

Promoting Safe Behavior

Objective: To provide employers with an overview of how to promote safe behaviors in their employees

Unsafe behaviors or decisions are usually contributing factors in incidents. If employees are not aware of the hazards or are not motivated to follow safe procedures, their behavior will expose them to hazards.

While employers must put engineering, administrative, and PPE controls into place to protect employees from hazards, it is also essential to promote safe behaviors and a safe environment.

Ways to Promote Safe Behavior

- Involve employees in the identification and correction of hazards. This includes having them participate in the development of job hazard analyses (JHAs), which should include critical behaviors as well as hazards.
- Periodically audit your operation to assure compliance with OSHA regulations and industry standards like ANSI by performing detailed walk-through surveys of your work area and, if possible, the entire plant.
- Perform safety observations to encourage safe behaviors. This can include supervisory observations or, ideally, peer-to-peer safety observations after employees have received training on how to perform them.
- Give recognition to employees who perform tasks safely and demonstrate proper behaviors.
- Assure that training is done to build an awareness of “critical behaviors” for each task and that the training is repeated frequently enough. Training should also be conducted immediately following any significant modifications to any job task. Perform refresher trainings at employee meetings to assure that all employees receive the same training.
- Make sure that appropriate controls are in place and operational. Periodic inspection and maintenance is critical.
- Investigate every incident and near miss for root causes, communicate the findings, and correct any deficiencies. If any safety procedure is difficult to follow, analyze and modify the procedure or task as needed so that employees will not be tempted to break the rules and work unsafely.

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This form documents that the training specified above was presented to the listed participants. By signing below, each participant acknowledges receiving this training.

Organization: _____ Date: _____

Trainer: _____ Trainer's Signature: _____

Class Participants:

Name: _____ Signature: _____

Name: _____ Signature: _____

Name: _____ Signature: _____

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