

Garmong Construction Services					
<i>EMPLOYEE SAFETY POLICY HANDBOOK – Behavioral Based Safety</i>					
Last Revised:	January 13, 2012	By	Douglas Mahurin, MS, CSP	This Copy Printed:	1/24/2012 4:15:00 PM

BEHAVIORAL BASED SAFETY

What is People-Based Safety?

People-Based Safety (PBS) is a proven science developed by Dr. Geller that uses an observation/feedback process to positively reinforce safe behaviours that prevent injuries, and to coach/discuss at-risk behaviours that are contributing causes to injuries. The objective is to challenge workers to strive toward the goal of working the job with 100% safe behaviours, discussing the value of *why* we need to work safe and encouraging change in at-risk behaviours.

Requirements – Process Initiation

PBS communication is essential. The PBS program will be reviewed with all employees during orientations, toolbox talks, and any other training programs. All managers and supervisors will attend training in order to achieve an understanding of the safe work observation process and the process implementation methodology and procedures. Training will cover:

- General overview of behavioural modification and safe behaviour reinforcement.
- Orientation to the PBS observation process.
- The site safety representatives will initially make the task observations. As our training and experience with the program advances, we will include more management and craft employees in the observation process.

Safety Observation Procedure

This Safety Observation Procedure has been written to outline the process in which safety concerns are documented when observed and the disposition of the required action. Observers will complete the Observation Cards. Our goal is to provide at least one observation per week per site. All employees are encouraged to report observations. The Safety Director or designated Safety Coordinator is responsible for reviewing the card and deciding the appropriate disposition.

Safety Observation cards are available on line and are loaded electronically on each site safety computer.

Observations

As the responsible personnel are performing their daily activities, they are encouraged to constantly be aware of safety requirements within or our changing work environment. Safety Observation Cards will be completed for both positive and negative observations.

Disposition

Safety Observation Cards will be completed on site in writing by the observer. The observer will turn the observations cards into the site superintendent to be forwarded to the Safety Director at ddmahurin@aol.com. The CSM will review the observations for the appropriate disposition and possible corrective action.

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Corrective Action

When required by the CSM, a copy the Safety Observation Card will be returned to the applicable job site for corrective and follow-up action. Required action may include such actions as additional training, securing ladders, additional lighting etc. When completed the individual job site responsible for the correction shall notify the CSM for verification and closure of the Safety Observation Card.

Tracking

The site safety coordinator will keep a file box with the original observation cards in each job trailer.

Reporting

At the end of each month, the Safety Director will total the number of cards received. This information will be reported throughout the project.