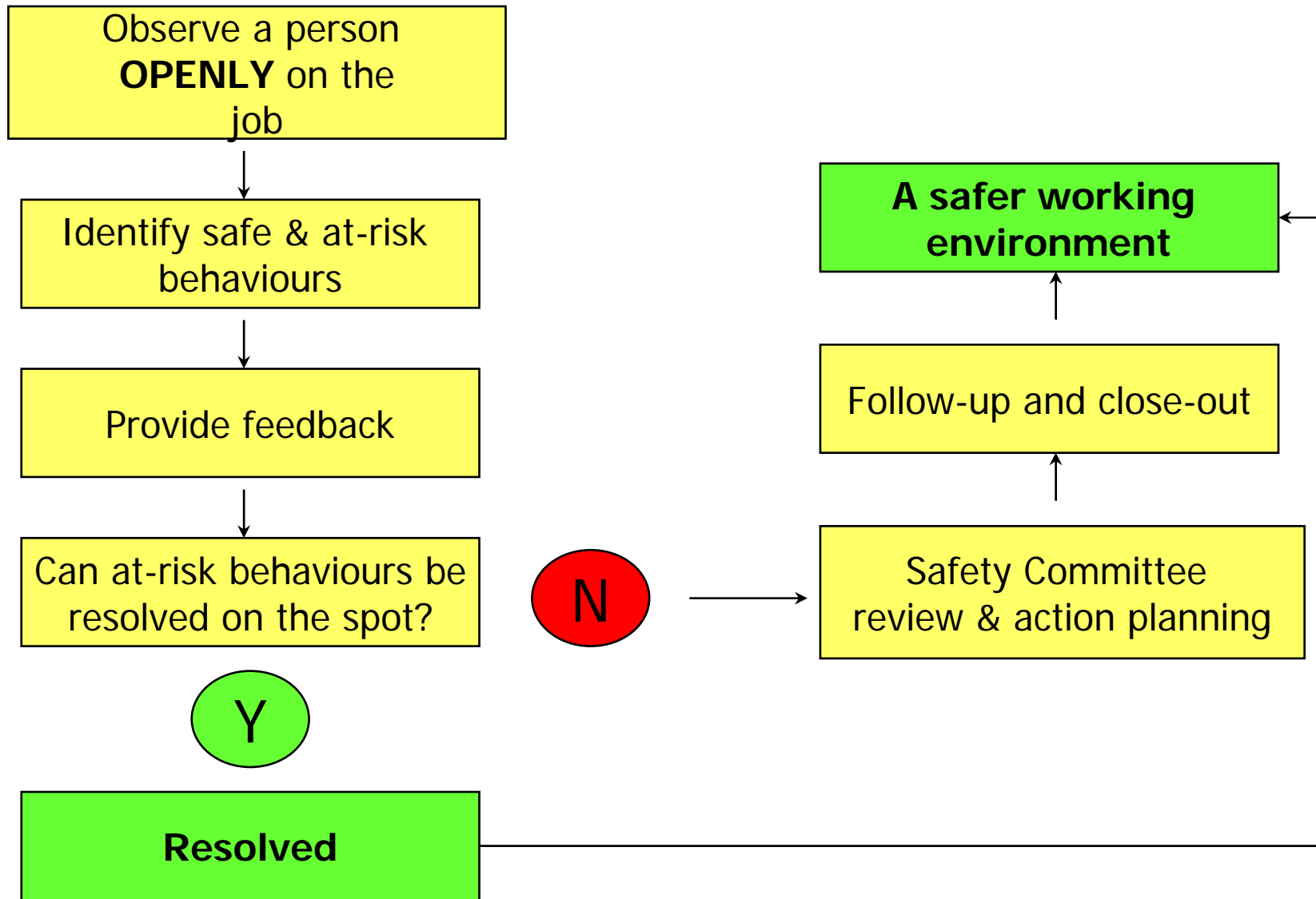
BBS Core Concepts

- Managed by the shop-floor
- Uses checklists (lists of critical behaviours)
- Peer to peer observations (15 minute snap shot)
- Asking for permission to observe
- Immediate feedback
- Positive reinforcement
- Non-quota driven
- Anonymous (no names are recorded)
- Not a replacement for other risk management tools
- Not a substitute for good engineering or other sound controls

BBS Core Concepts

- Discipline is not connected to the process, it is centred on coaching at-risk behaviours and reinforcing safe behaviours

Observers Role in BBS



Why Focus on Behaviour?

- Focus is on people's actions on the job because:
 - at-risk behaviours are the root cause of nearly every incident
 - behaviours are observable
 - it allows us to ask **WHY** and uncover the **barriers** to safe behaviours



Total Safety Management on North Rankin

Risk-taking behaviours

- Behaviour Based Safety & ASA

Correcting unsafe conditions

- HAC, Minor Hazard Register, Auditing

Hazard Management

- Permitting, JHA, 5x5

Checklist Example

Note no names

Date:		Time:		Observer:		
1.0	PPE			Safe	At-Risk	Unseen/NA
1.1	Bump hat worn when appropriate			✓		
1.2	Eye protection worn			✓		
2.0	Housekeeping					
	Work area kept clean and tidy			✓		
3.0	Body Placement and Lifting Techniques					
3.1	Knees are bent and has a strong spine when lifting loads				✓	
3.2	Lifts loads with their legs				✓	
4.0	Tools and Equipment					
4.1	Right and correct sized tools used			✓		
4.2	Air connections have safety clips			✓		
5.0	Procedures					
5.1	Correct procedures followed			✓		
6.0	Working Method					
6.1	Works inside handrails where possible			✓		
6.2	Avoids pinch-points			✓		

Checklist Example

Comments			
What is the at-risk behaviour	What are the causes?	Solution	Resolved
Lifting a heavy load without assistance	No mechanical aids available	Provide mechanical aids (e.g. trolleys) in the work area	Y

The aim is to understand why people do the things that they do, and to obtain a resolution.

Where does the Data Go

- Safety Committee
 - To identify causes of at-risk behaviours
 - Implement solutions
 - What gets **MEASURED** gets **DONE**

Example of the Database

Behavioural Observation Summary		Total Observations = 30	
	Safe	At-Risk	% Safe
PPE	49	1	98
Housekeeping	40	10	80
Lifting/Moving Loads	10	40	20
Working	40	10	80
Procedures	45	5	90

FOCUS AREA



How do we Know BBS is working?

- Number of safe behaviours observed
- Number of at-risk behaviours observed and acknowledged
- Eager participation and involvement
- Number of solutions and learning opportunities
- Cultural change (e.g. BBS is now a part of safety meetings etc)

Implementation Plan

Key Activities:

- Introduce concept to shop floor
- Select BBS Champions (representative from each trade)
- Adapt the process to the facility
- Supervisor/leadership training
- Develop checklists with the shop-floor
- Observer training
- Develop BBS Database
- Make baseline observations
- Steering committee training

Summary

- **Non-threatening** process
- Has **reduced injuries** in a number of settings
- **Shop-floor employees** manage it
- **Voluntary** and focuses on **positive**

Quotes from BHP Visitors on a Best-practice Exchange

“Implementation of BBS at North Rankin has been an enhancement to safety culture”

General:

“It was apparent that there was a strong and sustainable commitment to BBS”

Communication:

“Continual focus with constructive feedback to maintain a good number of observations but not dictated as to how many required”

Management:

“Management identified that it was essential to leave full ownership to the workgroups themselves”

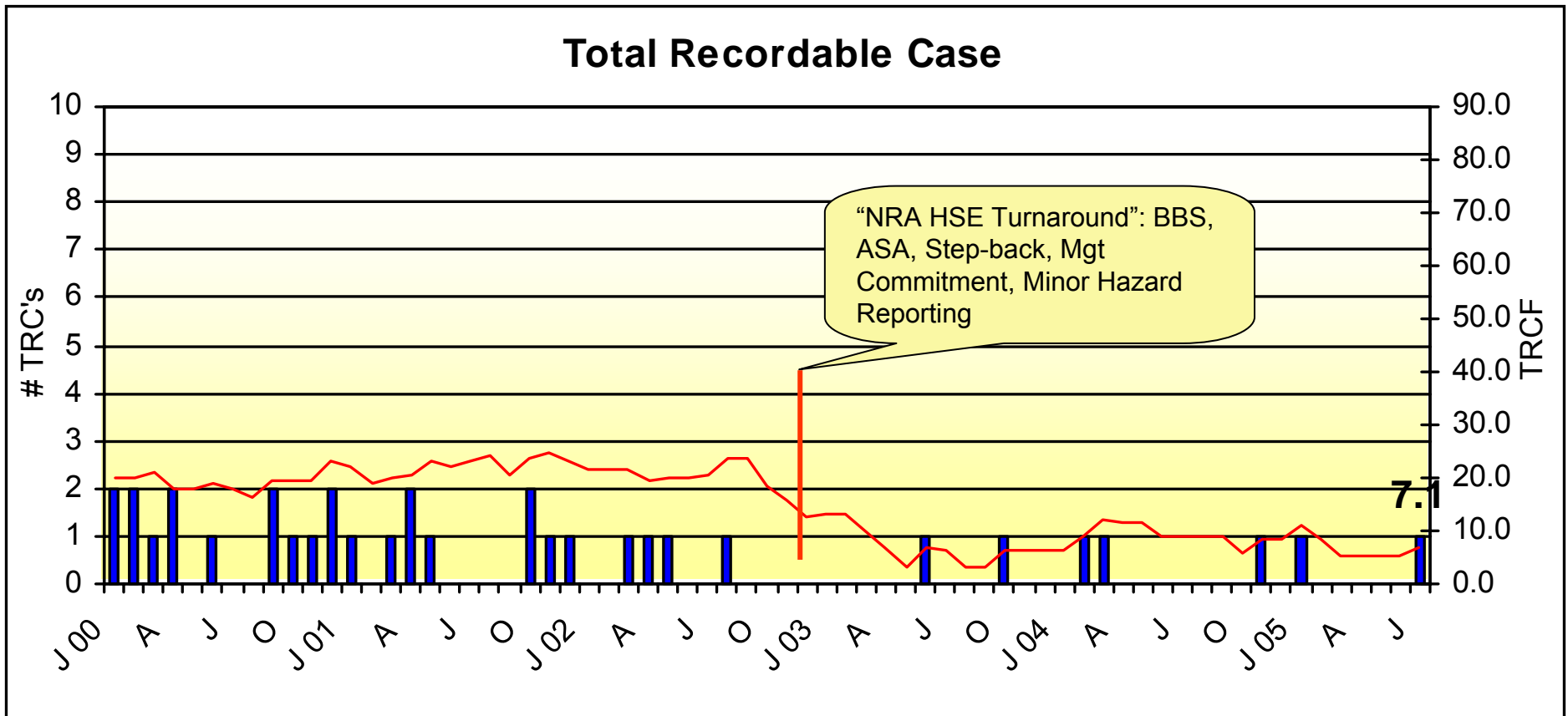
Culture:

“It was apparent that the workgroups had achieved a pro-activeness

Outcomes:

“BBS has effectively achieved a further enhancement to task at hand safety focus”

Improvements in HSE Performance on NRA since the introduction of BBS



Successes with BBS on NRA

- Culture where employees are comfortable to discuss safe behaviours
- Regular feedback to workers reinforcing safe behaviours
- Improved use and commitment to PPE [grinding safety, gloves etc.]
- Working at height treated with more respect
- Welding environment enhanced
- Housekeeping self managin
- Improved awareness of dropped objects

Thanks to: PSB Solutions

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