

Lost Workday Injuries Take A Powder!

B-Safe® is a Behavior-Based Safety process that creates a 'safety partnership' between wage roll employees and management to improve safety performance. Although the emphasis is on those injury causing behaviors identified from incident reports, associated outcomes include better communications, reduced incidents, and cost-savings from reduced operating costs.

A unionized site based in Stallingborough, Lincolnshire, produces Titanium Dioxide (TiO₂) through a chloride process. This is used as a whitener in numerous consumer products principally paints, plastics and papers.

Fig 1: View of Site



The project began with a Safety Survey of more than 800 employees to discover how safety was perceived. This revealed many system issues were causing problems which led people to behave unsafely. Resulting corrective actions were rapidly taken by management.

B-Safe® implementation began with the training of employee project coordinators and management champions over five days. This covered the underlying principles of behavioral safety, checklist development, managerial alignment, training observers, goal-setting, feedback, and data entry & Analysis.

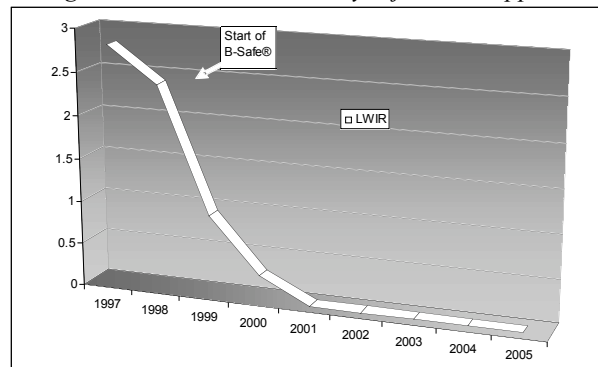
Checklists containing specific safe behaviors were developed to monitor 52 different areas across the site, by analyzing the previous two years incident records. These were approved by the workforce before 185 observers volunteered to be trained.

The observers monitored their colleagues once a day, for 10-20 minutes, for four weeks to find out how safely people were actually working. Based on the results, the employees in each of the observation areas collectively set their own safety improvement targets.

Observers continued to monitor daily and gave feedback when observing people and at weekly feedback meetings. The project team coordinators also followed up on any corrective actions. They regularly reported the status of these to each of the workgroups, until complete. Since then 400 people have been trained as observers by the project team coordinators.

During the first year, the OSHA Lost Workday Injury Rate fell by 67%. After 3 years the site achieved a Zero Lost Workday Injury Rate, which has since been maintained.

Fig 2: It works! Lost Workday Injuries disappear



In 2005, the Chemical Industry Association (CIA) awarded the site a Gold Award in recognition of their safety performance over the previous 5 years.