

# BEHAVIOR BASED SAFETY (BBS)

Dr. H.L. Kaila, BBS Trainer & Implementer

Dr. H.L. Kaila, BBS Trainer & Implementer, Doctorate from Tata Institute of Social Sciences,  
30 years professional experience in the field of Organizational Psychology

Pioneered Behaviour Based Safety (BBS) training in India

Member Expert Panel for National Safety Council

Served the Central Labour Institute, Ministry of Labour for 10 years

Served Professor of Organizational Psychology at SNDT Women's university for 18 years at

Represented International Conferences-New York, Berlin, Rome, New Zealand, London Sydney

Editor - Journal of Psychosocial Research indexed in American Psychological Association.

Dr Kaila conducted more than 600 BBS workshops.

Published 12 books and 75 articles in referred journals.

## Agenda : Workshop Contents

- Concept of Behaviour Based Safety
- BBS as OHSAS Compliance
- Behaviour Observation and Feedback process
- Measurement of safe & unsafe Behaviors
- Video – I chose to look another way
- Zero accidents vs. zero unsafe behavior
- Road Map: Implementing Behavior Safety across organization
- Health Break – tea/ coffee
- BBS Posters and Banners
- Video – safety review
- Tasks of BBS Core & Steering Teams
- An Indian Experience on Behavior Based Safety
- BBS Project organization
- Participants' learning assessment & queries
- Workshop Evaluation & Valediction
- Vote of Thanks

## BBS – BUILD BUSINESS SAFELY

- Generally safety function is organized by the F&S dept.
- BBS means to include everyone to care for and remove/correct unsafe behaviour on the spot.
- Unsafe behaviour is recognized as the root cause for all accidents.

# Research experience indicate that:

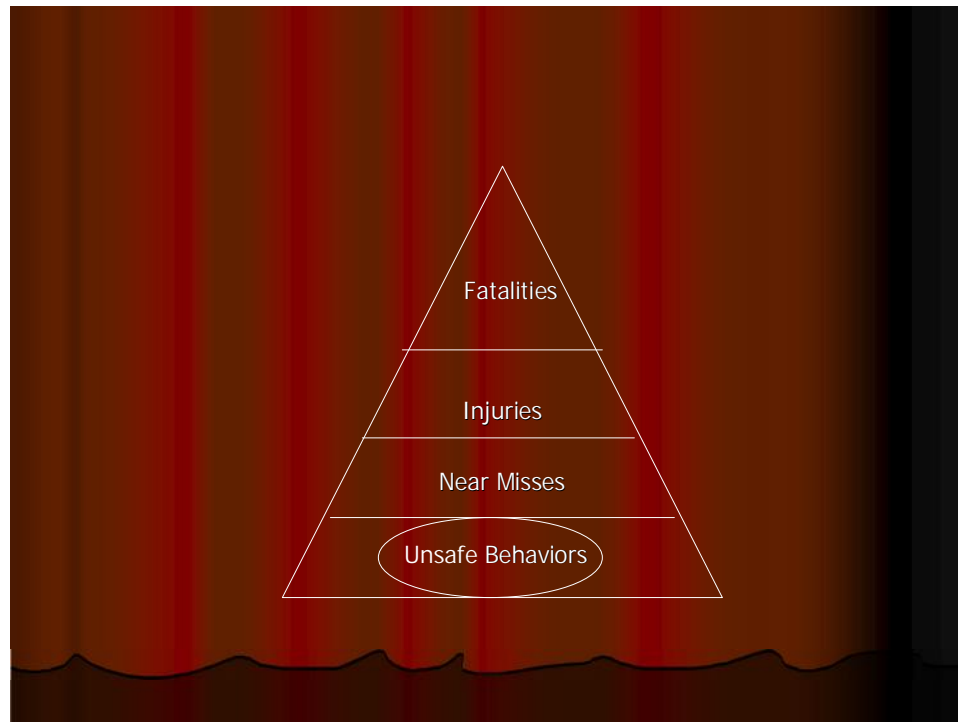
- Almost 100% of the accidents are due to unsafe acts
- 40-50% of the unsafe behaviors are noticeable at any plant at any given point of time;
- 25-30% of safety awareness is lacking among employees which gets reflected in their unsafe behaviors;
- Every organization has thousands of unsafe behaviors
- Targeting zero accident does not ensure that your plant is safe.

# BBS is an OHSAS 18001 Compliance

the organization shall establish, implement and maintain a procedure for:

**the participation of workers by their appropriate involvement in hazard identification, risk assessments and determination of controls.**

## BBS : BASIC to BROAD SAFETY



# BOFP METHOD

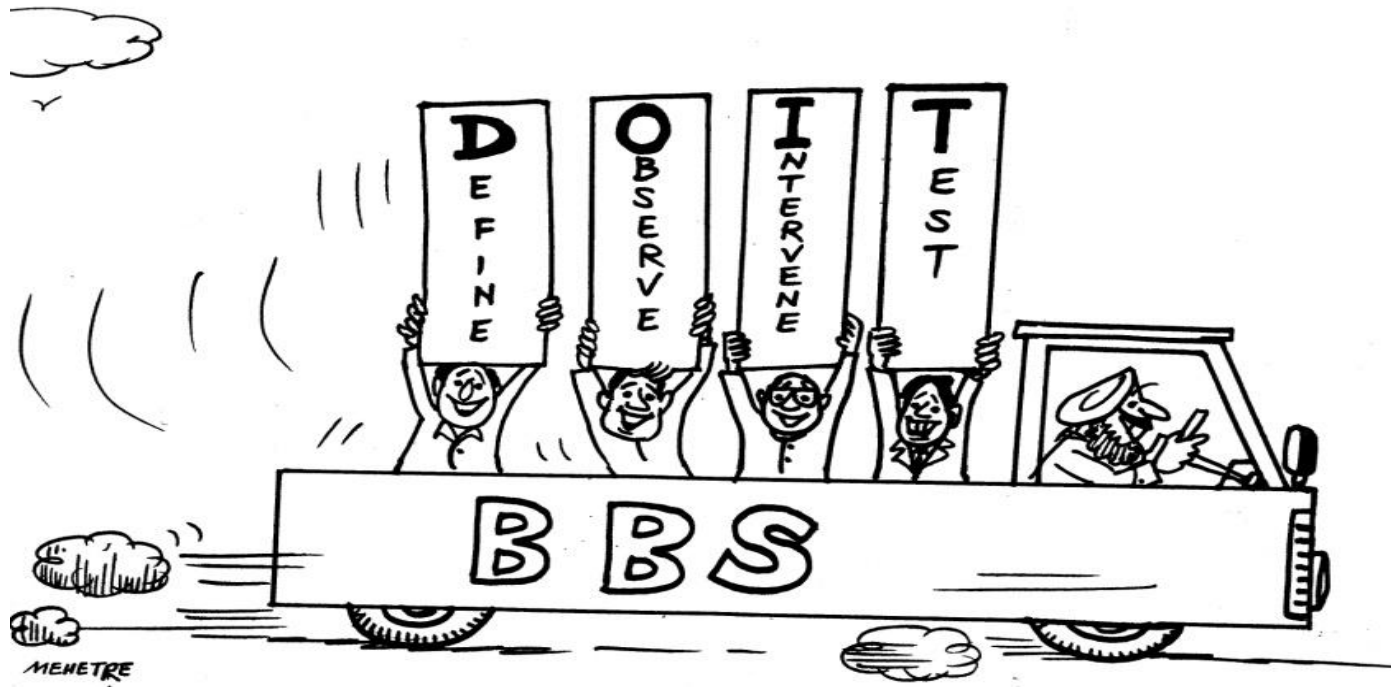
Behaviour

Observation

Feedback

Process

DO-IT



MENETRE



# BBS CHECKLIST

## BEHAVIOUR CATEGORIES

SAFE

At-risk

Corrections

- **PPE**
- **Housekeeping**
- **Using tools**
- **Body positioning**
- **Material handling**
- **Communication**
- **Following procedures**
- **Visual focusing**
- **Using mobile at work**

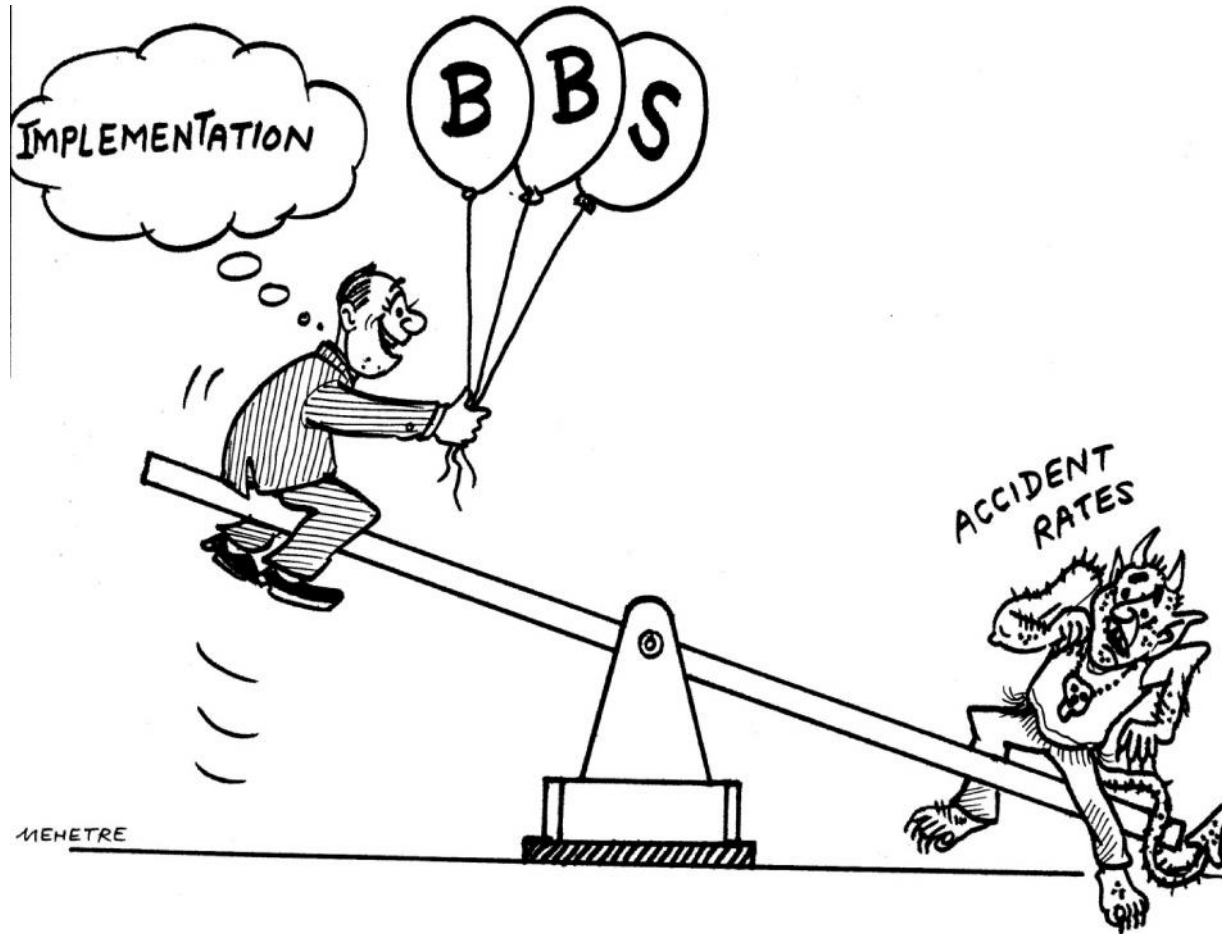
## BBS implementation & Steering team

- An awareness on BBS for management staff at all levels.
- Awareness training of employees across the plant;
- Select (20%) observers from BBS trained employees; and Form steering team of 8-10 people.
- One day in-plant practical training of BBS observers and steering team members
- At this stage BBS observers and steering team members ready to implement BBS at workplace.

## Questions asked by management before BBS launch

- How to select observers?
- Are there any implementation problems?
- who should form a steering committee?
- Is separate training necessary for observers?
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- Is training required for steering committee?
- Who should be an observer?

# BBS LEADS TO REDUCTION IN UNSAFE BEHAVIOURS AND THUS A FALL IN ACCIDENTS



## Cost per unsafe behaviour

- Number of injuries last year x tentative cost per injury /  
Number of unsafe behaviours observed. =  $112 \times \text{Rs } 8,482 / 10,200 = \text{Rs. } 93$  per unsafe behaviours.
- The cost of unsafe behaviours is huge which differs from organization to organization depending upon the number of injuries last year, tentative cost per injury, and the number of unsafe behaviours observed.
- total cost of unsafe behaviours per day: Rs. 9, 48, 600.

# I Chose to Look the Other Way

- I could have saved a life that day,  
But I chose to look the other way.  
It wasn't that I didn't care,  
I had the time, and I was there.
- But I didn't want to seem a fool,  
Or argue over a safety rule.  
I knew he'd done the job before,  
If I spoke up, he might get sore.
- The chances didn't seem that bad,  
I'd done the same, He knew I had.  
So I shook my head and walked on by,  
He knew the risks as well as I.
- He took the chance, I closed an eye,  
And with that act, I let him die.  
I could have saved a life that day,  
But I chose to look the other way.
- Now every time I see his wife,  
I'll know, I should have saved his life.  
That guilt is something I must bear,  
But it isn't something you need share.
- If you see a risk that others take,  
That puts their health or life at stake.  
The question asked, or thing you say,  
Could help them live another day.
- If you see a risk and walk away,  
Then hope you never have to say,  
I could have saved a life that day,  
But I chose, to look the other way.



**sesa sterlite**  
a vedanta group company

## सिलवासा बी.बी.एस. पर्यवेक्षक कार्ड

पर्यवेक्षक का नाम : \_\_\_\_\_ दिनांक : / /  
परिक्षणार्थी का नाम : \_\_\_\_\_  
जाँब : \_\_\_\_\_

अ.न.	व्यवहार श्रेणिया	सुरक्षित व्यवहार	असुरक्षित व्यवहार
१.	सुरक्षा परिधान (पी.पी.ई.)		
२.	हाउसकीपिंग कार्यस्थल की साफ सफाई		
३.	औंजारो और उपकरणों का प्रयोग		
४.	शरीर स्थिती और बचाव		
५.	सामग्री रखरखाव		
६.	संचार (एक दुसरे से वार्तालाभ मौखिक और अमौखिक		
७.	प्रक्रियाओं का पालन (एस.ओ.पी.)		
८.	कामपर नजर रखना (सावधानी)		
९.	कार्य करने समय मोबाईल का प्रयोग करना		
	कुल		

सुरक्षित व्यवहार के लिए दिक्कत पैदा करने वाली स्थितीया/तरीका : \_\_\_\_\_

# Inauguration

- **Ceremonial launch of BBS programme by Top/ Senior Management;**
- **Announcing BBS project on company portal as corporate initiative; and**
- **An official written announcement of BBS project to all locations**



# **BBS Project Coordinator**

- **Nomination of a dedicated BBS Project Coordinator for each location**
- **Conducting one-day BBS training for Top Management team, Apex BBS Implementation and Steering Teams.**

## **Steering BBS Team for each location**

- **Formation of Steering BBS Team for each location**
- **Ensuring strong leadership drive by all OICs/HODs for BBS project activities**

## **Linking BBS with performance objectives**

- **Linking BBS observation card as part of PMS/KRA**
- **Conducting Safety Perception Survey/ BBS Survey and report on SUSA**

## **BBS practical awareness**

- **One-day BBS practical awareness training as BBS observers for each location,**
- **Issuing BBS sticker to be put on the helmet as an identity;**
- **Issuing Training Attendance Certificate to all participants as motivation factor**
- **Participants Evaluation of BBS Training**

## **BBS implementation**

- **Developing BBS Lead Trainers and bimonthly project guidance at each location**
- **Displaying BBS banners/posters at each location for Advertisement**
- **IT enabling BBS Observation checklist**
- **Developing BBS training as an e-module**

## **BBS Monthly Review**

- **BBS Monthly Review by Steering Teams by each location and Compliance with its proceedings**
- **Corporate Apex Implementation Team Review on BBS monthly progress**
- **Including BBS awareness training in contractors / Vendors T&C**
- **Rewarding best BBS observers based on maximum observation.**
- **Celebration of BBS annual day**

## Visible Outcomes

- **Comparing injury data every 6 months before/after launch date of BBS and**
- **observable decline in unsafe behaviours/ conditions**
- **Organizations that fail to take a scientific approach to safety's human-behavior element are gambling with their futures and are ultimately only safe by accidents.**

## BBS OUTCOMES BASED ON DATA FROM EIGHT COMPANIES

- Behavioural trends on an average across companies is **72%** of safe behaviours; at-risk behaviour of **28%** and at-risk behaviours corrected is 2% by each observer.
- The **number of safe behaviours** has increased from **60% up to 96%** within 6 months of launch of BBS.
- The **number of observers** has also increased every month.
- The **number of unsafe conditions and unsafe behaviours** has drastically gone down.
- **BBS has been recommended to other locations** of the company with an introduction of BBS in one location.
- The **management commitment** for safety has gone up due to involvement.
- **Safety has become a real line function** due to BBS approach.
- The **incident reporting is not there from locations** where BBS is implemented.
- There is a **significant decline in Near miss and injuries**.
- There is **an increased reporting of unsafe behaviours**.
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- This data has been drawn from many companies (where BBS is introduced for the last 5 years) such as Vedanta, L&T, IOCL locations, India Glycols, Paradeep Phosphates Ltd, Bayer CropScience, Aarti industries, Sarda Energy & Minerals Ltd.



FINALLY

Our target is zero accident by focusing on  
‘zero unsafe behaviour’ (which is the root  
cause of any incident by involving all  
employees and contractors’ workmen in  
BBS approach.

## BBS Recommendations

- Safety Statistics board should also reflect the percentage of SUSAs.
- Safety Motivation / recognition need to be introduced in the plant.
- BBS Observations to be linked to performance objective.
- HSE Index should include the monthly % of Unsafe/at-risk behaviour which is the “root cause” of any incident in the plant.

# Thanks

***Pray for health & safety of everyone***

Regards

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