



# Health & Safety Matters

# Introduction

Members of British Precast are committed to reducing harm. This is demonstrated by their efforts to improve health and safety within the factory, in transportation and during installation of their products. All British Precast members have signed the Health and Safety charter and can use this as evidence to customers and stakeholders of their commitment to health and safety.

British Precast collects statistics from all members which demonstrates both a reduction in incidents, but also provides the evidence for what aspects still need to be addressed. Members work together

to address these aspects through Codes of Practice, incident alerts, Safety & Health Awareness Days and Awards. British Precast work alongside others in the Building Products Delivery Working Group and the HSE's Charge group to ensure exchange of best practice and development of industry standards that can benefit our members.

An initiative to further improve health and safety is Safer by Competence. This initiative is based on the principal that a competent work force creates a safer work environment. This publication provides further information on this new initiative and the other efforts by British Precast and its members.



# Statement from HSE

I am delighted to offer my support for the Health and Safety activity of British Precast and its members. You have already come a long way with impressive reductions in injury rates since your efforts began in 2001.

It is right that you celebrate the significant achievements which have brought you this far, recognising at the same time that the journey is long, and progress must be sustained to meet the new targets.

For Health and Safety to be improved further, it is essential that the industry takes the lead and sets its own priorities. Reaching your new target of Lost Time Injury Frequency Rate of 4.0 by 2018 and more than a 65% reduction in a 5 year period will require even more hard work and commitment.

Philip White,  
Head of Manufacturing Sector  
Health & Safety Executive



# Charge

British Precast are part of the 'Charge' group, a tripartite body with representatives from Industry, Trade Unions and the HSE.

Membership includes the Cement, Concrete, Ceramics, Heavy Clay, Refractories and Glass industries employing over 100,000 workers. Charge aims to identify, share and promote good practice across industry. We support the strategic aims of Charge and have agreed to promote and encourage our members to achieve the following Charge targets.

- Members will be able to demonstrate leadership, management commitment and governance using an appropriate assessment tool.
- Members will be able to show they have an effective Health and Safety management system.
- Members will be able to show they have a culture of continuous Health and Safety improvement.

# Statistics

Whilst much can be achieved without measurements of performance, the advantages of collection of statistics are generally acknowledged and include:

- Identifying performance by time period, company, activity.
- Identifying trends in accident types.
- Identifying underlying causation.

Self evidently, this list implies the type of data to be collected. It is easy to simply report headline progress, but whilst of interest to external stakeholders, this alone is little help in determining future strategy and actions. For example, a 75% reduction in lost time incidents over the last 15 years is highly laudable but analysis by member company, activity type and root cause is helping British Precast target future activity to ensure further reduction in lost time incidences.



## SUBMISSION OF STATISTICS

The following statistics are collected quarterly as part of this scheme:

- Lost time injuries (All LTIs) to direct employees and time lost.
- HSE reportable injuries (RIDDOR).
- Direct employee numbers and total hours, by measurement or approved estimation method.
- Sub-contractor RIDDOR reportable accidents (whether reported by sub-contractor or not).
- Chronic injury (injury that occurs but cannot be associated to an event) e.g. repetitive strain or musculo-skeletal injuries.
- HSE Enforcement Notices (Prohibitions, Improvements and Prosecutions).
- Reportable Diseases, Dangerous Occurrences.

## Outstanding Contribution to Health & Safety

**Behavioural change and the responsibility of the individual are key aspects driving down incident rates. The annual Outstanding Contribution Award highlights the importance of individuals and teams.**

It provides a mechanism for companies and the wider sector to celebrate the positive influence and impact that individuals and teams have made to create safer and healthier workplaces.



# Safer by Competence

**In 2012, taking the lead from the MPA, the Council of British Precast decided to support and champion the principle that all employees and contractors in the sector should move to be provably competent in their roles within a defined timeframe.**

Since the decision a working group has been engaged with the Mineral Products Qualification Council in completing the matrix of available qualifications. This has been a complex matter with the wide spread of managerial, operational skills and processes to be covered. The British Precast Council have also agreed a time frame with targets for engagement and achievement as shown by the matrix.

## BENEFITS OF ACHIEVING A FULLY COMPETENCY ASSURED INDUSTRY:

### Overview

- Collectively provides a foundation on which to build a reduction in workplace incidents.
- Assists in the development of behavioural and cultural change.
- To meet the requirements of UK health and safety law, employers should ensure that workers are competent to perform the work assigned to them or are instructed and supervised by someone who is.
- One of the ways in which a person can demonstrate competence in a role is to have been assessed against the relevant National Occupational Standards (NOS), this through the achievement of a Vocational Qualification.

- Having signed an Affiliation agreement with the Mineral Products Association (MPA), British Precast commissioned through their H&S Steering Committee, a task group to structure a programme of alignment with the MPA 'Safer by Competence' policy which supports working towards a zero harm industry.
- This has resulted in the creation of role specific National Occupational Standards for the precast and pre-stressed industry along with supporting vocational qualifications within the Qualification and Credit Framework (QCF). These are mapped to the NOS, at employee, supervisory and managerial levels.

### Operative Employee Benefits

- Gaining a nationally recognised and transferable vocational qualification.
- Recognition as a valued member of the business or company.
- A pathway for future development.
- Opportunity to identify areas of expertise, skills shortfall or competency gaps and address them.
- Increased awareness of company function and operations.
- Awareness of own competency limitations.
- Addition to Continuing Professional Development (CPD).
- Improvement in personal confidence level.

STATUS	OPERATIONAL EMPLOYMENT (EXCLUDING OFFICE-BASED)		QUALIFICATIONS & LEVELS		
	BASIS	LEVEL	S/NVQ	QCF	AC
British Precast Members (Strongly Recommended)	Directly Employed	Management	Level 4	Diploma Level 4	
		Supervisory	Level 3	Certificate Level 3	
		Maintenance	Level 3	Diploma Level 3	
		Process Operative	Level 2	Cert./Dip.Level 2	
		FLT Operative			
			Or... Specialist Qualifications (refer to MPQC Qualifications spreadsheet)		
Contractors & Sub-Contractors (All Trades)		Appropriate Site/Company Induction plus Contractors Safety Passport			

### Employer benefits

- Moral - preventing accidents and ill health.
- Legal - meeting local, national and international requirements.
- Financial - loss events can be extremely expensive.
- Employee retention.
- Defined career paths and succession planning for potential managers.
- Development of skills in a structured manner.
- Motivated workforce with improved interaction within the business.
- Consistency and fairness to the employee development process.
- Highlighting gaps where individuals need to develop or improve performance.
- Improved productivity and adherence to quality standards.
- Employees develop skill sets that allow them to undertake a greater variety of work.
- Improved ability to implement and realise specific goals outlined in a company's business plan.
- Increased ability to respond effectively to change.

### Industry benefits

- Demonstrates that the health, safety and well being of their employees, contractors, customers and everyone who visits their operations and other premises is of the highest priority.
- Understanding their role in sustainable production and consumption and actively promoting the most effective use of their resources through workforce competence.
- Developing growth within their sector which benefits member organisations both economically and socially.
- Collectively, members take responsibility for the impacts that their operations have on the environment and community at large and are committed to minimizing and mitigating such effects.
- Managerial/supervisory employee benefits.
- Having a formal mechanism for specifying and evaluating the training and assessment provided.
- Using the assessment evaluations to review and revise the training strategy and programme.
- Ensuring staff are equipped with the skills to do their jobs, including performance management.
- Alignment with competency-based appraisals.
- Addition to Continuing Professional Development (CPD).

		NEED TO MEET NATIONAL OCCUPATIONAL STANDARD(S) RELEVANT TO JOB FUNCTION	DEADLINES	
CPD	100% Engagement		100% Achieved	
	British Precast Endorsed	YES	30 June 2015	31 December 2016
	British Precast Endorsed	YES	30 Jun 2016	31 December 2017
	British Precast Endorsed	YES	31 December 2016	31 December 2018
	Site File	YES	31 December 2017	31 December 2019
T or credited	Periodic Re-test	YES	Immediate	Immediate
		YES	31 December 2017	31 December 2019
				31 December 2018

# Safer by Sharing



**SAFETY & HEALTH AWARENESS DAYS (SHADs)**

Safety & Health Awareness Days (SHADs) are an effective means of sharing good practice and are used by British Precast to provide learning through practical demonstrations and formal presentations. We hold 2 SHADs every year – one aimed at operatives on site, and the other at management and senior personnel. These enable members to gain new perspectives on a variety of topics. Guest speakers from the HSE, equipment manufacturers and hauliers are augmented by our own members sharing their own initiatives and developments.

**INCIDENT ALERTS**

Sharing of good practice means members can stand on the shoulders of their own and fellow members' previous good practice. As incident frequency reduces, and almost half our members had no lost time incidents in 2014, there is more learning available from sharing incidents suffered by other members. In British Precast, incidents are shared by a simple A4 alert that contains a written description, photo and/or diagram and a summary of lessons learnt. This can be circulated and pinned to notice boards at manufacturing facilities. These incidents are also shared via [safequarry.com](http://safequarry.com), which for convenience also has an 'app' that permits notification to smart phones whenever a new incident is posted.

**AWARDS**

Best practice is celebrated and shared via our annual Best Practice Awards. Inclusion in our annual awards ensures Health & Safety is attributed the significance it should have in the management of a precast plant. It gives opportunities for winning companies to celebrate achievements throughout their workforce and this helps to vindicate the effort expended in implementation. Finally, it provides a mechanism of gathering good practice from amongst the membership and sharing it with others.

**TRANSPORT**

Through collective action, our members are creating better working environments for all their staff and improving safety in loading, transport and unloading of their products.

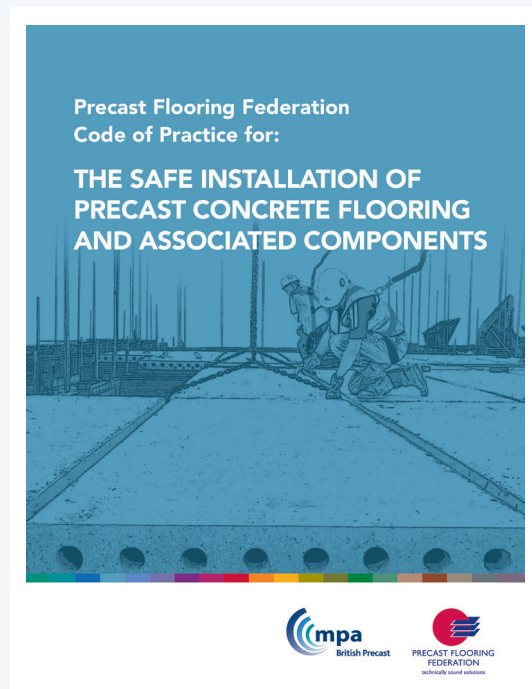
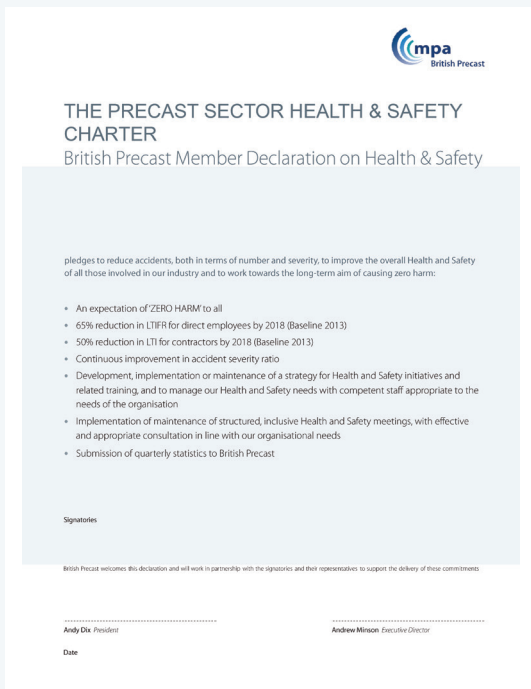
Over and above all vehicle movements of the precast industry, including car travel for work purposes and journeying to and from work, there are particular risks associated with transporting our goods and opportunities to mitigate these.

In this regard we seek to develop industry guidance at the appropriate level. For example, issues relating to driver training are common to all haulage and are not specific to precast, whereas particular issues of load restraint apply to particular precast products. Furthermore there is best practice from government agencies and requirements dictated by receivers of our goods – builders merchants, contractors and clients. At British Precast we are working with those external parties and in specific product groups, as we have in the past, to develop a new generation of guidance for safe loading and load restraint.



# Health & Safety Charter

# Codes of Practice



**All members of British Precast are signatories of our Health & Safety Charter. This charter is used by members as evidence of their commitment to Health & Safety.**

Members pledge to reduce accidents, both in terms of number and severity, to improve the overall Health and Safety of all those involved in our industry and to work towards the long-term aim of causing zero harm:

- An expectation of 'ZERO HARM' to all.
- 65% reduction in LTIFR for direct employees by 2018 (Baseline 2013).
- 65% reduction in LTI for contractors by 2018 (Baseline 2013).
- Continuous improvement in accident severity ratio.
- Development, implementation or maintenance of a strategy for Health and Safety initiatives and related training, and to manage our Health and Safety needs with competent staff appropriate to the needs of the organisation.
- Implementation of maintenance of structured, inclusive Health and Safety meetings, with effective and appropriate consultation in line with our organisational needs.
- Submission of quarterly statistics to British Precast.

**British Precast and our product groups work with the Health and Safety Executive to produce codes of practice for factory processes and installation of precast products. The drafting process brings members, specialists and the HSE together to develop and define best practice. This process in itself has led to valuable sharing of expertise. The codes themselves are invaluable to ensure best practice is shared and can be referenced by operatives, supervisors, management, auditors, inspectors, clients and contractors.**

The British Precast Code of Practice for Safe Stressing was published in 2014. Members of Precast Flooring Federation (PFF) have committed to two audits per factory per year, and British Precast Council requires all other members with prestressing operations to also be audited. The audit process has enabled transfer of practical knowledge of how to apply measures in specific conditions to improve safety. There are plans to address other factory processes in future codes of practice.

The Precast Flooring Federation Safe Installation Guide 4th Edition was published in 2013. PFF members who install their products through directly or indirectly employed operatives have regular audits to ensure compliance. This code has benefitted members in communicating to main contractors what is required of them to ensure safe installation is possible, as well as ensuring the installation process itself is compliant with best practice. The Architectural and Structural Precast Association are currently drafting their safe installation code of practice.



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British Precast is the trade association for precast concrete manufacturers and members of the supply chain.

British Precast is part of the Mineral Products Association, the trade association for the aggregates, asphalt, cement, concrete, dimension stone, lime, mortar and silica sand industries.

[www.mineralproducts.org](http://www.mineralproducts.org)

**British Precast**

The Old Rectory  
Main Street  
Glenfield  
Leicestershire  
LE3 8DG

**Tel:** 0116 232 5170

**Email:** [info@britishprecast.org](mailto:info@britishprecast.org)

**Web:** [www.britishprecast.org](http://www.britishprecast.org)