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Behavior Based Safety BPS 2323

Paradigm Shift to Total Safety

by

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ACKNOWLEDGEMENT

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Chapter Description

At the end of this chapter, student should be able to explain the basic needs to cultivate safety in workplace, shift from old paradigm to the new one.

Expected Outcomes

Students able to explain:

- the old three *Es*
- the new three *Es*
- The changes that requires to make so that attitude and behavior will change accordingly

References:

1. Geller, E. S. (2001). "Working Safe, 2nd ed". Lewis Publishers.
2. Geller, E. S. (2005). Behavior-Based Safety and Occupational Risk Management. *Behavior Modification*. 29(3):539-561.



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Content

- ❑ Introduction
- ❑ Historical perspective of old paradigm
- ❑ Old three *Es* and new three *Es*
- ❑ The changes that requires for paradigm shift in safety



Introduction

- ❑ Dynamics working environment with existing giant machineries and tools are synonym with hazardous working environment.
- ❑ Indirectly, the profession by nature tied to negativity.
- ❑ Mounting of efforts done to reduce harm regardless it is by physiological, psychological or environmental.
- ❑ Paradigm shift in safety management is needed to ensure the efforts are sustain and continue to improve.



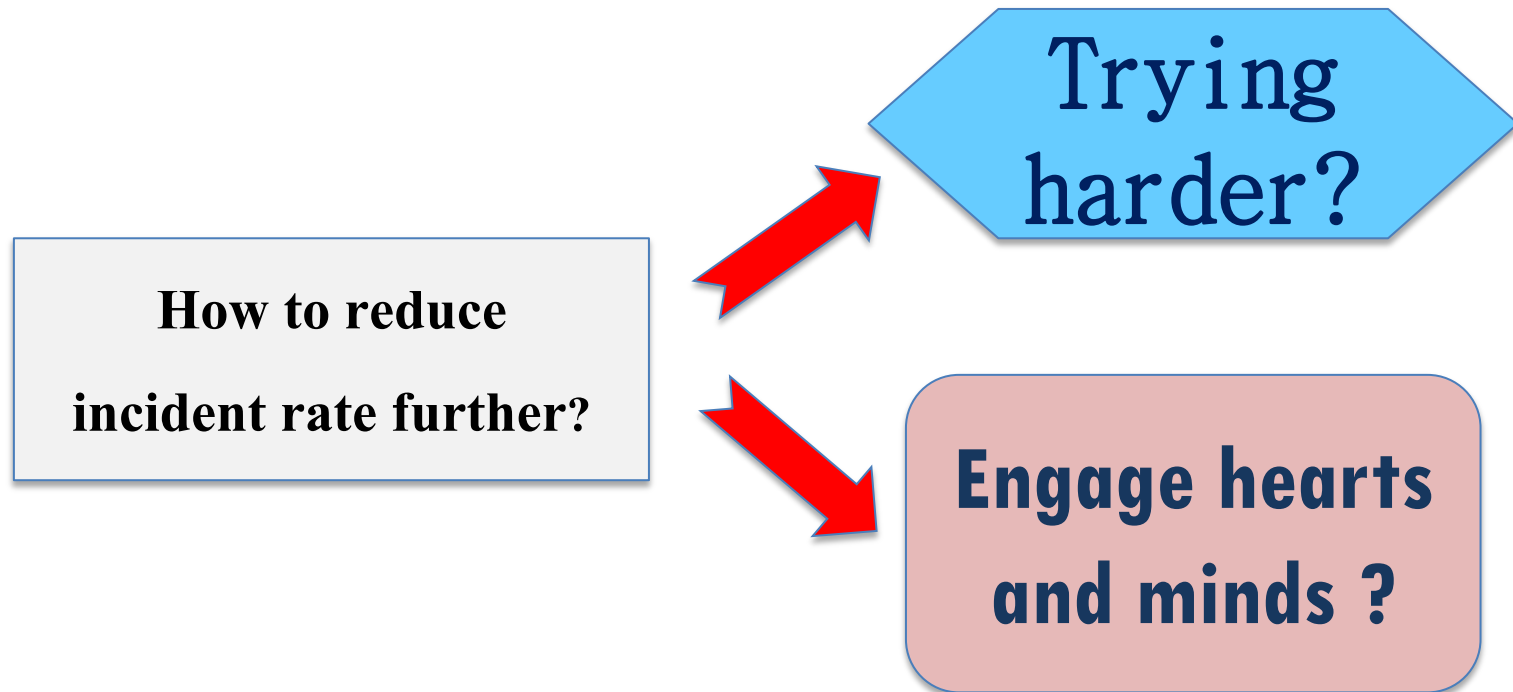
Introduction



*"Making a big life change is pretty scary.
But, know what's even scarier?
REGRET." -unknown-*



Introduction



OLD MINDSET - inhibiting future progress



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Brief History: William Haddon's Theory (1986)

- ❑ Engineering control is the solution for large scale and long term reduction of injury rate.
- ❑ William Haddon was implemented his theory in automobile industry (produce first automobile safety standard)
- ❑ Then, William Haddon came out with the idea to develop Personal Protective Equipment (PPE) (produce first standard and policy for PPE usage)

Injury prevention



Control the excess
energy

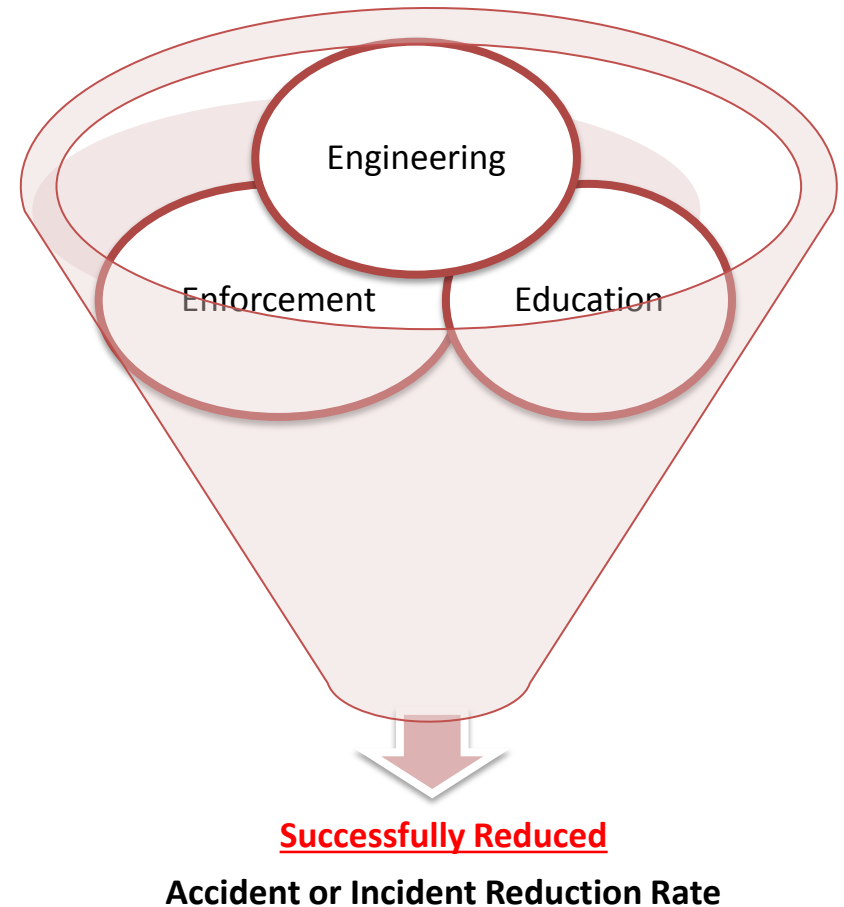


The Traditional *three Es*

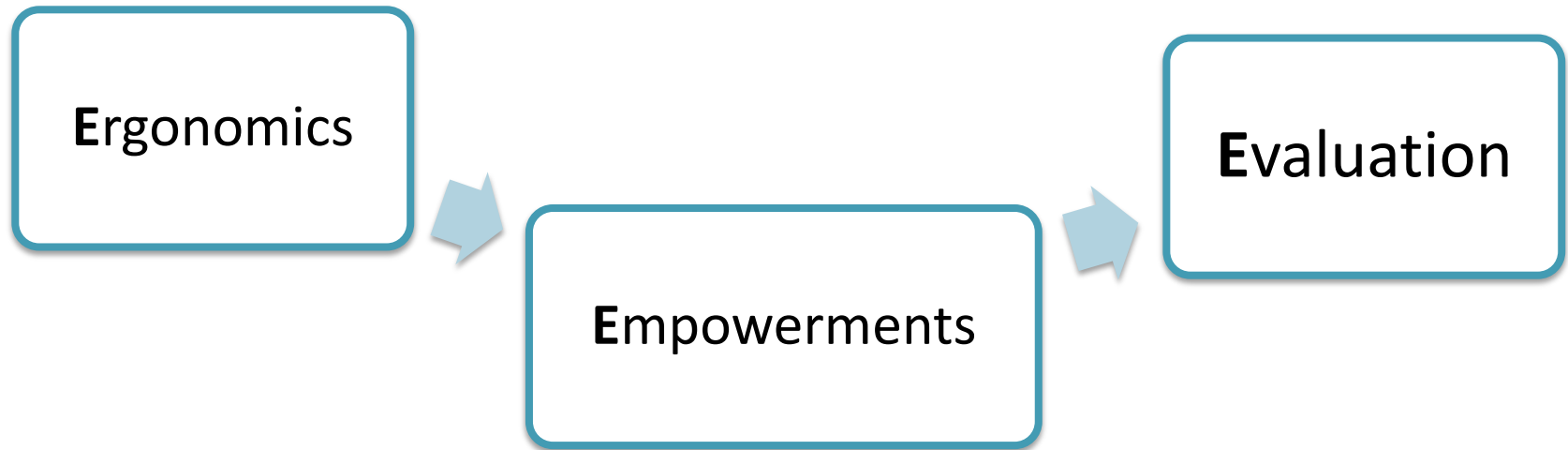
Engineering become dominant issue in Occupational Safety and Health (for equipment, environment and protective devices)

Engineering intervention :
Educate people to use it

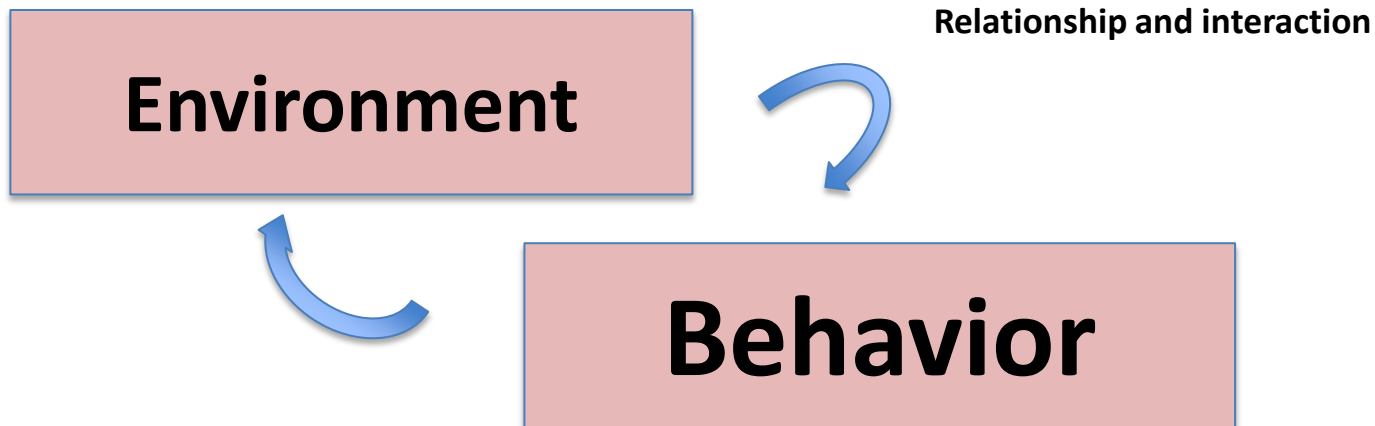
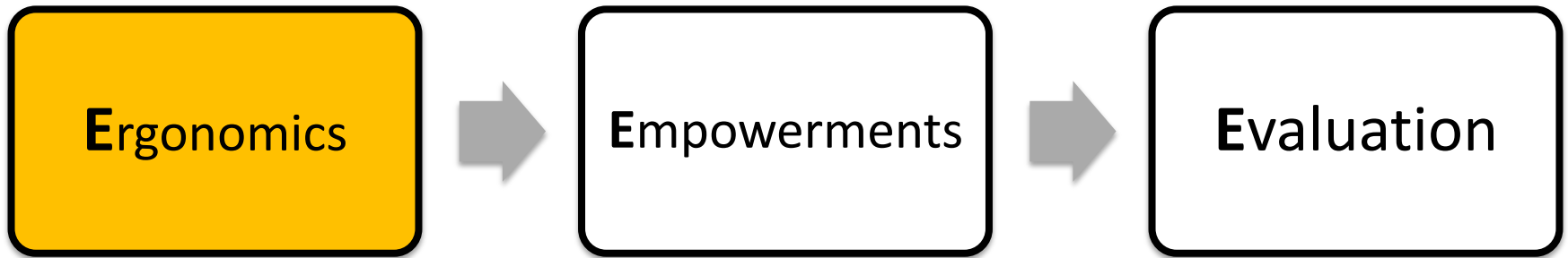
To ensure safe work practices :
Enforce compliance



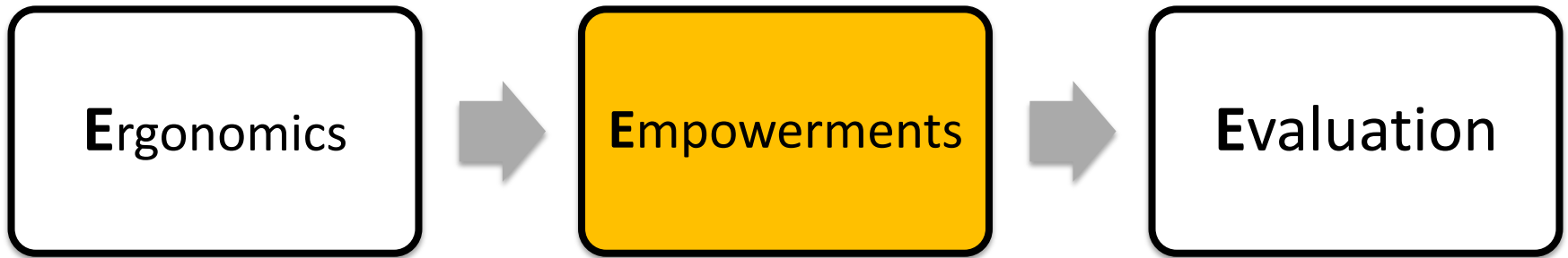
Three new *Es*



Three new *Es*



Three new Es



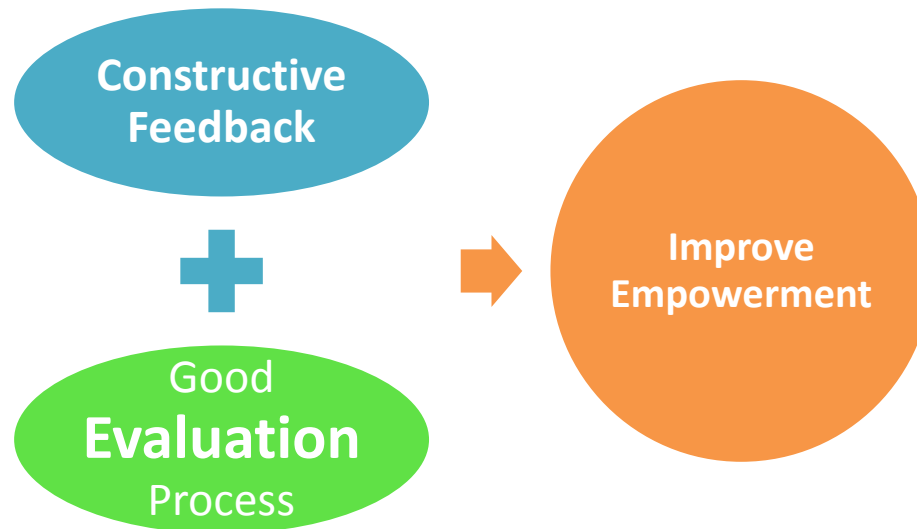
Empowerment



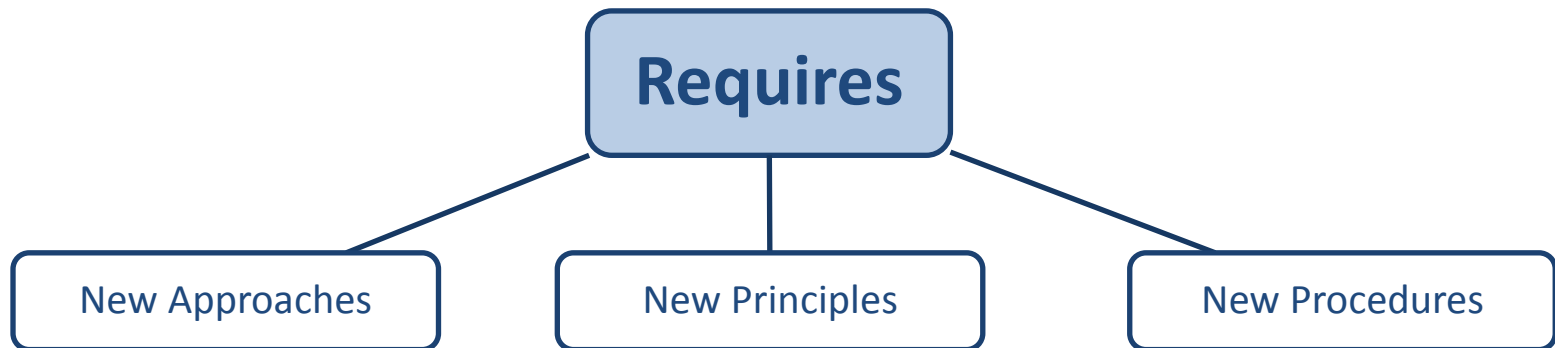
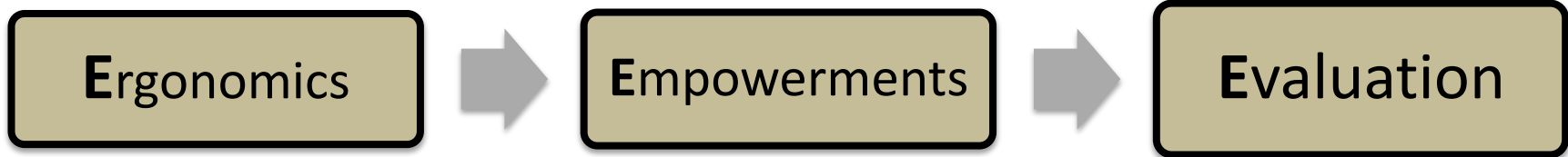
The word
enforcement
sounds like strict
punishment approach.



Three new Es



Three new *Es*



Will results in ...

Different behaviors and attitudes



10 Basics Changes in Total Safety Culture ...

**Government
Regulation**

Corporate Responsibility

**Failure
Oriented**

Achievement Oriented

**Outcome
Focused**

Behavior Focused

**Top-Down
Control**

Bottom- Up Control

**Rugged
Individualism**

Interdependent Teamwork



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...10 Basics Changes in Total Safety Culture

~~A Piecemeal~~

Systems Approach

~~Fault Finding~~

Fact Finding

~~Reactive~~

Proactive

~~Quick-Fix~~

Continuous Improvement

~~Priority~~

Value



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Conclusion

Old theory as a fundamentals must remains in place

Improvement is needed so that the installed fundamentals is strengthen

To have different or improved results, old practices also requires motivation to be revised.



Thank You

