

# **Sandia National Laboratories**

## **Behavior Based Safety**

### **Overview**

**Presented by Mike Patton**



# BBS HISTORY

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**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

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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

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- 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

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- 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?

