



Sandia National Laboratories Behavior Based Safety Overview

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BBS HISTORY

The BBS process was piloted at SNL in 2005.

BBS implemented at SNL in 2007.

15 groups trained.

The first year: injuries/accidents reduced 40-70 percent .



BBS History

- 1. 2008 BBS budget was cut.**
- 2. The BBS support staff was cut from 3 to 1.**
- 3. BBS was removed from the Sandia Performance Evaluation Plan (PEP).**
- 4. 15 BBS groups reduced to 6 BBS groups.**
- 5. BBS became another “flavor of the month”.**



BBS History Continued

- 1. Six groups continued the BBS process.**
- 2. All groups have achieved injury reductions.**
- 3. Strong management support in these six groups .**
- 4. Safety communication is very active.**
- 5. Improved management and worker relations.**
- 6. Improved the use of PPE.**



Lessons Learned

- 1. Management involvement and participation is key.**
- 2. The BBS process takes 4-5 years to change culture.**
- 3. Worker ownership works.**
- 4. Safety communication increases.**
- 5. Awards and recognition work....stay away from incentives .**
- 6. Management actions speak louder than words.**



Behavior Based Safety Works

Thank you

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Questions?

