

BEST PRACTICE

LOCATION:	Company-wide	ARTICLE YEAR:	2011
ACTIVITY:	Worker Involvement	COMPANY:	Sibelco UK Ltd
SUB ACTIVITY:	N/A	COMPANY LOCATION:	National Initiative
BEST PRACTICE No:	BP776	COMPANY TEL:	0
COUNTRY OF ORIGIN:	United Kingdom		

TITLE	
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Workforce safety engagement workshops

ARTICLE

Description

Operatives and supervisors attended a workshop, facilitated by the company's Operations Directors, where they were asked to give their honest opinions on health and safety. Sibelco was concerned by feedback from some employees that, whatever managers said about the company's commitment to health and safety, in reality they felt production came first.

Further workshops resulted in a wide range of initiatives to ensure that Sibelco's commitment to health and safety was clearly communicated and implemented throughout the organisation, they included;

- ? Consultation and agreement on company's Health and Safety Action Plan, which focuses on employee involvement, leadership and mutual support
- ? A Health and Safety Promise that employees will not be disciplined for refusing to carry out work which they believe is unsafe
- ? A Safety Credo which emphasises the company's goals of a workplace where nobody gets hurt – "zero harm"

Benefits

- Positive feedback has been received from employee representatives
- The profile of the company's H&S Action Plan has been raised
- Barriers to communication have been overcome
- UK Executive Directors getting involved in the detail on a day to day basis

ARTICLE IMAGES

Click image to enlarge

Safety Excellence Framework

The diagram illustrates a Safety Excellence Framework with six pillars: Leadership, Reporting Culture, Responsibility, Employee & Supplier Engagement, Processes, and Procedures & Learning. These pillars are supported by a central bar for 'Reporting, Analysis, Action and Continuous Improvement'. Below this are boxes for 'LEADING INDICATORS' (Health, Near Misses, Safety Audit Results, Observations, PPE ASL, Inspection, ASLs) and 'LAGGING INDICATORS' (Major Incidents, Critical Incidents, Property, Injuries, Lost Time, Lost of Body, Lost of Life, etc.). The SIBELCO UK logo is at the bottom.