

# Loss

# Control



# FARMERS

## Information Bulletin

### Identifying At Risk Behaviors

The most frequent accidents are those “accidents waiting to happen”. Employees working with at risk behaviors are workers most likely to be involved in the next incident or accident in your operations.

Identifying at risk behaviors is a method of reducing the opportunity for incidents or accidents to occur. To effectively impact the safety performance within your workplace, employees and managers must be trained to identify at risk behaviors.

To implement a program that identifies at risk behaviors of employees within your work environment, the following elements must be incorporated into your safety program.

- *Training for all employees and managers in at risk behaviors,*
- *Policies and procedures for conducting behavior based surveys,*
- *Dedicate time and personnel to behavior based surveys, and*
- *Act on the results identified by the surveys*

All employees need to be stakeholders in the organization’s efforts to reduce incidents and accidents. In addition to utilizing behavior based survey teams on a periodic basis, all workers need to be empowered to watch for unsafe acts by co-workers and to report their observations.

As employees go about their routine work, they need to be on the alert for behavior-based actions that could result in an incident or accident.

All observations need to be documented, tracked and reported back to the entire work force to change the behavior of any employee that could be at risk.

By identifying and eliminating unsafe behaviors, you are reducing the probability of incidents and accidents. Every time a co-worker notes an at risk behavior in the work practices of another worker and acts to change that behavior, the probability of incidents and accidents is reduced. It puts all of your employees on a “buddy” system intended to reduce workplace incidents and injuries.

To work effectively, all employees and managers must be trained to identify at risk behaviors in your operations. Many of these are already imbedded in your safety policies and procedures.

Surveys also need to record safe behaviors. This allows you to present your findings as safe behaviors vs. at risk behaviors. It eliminates placing blame on the at risk behavior of an individual employee and focuses on the goal of improving the number of safe behaviors observed.

The results of your surveys and employee observation reports can be presented during safety meetings or on bulletin board charts. Tracking the improvement in your results can also be used in your safety incentive program.

By implementing a program to identify and correct at risk behaviors for your work place, you will be reducing the number of “accidents waiting to happen” and improve safe behavior performance within your work place.

*This bulletin is intended only as a reminder and is offered solely as a guide to assist management in its responsibility of providing a safer working environment. This bulletin is not intended to cover all possible bazardous conditions or unsafe acts that may exist. Other unsafe acts or bazardous conditions should also be noted and corrective action taken.*