

## BEST PRACTICE

LOCATION:	Company-wide	ARTICLE YEAR	2011
ACTIVITY:	Worker Involvement	COMPANY:	Colas Limited
SUB ACTIVITY:	N/A	COMPANY LOCATION:	National Initiative
BEST PRACTICE No:	BP797	COMPANY TEL:	01342 711125
COUNTRY OF ORIGIN:	United Kingdom		

### TITLE

Employee forums

### ARTICLE

#### Description

Colas has introduced employee forums. Their purpose is to engage in a dialogue with operatives, in an organised and structured manner on topics that are important to the operatives or the company. Twenty-two operatives were chosen, each representing one of the contract units within the company.

The forums raise issues that are relevant to operatives working out on-site. It provides an opportunity to discuss them in a non-confrontational environment and find solutions to problems.

The issues discussed are fed back to the relevant department manager for follow up. A report is then provided to give feedback on what action has been taken.

#### Benefits

- Excellent feedback from the people at the sharp end of health & safety
- Wide range of processes improved
- Communication has improved
- Colas systems are being updated based on feedback
- Operational staff feel more involved.

### ARTICLE IMAGES