

Implementing The Behaviour-Based Approach: A Practical Guide.

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1995 Winner of the UK Institution of Occupational Safety & Health's (IOSH)

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Introduction

Within the field of occupational safety and health many efforts have been made to improve safety in the workplace. These efforts have focused upon legislation, engineering failure, safety awareness campaigns, safety training, and unsafe acts. Taken as a whole, these efforts have not always been successful in impacting upon accident rates. Traditionally, the legislative approach has not made much of an impact simply because the resources necessary to police the situation have not always been forthcoming. An example of this is provided by the current level of approximately 90 factory inspectors to police somewhere in the region of 100,000 construction sites, not all of which have been notified to the appropriate authorities. The legislative approach has also included attempts at 'blitz' inspections by the HSE. During 1987-88 inspections of over 2,000 construction sites were conducted. These inspections revealed a worrying picture with one third of site agents and supervisors having poor knowledge of basic health and safety requirements. Most importantly during the period of the campaign there was no measurable decrease in the number of deaths or serious injuries (HSE, 1988). The recent change of emphasis to an 'auditing of systems' approach, rather than an 'inspection of sites' approach by the HSE (1992) is very welcome, as it implicitly addresses these and other issues.

Engineering approaches have typically focused on the designing out of the possibility of accident occurrences, by for example providing guards on machinery etc (DoE, 1974). Although a useful route to pursue, this approach has often been based on a reactive process founded on somewhat misleading perceptions of accident causation, and typically does not take account of the effects of rapidly changing technologies (HSC, 1993).

Other kinds of interventions designed to improve the poor accident record by raising operatives' safety consciousness through the use of safety poster campaigns, and other informational safety campaigns, have not been consistently successful. Such campaigns are generally ineffective, as illustrated by Saarela et al. (1989) who found that in a Finnish shipbuilding yard, a two year campaign did not impact on the accident/injury rate, although it did lay foundations for more profound safety interventions. Further evidence of the ineffectiveness of safety awareness campaigns is indicated by the UK construction industry 1983 accident statistics. During this year the national 'site safe, 83' safety awareness programme was put into operation. Ironically, compared with the previous 5 years an increase in the accident rate was found, despite all the time, money and effort (Langford & Webster, 1986).

Performance Safety A Practical Approach

Lei Huang



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