
Overview

This standard covers behavioural safety in the workplace. The standard covers the development, implementation and monitoring of behavioural safety programmes.

The standard is aimed at anyone working in an organisation with a mature health and safety management system, wishing to implement a behavioural safety programme in a workplace. Consultation with the management and workforce is essential.

PROHSP14 SQA Unit Code H8W2 04

Behavioural safety in the workplace

Performance criteria

You must be able to:

- P1 evaluate current behaviours and evidence to identify where improvements can be made to the organisations health and safety management and culture
- P2 assess, identify or develop a suitable programme for use within your workplace
- P3 identify areas for potential improvement and make recommendations and gain approval to implement programme
- P4 develop an action plan to implement a behavioural safety programme
- P5 agree principles and purpose for the programme including consultation with management and workers
- P6 set targets to improve behavioural safety and communicate to relevant personnel
- P7 implement behavioural safety action plan
- P8 monitor employees' behaviour effectively in a working environment
- P9 develop safety leadership checklists
- P10 report on on-going performance against agreed target
- P11 identify issues relating to implementing behavioural safety and take corrective action

PROHSP14 SQA Unit Code H8W2 04

Behavioural safety in the workplace

Knowledge and understanding

You need to know and understand:

- K1 what is meant by safety culture
- K2 what is meant by behavioural safety
- K3 the principles underlying the behavioural safety process
- K4 the obstacles to safe leadership
- K5 the methods of influencing behaviour across an organisation
- K6 the responsibilities of safety leadership
- K7 the benefits of implementing behavioural safety
- K8 when to implement a behavioural safety programme
- K9 aspects of human factors linked to behavioural safety
- K10 safe and unsafe behaviours
- K11 what the evidence is that a behavioural change will improve safety
- K12 strengths and weaknesses of the programme

PROHSP14 SQA Unit Code H8W2 04

Behavioural safety in the workplace

Additional Information

Scope/range

- 1 Principles:
 - 1.1 baseline measure – starting point
 - 1.2 communication
 - 1.3 targeting specific unsafe behaviours
 - 1.4 management visibility
 - 1.5 data collection and measurement
 - 1.6 worker ownership – safety champion – champion behaviour and reinforce positive behaviour
 - 1.7 observations
 - 1.8 challenging unsafe behaviours
- 2 Obstacles
 - 2.1 not driven from the top
 - 2.2 lack of participation by those affected
 - 2.3 poor communication and understanding
 - 2.4 lack of accountability
 - 2.5 lack of enforcement
 - 2.6 targeting the right behaviours
 - 2.7 feedback
- 3 Responsibilities
 - 3.1 proactive and sustainable – keep momentum going
 - 3.2 develop proper attitudes
 - 3.3 create action plan
 - 3.4 safety planning

PROHSP14 SQA Unit Code H8W2 04

Behavioural safety in the workplace

Developed by	Proskills UK
Version number	1
Date approved	September 2012
Indicative review date	April 2017
Validity	Current
Status	Original
Originating organisation	Proskills
Original URN	PROHSP14
Relevant occupations	3567 Occupational hygienists and safety officers (health and safety)
Suite	Health and Safety
Key words	Health, Safety, Actions, Reduce, Significant, Risks