

Training Document: Behaviour Safety			
Document: SBS: HS0021	Issued: 20th Jan 2008	Revision: 3	
Author: D.Whiting	Safety Business Services (SBS) Ltd		
Authorised: D.Whiting	www.sbs-associates.co.uk	www.approve-first.co.uk	

Overview: Incident Investigation Workshop

Course duration: 2 day.

- A well-motivated and committed workforce that actively participates in the management of health and safety can bring considerable benefits.
- The behavioural approach is a safety management tool, If the relationship between behaviour and accident involvement is not understood, underpinned by the philosophy of personal responsibility.
- And understanding of the stress concept – what it is, how it affects us physically, emotionally and behaviourally – A vital part of the safety improvement process.

The benefits of investigating incidents include:

- Aware of how a behavioural-based programme can complement existing safety management system
- Why we behave in ways that are unsafe
- Why it is important to focus on behaviour as a causal factor in poor safety performance
- Links between fatigue & poor safety performance and importance of goal-setting, feedback & review
- Why stress is a factor in the behaviour-accident chain, how to identify symptoms of stress agents
- How to formulate a plan for action using SMART goals.

Is it right for me?

- Those seeking understanding of behavioural-based safety programmes in the workplace.
- Health and safety professionals, managers, supervisors, team leaders, human resource professionals, safety and union representatives and occupational health professionals.

What will I learn?

By the end of this course you will be able to:

- Understand the stress concept as a factor in the safety improvement process;
- Recognise the causes and consequences of behaviour as factors in safety performance;
- Acknowledge the links between stress, behaviour and accidents;
- Give practical guidance on techniques for implementing a behavioural based safety programme.

What will it cover?

Human factors

- 'To err is human' – why people behave unsafely

Identifying stress agents – stressor hot spots and accidents

- Job role & work conditions and career issues
- Safety culture and climate

Understanding the causes and consequences of behaviour

- Why focus on behaviour?
- Why do we behave in ways that are unsafe - Personality, attitude, and situation?

The behavioural approach

- Why accident data are of limited use and how to develop a measure of safety performance
- Participate goal-setting, feedback and reviewing the process

Case studies

- Experiences of implementing behavioural programmes in several industrial sectors
- Developing a behavioural-based safety programme

Understanding the concept of stress and the links between stress and behaviour

- What is stress – stress, stressor, symptom
- Stress policy & management – why act?
- Legal, economic, ethical reasons