



PROACTIVELY CARING FOR PEOPLE

Taking part in VVB's PC4P
behavioural safety programme



**INFRASTRUCTURE
WITH
INTEGRITY**

CONTENTS

What is PC4P?	p3
The mission of the PC4P programme	p4
What are the benefits of PC4P?	p4
Responsibilities of behavioural champions	p5
How to complete an observation in 6 steps	p5
What happens after an observation?	p8
How to take part in the PC4P programme	p8



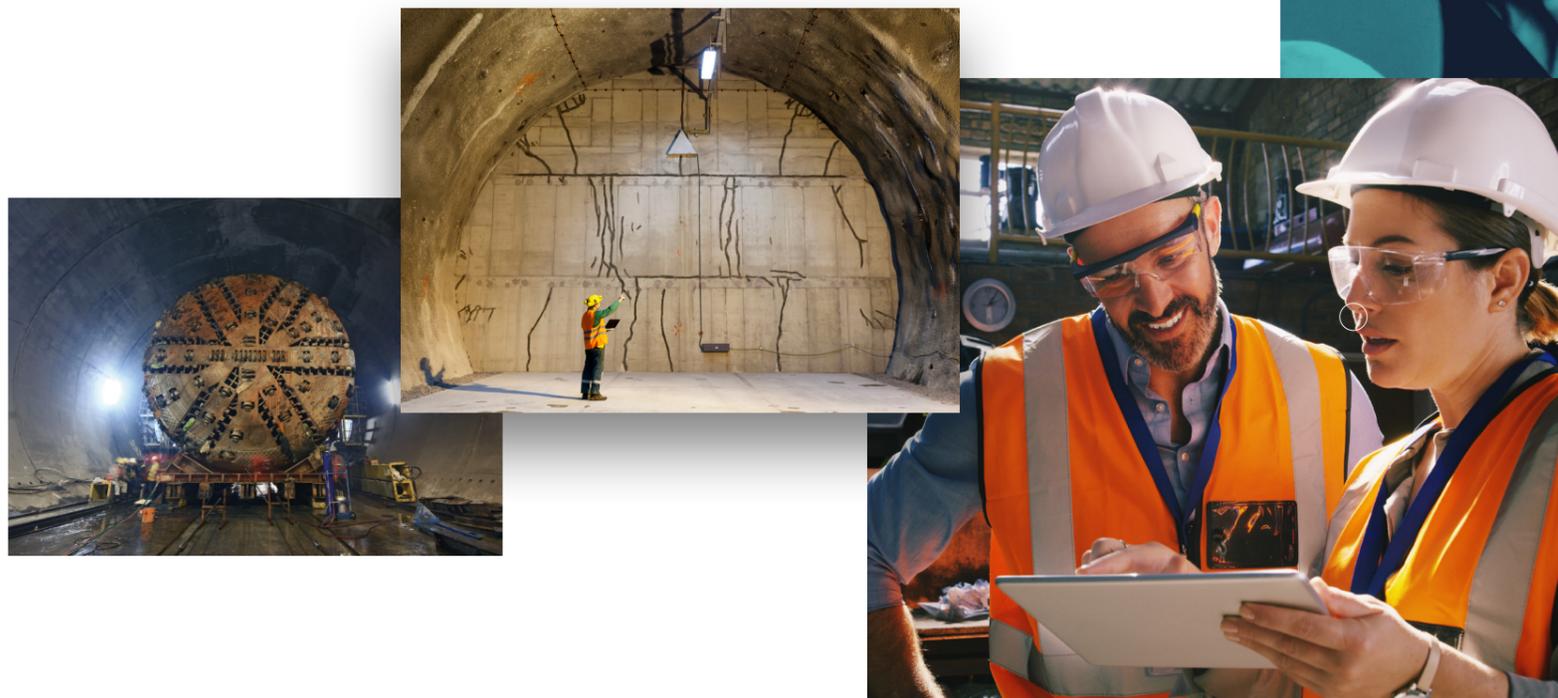
WHAT IS PC4P?

Proactively Caring For People (PC4P) is an anonymous, behavioural-based observation programme, adopted by VVB to create safer working conditions. It is structured around the Antecedent Behaviour Consequence (ABC) model — the cornerstone of behavioural analysis, modification and safety.

PC4P helps identify and rectify human behaviour that could directly lead to unsafe workplace conditions.

In this guide, you'll learn:

- About PC4P and its benefits
- How the programme works, with observation examples
- What happens after a PC4P workplace observation
- How to become a PC4P behavioural champion.



THE MISSION OF PC4P

Through the PC4P programme, VVB aims to develop and maintain a safe workplace for everyone. The primary goal of PC4P is to ensure all workers return home safe and healthy each day, by ensuring 100% safe on-site behaviour.

Complacency, rushing and lack of training can all lead to unsafe behaviour, one of the biggest contributing factors to workplace accidents. These behaviours must be assessed and rectified.

So, VVB adopted the PC4P programme to engage workers on the subject of workplace safety, help them identify positive and negative consequences, and support them in creating their own solutions.

WHAT ARE THE BENEFITS OF PC4P?

Reinforcing positive actions through PC4P will improve workplace safety.

Better still, PC4P is an entirely anonymous programme. We're proud of this 'no name, no blame' approach to on-site safety. Through peer-to-peer observations, voluntary behavioural champions assess and provide feedback and coaching on workplace behaviours.



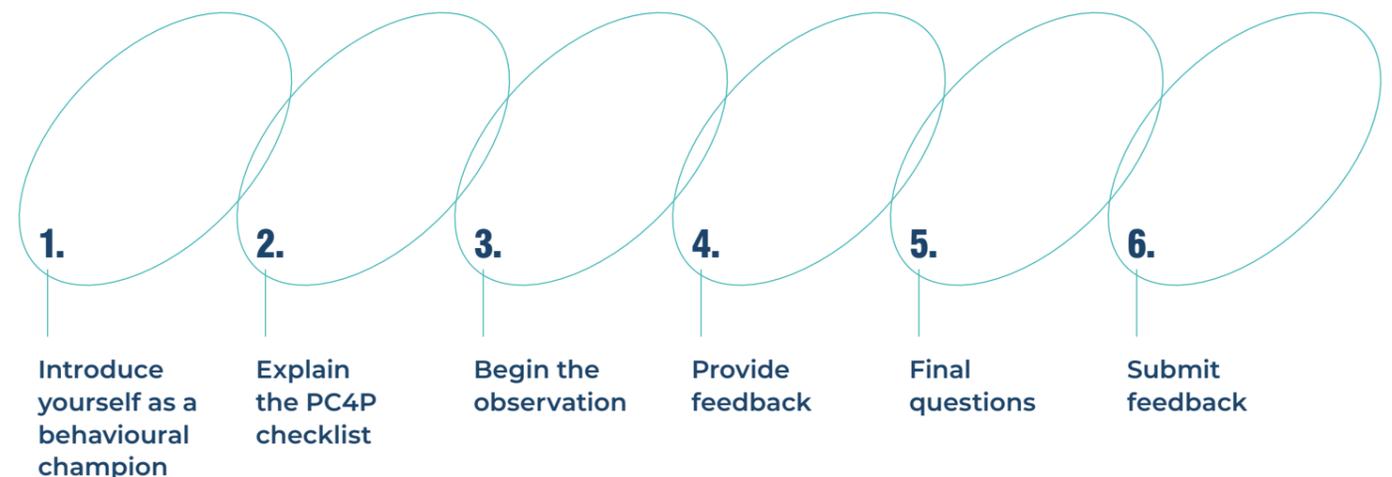
RESPONSIBILITIES OF BEHAVIOURAL CHAMPIONS:

- Attending PC4P training
- Conducting workplace observations
- Completing behaviour observation forms
- Delivering immediate feedback on risky behaviour
- Meeting with other behavioural champions to encourage continual improvement.

Behavioural champions do NOT:

- ✗ Tell workers what to do
- ✗ Take on a position of authority
- ✗ Reprimand workers
- ✗ Report workers to supervision
- ✗ Enforce rules
- ✗ Gossip about workers' behaviour.

HOW TO COMPLETE AN OBSERVATION: 6 STEPS



GO >>>



The PC4P programme will help you to:

- Improve engagement in reducing workplace injuries and accidents
- Promote safer work environments
- Build positive safety attitudes
- Enhance communication between site teams and management
- Encourage coaching, education and teamwork
- Tackle overall health, safety and wellbeing improvement.



Remember:

- Behavioural champions should always introduce themselves to the worker first
- The worker should always be asked if they want to be observed
- The worker has right to say no to the observation
- The observation is entirely anonymous, and the name of the company should not be recorded
- The PC4P programme only observes and records behaviours, it does not blame workers.

WHAT HAPPENS AFTER AN OBSERVATION?

After an observation, the business behavioural lead collects the data and prepares a summary report.

The senior team uses this report to:

- Review the submitted information
- Identify trends and opportunities
- Develop improvement recommendations
- Communicate any suggested solutions



BE PART OF PC4P

Get in touch with your local SHE Advisor if you'd like to become a behavioural champion and make a positive contribution to workplace safety.



VVB Group
3rd Floor
25 Watling Street
London, EC4M 9BR
United Kingdom

vvb-eng.com