

Behavior-Based Safety

Leading & Managing Safety
at the Squadron Level

Behavior-Based Safety

Overview

- Safety culture defined
- Mandatory requirements and tools
- Selecting a unit safety officer
- Safety leadership

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Important

The unit commander (CC) is the driving force behind the success of the CAP safety program.

A commander will be successful in building a strong safety program by:

- Fostering a positive safety culture with behavior-based training
- Understanding and applying the safety program requirements
- Selecting a well qualified & motivated member as safety officer
- Ensuring safety is presented as a positive benefit

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Behavior-based safety

What does this mean?

Instill a positive culture of safety that reinforces desired behaviors and guides the planning and execution of every approved CAP activity.

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What is safety culture?

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Mandatory requirements and tools

CAPR 62-1 Requirements

CAPR 62-1: *CAP Safety Responsibilities and Procedures*

- Primary reference for CAP safety program requirements

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Mandatory requirements and tools

Safety Program Recommended Features:

- Newsletters, bulletin boards, outside activities or partnerships, special seminars, focus groups, FAA (WINGS), safety messages, optional safety awards program, “best practices”, NHQ on-line resources, etc.
- Commanders have many resources and opportunities to go beyond basic requirements for building and maintaining a positive safety program and culture.
- Implement Cadet Safety Officer Program to integrate safety program throughout the unit.

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Mandatory requirements and tools

eServices and Safety Forms

- eServices utility
- Online Mishap Notification
- Online Mishap Investigation
- Online Hazard Reporting
- Annual Safety & ORM Training

If in doubt, report it!

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Mandatory requirements and tools

eServices and Safety Forms

Online Form 78 Pitfalls to Avoid:

- not including all involved persons.
- failing to complete it within 48 hours.
- waiting to get unnecessary facts.
- including personal opinions.
- not utilizing the NOC.
- not informing your wing commander.
- not reporting it at all.

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Selecting a unit safety officer

The Perfect Safety “Team”

“Formal” SE Job Description (See CAPR 20-1)

“Simpler” job description: The Commander and Unit’s safety program manager and performance analyst. The Safety Officer is a safety coach and mentor.

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Selecting a unit safety officer

Skills and Traits

- Experienced in risks related to unit's activities
- Ability to train, educate and motivate
- Vision to predict future mishaps & risky behavior
- Ability to recommend resources and prioritize changes to reduce risk but complete mission
- Motivated to research and learn new material
- Willingness to understand "safety related" rules/practices/procedures
- Practice what they preach

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Selecting a unit safety officer

Recruit vs. Develop

- Rarely do units recruit a safety professional
- Facilitate and promote SE training and experience through:
 - Safety officer PD track (CAPP 217)
 - Interaction with other safety personnel
 - Participation as Mission Safety Officer
 - Safety courses (on-line / in-residence)

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Effectively using the unit SE. . .

- SE reports directly to the CC
- Include SE in planning and operational decision making
- SE duties go far beyond organizing and overseeing monthly safety meetings
- Use Cadet Safety Officers

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Safety leadership

e-Services Tools for the CC and SE

- ◉ WMIRS Tools
- ◉ Commercial Tools: NGOs, Magazines, WWW
- ◉ USAF Tools: Torch Magazine, Online Site

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Safety leadership

The unit commander (CC) provides the unit safety leadership. However in the end, it is the individual members that need to practice safe behavior.

- CC sets and communicates the policies
- CC provides “Commander’s Intent”
- CC leads by example
- Members execute positive safety behaviors
- Members watch out for each other

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Safety leadership

Compare these two comments from two different commanders:

- “Our policy is simple, as long as it doesn’t break any rules, it is acceptable.” 😞
- “Even if the rules allow it, our unit policy is to employ as many ORM risk reduction techniques as possible to lower the risk to our personnel and equipment. We will accept no unnecessary risks.” 😊

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Safety leadership

- “Safety by Example”
- Be proactive, by learning from mistakes
- Ensure ORM is included in all activities
- Demand tactical ORM throughout activities
- Select competent activity leaders

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Safety leadership

Delegate and Monitor

- Delegate safety authority
- Prompt corrective action
- Praise positive safety behavior

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Safety leadership

- Praise Members for reporting mishaps
- 4:1 – Good Stuff vs. not so good
- Emphasize safety is for awareness
- Safety is NOT fault finding, it is fact finding to prevent future mishap occurrences
- Think like a zookeeper: train for desired behaviors
- Thank your members no matter how often you might have to explain it

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Summary

- Safety culture defined
- Mandatory requirements and tools
- Selecting a unit safety officer
- Leading Safety

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YOU are the COMMANDER. YOU are instrumental in shaping the unit safety program through your example, your selection of Safety Officers, and your positive leadership.

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Questions & Answers