

Behavior Based Safety



The following slides provide an example of a (basic) Behavior Based HSE Observation Program

Note: the Safety Plus card used as an example includes a Behavior Observation Checklist, Hazard ID, Near Miss, and First Aid observations
as well as R+ (positive recognition)

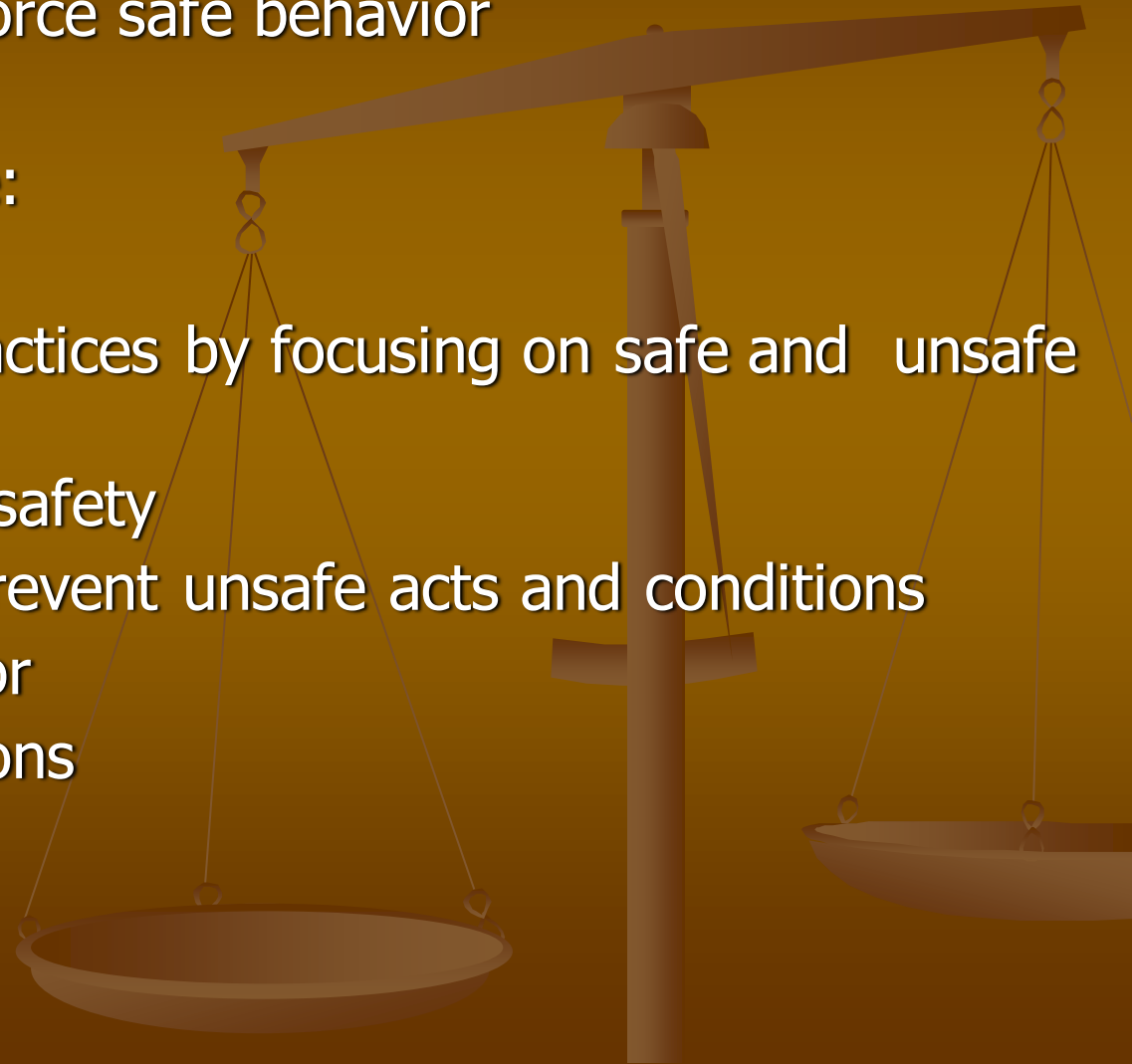
A Behavior Based Safety program is intended to enable company employees to record safety observations, most importantly, stopping of work that is unsafe.

HSE Observation Program

Peer to peer method of coaching, counseling, and encouraging all employees to reinforce safe behavior

Safety Observation Cycle:

1. Observe people
2. Analyze their work practices by focusing on safe and unsafe behaviors
3. Talk with them about safety
4. Actively correct and prevent unsafe acts and conditions
5. Reinforce safe behavior
6. Report your observations



Example: Behavior-Based Observation Card

This card is also used for Near Miss, Hazard ID, First Aid and Health, Safety or Environmental events. Data can easily be gathered and trended.



GENERAL INFORMATION

NEAR HIT / HAZARD IDENTIFICATION

Reported by: Contractor: _____
 Submitted by: _____ Reported to: _____
 OC: Anadarko Location: _____
 Date: _____ Time: _____

Report Type: First Aid **Classification:** Health
 Near Hit Hazard Safety
 Behavior (Stop, ASA, AEA) Environmental
 R+ Recognition to: _____

Operations: Select the Operation that best describes the type of work being done when you observed the hazard or near hit.
 Drilling Construction
 Completions Seismic
 Work Overs Office
 Production Other
 Maintenance _____
 Was Driving Involved? Yes No

Type of First Aid Injury:
 Bruise Cut Strain Other
 Burn Scrape Animal/Insect Bite

Incident Potential: Describe potential outcome of the incident or observation.
Injury to: Individual **Damage to:** Environment
 Group Equipment
 Property

Body Part Affected: Arm Back Eye Feet/Toes Finger Hand Head Leg Torso Unknown
Environmental Impact by: Gas Release Spill to Land Spill to Water EMS Non-Conformance Regulatory Non-Compliance _____
Type of Release: Produced Water Oil / Condensate Gas Waste Chemical _____

Immediate Causes: Select the best description that identifies the action or condition that lead to the incident or observation.

ACTIONS: Not Following Procedure Improper Use/ Incorrect Tools or Equipment Bypassing/ Protective Methods Inattentiveness, Lack of Awareness Other _____
CONDITIONS: Missing/ Defective Protective Systems Defective Tools, Equipment & Vehicles Inadequate Work Place Environment /Layout Work Exposure To: _____ Other _____

BEHAVIOR OBSERVATION CHECKLIST – Mark if unsafe

REACTIONS OF PEOPLE
 Adjusting PPE Hiding or Dodging
 Changing Position Attaching Grounds
 Rearranging Job Performing Lockouts
 Stopping Job Changing Tools

PERSONAL PROTECTIVE EQUIPMENT
 Head Arms and Hands
 Eyes and Face Trunk
 Ears Legs and Feet
 Respiratory System

POSITIONS OF PEOPLE
 Striking Against Objects Contacting Electric Current
 Struck By Objects Falling
 Caught In, On or Between Objects Overexertion
 Contacting Temperature Extremes Repetitive Moves
 Inhaling / Absorbing / Swallowing Hazardous Substance Awkward Positions/ Static Postures

TOOLS AND EQUIPMENT
 Wrong for Job Necessary But Not Used
 Used Incorrectly In Unsafe Condition

POLICIES AND PROCEDURES
 Not Established Golden Rules
 Inadequate PSM
 Not Known or Understood EMS
 Not Followed

ORDERLINESS
 Standards Not Established Standards Inadequate
 Standards Not Known/Understood Standards Not Followed

HSE RISKS
 Risk Not Known / Understood Risk Not Mitigated / Controlled

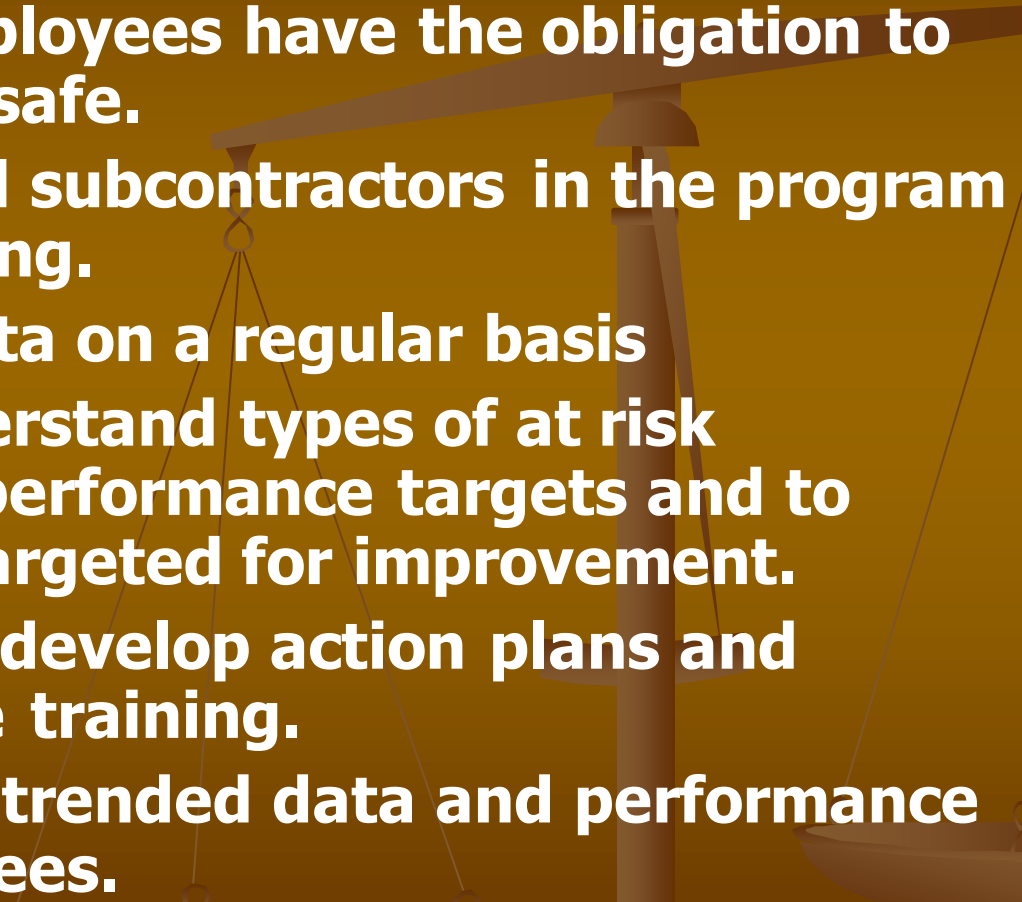
Description: Briefly describe the incident or observation

Describe any actions taken and/ or the nature/extent of any first aid provided:

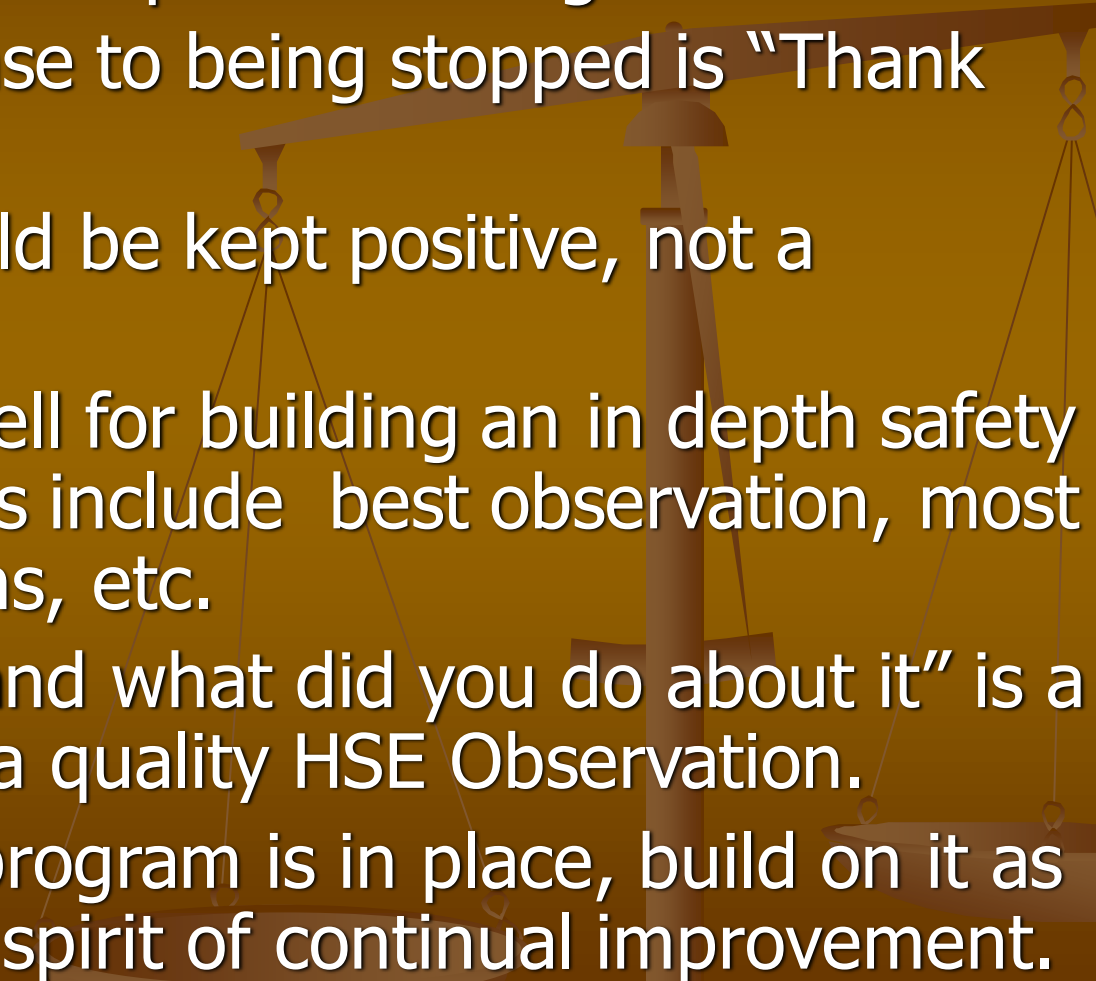
Audit Team Members/Partners:

Risk	1 (High) <input type="checkbox"/>
Ranking	2 (Medium) <input type="checkbox"/>
Matrix	3 (Low) <input type="checkbox"/>
----- HSE Use Only -----	

Behavior Based Safety Basics

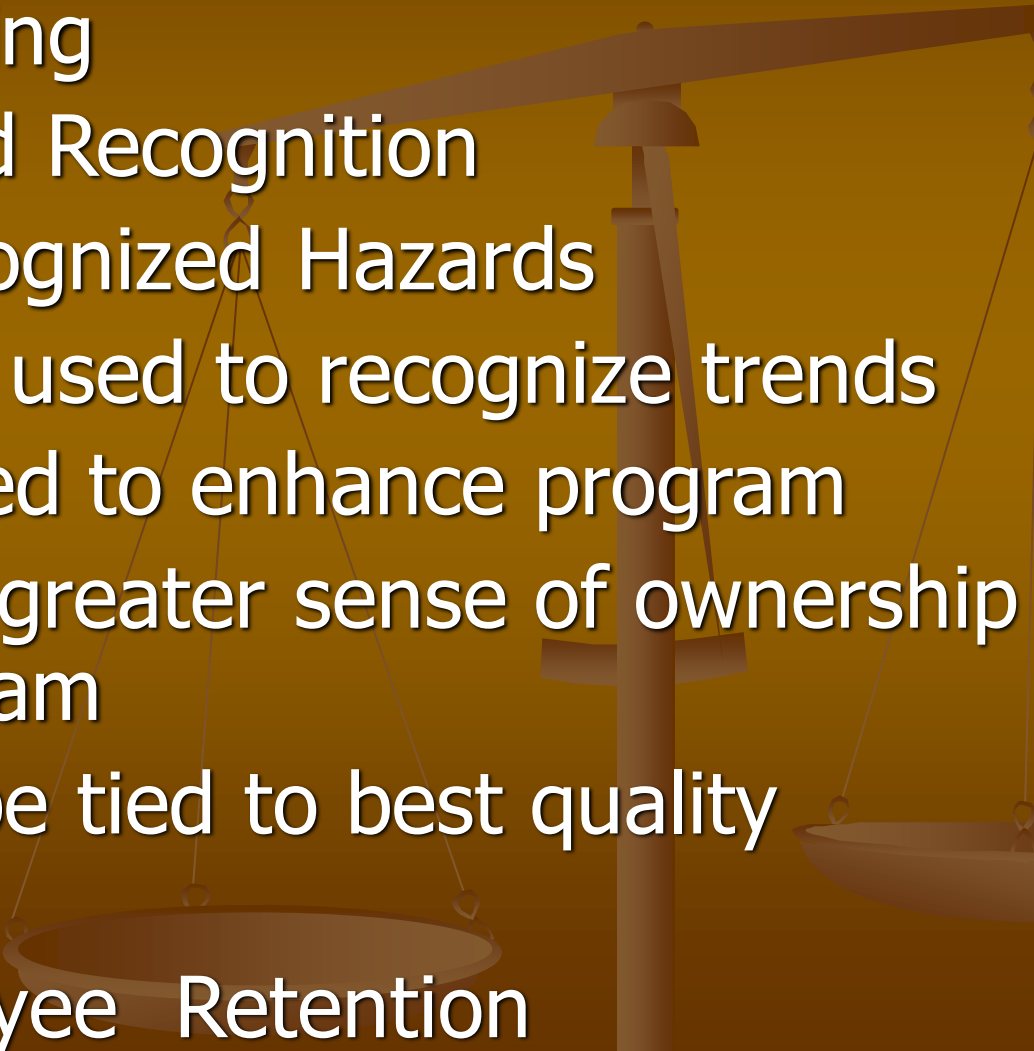
- **Develop a simple, written Company Specific Program appropriate for your company.**
 - **#1 message: All employees have the obligation to stop work that is unsafe.**
 - **Train employees and subcontractors in the program and document training.**
 - **Gather and trend data on a regular basis**
 - **Use the data to understand types of at risk behaviors, develop performance targets and to address behaviors targeted for improvement.**
 - **Use trended data to develop action plans and upgrade / customize training.**
 - **Share observations, trended data and performance targets with employees.**
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Behavior Based Safety Basics

- The name of the person being stopped should not be included except for positive recognition.
 - The proper response to being stopped is “Thank You”
 - Observations should be kept positive, not a “Gotcha”.
 - Incentives work well for building an in depth safety program. Examples include best observation, most quality observations, etc.
 - “What happened and what did you do about it” is a simple criteria for a quality HSE Observation.
 - Once the written program is in place, build on it as appropriate in the spirit of continual improvement.
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Behavior Based Safety Basics

Benefits of BBS to your Company

- Enhanced reporting
 - Increased Hazard Recognition
 - Easily Share Recognized Hazards
 - Data gathered is used to recognize trends
 - Trended data used to enhance program
 - Employees have greater sense of ownership of the HSE program
 - Incentives may be tied to best quality observations
 - Increased Employee Retention
- 



Copy and paste to a word document, add you company name or otherwise use as needed

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