



Behavior-Based Safety

Pantex Mission & Vision

Vision Statement

The Vision of the Pantex Behavior-Based Safety Process is to create an incident-free environment and accident-free careers.

Mission Statement

The Mission of the Pantex Behavior-Based Safety Process is to increase safe behaviors and reduce at-risk behaviors enabling the employees to provide safe production done right the first time.



The Pantex Plan

- ❑ **Top-Level Management Support With Long-Term Commitment At Inception**
- ❑ **Focus on Engaging Workers, Union Leadership and First-Line Supervisors in the Beginning to Develop Process From the Ground Up**
- ❑ **Engaging Mid and Upper-Level Participation**
- ❑ **Link Approaches, Methods and Databases Based on Best Practices of Individual Steering Committees**



Pantex Process Implementation

❑ **Implementation Schedule**

- Began August 2001; 10th & Final Implementation will complete 10/02
- Safety Climate Assessment Tool
- IC Selection
- IC Training/Licensing August 2001 – March 2002

❑ **Industry Average Time for Steering Committee Implementation = 10 months**

❑ **BWXT Pantex Average = 5 months**



Challenges, Barriers & Lessons Learned

- ❑ **Management: Support vs. Participation**
- ❑ **Mission Realignment**
- ❑ **Voluntary or Mandatory?**
- ❑ **Union Support**
- ❑ **Procedural Compliance and Observation**
- ❑ **Multiple SC's on a Single Site**
- ❑ **Timelines- Aggressive Schedule**
- ❑ **Resistance to Process Caused by External Factors**



Successes

- ❑ **Improved Accident Investigation Process**
- ❑ **Improved Machine Guarding Plant-Wide**
- ❑ **Improved Ergonomics – Use and Understanding**
- ❑ **Designated Observer**



Successes

- ❑ **1800 Observations per month
(each observation is a mini Safety meeting)**
- ❑ **Specialized/Focused Observations**
- ❑ **Barrier Removal Through Action Planning**



Safety Performance Improvements

