

# **UNIVERSITY OF KENTUCKY (PEM)**

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## **WHY Job Behavior Observations?**

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# WHY DO WE PERFORM JOB BEHAVIOR OBSERVATIONS?

- × Identify **'AT RISK'** Behavior....Correct / Train
- × Identify **'SAFE'** Behavior....Encourage / Reward
- × Identify Potential Hazards
- × Prioritize Corrective Action

# **BENEFITS OF JOB BEHAVIOR OBSERVATIONS**

- × Reduces injuries
- × Reduces absenteeism
- × Increases productivity
- × Increases morale
- × Enhances Communications

# **HOW JOBS ARE SELECTED FOR JOB BEHAVIOR OBSERVATIONS**

- **Jobs with high accident and injury rates**
- **Close calls**
- **New jobs**
- **Jobs with procedure or process changes**
- **All other jobs**

# STEPS IN PERFORMING A JBO

- × Step 1 – Break down the job
- × Step 2 – Identify the hazards
- × Step 3 – Evaluate the hazards
- × Step 4 – Recommend safe procedures and protection measures
- × Step 5 – **Get Buy In.....**



# WHO IS INVOLVED IN A JBO?

**EVERYBODY**

IS RESPONSIBLE

“ONE TO ANOTHER”

# Reasons We Work Unsafely

- **Production**

Excessive emphasis or focus on production.

- **Inconvenience**

It's often very inconvenient to follow safety regulations.

- **Pride, Ego, or Fear of Appearing Incompetent**

These attitudes prevent some miners from asking for help.

- **Working Alone**

Many times this increases the opportunity for 'at risk' Behaviors.

# TECHNIQUES FOR INFLUENCING MINERS TO WORK SAFELY

- × Small / Large group discussions
  - + Are we the problem?
- × Incentives / Rewards
- × Awareness Communications
  - + Review Past Accidents and Fatalities
- × Points System (works well with JBO)
- × Disciplinary Actions (last resort)



# ANALYSIS OF WORK INJURY IN UNDERGROUND MINES

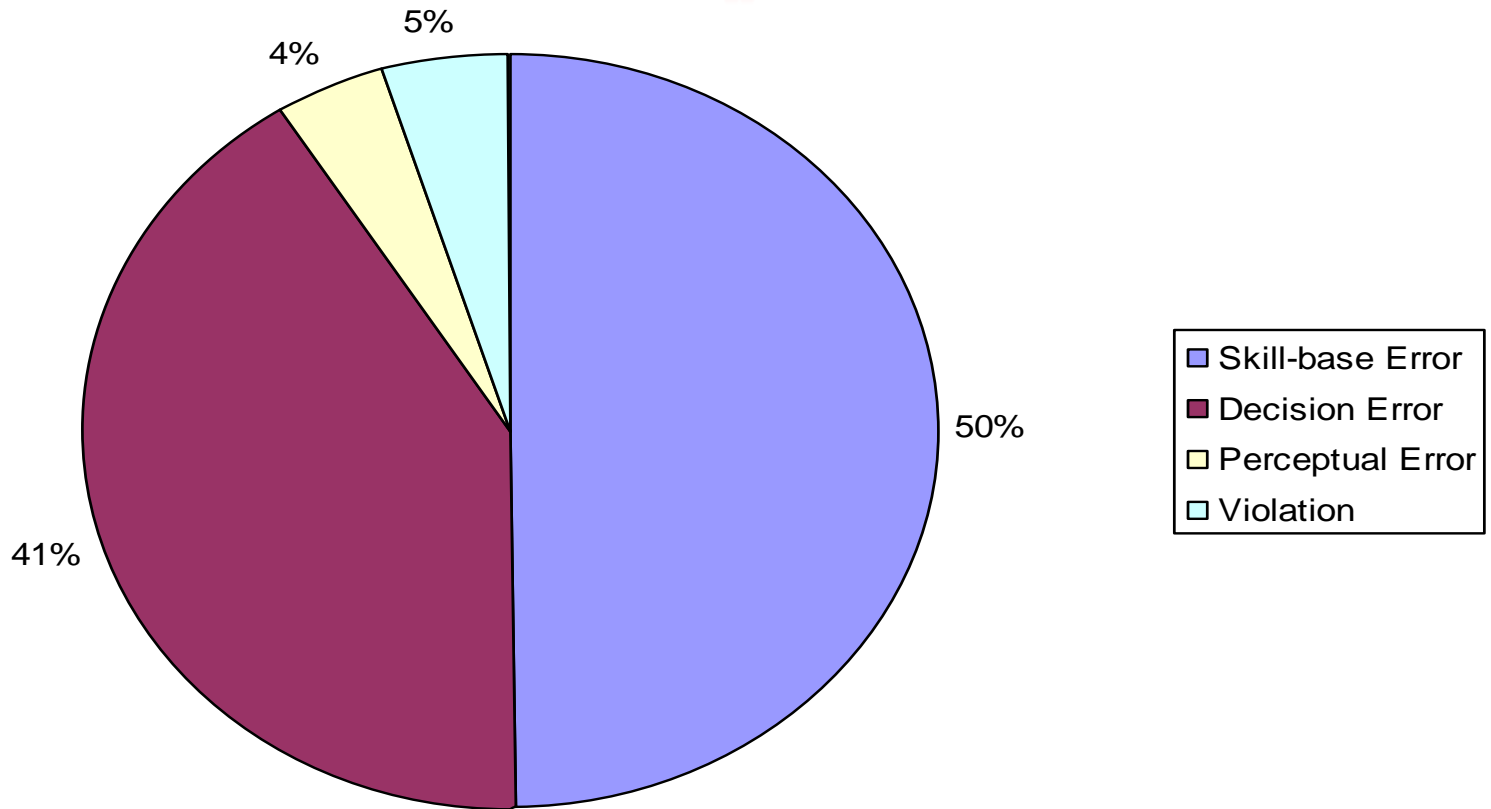
- ✘ The analysis reveals that ‘negative affected’ workers are 2.54 times more prone to injuries than the less negative affected workers.
- ✘ Proper counseling regarding the adverse effects of ‘**AT RISK**’ behaviors and special training is urgently required.

# FACTS

- ✘ IN ORDER FOR THE PROGRAM TO WORK. YOU HAVE TO GET 'BUY-IN'
- ✘ YOU MUST REMEMBER THAT SAFETY IS A 'CORE VALUE' AND A PRODUCT.
- ✘ YOU HAVE TO SALE THIS TO EACH EMPLOYEE AND BELIEVE IN IT YOURSELF.



# APPROXIMATELY 95% OF MINING-RELATED ACCIDENTS IN THE U.S. ARE FROM “AT RISK BEHAVIORS”



# ADDED VALUES

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- × FORCES COMMUNICATIONS
- × IDENTIFIES STRENGTHS AND WEAKNESSES OF THE FRONT LINE SUPERVISOR
- × ALSO IDENTITIES STRENGTHS AND WEAKNESSES OF OUR MINERS



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WHY WOULD YOU NOT DO  
“**BEHAVIOR OBSERVATIONS**”  
AT YOUR  
OPERATION????????????????

