

Behaviour Based Safety Program

A Union Approach



- ✓ Fundamental Principles Health and Safety Recognise
- ✓ Injuries and illnesses are a result of exposure to hazards
- ✓ Labour and management goals differ
- ✓ Union representatives needed to protect OUR interests – not management
- ✓ Worker and Union involvement needed in every aspect of workplace Health and Safety programs
- ✓ Union representatives must have time, access & resources to effectively represent our members

THE EMPHASIS NEEDS TO BE ON "HOW" AND "WHAT" RATHER THAN "WHO"

PUBLICATIONS

Unifor publishes a variety of material.

You can obtain publications such as our H&S Committee and Ergonomics Manuals, brochures on back injuries, repetitive strain injuries, ergonomics and our RTR cards outlining your right to refuse unsafe work are available.

Unifor Health and Safety Fact Sheets are available on a wide variety of topics.

For further information or publications email, fax or write your request to:

**Unifor Health, Safety & Environment
Department**

115 Gordon Baker Rd.

Toronto, ON M2H 0A8

1-800-268-5763 or

416-495-6558

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BEHAVIOUR BASED SAFETY PROGRAMS



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Health & Safety Improvement Process



This is an example of how to make changes in a health and safety process. The left column describes the old focus – a BBS program - and the right column shows how we need to transform our workplaces.

<u>OLD FOCUS</u>	<u>NEW PROCESS FOCUS</u>
Employees are the problem	The process is the problem
Employees	People
Doing my job	Helping get things done
Understanding my job	Knowing how my job fits into the process
Measuring individuals	Measuring the process
Change the person	Change the process
Can always find a safer employee	Can always improve the process
Motivate people	Remove Barriers
Controlling employees	Developing people
Don't trust anyone	We are in this together
Who made the error?	What allowed the unsafe act?
Correcting behaviours	Reducing hazards
Bottom-line driven	Safe work environment

Unifor National Policy States...



Unifor does not support our member's participation in Behaviour Based Safety (BBS) programs such as "Safe Start" or "Dupont STOP" training.

These programs are developed to blame the worker by focusing on worker behaviour rather than focusing on the inefficiencies or failures within the workplace accident prevention system. It is cleverly designed to shift the burden of responsibility away from management despite the legal responsibility under provincial and federal occupational health and safety acts which state that the employer must "take every precaution reasonable in the circumstances for the protection of a worker" – known as the "General Duty" clause.

Instead, if there is an accident, it is assumed that it was human error and therefore worker blame or discipline is the corrective action. This approach will never identify the root cause of an accident or the corrective actions that could prevent a reoccurrence of the incident or accident.

The examples are clear in the Safe Start documents, statements such as; "One's own actions contribute to the vast majority of all incidents/injuries" and "Injuries are very rare due to something unexpected happening without human involvement." Clearly, you can see from these examples that the blame is being placed squarely on the individual.

The other concerning issue of Behaviour Based Safety programs, is the "reward approach" to safety. Workers are promised pizza parties, BBQ lunch or jackets, etc. for safe behaviour. This pressures

workers to suppress raising health and safety concerns and develops a culture of peer pressure to NOT report incidents or injury. Our concern is that if it's not reported, it can't be identified, if it can't be identified, it can't be corrected.

What Does Unifor Support?

Unifor supports responsible, progressive action through the workplace Joint Health and Safety Committee to address accidents and exposures and recommend practical prevention solutions such as Job Safety Analysis and comprehensive on-the-job training.

We support the 3R's – the Right to Know, the Right to Participate, the Right to Refuse and we demand a 4th R – the Right to no Reprisal for participating in workplace health and safety actions.

Unifor is committed to advocating for the elimination and/or control of hazardous workplace conditions; both physical and chemical, in our quest for worker health and safety protection.

