



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

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Title : Behaviour Based Safety  
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***Behaviour Based Safety Program – Woodside***

# Behaviour Based Safety

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*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

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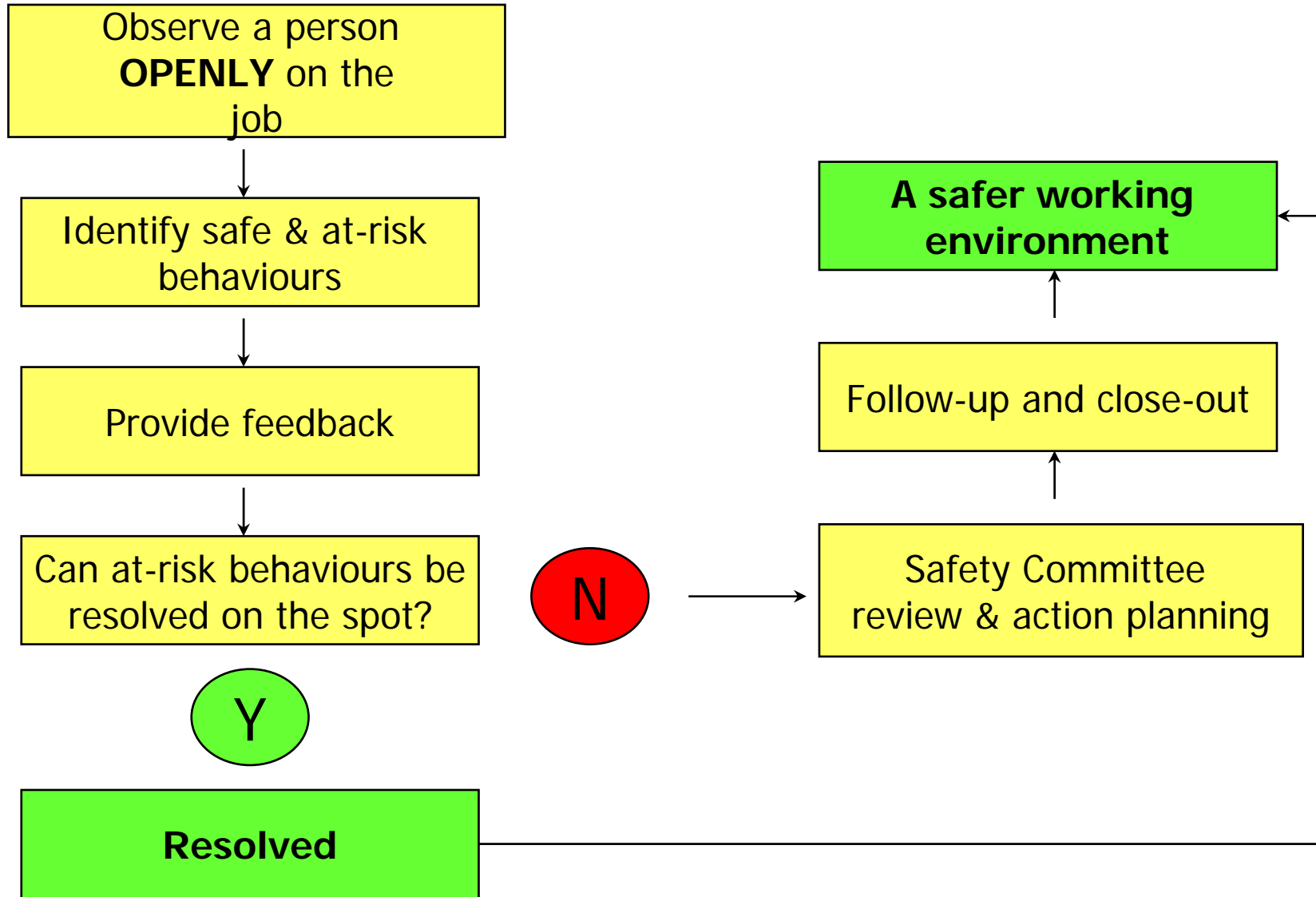
- Managed by the shop-floor
- Uses checklists (lists of critical behaviours)
- Peer to peer observations (15 minute snap shot)
- Asking for permission to observe
- Immediate feedback
- Positive reinforcement
- Non-quota driven
- Anonymous (no names are recorded)
- Not a replacement for other risk management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

# BBS Core Concepts

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- 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?

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- 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

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

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- 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	
	<b>Safe</b>	<b>At-Risk</b>	<b>% Safe</b>
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?

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- 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

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## 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

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- **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

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“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”

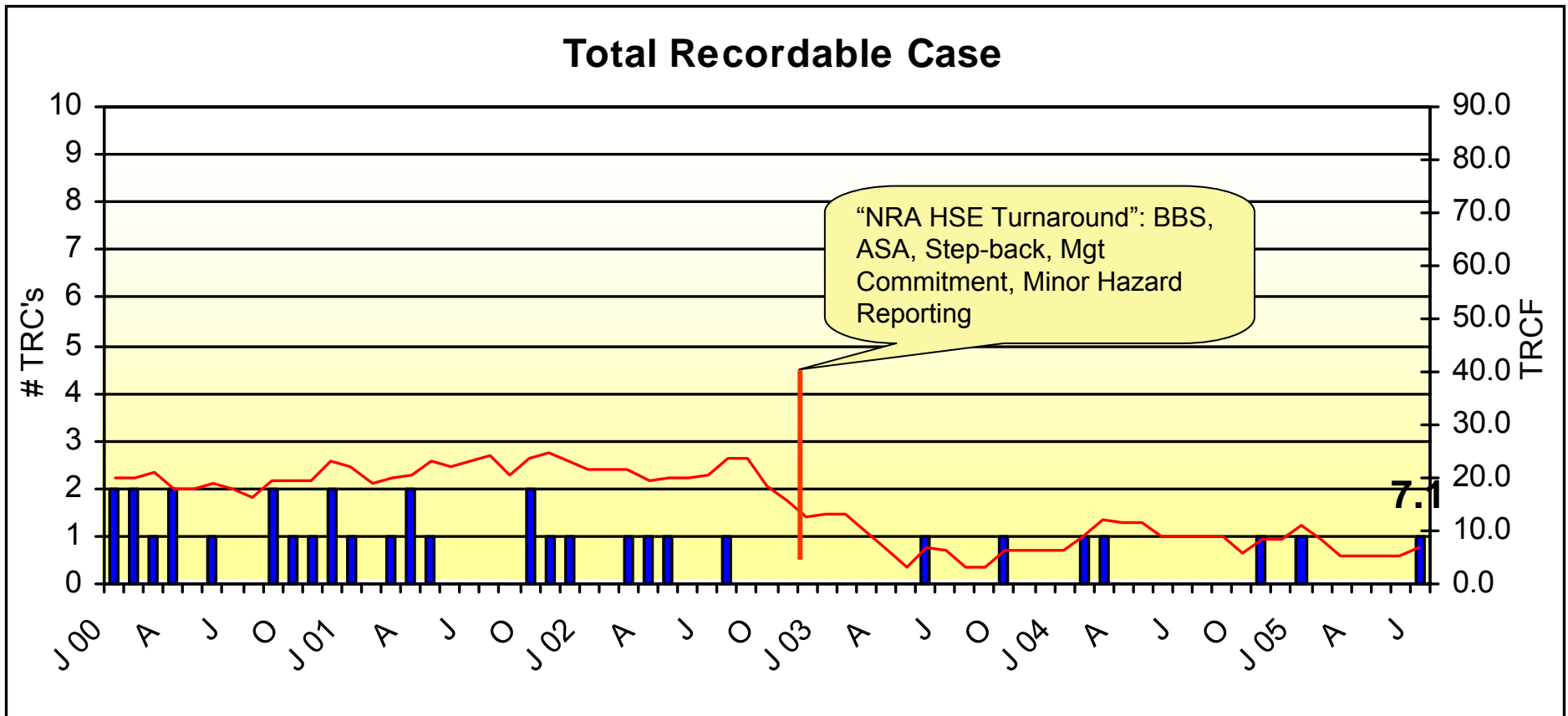
## **Culture:**

“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

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- 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

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