

Behavioural Change Programme

'365' Behavioural Change Programme
MODULE 1

BASIC PRINCIPLES

Basic Principles

- **We all have choices to make – work and home**
- **1- Unconscious choice - ALPHA SLEEP**
- **2- Conscious choice - TIME v RISK**
- **3- HABIT – 21 times to make a habit (good or bad)**
- **4- WALK OVER – prevent accident/incident**
- **5- LEAD BY EXAMPLE – demonstrates good behaviours which are acceptable**

Choices

Mental barriers often stop us making the right choice in terms of health or getting the job done – which comes first??

- **Job - can always be completed later**
- **Health – No turning back once an accident has happened**



Wrong/Poor Behaviours can Lead to ill-Health/Accidents

- **Overwork - Major cause of accidents in the workplace**
- **Know your own stressor/limits – Speak out**
- **Barriers? – Again seek help to overcome them**
- **Bad habits**
- **Afraid of doing the right thing**
- **Lack of management support**
- **Poor advice on work procedures**
- **Peer pressure**
- **Minimum/No PPE**

The following slides will show examples of poor working conditions and ill-health which can occur in the workplace.



Hand/Arm Vibration

- **PROLONGED USE OF VIBRATORY TOOLS**
- **BARRIERS?**
Management/equipment/time/pressure/lack of awareness
- **UNCONCIOUS CHOICE** – Not used to using protection and unaware of the risks involved
- **CONCIOUS CHOICE** – can't be bothered getting protection and unaware of the risks
- **HABIT**
- **WALK OVER** – Stop others and advise
- **LEAD BY EXAMPLE** – Wear protection and show examples of ill-health



Dermatitis

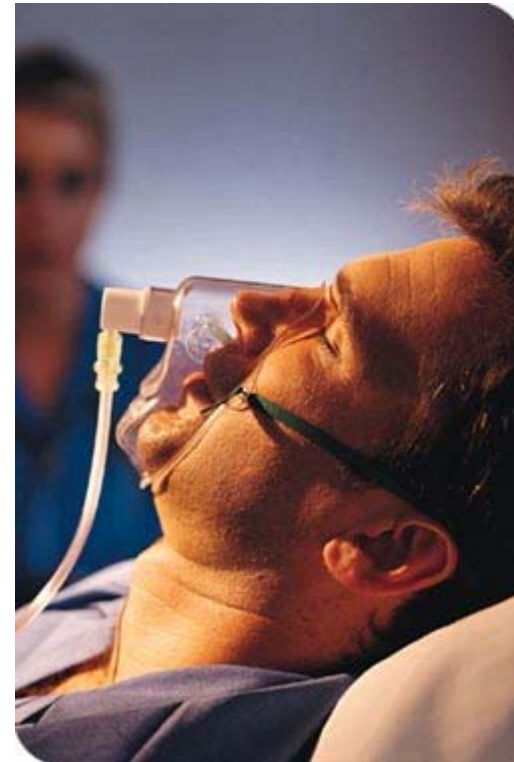
Caused by;

- **HANDLING OF MATERIALS**
- **NOT USING PPE**
- **LACK OF KNOWLEDGE**
- **BARRIERS?**
- **UNCONCIOUS CHOICE – Not aware of risks**
- **CONCIOUS CHOICE – can't be bothered with protection**
- **HABIT**
- **WALK OVER – Inform of risk**
- **LEAD BY EXAMPLE – always wear protection/brief on risks**
Can lead to cancer and debilitating conditions



Respiratory

- **DUST** – effects later in life (emphysema/asthma)
- **ASBESTOS** – effects later in life (cancer)
- **USE OF PPE** – masks/wetting down
- **BARRIERS?**
- **UNCONCIOUS CHOICE** – Not aware of risks
- **CONCIOUS CHOICE** – Can't be bothered with protection
- **HABIT**
- **WALK OVER** – explain the risks
- **LEAD BY EXAMPLE** – always wear or provide protection/brief on risks



Hearing

- Working in noisy environments above the regulatory threshold
- Constant noise from machines in the workplace
- No use of required PPE
- BARRIERS ?
- UNCONCIOUS CHOICE – Not aware of risks
- CONCIOUS CHOICE – ear defenders uncomfortable/can't be
- HABIT
- WALK OVER – Provide info on risks
- LEAD BY EXAMPLE – Provide & advise on PPE



Conclusion

- **ALPHA SLEEP – Unconscious choice** - Leads to lack of concentration – leads to accidents/incidents/near misses – caused by overtiredness/overworked/personal problems/stress and poor briefing
- **TIME v RISK – Conscious choice** – Leads to bad judgement/accidents/near misses - Most problems caused by rushing the job/peer pressure/unaware of the risks and poor planning
- **HABIT** – Leads to accidents/others copying your bad habits (new young starters) and hard to break
- **WALK OVER** – Very hard to stop/advise on poor working practices – but the more who do walk over inevitably will lead to others following their advise and making the workplace a safer place
- **LEAD BY EXAMPLE** – Always ensure you work safely to procedures. Those who poorly lead, have more accidents and lower morale in their teams.