

A collection of safety equipment is arranged on a light-colored wooden surface. In the foreground, a pair of yellow safety glasses with clear lenses and yellow frames lies flat. To the right, a bright yellow hard hat is positioned, showing its side profile with ventilation slots. Behind the glasses, a pair of tan work boots with brown laces and thick soles is visible. In the bottom right corner, a pair of brown leather work gloves with white fabric palms and fingers is partially shown. The background is slightly blurred, showing more of the same gear and a hint of a window with blinds.

SAFETY IS EVERYONE'S BUSINESS

ALEJANDRO RAMOS

WESTERN MICHIGAN UNIVERSITY

ETHICAL IMPLICATIONS

- Ensure employees are kept safe
- Right to effective interventions
- Minimize organizational distrust



WHY SHOULD WE CARE ABOUT SAFETY?



Humanitarian reasons!

- Reduce injuries
- Save lives

WHY *ELSE* SHOULD WE CARE ABOUT SAFETY?

Economic reasons:

- Over *₪24,000,000,000* paid in compensation for injuries since 2010



LIMITATIONS OF TRADITIONAL METHODS

- Management makes all decisions about safety

- Organization relies on punishment to reduce unsafe acts



- Initiatives change often

- Safety awards not related to behavior

WHY FOCUS ON SAFE BEHAVIOR?



- Unsafe behavior is usually faster, easier, and unlikely to cause injury
- Management often praises the outcomes (fast delivery) without seeing the process
 - Unsafe behaviors often overlooked

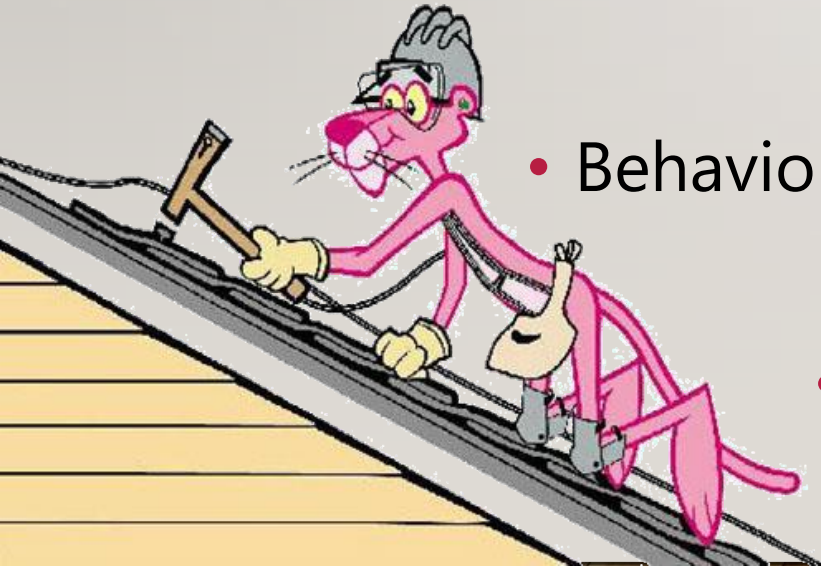
OBJECTIVES OF BEHAVIOR-BASED SAFETY

- Increase number of safe behaviors
- Increase management's support behaviors
- Observations of safe behaviors



AUSTIN ET AL. (1996) - CONSTRUCTION

- Daily graphic and verbal **feedback**
- **Time off** of work for reaching goal
- Behaviors on the **roof** increased by **40 percentage points**
- Behaviors on the **ground** increased by **39 percentage points**



AUSTIN ET AL. (1996) CONSTRUCTION

Checklist

	On Ground	On Roof	
	Begin	End	Begin
	End		End
	COMMENTS		
Ladders secured -	+ o -	+ o -	+ o -
Area free of clutter -	+ -	+ -	+ -
Access barriers in place -	+ -	+ -	
Scrap lumber - nails bent or pulled -	+ o -	+ o -	+ o -
Objects on roof edge -		+ -	+ -
Kettles & Tankers:			
attended when fired -	+ -		
temperature (~500°) -	+ -		
operator wearing hard hat -	+ -		
protective attire -	+ o -		F() PG() LS() LP() GL() <input checked="" type="checkbox"/>
Fire extinguishers -	+ -	+ -	
Gasoline & Fuels in			
appropriate containers -	+ o -	+ o -	
LP Gas cylinders:			
upright -	+ -	+ -	
move: (hand truck or			
roll on bottom edge-			
do not drop) -	+ o -	+ o -	
Tools & equipment in good repair -	+ o -	+ o -	
First Aid Kit available -	+ -	+ -	
Water available -	+ -	+ -	
No smoking -	+ -	+ -	
No alcohol -	+ -	+ -	
Wires grounded/Ext. cord in good repair	+ o -	+ o -	
Railings on stairs/landings -		+ -	
Fall protection -		+ -	

FOX, HOPKINS, & ANGER (1987) - MINING

- Two dangerous open-pit mines
- Split workers into groups based on hazards
- Used **stamps** as rewards





WARNING

If not implemented carefully, this type of intervention can cause **underreporting** and **hiding of injuries**

FOX, HOPKINS, & ANGER (1987) - MINING (RESULTS)

- Days lost due to injuries **reduced** to 11% and 2% of baseline levels
- Cost of injuries reduced by **\$270,000** and **\$330,000** per year
 - Cost of stamps averaged about **\$11,000** and **\$12,000** per year at each mine

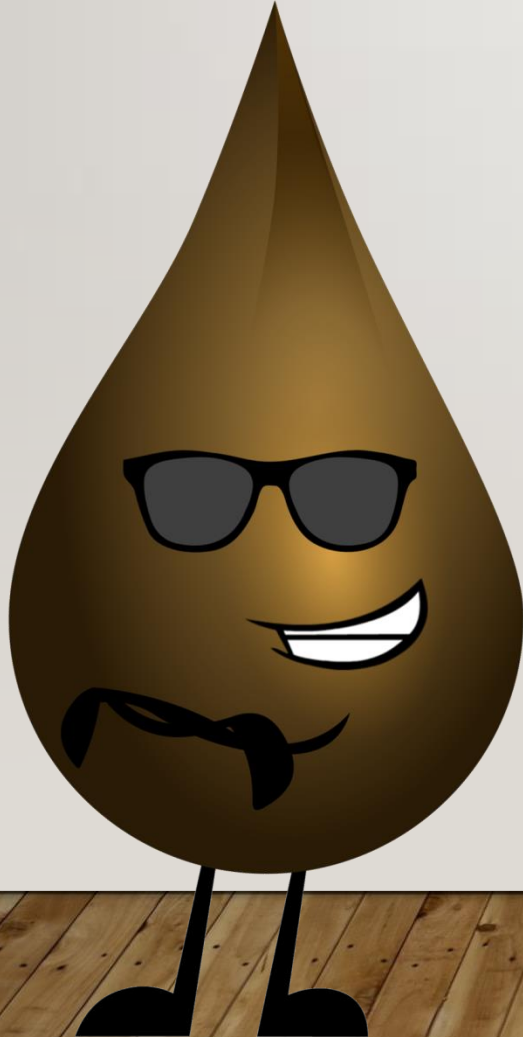


MYERS ET AL. (2010) - PETROLEUM REFINERY

- Values-centered and team-based approach
- Intervention:
 - Feedback, recognition, and celebration



MYERS ET AL. (2010) - PETROLEUM REFINERY (RESULTS)



Over 8 years, resulted in decrease of:

- 81% in recordable incidents
- 79% in lost-time cases
- 97% in annual compensation costs

WHAT MAKES IT BBS?

- Observations of behavior
- ABCs of ABA
- Data



BEHAVIOR-BASED SAFETY APPLICATIONS

- Workplace safety
 - Construction
 - Mining
 - Manufacturing
 - Restaurants
 - Offices
 - Many others
- Vehicle, bicycle, and walker safety





אני מודה לך!

alejandro.ramos@wmich.edu