



One Day Training Programme on  
**BEHAVIOR BASED SAFETY**

**13th July 2018**  
**Venue: Vijayawada**

**(Targeted Participants: EHS / Production / Maintenance)**

**Administrative Staff College of India**

Bellavista, Hyderabad 500 082.

Contact: [gbs@asci.org.in](mailto:gbs@asci.org.in) / [poffice@asci.org.in](mailto:poffice@asci.org.in)

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graph TD; A[Engaging People in Safety With Willingness] <--> B[Behavioral Based Safety]; B --> C[Empowering Frontline Workers, Supervisors and Managers to Practice safety in Daily Activities]; B --> D[Bringing Workability in the Safety Management System];
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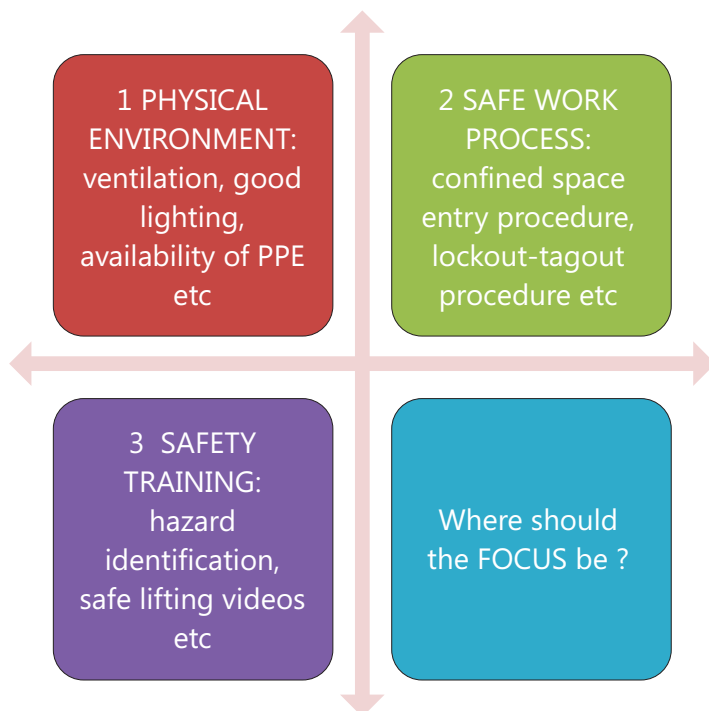
Bringing  
Workability in the  
Safety  
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System

# Programme on Behavior Based Safety for Improving Safety Culture

## 1 Introduction

Safety can be divided into three different areas. First, is the physical environment, things like lighting, flooring, guards on machines, availability of personal protective equipment and so on. Second, is a safe work procedure that is how to do the work safely? Third, includes training. Even, if the three areas are being addressed companies would still have accidents. Why?

SAFE HABITS ensure that people do the RIGHT THING EVERY TIME, without having to think about it.



Having PPE available and procedures that tells people when and how to use the equipment does not guarantee that people will use it. People take short cuts and slip back into at-risk habits. We must add a focus on behaving safely (doing the right things) such as using the safety tools and following the procedures.

## 2

### *Need for Behavior Based Safety (BBS)*

- ◆ Investing in building a safety culture where line workers willingly involve in daily activities relevant to injury prevention along with proactive behaviors from management
- ◆ Integrate people behaviors in safety equation, in other words, the human performance link to safety results
- ◆ Strengthen safety systems and investment in infrastructure by supporting appropriate safe behaviors
- ◆ Reduce injuries

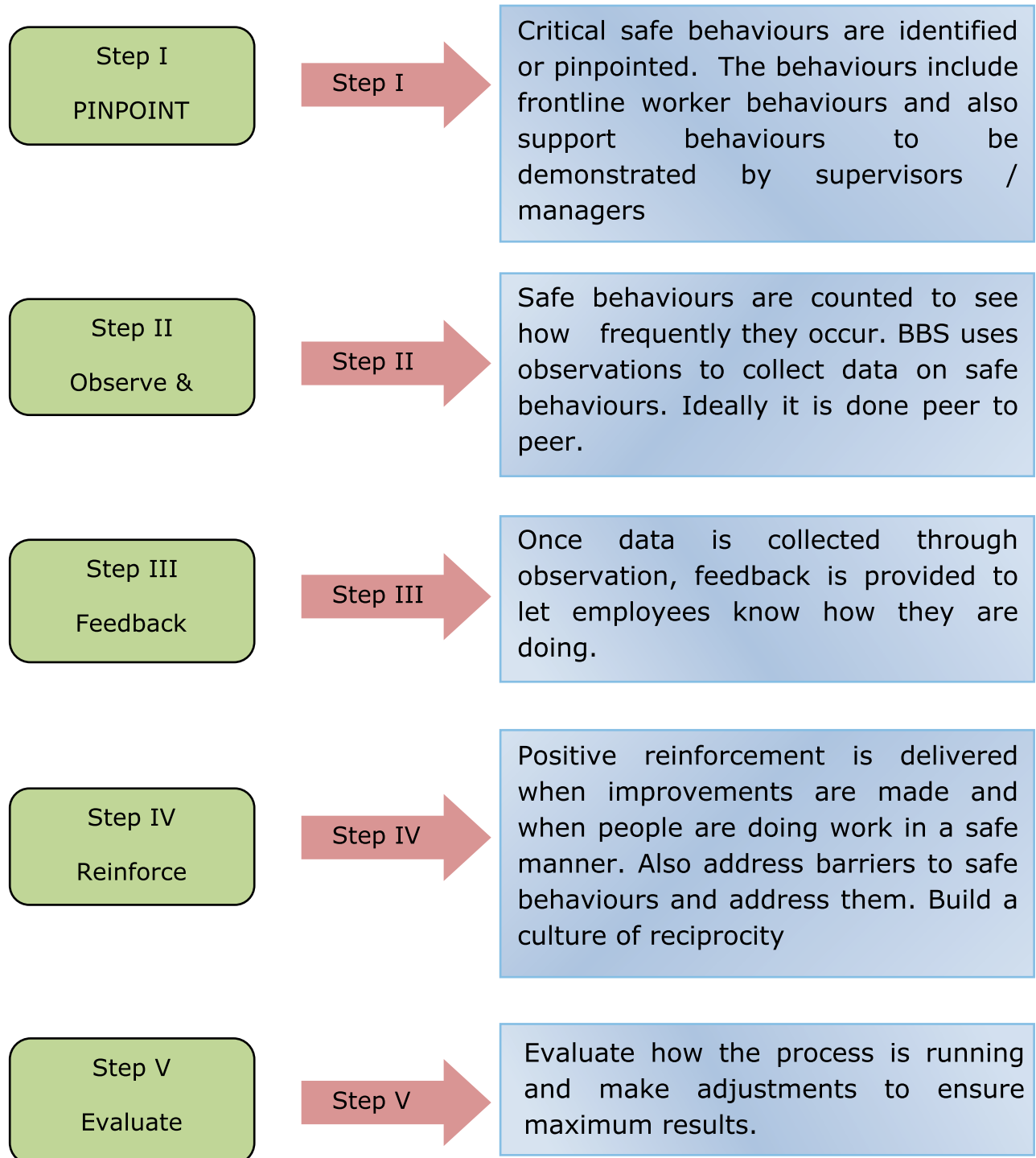
## 3

### *How BBS process helps?*

Behavior-based safety (BBS) is the application of the science of applied behavior analysis to issues of safety in the workplace. Behavior Based Safety is a process that enables managers, supervisors and frontline employees manage behaviors which impact safety, such as wearing PPE, following a precise routine for performing hazardous tasks and so on. This process is based on the science of behavior, which teaches that the most effective way to improve behavior is through a system of observation/measurement, feedback and positive reinforcement.

- ◆ BBS is not a quick fix. It is a commitment. It's not on basis of blaming employees.
- ◆ BBS properly applied is not about blaming the worker or about ignoring hazards.
- ◆ It is about identifying what needs to change to improve safety and establishing positive accountability for the behaviors at all levels and parts of the organization to ensure those changes happen.

## 4 Steps in BBS



## 5 Programme Schedule

Activity	Session
09.30 – 09.45 hrs	Registration
09.45 – 10.00 hrs	Programme brief Participants Introduction
10.00 – 11.00 hrs 11.00 – 11.30 hrs	<b>Session 1</b> : Why take behavioural approach in safety? Coffee / tea 11.30 – 13.00 hrs
	<b>Session 2</b> : Tools for BBS
13.00 – 14.00 hrs	Lunch
14.00 – 15.00 hrs	<b>Session 3</b> : Introduction to steps in BBS
15.00 – 15.30 hrs	Coffee / tea
15.30 -17.00 hrs	<b>Session 4</b> : Behaviors: Direct & Indirect
17.00– 17.30 hrs	Feedback from the participants

### Targeted Participants:

Senior & Middle level executives of Production, EHS and HR departments of the industry. It is strongly suggested to sponsor the officers from Production and EHS, as involvement of personal from Production will greatly help in planning for BBS.

**Organisational Sponsorship is essential**

## 6 Venue and Date

Programme will be conducted on **13<sup>th</sup> July 2018 at Vijayawada** and the venue will be communicated along with the accepting letter.

## 7 Programme Fee

Fee (Non Residential): Rs 9,500.00 plus GST @18% per person. Nomination details along with fee can be mailed to [poffice@asci.org.in](mailto:poffice@asci.org.in) / [gbs@asci.org.in](mailto:gbs@asci.org.in) by 6<sup>th</sup> July 2018. For Raising Invoice, sponsoring agency needs to send the nomination details including their GST and PAN. Nominees are required to carry the proof of medical insurance.

## 8 Mode of Payment

Rs 9,500.00 plus 18% GST per participant by way of cheque / Demand Draft in favour of Administrative Staff College of India, Hyderabad or by bank transfer.

Note: Kindly forward us the details of Bank/Wire transfer of fee payment indicating the Programme Code (Prg/18-19/1/111) to e-mail: [income@asci.org.in](mailto:income@asci.org.in) for confirmation.

### Bank Details are given below:

Bank Account Number	62090698675
Beneficiary Name	Administrative Staff College of India
IFSC Code	SBIN0020063
Bank Name	State Bank of India
Branch Address	Bellavista Branch, Raj Bhavan Road, Somajiguda, Hyderabad – 500 082

## 9 Certificate of Participation

The College issues certification of participation

## 10 Programme Director

Prof. G Bala Subramanyam, Administrative Staff College of India, Hyderabad ([gbs@asci.org.in](mailto:gbs@asci.org.in) / [bala\\_gbs@yahoo.com](mailto:bala_gbs@yahoo.com)); Ph: 040 - 66534269, 66533000

## 11 Nomination

The Nomination details along with fee shall be mailed to Mr. G. Srinivas Yadav, Programmes Officer, Administrative Staff College of India, Raj Bhavan Road, Hyderabad – 500 082. Phone : 040 66534247; Mobile: 9246203535; Fax: 040 66534356; e-mail: [poffice@asci.org.in](mailto:poffice@asci.org.in)

# About ASCI

Administrative Staff College of India has been registered under Societies Registration Act, XXI of 1860 at New Delhi on 18<sup>th</sup> May 1956 with the Regd. Nos. 967 of 1956-57. It is also been recognized by Ministry of Human Resource Development to undertake activities allocated under "GoI Allocation of Business Rules".

ASCI is leading the way for practicing managers and in fact, it pioneered post-experience management education in India. ASCI is acknowledged as an institution of national importance and an institution of higher learning recognized by the Department of Personnel and Training as well as Department of Secondary and Higher Education, Ministry of Human Resource Development (HRD) and many other distinguished institutions.

Administrative Staff College of India (ASCI) is a leading policy think tank and one of the premier institutions in providing training, research and consultancy services to government, industry and international agencies in different disciplines of management. Established in 1956, as a result of the enterprising collaborative initiative of the corporate world and the government, ASCI prides itself on being the first and foremost institution for practicing managers occupying decision making positions at functional and policy levels in government, industries and service sectors in India and abroad. The College has an interdisciplinary team of 50 highly qualified practicing experts in various functional and sectoral areas. Till date over 2,00,000 Indian and overseas participants have participated in ASCI's residential programs spanning five decades. It has successfully completed over 750 large-scale research projects for national and international organizations in various fields.

## ASCI's Core Competence:

ASCI's activities span the entire spectrum of knowledge generation, application of that knowledge to practical situations and dissemination of refined knowledge to public and private organizations across the length and breadth of the country. ASCI has extensively worked with national/state/local governments across the country.



## Administrative Staff College of India

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[www.asci.org.in](http://www.asci.org.in)



**Nomination Form**  
**One Day Training Programme on**  
**BEHAVIOUR BASED SAFETY**

**13th July, 2018**

**Nominee's Contact Information :**

Name (Mr/Ms) :	_____	Date of Birth :	_____
Designation :	_____	Qualification :	_____
Organisation :	_____		
Address :	_____		
Phone(s) :	(Off) : _____	(Mobile) :	_____
		Home :	_____
e-mail :	_____	Fax :	_____

**Sponsor's Details**

Name of the Sponsoring Authority _____	Designation _____
Organisation :	_____
GSTIN :	_____
PAN :	_____
Address :	_____
	_____
	Pincode : _____
Phone(s) :	(Off) : _____
	(Mobile) : _____
e-mail :	_____
	Fax : _____

**Fee Particulars**

Amount Payable :	_____	Mode of Payment (DD/Chq/NEFT) :	_____
Name of the Bank :	_____	Date of Instrument/Transfer :	_____
Instrument Number :	_____	UTR Number for NEFT :	_____

**Medical Insurance**

Name of the Insurance Agency	Policy Number	Validity upto
<b>Note : Coverage should be available in Hyderabad, India</b>		

Signature and Official Seal of the Sponsoring Authority :

NOTE : Forward nomination form to : **Mr. G. Srinivas Yadav, Programmes Officer**, Administrative Staff College of India, Bella Vista, Hyderabad-500 082. Phone : 0091-40-66534247, 66533000, Mobile: 9246203535, Fax : 0091-40-66534356, e-mail: poffice@asci.org.in