

# Best Practices in Safety Circles

**HONDA**

The Power of Dreams

## Company Profile

About Global Honda

About HMSI

## Background of Safety Circles

Traditional Safety Management

Behavior Based Safety Management

## Safety Circles

Structure

Selection Criteria

Effects

Improvements

## FOUNDED BY SOICHIRO HONDA

- AT HAMAMATSU, JAPAN, IN 1948
- **45<sup>th</sup>** ON FORTUNE GLOBAL 500 COMPANIES
- REVENUE : **104.342 Billion USD [2010-11]**
- MANUFACTURING UNITS : **109**
- SALES AND SERVICE NETWORK - **150 COUNTRIES**  
WITH **6 OPERATING REGIONS**

EMPLOYEES : **179,060 ASSOCIATES [31-Mar 2011]**

## PRODUCT CATEGORIES

- ✦ **Two Wheelers**
- ✦ **Automobiles**
- ✦ **Power Products**



Soichiro Honda



Hamamatsu factory -  
1948

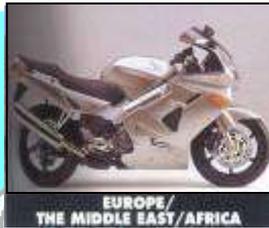
Honda HQ  
Aoyama Building  
2010 [ Tokyo]



# HONDA Global Network : Six Regional Head Quarters



- Operating Regions:**
- ◆ North/ Central America
  - ◆ South America
  - ◆ Europe
  - ◆ Asia & Oceania
  - ◆ Japan
  - ◆ China



Honda Motor Europe Ltd. (UK)



Honda Motor Co. Ltd. (Japan)

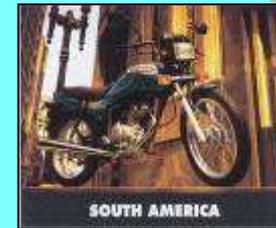


Honda North America Inc. (USA)



Honda R&D (China)

Asian Honda Motor Co. Ltd. (Thailand)



Honda Motor LTDA. ( Brazil)

109 Mfg. units in 150 countries worldwide with extensive R&D, Production & Sales Networks

- Motorcycles
- Automobiles
- Power Products
- ▲ R&D
- ★ Regional Headquarters

# About HMSI (100 % subsidiary of Honda, Japan)



S. No.	Particular	Details
1	Location	Manesar, Haryana (52 kms. from New Delhi) Tapukara, Rajasthan (92 kms. from New Delhi)
2	Plant Capacity	1.65 Million / annum - Manesar Plant 1.20 Million / annum - Tapukara Plant (Phase 1+ Phase 2)
3	Products	Scooters & Motorcycles
4	Employees	7100 (Manesar Plant) 1500 (Tapukara Plant)
5	Indigenization	100 % (Most of the models)
6	Directors	Mr. T. Nagai (HSCI/HMI), Mr. K. Muramatsu (President & CEO) Mr. T. Kawatsu (GVP),

# Creating Honda Brand



## Safety

- Safety riding corner.
- Spreading of riding training.
- Enhance kids safety education activity.
- Spreading riders safety education to ladies.



Safety Riding



## Environment

- ISO 14001 implementation at dealers.
- Energy saving initiatives.
- Green dealer development.
- Mileage improvement



Advanced Environment Technology



## Fun

- Product launch fun riding.
- Promote and develop fun riding on bike.
- Promotion of Honda one make race.
- Riding Trainer.



Enjoy FUN Sports

**Honda is committed to bring in changes in the areas of Safety, Environment, as well as expanding the fun of Motorcycling**

# Honda Environment Vision



Honda will create good products that maximize the joy of customers with speed, affordability and low CO2

HM Environment Statement

## Energy & Resource Conservation

Environment conservation at each phase of product Life cycle

Green Suppliers

Green Factory

Green Dealers



BLUE SKIES FOR OUR CHILDREN

Joy for Next generation

Vision 2010

Extension of Joy

Creation of Joy

To be a company society wants to exist

Sustainable Development

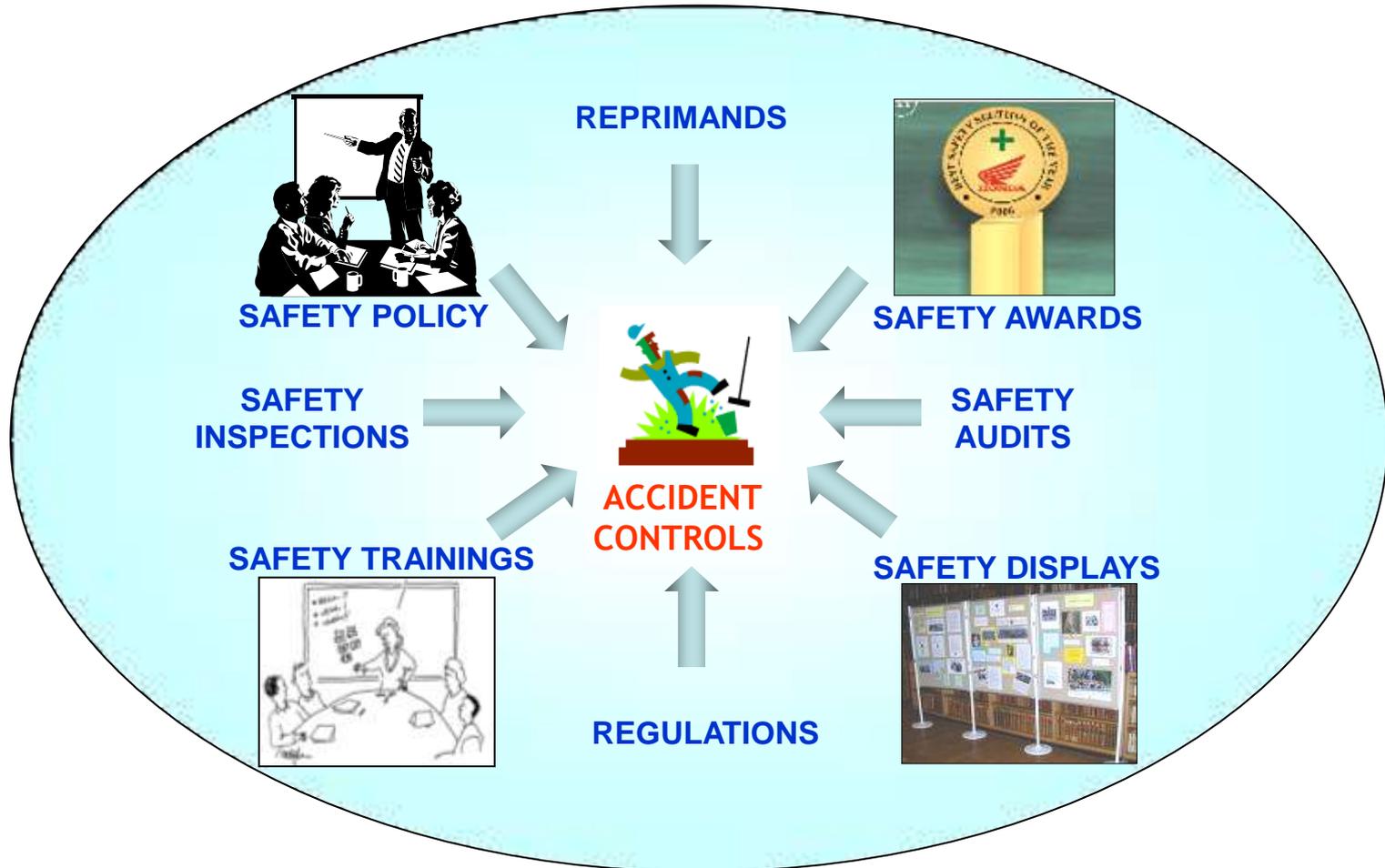
2000

2005

2010

2015

# Traditional Safety Management



**WHAT IS MISSING ?**

Are injuries totally eliminated ?

# Traditional Safety Management



- Safety activities help in reducing the accidents
- Injury rate although declined, still persists.
- Workplace is not completely injury free.

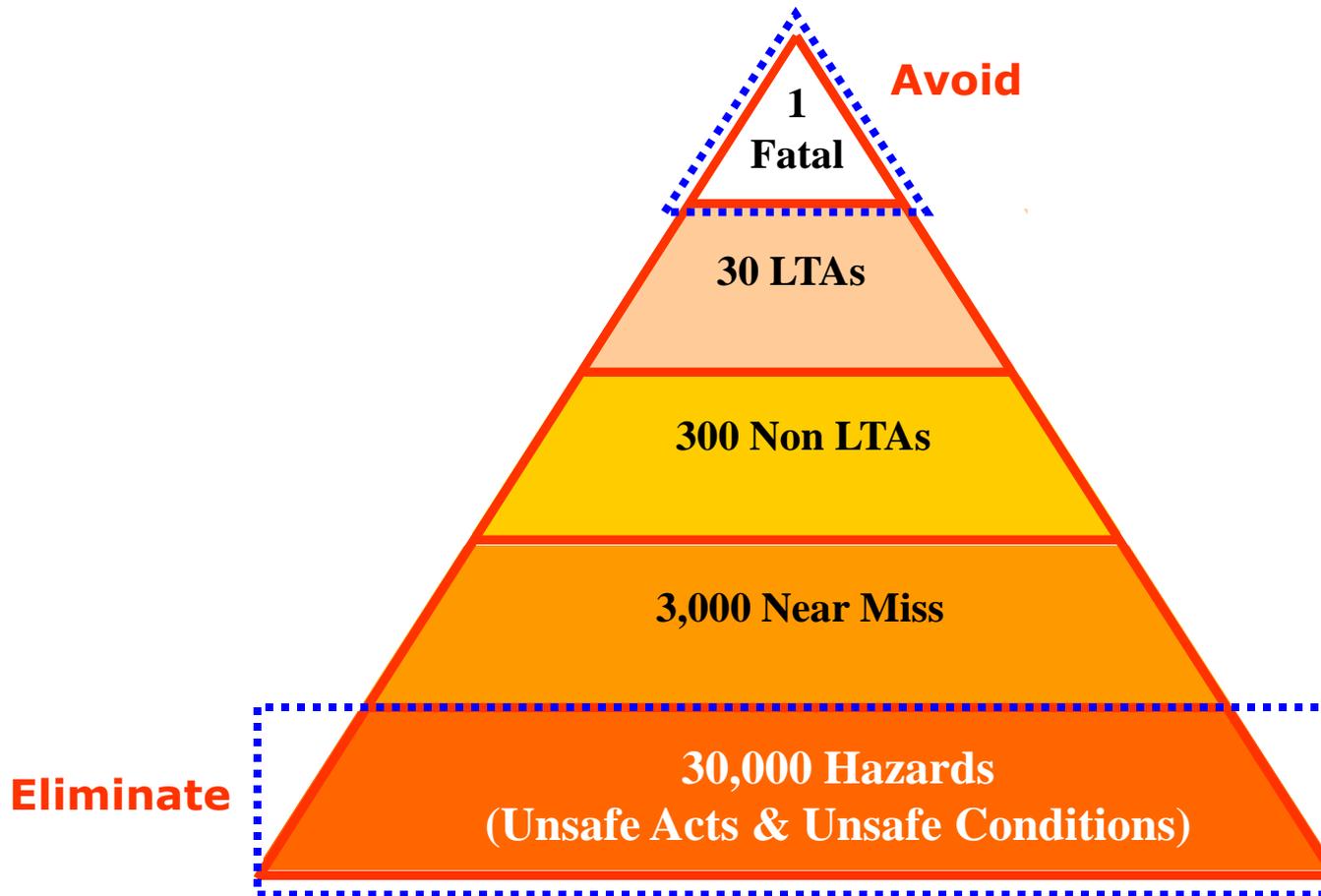


***No one to one  
communication  
between  
employees regarding  
Unsafe Acts***



**WHERE IS THE CATCH ?**

# Heinrich Theory



## Conclusion

**Eliminate Unsafe Acts & Unsafe Conditions = Avoid Injuries & Accidents**

# Unsafe Condition Vs Accident



An “unsafe condition” is an unsatisfactory physical condition existing in the workplace environment immediately prior to an accident event which is significant in initiating the event.

## Unsafe Conditions

- Moving equipment without guard.
- Defective machines / equipment.
- Unsafe design or construction.
- Hazardous work arrangements.
- Improper ventilation / lighting.
- Improper working conditions.
- Poor house-keeping.



## Methods of Addressing



**Unsafe Conditions can be controlled !**

# Unsafe Acts Vs Accident



## Why Unsafe Act persist at Workplace



# Unsafe Acts Vs Behavior



An “unsafe act” is an element of unsatisfactory behavior immediately prior to an accident event which is significant in initiating the event.

## Unsafe Acts

- Operating or working at unsafe speed.
- Operating without authority.
- Making safety devices inoperative.
- Unsafe loading, placing, mixing etc.
- Taking unsafe position or posture.
- Working on moving equipment.
- Distraction, teasing, abusing, staring etc.
- Failure to use personal protective devices.



**ACTIVITIES**

Unsafe Act is a behavioral process & known as “At Risk” Behavior



**FEWER UNSAFE ACTS**



**ZERO ACCIDENTS**

**How to Control “At Risk” Behavior ?**

# Evolution of Behavioral Safety Approach

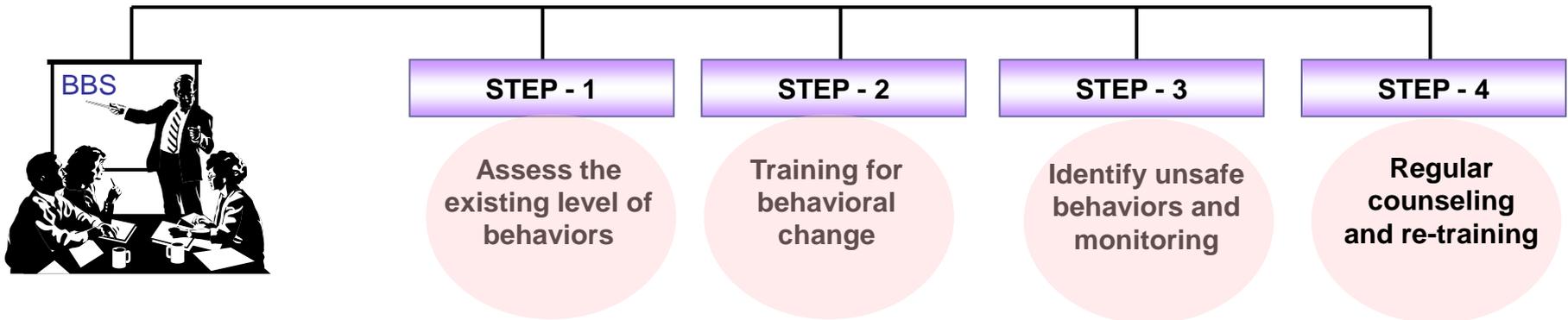


*“Behavioral Safety is the systematic application of psychological research on human behavior to the problems related to Safety”.*

- Reflects a proactive approach to Injury Prevention.
- Highlights Safe Behavior and Identifies At-Risk Behavior.
- Focuses on at-risk behaviors that can lead to injury & safe behaviors that can contribute to injury prevention.

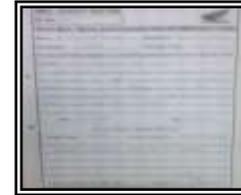
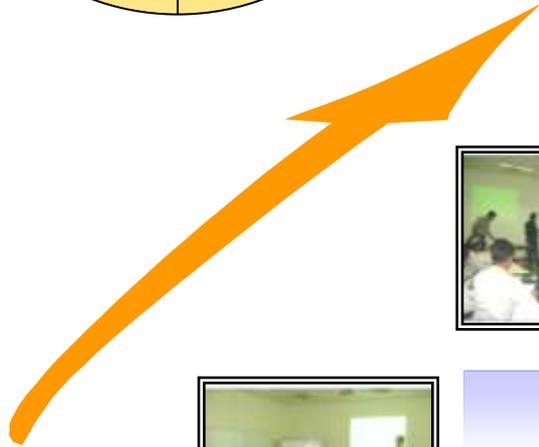
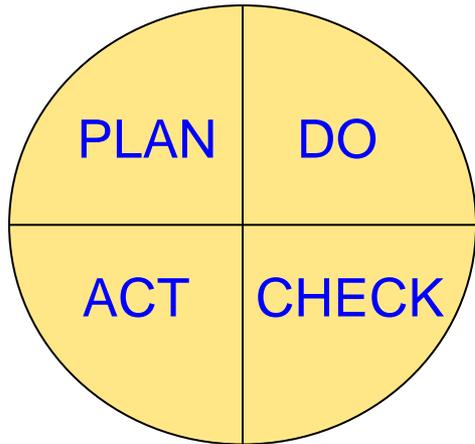


FOCUS ON BEHAVIOR  
SAFETY IN THINKING PROCESS



**Objective of Behavior Based Safety is to minimize “at risk” behavior at workplace**

## Process Flow



Implementing safety suggestion

**A**



Counseling & Retraining of associates for Level Upgrade.

**A**



Identification of Critical Unsafe Behavior.

**C**



Behavior Based Safety training to associates.

**D**



Behavior Mapping of associates through checklist.

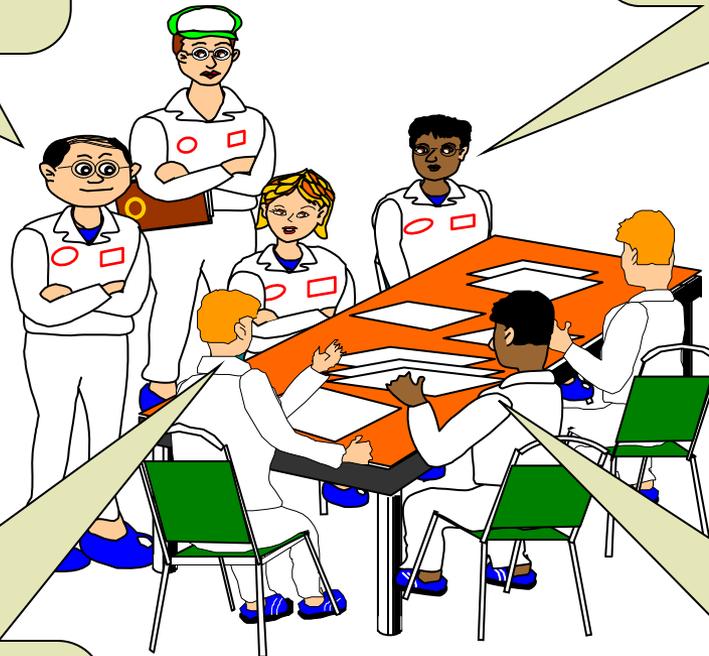
**P**

# Evolution of Safety Circles



Sometimes we act in unsafe manner but BBS training the other day changed our thinking.

Let's observe how safe / unsafe each one of us perform.



Seeing all your opinions wouldn't it be a good idea to take safety themes in our NH Circle activities.

Let's make a group to identify safety hazards.

# Identification of Safety Themes



## Industrial Hazards

Occupational Hazard

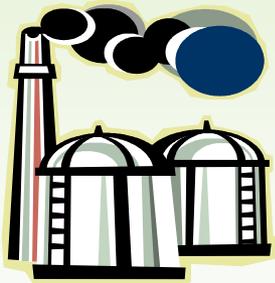
Ergonomical Hazard

Electrical Hazard

Fire Hazard

Physical Hazard

Chemical Hazard



## Activities for reducing Hazards

Safety Suggestion

Safety Kaizens

Spot the Hazard

Safety Patrolling

Safety Inspection

HIRA

Safety Audit

Safety Awareness

Safety Circle Ideas

Safety Theme in  
**NH Circles**

# NH <Safety Circles>



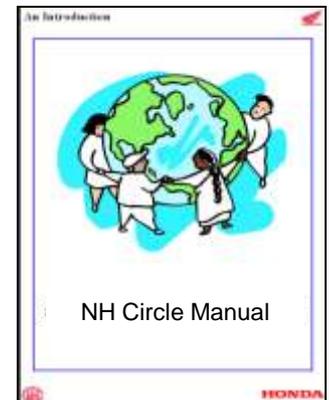
Circle Activity is a group activity at Honda, where in associates collectively form groups to look at the **Now Honda** !

And suggest / implement steps to improve it to the **Next Honda** !

Associates achieve the next higher improved level & **develop all round in safety aspects.**

- Based on the keen awareness of the situation **Now**,
- To pursue the **Next** challenges, and
- To continue creating a **New Honda**

With the hope of achieving these goals, **circle activities were named "NH Circles"**.



# Safety Circle Structure



Advisor - To activate Circle Activities

- Show the direction of circle activities.
- Create an appropriate environment.
- Evaluate results.
- Foster personnel.



Leader - To organize & coordinate Circle Activities

- Make preparations for circle activities.
- Initiate circle activities.



Members - To carry out Circle Activities

- Set up the circle.
- Think about activity procedures.
- Start the activity.

## How to provide support to Circle

Coaching

Support (The Human Touch)

Guidance (Skills, Method, Data)

## The 4 principles in providing support

- ❖ Show interest in activities.
- ❖ Give encouragement.
- ❖ Give advice.
- ❖ Provide help & assistance.

# Selection Criteria <Safety Circles>



“Five Most important Work Areas”			
<b>M</b>	<b>Morale</b>		Create good relationships with each other and a friendly working environment
<b>S</b>	<b>Safety</b>		Ensure safety
<b>Q</b>	<b>Quality</b>		Maintain or improve quality
<b>C</b>	<b>Cost</b>		Achieve reduction in cost
<b>D</b>	<b>Delivery</b>		Achieve production volume and observed delivery date and time

□ Circle activities, which can be described as one of Honda’s unique cultures, are for addressing & solving problems on the employees own initiative.

□ Respecting the different abilities of each associate, and for creating a positive & truly safe working environment in the workplace.



**The effects achieved  
as a result of the  
Safety Circle  
activities**

## **Creating a safe & truly rewarding workplace environment**

- **Better Communication with each other.**
- **Improvement in “vertical” & “horizontal” communication with in the organization.**
- **Improvement in teamwork.**

## **Fostering of personnel**

- **Vitalization of human resources & talent.**
- **To bring creativity of personnel into full play.**

## **Contribution in achieving safety improvements**

- **Improvement in safety at workplace.**
- **Allowing effective management methods to tackle root causes.**

# Employee Motivation



**SECTION LEVEL**



**DEPARTMENT LEVEL**



**DIVISION LEVEL**



**OPERATION LEVEL**



**COUNTRY LEVEL**



**WINNER**



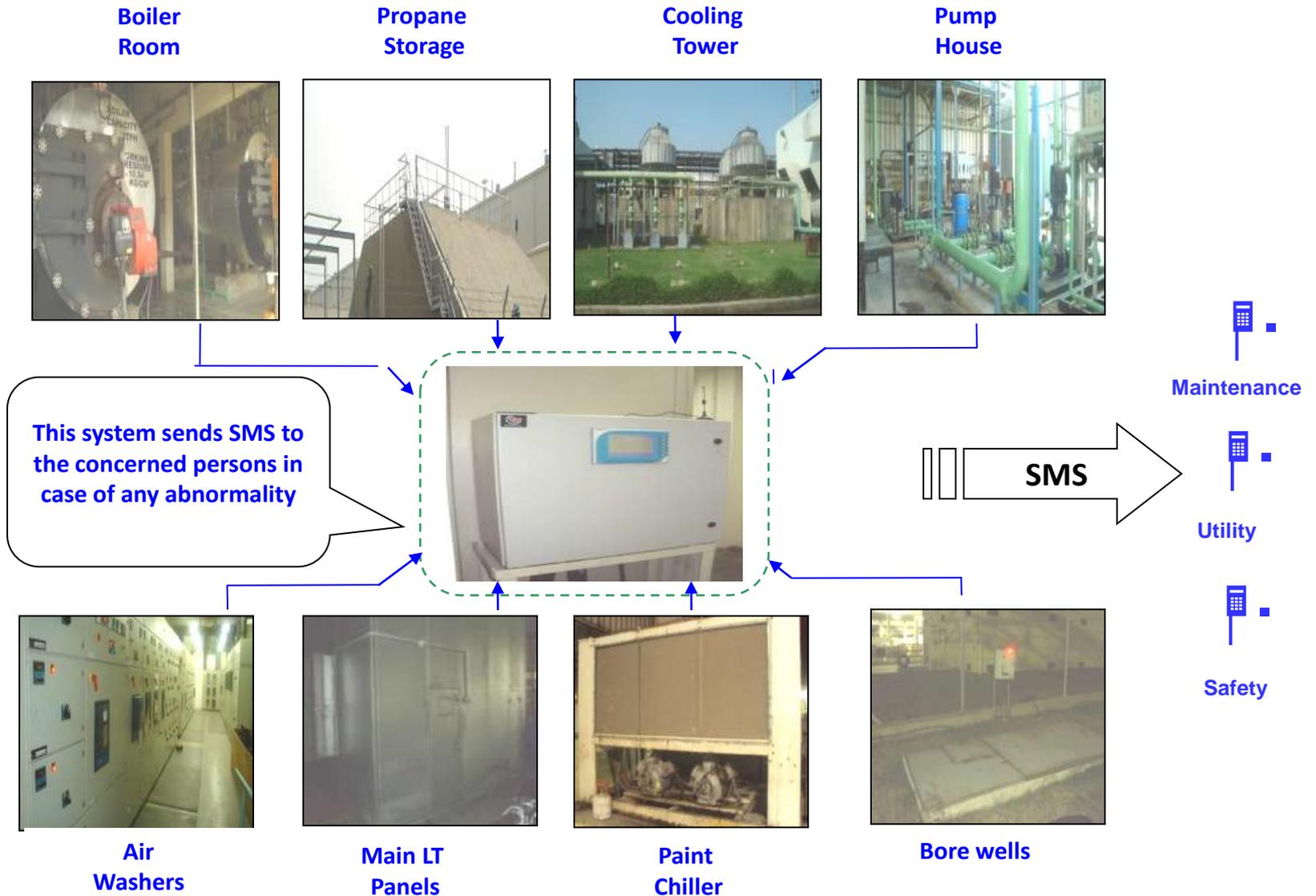
# Safety Circle Stages



How to reduce response time for critical areas in case of emergency situations ?

Delay in receiving the information.  
Can we plan a Safety Circle?

# Response time reduction for critical area's



# Improvements through Safety Circle



Circle Name	Dept. Name	No. of Person
Responder	Utility	06
Theme	Enhance Emergency Preparedness for emergencies at remote locations.	
Problem	Water from fixed fire fighting installations at times gets ineffective in handling major fire emergencies	
Target	Devise a portable mechanism to handle fire emergencies at remote locations.	
<b>Improvements</b> : In-house designed portable mobile foam unit for fire fighting.		



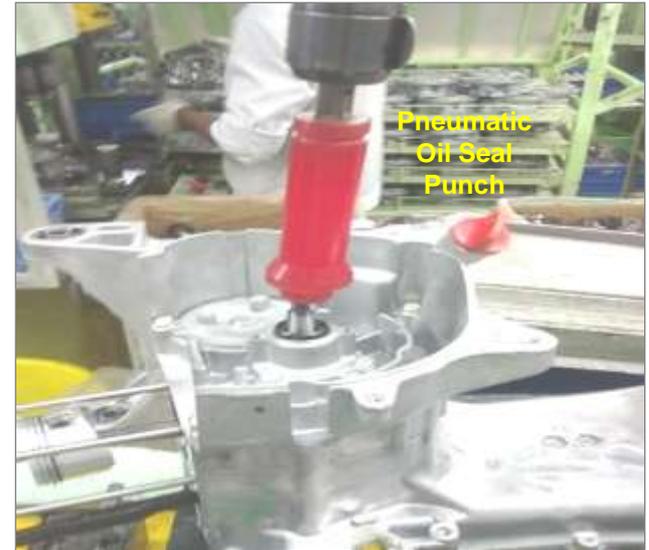
Circle Name	Dept. Name	No. of Person
Flier	Utility	05
Theme	Achieve high safety standard in industrial fan operation at shop-floor.	
Problem	Entanglement of operator finger during fan re-positioning due to more gap in fan mesh grill.	
Target	Zero Accident	
<b>Improvements</b> : Provision of close mesh grill was made with no chance of finger entanglement.		



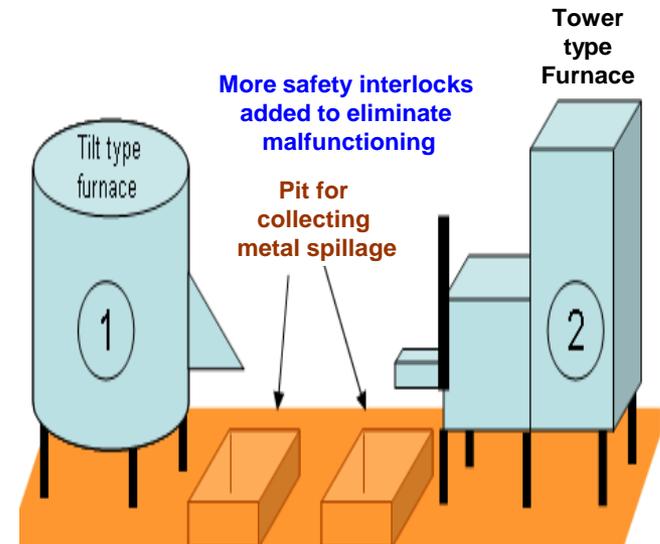
# Improvements through Safety Circle



Circle Name	Dept. Name	No. of Person
Suraksha	Engine Assembly	07
Theme	Accident Prevention in pneumatic oil seal punch operation	
Problem	More accidents due to manual oil seal fitment procedure with punch & hammer.	
Target	Zero accident and reduction in noise level.	
<b>Improvements</b> : Zero hand injuries & reduction in noise level.		



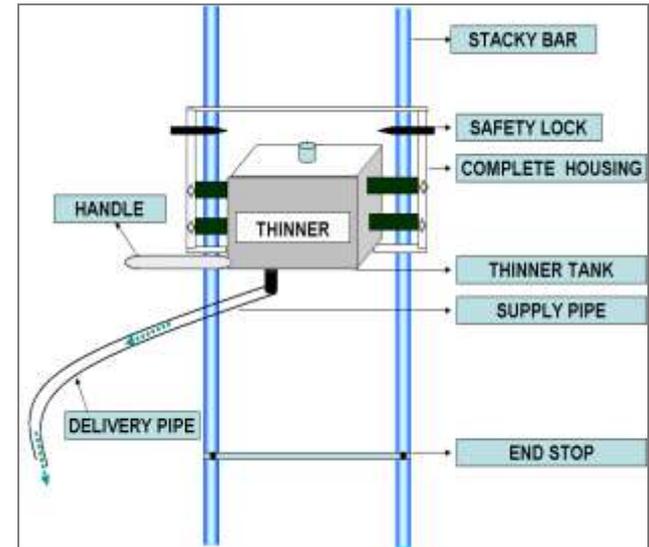
Circle Name	Dept. Name	No. of Person
Success	Die Casting	06
Theme	Improve safe working conditions during melting operation.	
Problem	Metal leakage from melting furnaces.	
Target	Implement Fail-Safe mechanism in both furnaces.	
<b>Improvements</b> : More safety interlocks added & pits for collecting molten metal in case of spillage.		



# Improvements through Safety Circle



Circle Name	Dept. Name	No. of Person
Riser	Frame Assembly	06
Theme	Modification in Thinner Refilling procedure for safety enhancement.	
Problem	Operator standing on height & manual refilling of thinner by holding heavy weight thinner container.	
Target	Devise safe thinner refilling mechanism.	
<b>Improvements</b> : Parallel bars for up / down movement & working ht. reduced from 8.5 ft . to 3.5 ft.		



Circle Name	Dept. Name	No. of Person
Achievers	Frame Assembly	05
Theme	Achieve increased safety level in reverse conveyor operation.	
Problem	Chance of accident to operator unloading the engine during reverse conveyor operation.	
Target	Devise Alert System for line conveyor during reversing operation.	
<b>Improvements</b> : Zero accident during reverse conveyor operation.		

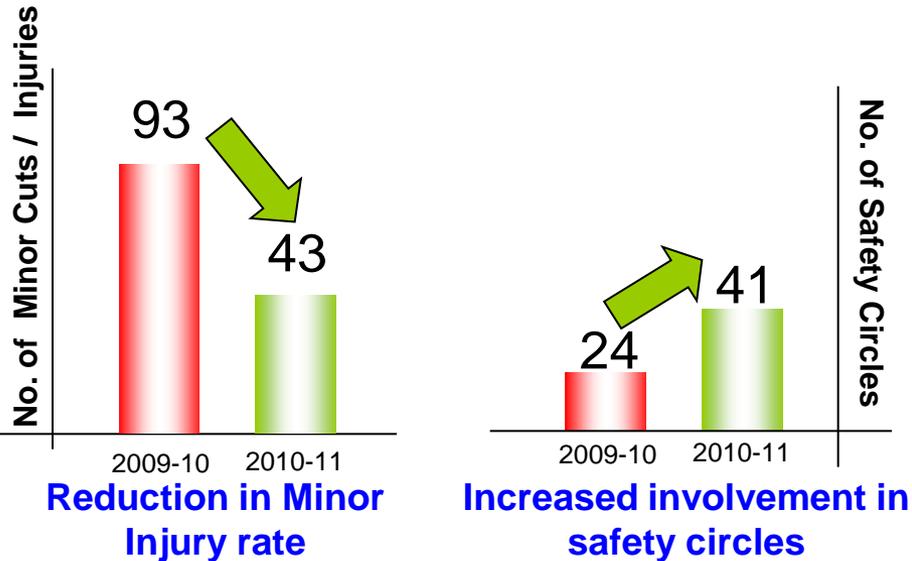


# Benefits through Safety Circles



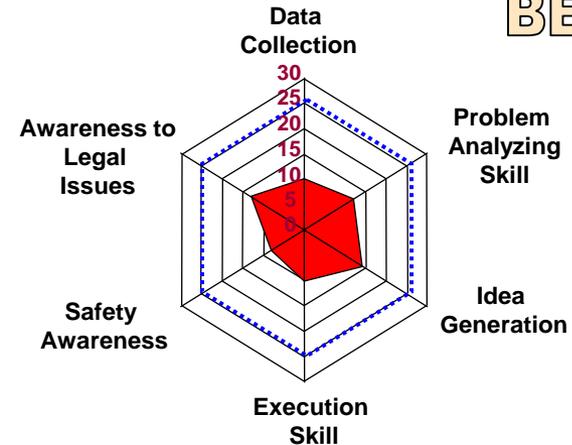
## Tangible Benefits

- Attitudinal change registered with participation of associates in identification of safety hazards.
- Near Miss / Make Good Suggestion system initiated & implemented.
- Increased Safety Awareness.
- Reduction in minor injury rate.
- Involvement in group participation through Safety Circles increased.

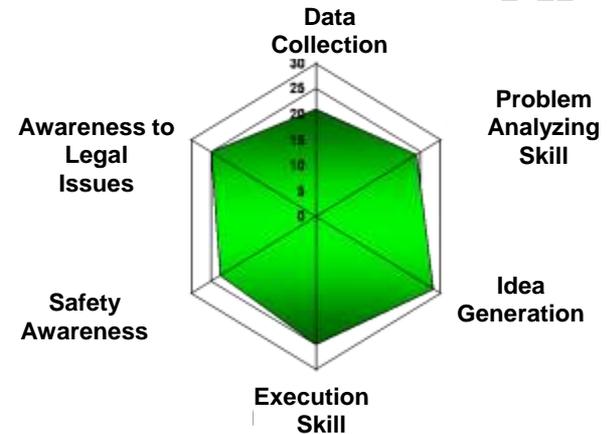


## Intangible Benefits

BEFORE



AFTER



# Thanks

**HONDA**

The Power of Dreams



*Enjoy*

[www.honda2wheelersindia.com](http://www.honda2wheelersindia.com)