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.

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Feet/Toes

Finger

Hand

Head

Torso

Unknown

ACTIONS:

Methods

Awareness

Other

Not Following Procedure

Improper Use/ Incorrect

Bypassing/ Protective

Inattentiveness, Lack of

Tools or Equipment

Leg



Reported by: [Submitted by: OC:Anadarko Date:	Rep	ontractor: ported to: Location: Time:	
🗆 Near Hit	Hazard top, 🗌 ASA, 🗌 A	Hassification: EA)	 ☐ Health ☐ Safety ☐ Environmental
Definitions: Selections Defiling Completions Work Overs Production Maintenance	the Operation th g done when you o Cons Selso Offic Was Driving Inve	observed the ha struction mic e r	
Type of First Aid In Bruise Burn	jury: □ Cut □ Scrape	Strain Animal/ins	Other sect Bite
incident Potential: observation. injury to:	Describe potential Individual Group	outcome of the <u>Damage to</u> :	Eincldent or Environment Equipment Property
Body Part Affected Arm Back Eye	t: Environment Gas Relea Spill to L Spill to V	and	Type of Release. Produced Water Oil /

EMS Non-Conformance

CONDITIONS:

Systems

Vehicles

Other

Missing/ Defective Protective

Defective Tools, Equipment &

Inadequate Work Place

Environment /Layout

Work Exposure To:

Non-Compliance

Regulatory

Immediate Causes: Select the best description that identifies the

action or condition that lead to the incident or observation.

Rearranging Job Stopping Job		erforming Loc hanging Tools	
PERSONAL PROTECTIVE EQUIPM Head Eyes and Face Ears Respiratory System		ms and Hand unk gs and Feet	15
POSITIONS OF PEOPLE Striking Against Objects Struck By Objects Caught In, On or Between Object Contacting Temperature Extrem Inhaling / Absorbing / Swallowing Hazardous Substance	es g	Contactin Current Falling Overexent Repetitive Awkward Static Postur	tion Moves Positions/
TOOLS AND EQUIPMENT Wrong for Job		ecessary But Unsafe Con	
POLICIES AND PROCEDURES			
Not Established Inadequate Not Known or Understood Not Followed	G0 P5 EN		
ORDERLINESS Standards Not Established Standards Not Known/Understood		andards inad andards Not	
HSE RUSKS	Contr		
Description: Briefly describe the in	Icident	or observal	Jon
Describe any actions taken and/ or provided:	r the na	ature/extent	of any first aid
Audit Team Members/Partners:		Risk Ranking Matrix	1 (High) 2 (Medium) 3 (Low)
		I INTERIOR	0 (0000)

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----- HSE Use Only

BEHAVIOR OBSERVATION CHECKLIST – Mark If unsafe

Hiding or Dodging

Attaching Grounds

REACTIONS OF PEOPLE Adjusting PPE

Changing Position

Condensate

Gas

П

Waste

Chemical

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.

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.

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

		REACTIONS OF PEOPLE		
G E	Reported by: Contractor:	Adjusting PPE		
N	Submitted by: Reported to:	Changing Position		
R	OC: Anadarko Location:	Rearranging Job		
Â	Date: Time:	Stopping Job		
		PERSONAL PROTECTIVE		
1	Report Type: First Ald Classification: Health Near Hit Hazard Safety	Head		
NFORM	Near Hit Hazard Safety Behavior (Stop, ASA, AEA) Environmental	Eyes and Face		
0		Ears		
		Respiratory System		
A T	Operations: Select the Operation that best describes the type of work	POSITIONS OF PEOPLE		
6	being done when you observed the hazard or near hit.	Striking Against Object		
N	Drilling Construction			
	Completions Seismic	Struck By Objects		
	Work Overs Office	Caught In, On or Betwe		
	Production Other	Contacting Temperatur		
	Maintenance Was Driving Involved? Yes No	Inhaling / Absorbing / S		
	-	Hazardous Substance		
		TOOLS AND EQUIPMENT		
	Type of First Aid injury: Bruise Cut Strain Other	Wrong for Job		
	Burn Scrape Animal/insect Bite	 Used Incorrectly 		
Ν				
EA	Incident Potential: Describe potential outcome of the incident or	POLICIES AND PROCEDU		
R	observation.	Not Established		
	Injury to: Individual <u>Damage to</u> : Environment Group Equipment			
н	Group Equipment	Not Known or Understo		
1 T		Not Followed		
	Body Part Affected: Environmental Impact by: Type of Release			
1	Arm Gas Release Produced	ORDERLINESS		
	Back Spill to Land Water	Standards Not Establis		
н	Eye Spill to Water Oil /	Standards Not		
AZ	Feet/Toes EMS Non-Conformance Condensate	Known/Understood		
Å	Finger Regulatory Gas			
R	Hand Non-Compliance Waste	HSE RISKS Risk Not Known / Unde		
D	Head Chemical	Risk Not Known / Under		
	□ Leg □			
1		Description: Briefly descri		
DE				
Ν	immediate Causes: Select the best description that identifies the action or condition that lead to the incident or observation.			
T	action of condition that lead to the incident of observation.	Describe any actions take		
F	ACTIONS: CONDITIONS:	provided:		
1 i -	Not Following Procedure Missing/ Defective Protective			
С	Improper Use/ Incorrect Systems			
A	Tools or Equipment Defective Tools, Equipment &			
T	Bypassing/ Protective Vehicles	Audit Team Members/Pa		
6	Methods Inadequate Work Place			
N	Inattentiveness, Lack of Environment /Layout			
1	Awareness Work Exposure To: Other Other			
F				

Stopping Job	Changing Tools
RSONAL PROTECTIVE EQUIPM Head Eyes and Face Ears Respiratory System	Arms and Hands Trunk Legs and Feet
DSITIONS OF PEOPLE Striking Against Objects Struck By Objects Caught In, On or Between Object Contacting Temperature Extrem Inhaling / Absorbing / Swallowing Jazardous Substance	es 🔄 Repetitive Moves
OOLS AND EQUIPMENT Wrong for Job Used Incorrectly	Necessary But Not Used In Unsafe Condition
DLICIES AND PROCEDURES Not Established Inadequate Not Known or Understood Not Followed	Golden Rules PSM EMS
DEDERLINESS Standards Not Established Standards Not Inown/Understood	Standards Inadequate Standards Not Followed
ISE RUSKS Risk Not Known / Understood	Risk Not Mitigated / Controlled
scription: Briefly describe the in	cident or observation
ecribe any actions taken and/ or ovided:	the nature/extent of any first aid
udit Team Members/Partners:	Risk 1 (High)

BEHAVIOR OBSERVATION CHECKLIST - Mark if unsafe

Hiding or Dodging

Attaching Grounds

Matrix

3 (Low) 🗌

----- HSE Use Only ------