



SECTION 48

BEHAVIOR BASED SAFETY PROGRAM



1. GENERAL REQUIREMENTS

1. Maul Electric, Inc. has adopted this behavior based safety program for all projects and office locations. The program applies to all Maul Electric, Inc. employees and their sub-contractors.

2. OBSERVATIONS

1. Observations provide direct, measurable information on employees' work practices identifying both safe and unsafe behaviors.
2. Upon completion of an observation, the observer is expected to have a discussion with the observed to get feedback.

The observer will:

- a. Review the observation with observed employee
- b. Start with a positive comments
- c. Reinforce safe behaviors observed first
- d. Describe and discuss unsafe behaviors observed
- e. Solicit from observed employee explanation of his/her unsafe behavior with open-ended questions
- f. Re-emphasize no consequence to observed employee.

3. TREND ANALYSIS

1. Maul Electric, Inc. will compare these measurements and track these results by an acceptable method so that numerical and statistical comparisons can be made over time
2. Once trend analysis is complete, appropriate action plans must be developed to address unsafe behaviors.

Action planning will include:

- a. Evaluate unsafe behaviors from trend analysis and prioritize
- b. Develop action plan for unsafe behaviors based on comments and feedback from data sheets
- c. Designate responsible parties and timeframes within the action plan
- d. Define who is responsible for action planning
- e. Ensure management support

4. TRAINING

1. All Maul Electric, Inc. employees shall receive training upon initial hire or at any other time deemed necessary by Maul Electric, Inc. Safety Director.
2. **This training will include:**
 - a. Program objectives and incident metrics reviewed
 - b. How to conduct the observation
 - c. How to complete the observation form
 - d. What do the behaviors mean
 - e. Feedback training and role play (mentoring and coaching)
 - f. Employees should be aware they may be observed at any time