

June 2019

Cowpens Mill

PPSA Conference 2019

Behavior Based Safety Program

Implementation of Behavior Based Safety at the Cowpens Mill

The Behavior Based Safety Observation program was introduced to the Cowpens mill in December of 2015 by our Safety Manager. We began tracking observations in January of 2016 once employees were trained on the process.

In July 2016 we formed a BBS Steering Committee from various employees throughout the mill and office personnel.

Representatives from each operations crew, maintenance, and administrative employees meet each month for our Crew Rep meetings. They bring forth issues gathered from all crew members during the month.

Each month/quarter all members of every crew are required to turn in observations which are then reviewed by the committee members and prioritized based on the observation.

BBS Observation Form

BEHAVIOR BASED SAFETY OBSERVATION FORM

Your concerns for Safety and Suggestions as how to Improve our Safety Program are Important. Use this Form to Submit either Safety Improvement Input / or a BBS Safety Observation. Your Name is Optional and the Name of the Person being Observed is Not to be used. This Information will be used to Continually Improve our Safety System and Conditions.

Improvement Input											
<input type="checkbox"/> BBS Observation	<input type="checkbox"/> Unsafe Act	<input type="checkbox"/> Unsafe Condition	<input type="checkbox"/> Recognition	<input type="checkbox"/> Environmental							
Employee/Observer Input: 											
Employee's Action Taken or Recommendation: 											
Supervisor or Management Action Taken: 											
Safety Observation---S=Safe / C=Concern---Critical Factors											
PPE / Procedures / Methods		Body Position / Mechanics		Slips / Trips		Equipment / Work Environment					
s	c	Eye & Head	s	c	Proper Position	s	c	Proper Footwear	s	c	MSDS if Needed
s	c	Hand & Body	s	c	Ask for Help	s	c	Aware of Hazards	s	c	Lock Out
s	c	Footware	s	c	Use Dolly	s	c	Prompt Clean up	s	c	Tools are Safe
s	c	Trained on Task	s	c	Smaller Loads	s	c	Tripping Hazards	s	c	Adjacent Work
s	c	Work Permit / JSA	s	c	Don't Twist Body	s	c	Not Rushing	s	c	Signage if Needed
s	c	All Trained in BBS	s	c	Get Close to Item	s	c	Step Conditions	s	c	Spill Control
Observer's Feedback given to other Employee: 											
Location:		Observer Name:		Date:							

Promptly after observation give this form to your supervisor who will review it and who must then forward it to the Safety Manager for action

***BBS Steering Committee
Mission/Charter Statement
and Goals***

BBS Mission Statement

Engage every employee to actively improve conditions and behaviors through an observation process, which results in being the Safest mill in the World.

Cowpens Mill BBS Committee

Charter Statement

The primary objective of the BBS Steering Committee is to;

Drive improvement in Safety behaviors and conditions.

Provide support for the processes of the BBS program.

Ensure there remains a 100% involvement rate.

Ensure that every job will have the instruction and training needed for the task to be performed safely.

Provide a voice for each employee to management ensuring needed tools/resources are available.

Goals

Advance the BBS program through individual involvement and work order program.

Achieve 100% participation each month.

Reduce risks associated with employee tasks.

Ensure that all job tasks are covered under JSA's.

Work closely with management to provide production and maintenance with the tools/resources needed to perform the jobs safely and efficiently.

ALWAYS REMEMBER SAFETY FIRST

Meet Our BBS Steering Committee



Committee Members

Eddie Foxx – Facilitator / A Crew Rep

Responsibilities are to organize and schedule meetings of the Steering Committee as well as discuss the BBS program with any member of production or management as needed,

Tammie Stockwell – Secretary / Admin. Rep

Keeps the minutes for the meetings and keeps track of BBS Observations and reporting. Prepares reports for Facilitator to share in meetings.

Jerry Martin – Management Rep

Ensures the Steering Committee is aware of any new procedures or policies for the BBS program. Assists with issues that may require immediate attention when they arise.

Tracy Mullinax – B Crew Representative

Ronald Orr – C Crew Representative

Jonathan Cooper – D Crew Representative

Missy Springer– Maintenance / Storeroom

Results of BBS Observations Through Work Orders

Added dock locks to both OCC and shipping docks.



Installed a new hoist system at bottom ply pulper for ragger tails.



Cont'd

Added large fans to both docks for moisture control and better PIT traction.



Added better lighting outside mill and alleyway for pedestrian safety.



Cont'd

Repaired floors in the stock prep area and still doing this throughout the mill.



Replaced U drain covers to eliminate trip hazards.



Cont'd

Installed a air handling system on the machine floor to help with the excruciating heat.



Added dryer doors for climate control and employee safety.



Cont'd

Installed ladder and catwalk safety rails and gates throughout the mill.

Installed a catwalk over our vacuum header to eliminate the use of a JLG.



Cont'd

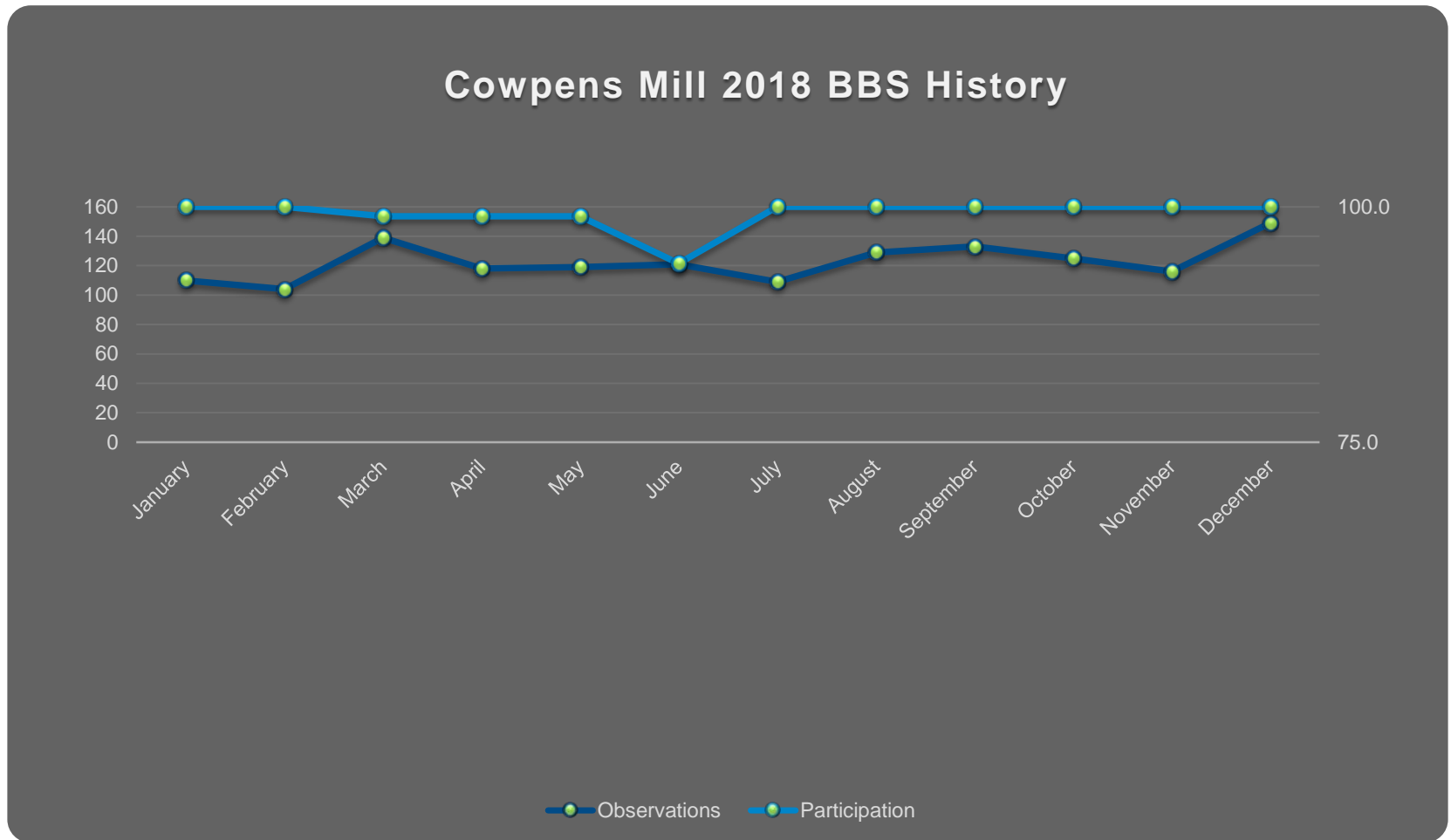
Installed rope guarding on the paper machine .



Added better lighting to our dryer basement.



Reports Posted Each Month For Employees to Review



	Number of Good	JSA Used	Eyes on Task	Line of Fire	Pinch Points	Lifting / Lowering	Pit Vehicles	Working Surfaces	Pushing / Pulling	ImProper PPE	Proper Tool Use	Proper Procedures	Housekeeping	Tripping / Slipping	Total
January	19	4	3	18			6	14		6	2	7	26	5	110
February	24	4	1	24	1	1	5	10		8		12	18	4	112
March															0
1st Quarter	43	8	4	42	1	1	11	24	0	14	2	19	44	9	222
April															0
May															0
June															0
2nd Quarter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
July															0
August															0
September															0
3rd Quarter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
October															0
November															0
December															0
4th Quarter		0	0	0	0	0	0	0	0	0	0	0	0	0	0
2019 Total	43	8	4	42	1	1	11	24	0	14	2	19	44	9	222

Cont'd

The Top 3 At Risk Behaviors are posted each month as the Areas of Focus along with an Action Plan for improvement

“TOP 3” AT RISK BEHAVIORS

Housekeeping

Line Of Fire

Working Surfaces

Cont'd

Example of Action Plan

Housekeeping

On each First day back meeting, the safety rep and team leader are reviewing the list of actions needed for improvement

- Make sure air hoses and water hoses are being put back after use
- Keep ladders are off the floor and hung on the brackets
- Clean up any area that you are working in
- Put away all tools and materials after use
- Bale stacking inside and outside in OCC must be done per Westrock Standards

Summary Behavior Based Safety at Cowpens

The BBS program is a very positive component to the Safety results here at the Cowpens Mill.

The mill is currently at **926** days as of 3/13/19 without a recordable accident.

The culture in our mill drives on the Safety of each and every person that enters our doors, be it to work or for a simple visit, at the end of the day we spend more time with our co-workers than we do with our families and we always want everyone to make it home Safe EVERYDAY!!!

ALWAYS REMEMBER SAFETY FIRST

