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# BEHAVIOURAL SAFETY

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## Internet Resources

### American Society of Safety Engineers

- Main Page  
<http://www.asse.org>

The American Society of Safety Engineers (ASSE) is the organization which publishes *Professional Safety*, as well as several books on behavioural-based safety and safety management.

### Cambridge Center for Behavioral Studies

- Main Site  
<http://www.behavior.org>
- "How to get more people involved in behaviour-based safety: selling an effective process" (E. Scott Geller)  
<http://www.behavior.org/safety/geller.pdf>

The Cambridge Center for Behavioral Studies, a charitable, nonprofit organization, whose mission is "to advance the scientific study of behavior and its humane application to the solution of practical problems, including the prevention and relief of human suffering."

### Center for Behavioral Safety

- Main Page  
<http://www.cbsafety.com>

"Founded in 1999 at the University of Nevada, Reno as the Center for Behavioral Safety Research, the Center for Behavioral Safety provides training and consultation services for mid-sized to large mining and manufacturing facilities interested in improving or sustaining their safety record."

### European Agency for Safety and Health

- Main Site  
<http://agency.osha.eu.int>
- Mainstreaming occupational safety and health into education (factsheet)  
<http://agency.osha.eu.int/publications/factsheets/52/en/FACT52-EN.PDF>

"The European Union's strategy on health and safety at work has identified education and the prevention culture as key factors for maintaining and improving the quality of work."

### Health and Safety Executive (UK)

- Main Site  
<http://www.hse.gov.uk>

- Strategies to promote safe behaviour as part of a health and safety management system [http://www.hse.gov.uk/research/crr\\_pdf/2002/crr02430.pdf](http://www.hse.gov.uk/research/crr_pdf/2002/crr02430.pdf) (Fleming and Lardner)

“This report provides the reader with an understanding of: the theory underpinning strategies to promote safe behaviour; the key elements of programmes to promote safe behaviour which are currently in use; how to use behavioural strategies to promote a wider range of critical health and safety behaviours and; how to integrate behavioural strategies into a health and safety management system.”

## **IAPA**

- Standard Operating Procedures <http://www.iapa.ca/pdf/english.pdf>

The intent of these safety rules are to “provide a framework for ensuring positive standards of behaviour for all staff in your organization.”

## **ILO SafeWork**

- SOLVE <http://www.ilo.org/public/english/protection/safework/whpwb/solve/index.htm>

“SOLVE is an interactive educational programme designed to assist in the development of policy and action to address psychosocial issues at the workplace.”

## **Journal of Applied Behavior Analysis**

- Main Page <http://seab.envmed.rochester.edu/jaba>

“The *Journal of Applied Behavior Analysis* is a psychology journal that publishes research about applications of the experimental analysis of behavior to problems of social importance.”

## **NIOSH**

- Stress at Work <http://www.cdc.gov/niosh/topics/stress/>

Provides resources and associated links that cover the topic of workplace stress and its effects on occupational health and safety.

- Encouraging self-protective employee behavior: what do we know? (Peters) <http://www.cdc.gov/niosh/mining/pubs/pdfs/espeb.pdf>

“The intent of this article is to provide guidance to mine operators concerning the use of four techniques for influencing employees to work safely.”

## **OSHA**

- Safety and Health Management Systems E-Tool <http://www.osha.gov/SLTC/etools/safetyhealth/index.html>

“The best Safety and Health Programs involve every level of the organization, instilling a safety culture that reduces accidents for workers and improves the bottom line for managers.”

**SIMRAC** (Safety in Mines Research Advisory Committee--South Africa)

- A behaviour-based health and safety model for pro-active management  
<http://www.simrac.co.za/report/Reports/thrust1/gen511/gen511.htm>

“This project was aimed at enhancing pro-active safety management with regard to identifying, measuring and improving safety-related behaviours upstream – before accidents happen.”

**U.S. Department of Energy**

- Behavior-Based Safety Home  
<http://www.eh.doe.gov/bbs/>
- BBS Publications  
<http://www.eh.doe.gov/bbs/publications.html>

**WHO**

- Work Organization and Stress  
[http://www.who.int/occupational\\_health/publications/en/oehestress.pdf](http://www.who.int/occupational_health/publications/en/oehestress.pdf)

“Discussed are the nature of the stress at work, the causes and effects of stress, as well as prevention strategies and risk assessment and management methods. Also discussed are the role of the organizational culture in this process and the resources to be drawn upon for managing work stress.”

**Journal Articles**

DeJoy, D.M., et al. 2004. “Creating safer workplaces: assessing the determinants and role of safety climate.” *Journal of Safety Research* 35 (1): 81-90.

“Responses to questionnaires on safety climate were obtained from 2208 employees of a large national US retail chain in 21 different locations ... These results are discussed in terms of other recent findings on safety climate and the growing interest in understanding management and organizational factors in the context of workplace safety.”

Fern, B., and L.P. Alzamora. 1999. “How and why behavioural safety needs to change.” *Occupational Health & Safety* 68 (9): 62-63, 69.

This paper “focuses on the need to ensure that workplace behavioural safety programmes are relevant to all generations of employees and are relevant to the rapidly changing business environment. Notes that key elements of behavioural safety are: leadership commitment; task specific safety behaviours; multiple metrics; outcome-based goals; and multi-direction feedback.”

Geller, E.S., and S.R. Perdue. 2004. “Behaviour-based safety coaching. 10 guidelines for successful application.” *Professional Safety* 49 (7): 42-49.

This paper “defines and describes behaviour-based safety coaching, an inter-personal process of one-on-one observation and feedback.”

Geller, E.S. 2002. “Social influence principles: fueling participation in occupational safety.” *Professional Safety* 47 (10): 25-31.

“Participation in occupational safety is facilitated or inhibited by the various social relationships in a work culture. The challenge of developing the interdependent relationships needed to achieve an injury-free workplace is dependent on the social influence principles described [in this article].”

Geller, E.S. 1997. “Key processes for continuous safety improvement: behaviour-based recognition and celebration.” *Professional Safety* 42 (10): 40-44.

Groover, D.R. 2001. “Managing the behaviour/systems interface: another prospective on the effectiveness of behavior-based safety.” *Professional Safety* 46 (3): 33-35.

This article “considers the effectiveness of behaviour-based safety, looking at the interface between behaviour and systems.”

Houchins, Nealetta, and Thomas E. Boyce. 2001. Response generalization in behavioral safety: fact or fiction?” *Journal of Organizational Behavior Management* 21 (4): 3-11.

“This paper details concerns with the potential misuse of the term “response generalization” in the behavioral safety literature.”

Kamp, J. 2001. “It’s time to drag behavioural safety into the cognitive era.” *Professional Safety* 46 (10): 30-34.

“Discusses the issue of behavioural safety from a psychological viewpoint. Sets out to investigate why workers at a site with a successful behavioural safety process choose safe behaviour over at risk behaviour when they are not being observed; examines how behavioural safety is typically implemented and how knowledge from cognitive psychology can be applied to enhance behavioural safety.”

Krause, T.A. 2004. “Influencing the behaviour of senior leadership: what makes a great safety leader?” *Professional Safety* 49 (6): 29-33.

“Examines the role of leadership in safety and organizational culture and explores how leadership behaviour can be influenced.”

Mullen, J. 2004. “Investigating factors that influence individual safety behaviour at work.” *Journal of Safety Research* 35 (3): 275-285.

“A qualitative study was conducted to investigate the factors that influence individual safety behaviour at work ... Semi-structured interviews were conducted with participants from a variety of occupations ...”

Patterson, Jessica. 2004. “Using BBS in training programs.” *Occupational Health & Safety* 73 (4): 62-66.

“Behavior-based safety is providing new tools for safety professionals and shows the promise of dramatically improved results in the decade ahead.”

Ragan, Patrick T. 1997. "Behavior Safety: Safety's Silver Bullet?" *Professional Safety* 42 (10): 26-32.

Schultz, Dina. 2004. "Employee attitudes: a must have." *Occupational Health & Safety* 73 (6): 66-72.

"Employee behavior is arguably one of the greatest determinants in workplace safety, especially as employees interact amid a host of varying safety issues."

Stephan, S. 2001. "Improving the safety culture of the Australian mining industry." *Journal of Occupational Health and Safety – Australia and New Zealand* 17 (3): 237-249.

This paper "attempts to define safety culture and illustrates the importance of considering national, industry and organizational cultural factors when implementing safety management systems."

Trethewy, R. et al. 2001. "Behavioural safety and incentive schemes." *Journal of Occupational Health and Safety – Australia and New Zealand* 17 (3): 251-262.

"This article discusses some of the approaches that have been shown to be effective in managing safe behaviour at work in the petroleum refining and construction industries."

Wilson, Larry. 2004. "Why BBS really works." *Occupational Health & Safety* 73 (10): 78-82.

### **Other:**

Geller, E.S. *The Participation Factor: How to Increase Involvement in Occupational Safety*. Des Plaines, IL: American Society of Safety Engineers, 2002.

Geller, E.S. *The Psychology of Safety Handbook*. Boca Raton, FL: CRC Press, 2001.

Krause, Thomas R., John H. Hidley and Stanley J. Hodson. *Behavior-Based Safety Process: Managing Involvement for an Injury-Free Culture*. 2<sup>nd</sup> ed. New York: John Wiley and Sons, 1997.

McSween, Terry E. *The Value-Based Safety Process: Improving Your Safety Culture With a Behavioral Approach*. 2<sup>nd</sup> ed. Hoboken, N.J. : Wiley-Interscience, 2003.

Petersen, Dan. *Safety Management: A Human Approach*. 3<sup>rd</sup> ed. Des Plaines, IL: American Society of Safety Engineers, 2001.

Reason, James. *Managing the Risks of Organizational Accidents*. Aldershot, UK: Ashgate, 1997.