

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 | |
| Workforce safety engagement workshops | |
| ARTICLE | |
| <p>Description</p> <p>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.</p> <p>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;</p> <ul style="list-style-type: none"> ? 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" <p>Benefits</p> <ul style="list-style-type: none"> • 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 | |
| <p>Click image to enlarge</p> <p>The diagram illustrates the Safety Excellence Framework. It consists of six main pillars: Leadership, Reporting Culture, Responsibility, Employee & Supplier Involvement, Processes, and Reporting & Learning. Each pillar has specific sub-points. These pillars are supported by a central horizontal bar for 'Reporting, Analysis, Action and Continuous Improvement'. Below this bar are 'Leading Indicators' (Health, Safety, Environment, Quality, Operations, PPE, MS, Inspection, Audit) and 'Lagging Indicators' (Mortality, Lost Time, Disability, Injury, Property, Indemnity, Total Loss, Cost of Loss, Incidents, etc.). The Sibelco UK logo is at the bottom.</p> | |