

BEHAVIOURAL BASED SAFETY OBSERVATION (BBSO)

What is BBSO?



It is a simplified behavioural safety initiative for companies to adopt to demonstrate care for its workers, instil safe work practices and reduce the incidence of at-risk work behaviours.

At-risk behaviours – is about **People!**

Observe for safe behaviours and at-risk behaviours on people at work

Moving from care for self (independent) to care for one another (interdependent)

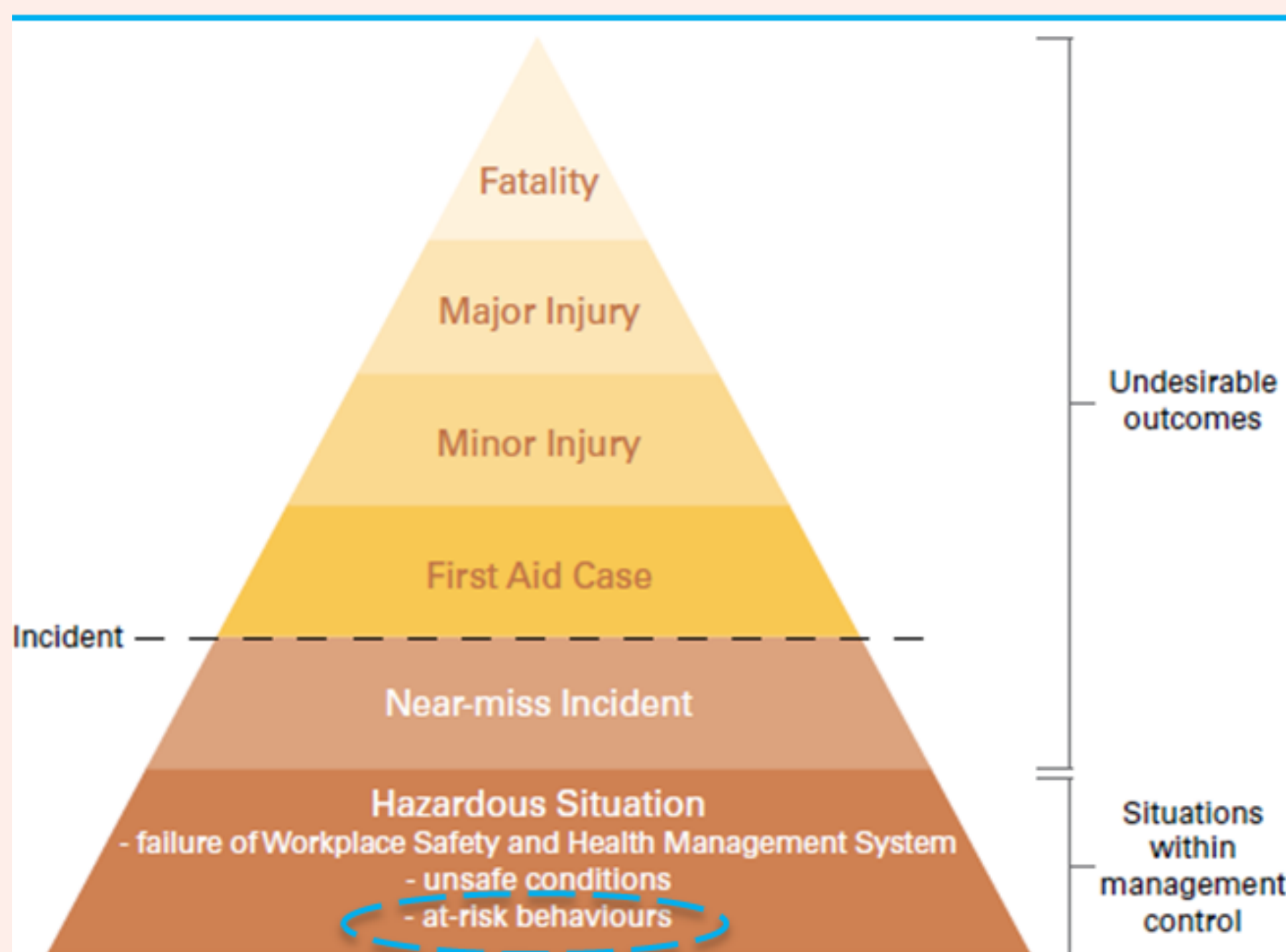


Figure 1: Modified injury pyramid based on Heinrich's Accident Triangle¹.

¹Heinrich's Accident Triangle showed that, of 330 workplace accidents, 1 would lead to a major injury, 29 would lead to minor injuries, and 300 would be due to at-risk behaviours.

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What is BBSO?



No name, no blame concept

-Is not about finding faults or apportioning blame. Hence the observations made should not contain the identity of the person being observed

Peer coaching

-Workers participate actively through peer coaching involving timely and constructive feedback to address at-risk behaviors in a timely manner

Proactive approach

-Emphasizes proactive approach in identifying at-risk behaviours, i.e. hazardous situations can be avoided before something happens, leading to reduction in incident and work injuries

SIMPLE BBSO STEPS



1. Safety Observers

Lab safety leaders may act as the safety observer in leading this programme

2. Conduct the safety observation in your work area

- Observation can be conducted one-to-one (individual level) or one-to-many (group observation)
- Observation durations to be kept short (e.g. 10 to 20 minutes)
- Focus on what you want to observe (refer to checklist for guide)
- Observations may be announced (planned) or unannounced (surprise)
- Recognise safe behaviour – give on-the-spot (e.g. verbal praise and encouragement)
- Intervene at-risk behaviours – care for peers and intervene the behaviour before an accident happens

SIMPLE BBSO STEPS



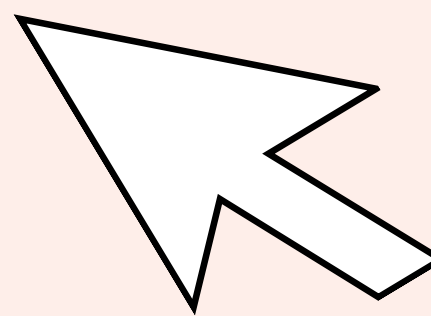
3. Record your observations

- Record your observations to the online form provided by SPMS
- Remember it is a “No Name, No Blame” concept
- State the observation and the intervention made (for at-risk behaviour). Include any immediate action taken too.

4. Evaluate

- Revisit step (2) above to determine if the at-risk behaviours persists
- If it persists, the current follow-up strategies adopted may need to be fine-tuned and a revisit is needed
- Record your Evaluation on the form too
- One BBSO is considered completed when you have completed the 4 steps

BBSO ONLINE FORM



SPMS BBSO Tracking

- Progress status will be tracked as part of objective monitoring
- Need the support and co-operation from all lab safety leaders to complete this year's safety objective
- Feel free to contact SPMS Safety when in doubt

For 2022, do as many BBSO you can for your group. Lab safety leaders who have demonstrated great efforts in the BBSO will be recognised

