



Behaviour-Based Safety

We support you with developing your workplace safety culture.

WHAT IS BEHAVIOUR-BASED SAFETY?

Limits of conventional approaches

Preventing all work-related accidents is a frequently stated occupational health and safety goal for a company. Technical and organisational measures as well as personal actions can reduce accidents and health hazards in the workplace, yet it is very difficult to achieve the target of „zero accidents“. One reason is that 85 percent of accidents are not caused by technical factors, but by unsafe work practices and negligent safety-related behaviour on the part of employees.

The cultural approach

This is where the safety culture approach comes in. Every company has its own corporate culture: How do we treat each other; how do we behave? One part of the corporate culture is the safety culture, which establishes how occupational health and safety is actively practiced in the company. This is what behaviour-based safety (BBS) is all about. Behaviour-based safety identifies the causes of unsafe working practices and negligent safety-related behaviour and develops potential solutions together with all hierarchy levels in the company. The focus is on employees and their own actions: Managers and employees are encouraged and empowered to recognise and identify risks and to develop and implement improvements for their area of work as a team. The advantage of this active and interactive involvement is that the resulting safety rules are not just simply followed but rather are understood by everyone involved and become an integral part of life.

The goal

Behaviour-based safety encourages employees to be actively involved and to watch out for themselves and

their colleagues. This creates a team spirit that motivates everyone to play their part in preventing accidents and to take responsibility for their own safe working behaviour and that of their co-workers. The result is a sustainable safety culture that is an integral part of daily life. Managers at all levels also play an important role in this context as they set an example and help shape the culture. For this to happen, managers must understand their responsibility for the safety and health of their employees and be willing to act as role models in the context of safety culture.

How we support you

Step by step to a safety culture

We support you with the development of your safety culture in four steps:

1. Analysis of the current state
2. Determination of interventions based on the results of the analysis
3. Consulting and support with implementing suitable measures
4. Evaluation of the success of implementation



Current state – Assessment of the safety culture



Determination of interventions



Solutions/interventions



Evaluation

Analysis

To analyse the current state of the safety culture, we either conduct a safety culture audit or create a safety culture profile. For the safety culture audit, we inspect the company to observe established behaviours, and a representative number of employees are interviewed in person. To create the safety culture profile, we conduct workshops to identify the prevailing attitudes toward safety issues in the form of representative samples within the different groups of employees. This includes gathering both quantitative and qualitative statements from employees, which allows for an in-depth root cause analysis.

Determination of interventions

Based on the results of the analysis, customised recommendations for targeted interventions are proposed and agreed upon. These may include management workshops, the hosting of safety circles, measures to improve communication and the increased involvement of employees. To make them tangible and measurable, each of these measures is linked to specific targets.

Implementation of the measures

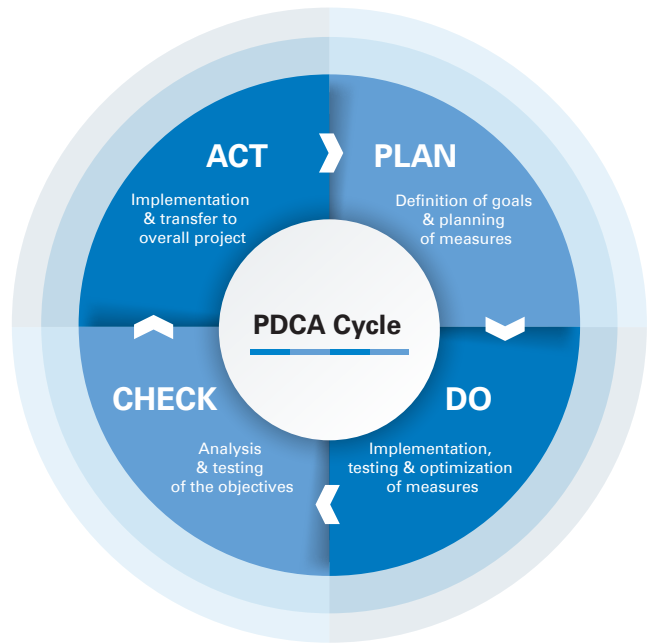
To implement the measures, we support you with the organisation and qualification of the particular groups of people involved and assist you with putting the supporting communication strategies into practice.

Evaluation

The success of the measures – i.e., the achievement of the specified objectives – is reviewed in the evaluation step, the timing of which is specified beforehand. Based on the evaluation results, modifications to the interventions can then be planned and implemented.

PDCA Cycle

As is evident from the description above, the last three steps represent a PDCA (Plan, Do, Check, Act) Cycle aimed at implementing a continuous improvement of your preventive situation through the continuous adaptation of the measures. We can offer you professional support at every step over a time period of your choice. You may also choose to start with pilot projects in certain areas of your company and then gradually implement the process. You always have full decision-making power and can be flexible in deciding for which process steps you would like our advice and support.



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DOES YOUR COMPANY HAVE A POSITIVE SAFETY CULTURE? FIND OUT WITH OUR FACT CHECK!

Do you already have a positive safety culture in place that motivates your employees to take responsibility for safety standards and to prevent accidents for themselves and their colleagues? How would you rate your company?

Based on 12 short questions about error management, working environment, communication, participation, and leadership, you will receive a professional assessment of your company's safety culture.

To the fact check 

Do you have additional questions? Our experts will be happy to assist you!

Contact

www.tuv.com/safetyculture

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