BEST PRACTICE

LOCATION:	Quarry	**ARTICLE YEAR**	2017
ACTIVITY:	Worker Involvement	**COMPANY:**	Brett Group
SUB ACTIVITY:	N/A	**COMPANY LOCATION:**	Faversham
BEST PRACTICE No:	BP2009	**COMPANY TEL:**	0000
COUNTRY OF ORIGIN:	United Kingdom		

TITLE

Workforce site self-audits

ARTICLE

DESCRIPTION

During site walk arounds Brett managers asked employees about their perception of ownership and personal responsibility for health and safety. Although the feedback was positive, it became clear that they viewed auditing as typically a top down activity during which the workforce was involved but they are normally being led. This did not help their sense of ownership of the problems identified and could lead to concerns about being blamed for faults identified.

The employees recognised that the SHEQ audit process is needed and should be continued. However, Brett still wanted to find a way to improve the sense of ownership of health and safety issues with the supervisors and the wider team.

An additional tool was introduced that enabled supervisors to quickly look at five specific areas per month and record improvements as they took place. The big difference was that the mini, self-audit was owned and completed by the site supervisor and their team.

Each month, the supervisor and members of the wider team look at the key areas listed, score accordingly and comment as appropriate. The scores are aggregated and applied to a spider graph for the month and on a year-to-date basis. The graph quickly identifies short comings and key areas to focus on. The team are encouraged to record accurately and transparently even if this means admitting a failing.

Using this data, the management team is able to assist and help drive improvement. Site managers, key senior managers and the supervisor walk the site each month as part of this process.

The supervisors have ownership of the audits and maintain the records. The findings are discussed on a regular basis with the workforce to further encourage engagement.

BENEFITS

- Supervisors/site team have high level of ownership of audit
- System is open and encourages discussion
- Easy to track progress and focus on priorities
- Encourages a team approach to finding solutions
- System minimises culture of fear or blame
- Will be expanded to cover more sites, site specific issues and environmental and quality issues.

ARTICLE IMAGES

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