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|---|---|------------------------|---|---------------------|---|---------------------------------------|---|---|---|---|---|
| Title                                     | CRR 430/2002: Strategies to promote safe behaviour as part of a health and safety management system   |                        |   |                     |   |                                       |   |   |   |   |   |
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| Publication Date                          | 2002  |                        |   |                     |   |                                       |   |   |   |   |   |
| Executive Summary                         | <p>Promoting safe behaviour at work is a critical part of the management of health and safety, because behaviour turns systems and procedures into reality. Good systems on their own do not ensure successful health and safety management, the level of success is determined by how organisations 'live' their systems.</p> <p>This report aims to provide the reader with an understanding of:</p> <ul style="list-style-type: none"> <li>• The theory underpinning strategies to promote safe behaviour</li> <li>• The key elements of programmes in use to promote safe behaviour</li> <li>• How to use behavioural strategies to promote critical health and safety behaviors</li> <li>• How to integrate behavioural strategies into a health and safety management system.</li> </ul> <p>Currently within the UK a range of terms are used to describe strategies to promote safe behaviour, including:</p> <ul style="list-style-type: none"> <li>• Safety behaviour modification</li> <li>• Behaviour-based safety</li> <li>• Behavioural safety management systems</li> <li>• Safety observation systems.</li> </ul> <p>Although many different terms are used for these strategies, they are all forms of behaviour modification. There is strong research evidence that behaviour modification techniques can be effective in promoting critical health and safety behaviors, provided they are implemented effectively.</p> <p>The behaviour modification programmes currently in use within the UK focus on promoting safe behaviour among frontline staff. These programmes therefore exclude a large proportion of the behaviors that influence health and safety performance. There is potential to extend the behaviour modification principles and strategies currently used, to encourage and promote behaviors which support the health and safety management system (HSMS) and the development of a positive health and safety culture.</p> <p>Strategies to promote health and safety behaviors are both a part of, and support, the HSMS. These strategies are a part of the HSMS as they are a type of risk control strategy and they support the HSMS because they increase the likelihood that rules and procedures are used in practice.</p> <p>Behaviour modification programmes have become popular in the safety domain, as there is evidence that a proportion of accidents are caused by unsafe behaviour. Whilst a focus on changing unsafe behaviour into safe behaviour is appropriate, this should not deflect attention from analysing why people behave unsafely. To focus solely on changing individual behaviour without considering necessary changes to how people are organised, managed, motivated, rewarded and their physical work environment, tools and equipment can result in treating the symptom only, without addressing the root causes of unsafe behaviour.</p> |                        |   |                     |   |                                       |   |   |   |   |   |
| Table of Contents                         | <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="padding-left: 20px;">Executive summary.....</td> <td style="text-align: right; vertical-align: bottom;">1</td> </tr> <tr> <td style="padding-left: 20px;">1 Introduction.....</td> <td style="text-align: right; vertical-align: bottom;">2</td> </tr> <tr> <td style="padding-left: 20px;">2 Behaviour modification theory .....</td> <td style="text-align: right; vertical-align: bottom;">3</td> </tr> <tr> <td style="padding-left: 40px;">2.1 Antecedents trigger behaviour .....</td> <td style="text-align: right; vertical-align: bottom;">4</td> </tr> <tr> <td style="padding-left: 40px;">2.2 How consequences drive behaviour.....</td> <td style="text-align: right; vertical-align: bottom;">5</td> </tr> </table>   | Executive summary..... | 1 | 1 Introduction..... | 2 | 2 Behaviour modification theory ..... | 3 | 2.1 Antecedents trigger behaviour ..... | 4 | 2.2 How consequences drive behaviour..... | 5 |
| Executive summary.....                    | 1   |                        |   |                     |   |                                       |   |   |   |   |   |
| 1 Introduction.....                       | 2   |                        |   |                     |   |                                       |   |   |   |   |   |
| 2 Behaviour modification theory .....     | 3   |                        |   |                     |   |                                       |   |   |   |   |   |
| 2.1 Antecedents trigger behaviour .....   | 4   |                        |   |                     |   |                                       |   |   |   |   |   |
| 2.2 How consequences drive behaviour..... | 5   |                        |   |                     |   |                                       |   |   |   |   |   |

|        |  |    |
|--------|--|----|
| 2.3    | Impact of timeframe, predictability and significance of Consequences |    |
| 2.4    | It is the consequences for the individual that matter.....           | 7  |
| 2.5    | Importance of continuing to provide reinforcing Consequences .....   | 8  |
| 2.6    | Summary .....  | 8  |
| 3      | Key elements of health and safety observation and Feedback           |    |
|        | Programmes .....   | 9  |
| 3.1    | Implementation .....   | 10 |
| 3.2    | Observation and feedback process.....                                | 12 |
| 3.3    | Enablers and barriers to effective behavioural safety Programmes .   | 14 |
| 4      | Effectiveness of behaviour modification techniques .....             | 15 |
| 4.1    | Effectiveness of behavioural safety programmes .....                 | 15 |
| 5      | Promoting critical health and safety behaviors that Support          |    |
|        | the hsms .....   | 17 |
| 5.1    | Designing a health and safety behaviour modification Intervention    | 18 |
| 5.2    | Using behaviour modification to promote management                   |    |
|        | Behaviors: an example .....  | 21 |
| 5.3    | Using behaviour modification to promote risk control                 |    |
|        | Behaviors: an example.....   | 28 |
| 6      | Integrating behaviour modification with the hsms.....                | 32 |
| 6.1    | behaviour modification as a part of the hsms .....                   | 32 |
| 6.2    | Using behaviour modification to support the hsms .....               | 34 |
| 6.3    | Integrated approach to identifying critical safety Behaviors .....   | 36 |
| 6.4    | Summary framework .....  | 36 |
| 7      | Conclusions.....   | 38 |
|        | Appendix: detailed research findings.....                            | 39 |
| A.1    | Introduction.....  | 39 |
| A.2    | Theory of behaviour modification .....                               | 40 |
| A.3    | Effectiveness of behavioural modification Programmes .....           | 40 |
| A.3.1  | Effects on safe behaviour and injuries .....                         | 41 |
| A.3.2  | Effects of programme components .....                                | 45 |
| A.3.3  | Identification of critical behaviors: the literature .....           | 46 |
| A.3.4  | Behaviors that support a positive safety culture.....                | 48 |
| A.4    | Leadership style and behaviors that enhance Safety.....              | 49 |
| A.4.1  | Leadership research.....   | 50 |
| A.4.2  | Safety leadership behaviors.....                                     | 53 |
| A.4.3  | Summary .....  | 57 |
| A.5    | Interviews with behavioural observation and Feedback providers ..... | 57 |
| A.5.1  | Method .....   | 58 |
| A.5.2  | Main features of a behavioural safety programme.....                 | 58 |
| A.5.3  | Assessing readiness to implement a behavioural safety Programme .    | 60 |
| A.5.4  | Methods used to identify critical behaviors .....                    | 60 |
| A.5.5  | Management and supervisor behaviors .....                            | 60 |
| A.5.6  | Key enablers to successful behavioural safety Programmes.....        | 61 |
| A.5.7  | Main barriers to successful behavioural safety Programmes .....      | 61 |
| A.5.8  | Integration with health and safety management system (hsms).....     | 61 |
| A.5.9  | Relationship with safety culture.....                                | 62 |
| A.5.10 | Conclusions.....   | 62 |
| A.6    | Independent behaviour modification case studies.....                 | 63 |
| A.6.1  | Method .....   | 63 |
| A.6.2  | Case study 1: promoting critical management behaviors.....           | 63 |
| A.6.3  | Case study 2: failure of a behavioural safety programme .....        | 65 |
| A.6.4  | Case study 3: developing an in house programme .....                 | 68 |
|        | References.....  | 72 |