The last year has certainly been a turbulent one for health and safety – certainly one of the most challenging of my time on SHP – but far from allowing the economic crisis and the increasing misrepresentation of the profession in the media to dampen their enthusiasm practitioners have shown more passion and commitment than ever in exercising their roles and responsibilities.

The standard and number of entries to the SHP IOSH Awards continue to rise every year, and the ingenuity of the initiatives and scale of the hard work invested in protecting people at work get more and more impressive. Set against these wonderful efforts being made in so many workplaces the HSE’s figures released this summer, which showed a record low number of work-related deaths last year, are not such a big surprise. Good health and safety, and its practitioners, do make a difference – it is as simple as that.

What is not so simple is to make that truism more widely understood and acknowledged, particularly at the moment, when the general media seem set on interpreting the new government’s review of health and safety as a giant jackboot – stamping out all the ‘tedious’ regulations, and kicking aside ‘meddling’ officials and ‘nannying’ regulators.

That is why it is so important to recognise, eulogise and publicise the wonderful efforts of health and safety practitioners not just to protect life and limb but also to enhance their companies’ reputation and positively contribute to the bottom line. The SHP IOSH Awards provide the perfect platform on which to showcase the amazing work being carried out in the name of health and safety, and I hope you will enjoy reading about, and be inspired by, this year’s exemplary companies and individuals.

Tina Weadick
Editor – SHP

Organised by:

In partnership with:
JUDGES

Teresa Budworth
NEBOSH

Teresa is a chartered safety and health practitioner and a fellow of IOSH. During a 30-year career in health and safety, she has specialised in safety consultancy, competence, and education and training, which led to her appointment as chief executive of NEBOSH in 2006. She is a member of RoSPA’s National Occupational Safety and Health Committee.

Stephen Granger
IOSH president-elect

Stephen is a consultant and director of The Granger Partnership Ltd, providing consultancy solutions and training management. He advocates finding realistic solutions to manage organisational risk, and his passion is to make health and safety easily understood so that everyone can contribute to looking after themselves, their employers, and others.

Paul Reeve
Electrical Contractors Association

Paul Reeve is head of HSE at the ECA, and chair of the RoSPA enquiry into health and safety communication with SMEs. Paul was actively involved in developing ‘core criteria’ for assessing contractors’ safety capabilities, which are in the ACoP to CDM 2007. In 2002 he received the RoSPA award for distinguished service.

David Thomas
William Hare Ltd

David Thomas is safety, health and environment director with William Hare Ltd, which he joined in 2007. Previously, he was Principal Specialist Inspector of Health and Safety (Construction) at the HSE. He is a chartered civil engineer, a member of BCSA’s health and safety committee, and chair of BSI Technical Committee PH/5 on personal fall protection.

Dr Olivia Carlton
Transport for London

Dr Carlton is an occupational physician who advises TfL, and, in particular, London Underground’s board, on occupational-health policy and strategy. She also heads up the multi-disciplinary occupational health team, and is president of the Society of Occupational Medicine.

Frank Hallett
Consultant

Frank is a chartered fellow of IOSH, and a member of the International Society for Respiratory Protection, and the Chemical Hazard Communication Society. Since 2006, he has become increasingly interested in the misunderstanding of disability and risk management, as well as the lack of integration between risk management and business continuity.

Hugh Robertson
TUC

Hugh is the senior policy officer with responsibility for prevention, rehabilitation and compensation at the TUC. He is a non-executive director of the HSE and is vice-chair of the ILO’s Panel of Experts on Occupational Diseases. He is also a member of the European Commission’s Advisory Committee for Safety and Health.

Lawrence Waterman
Sypol

Lawrence is a director of the HSE consultancy group centred on Sypol, but is currently on secondment as head of health and safety for the Olympic Delivery Authority. He is a past president of IOSH and a chartered fellow. He is also a fellow of the Royal Society of Health, a member of the Faculty of Occupational Hygiene, and a Fellow of the Royal Society of Arts.

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David Eves
Consultant

Since his retirement in 2002 from the HSE, where he was deputy director-general and chief inspector, David Eves has helped companies of all sizes improve their health and safety performance. He has advised national and local government on various regulatory matters. He is an honorary vice-president of IOSH, and vice-president of Safety Groups UK.

Ray Hurst
Health and safety advisor

A former president of IOSH and a founding member of the Institute of Road Safety Officers, Ray was principal H&S advisor with Essex County Council, from which he recently retired after 25 years. This year he took up the role of H&S advisor for Essex Police, and continues to use every possible opportunity to dispel the myths that surround ‘elf and safety.

Andrew Sansom
SHp

Andrew is deputy editor of SHp where, apart from a two-year period during which he travelled to India, and worked on other publications in the government computing and health-care sectors, he has worked since 2002.

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Tina Weadick
SHp

Tina Weadick is editor of SHp, on which she has worked for more than 10 years. She has a master’s degree in journalism, and previous professional experience in the translation and interpreting industry, and the voluntary sector.
### WINNERS

#### BEST ACHIEVEMENT IN CONSTRUCTION

**Winner**
- Turner Access Ltd
- Solaglas Windowcare
- Alliance Construction Materials Ltd
- Ferrovial Agroman Airways (UK) Ltd
- Mount Anvil plc
- Scottish construction trade bodies/IOSH Scotland

**Commended**
- Solaglas Windowcare

#### BEST ACHIEVEMENT IN HEALTH CARE AND THE EMERGENCY SERVICES

**Winner**
- Sheffield Teaching Hospitals NHS Foundation Trust
- G4S Care & Justice Services (HMP & YOI Parc)
- NHS South of Tyne and Wear

**Commended**
- Strathclyde Fire & Rescue

#### BEST ACHIEVEMENT IN MANUFACTURING

**Winner**
- Jaguar Land Rover
- Inverness Rail
- Northern Foods plc (butter-handling initiative)
- Northern Foods plc (Fox’s Biscuits)
- PepsiCo
- Rolls-Royce Civil Aerospace

**Commended**
- Alliance Construction Materials Ltd
- Ferrovial Agroman Airports (UK) Ltd
- Mount Anvil plc
- Scottish construction trade bodies/IOSH Scotland

#### BEST ACHIEVEMENT IN TRANSPORT AND LOGISTICS

**Winner**
- Northern Rail
- Balfour Beatty Utility Solutions
- Barlows Electrical UK Ltd
- Co-operative Retail Logistics
- Wincanton

**Commended**
- Solaglas Windowcare

#### ACHIEVER OF THE YEAR

**Winner**
- Dave Joyce, CWU
- Ben Butterworth – Catalyst Lend Lease
- Ian Clarke – Yodel
- Adrian Suarez – Safety & Risk Management Ltd

**Commended**
- Danny Plumb – British Gas
- Hugh Curley – Northern Ireland Water
- Monima Harrison – System Concepts
- John Rothery – Palletforce
- Julia Slater – Agility UK

#### INNOVATION OF THE YEAR

**Winner**
- DHL Supply Chain/Don-Bur
- Alliance Construction Materials Ltd
- Balfour Beatty Rail Ltd
- Carrier Transicold UK
- Rydade Energy Ltd

#### BEST ACHIEVEMENT IN UTILITY AND OFFSHORE

**Winner**
- Northern Gas Networks
- British Gas (driver risk management system)
- British Gas (Project Novo)
- Magnox North – Oldbury Site

**Commended**
- DHL Supply Chain/Don-Bur
- Alliance Construction Materials Ltd
- Balfour Beatty Rail Ltd
- Carrier Transicold UK
- Rydade Energy Ltd

#### BEST ACHIEVEMENT IN A UTILITY AND OFFSHORE

**Winner**
- The Co-operative
- British Parachute Association
- Lend Lease Europe
- Production Safety Passport Group
- The Tote

#### CAMPAIGN OF THE YEAR

**Winner**
- Magnox North – Oldbury Site
- E.ON
- Arabian Construction Company/Health Authority Abu Dhabi
- Cadbury Ireland
- Communication Workers Union
- Foot Locker

**Commended**
- Solaglas Windowcare

#### TRAINING INITIATIVE

**Winner**
- BBC
- Carnival UK
- Wickes Building Supplies
- Daniel Contractors Ltd
- G4S Care & Justice Services (HMP & YOI Parc)
- Morrow Contracts Ltd

**Commended**
- SCST, University of Birmingham
- British Gas (driver risk management system)
- British Gas (Project Novo)
- Magnox North – Oldbury Site

#### PARTNERSHIP INITIATIVE OF THE YEAR

**Winner**
- Scottish Centre for Healthy Working Lives/Scottish Chamber of Safety/RoSPA
- Bedfordshire and Luton Fire and Rescue Service/Central Bedfordshire Council
- Mark Rastrick/Melanie Blackmore
- Sellfield Ltd (Caphenurst Site)/BP
- The Vocational College/Warrington Collegiate
- Wolverhampton City NHS Primary Care Trust/Pendeford Business and Enterprise College

#### BEST ACHIEVEMENT IN A LOCAL AUTHORITY AND EDUCATION

**Winner**
- Leeds Metropolitan University
- Barry College
- Hong Kong Housing Authority
- Mendip District Council

#### TRAINING INITIATIVE

**Winner**
- Roger Bibbings MBE

**Commended**
- Hays Recruitment
- System Concepts
- Palletforce
- Agility UK

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WINNER

Turner Access Ltd

As part of a campaign to remove risks from work at height Turner Access devised the BetaGuard®, an integral advance guardrail for use on aluminium tower scaffolds to provide complete fall prevention during the assembly, dismantle and alteration processes. The company believes the innovative equipment removes the five risks associated with the widely-accepted 3T (through the trap) method: the risks of a fall, injury while fitting guardrails, tripping when entering/exiting a traditionally-braced tower, positional injury when entering/exiting a traditionally-braced tower, and impact injury when entering/exiting a traditionally braced tower. Various major contractors and their clients have already specified the use of BetaGuard on their sites in order to meet the challenge of reducing risks on construction sites. According to the judges, this innovative but simple device addresses a real risk that is prevalent across the industry and is a particularly practical solution to reducing risks while working at height.

FINALISTS

Solaglas Windowcare – Commended

For Solaglas Windowcare ladders are a necessary tool of the trade. Historically, they were transported on the roofs of company vans but this presented a significant fall-from-height risk, as engineers had to climb on to the roof of the vehicle to undamp and lower the ladder to the ground. To eradicate risk completely, a working group was set up consisting of a cross-section of employees including engineers, managers, and a health and safety professional. The group implemented a programme to declutter the vans, and then arranged for 127 sets of ladders to be shortened by 300mm and tagged for security and maintenance purposes. Among the savings realised were £27,000 on roof racks and £4,000 on ladder clamps, which were no longer required. The reduced weight in the vehicles also led to significant fuel-cost savings. The judges liked the fact that this project recognised the often-forgotten risk of falls from height in vehicles, and also reduced manual-handling risks while improving the company’s carbon footprint.

Alliance Construction Materials Ltd

The SMART (Safety Management Reporting Tool) encourages employees to report any HSE hazards or risks they identify in the workplace. Whenever a hazard identification report (HIR) is logged on the electronic reporting system, all computer users – from CEO to front-line workers – can access and monitor the progress of how it is rectified. From the launch of the programme in 2008 to end-2009 a total of 3,119 HIRs logged by employees resulted in significant improvement in workplace standards. The lost-time incident frequency rate went down from 0.92/100,000 man-hours in 2008 (pre-SMART) to 0.2/100,000 by end-2009. This project had a clear aim to engage employees in the company’s management of health and safety, with impressive results, said the judges.

Ferrovial Agroman Airports (UK) Ltd

The Heathrow Post T5 Baggage project (PT5TBS) consists of a 2.1-kilometre integrated transfer baggage system tunnel (depth: 15m), which extends from T5 through to T3 and then on to T1. Its aim is to reduce surface transportation of baggage between terminals and planes. In spite of being deemed the number-one risk to Heathrow operations in 2009, the tunnel was completed with zero impact on the airport. There were no reported accidents in more than 1,624,180 man-hours worked, which, says Ferrovial, was achieved thanks to a stringent approach to safety management, strong site controls, and continuous improvement in health and safety standards. The judges praised the excellent leadership and management on the project, and its robust engagement of stakeholders.

Mount Anvil plc

The aim of Mount Anvil’s project was to improve the health and well-being of every individual on site in order to boost morale and consequently increase efficiency. An important aim was to increase awareness through the business structure, with particular attention paid to on-site managers. From 46 injuries recorded in 2007/08, just 20 occurred in 2009. After the company started to implement action to prevent injuries and improve awareness, only 20 injuries were identified. The judges were impressed with the commitment to issues like PPE and its proper specification and use, as well as the project’s self-testing initiative for drugs and alcohol.

Scottish construction trade bodies/IOSH Scotland

The organisations involved in this partnership wanted to work together to promote safe behaviours in Scotland’s construction industry and organise cost-effective, high-quality behavioural safety training using theatre-based learning techniques. The price per person of attending the training was just £25, and more than 800 workers in the Scottish construction industry are now more aware of how to influence unsafe behaviours and intervene to prevent accidents. The judges described the initiative as a very cost-effective way of raising awareness in a thought-provoking fashion.
BEST ACHIEVEMENT IN HEALTH CARE AND EMERGENCY SERVICES

WINNER

Sheffield Teaching Hospitals NHS Foundation Trust
Sheffield Teaching Hospitals launched this initiative when it identified that while the construction workers on its sites were very skilled in their trade, some were unfamiliar with the specific health and safety issues involved in working in a hospital environment. The aim was to cover specific issues in a plain, back-to-basics way, so a bespoke DVD film was produced, which presented information in concise bite-sized amounts and covered a range of topics. TVs were installed in the estates office and the film was also uploaded to the Internet. Contractors had to watch the DVD to be able to get a site pass. The Trust now has a competent workforce, undertaking a vast array of construction-related works across the portfolio of five hospitals on two campuses, and workers now have a much better understanding of hospital-specific issues and the impact these issues could have on patients, visitors and staff. The judges felt this was an excellent example of looking at the bigger picture to ensure safety for all affected by work activities. The modern approach was perfect for the audience to ensure interest and engagement.

FINALISTS

G4S Care & Justice Services (HMP & YOI Parc) — Commended
Analysis of incidents at HMP Parc in 2007-2008 showed that the root cause of around 90 per cent was the behaviour of the person involved. Of the remaining 10 per cent, the behaviour of the management team, not directly involved in the incident, was a contributing factor. The health and safety team therefore developed and drove a behavioural safety programme that it ensured was complementary to the company’s safety initiatives, and not merely ‘add-on’. The workforce was consulted on all changes, and a total of 44 health and safety champions was identified to undertake monthly observations and inspections of their local areas, which, in turn, helped focus staff attention on behavioural improvement and policy, procedures, and safe systems of work. An all-inclusive solution to an identified problem, with clear results, said our judges.

NHS South of Tyne and Wear
The aim of the project was to set up a holistic well-being team to progress the recommendations of the Black and Boorman reports, as well as HSE objectives in this area. The director-led well-being group provides assurance for the Board, while the well-being manager and health checks specialist ensure project delivery through coordinated targeted interventions and training. Staff are fully involved through mandatory training, and manager expertise is ensured through the leadership and management training programme. Campaigns focused on healthy eating, walking to work, and mental health. The development of a counselling and physiotherapy referral tool provided measurable improvements and value for money. The judges liked the fact that there is a dedicated health and well-being team within the company’s governance structure, and with its own budget.

Strathclyde Fire and Rescue
The main objective of ‘Ticket to Ride’ was to ensure that anyone who would be in charge of an incident or fire appliance had undergone an assessment of their command competence prior to undertaking the role. It could have proved to be a controversial initiative, as anyone not completing successfully would be removed from operational duties. An effective communication strategy was therefore critical. More than 90 per cent of all staff who undertook the TTR assessment passed first time. Analysis of operational reviews have confirmed better performance in safety-critical areas, and the number of injuries sustained at operational incidents reduced from 82 in 2008-09 to 45 in 2009-10. The judges felt this was a positive and proactive approach to a considerable challenge – monitoring competence.
Leeds Metropolitan University

Leeds Metropolitan University’s well-being excellence programme incorporates a wide range of initiatives and activities targeted at staff and student safety, health and well-being. It has pioneered a pan-university approach, linking well-being-related expertise across academic and practitioner functions with support functions, such as Web and multi-media, human resources, student services and commercial services. The resulting comprehensive programme features a broad range of initiatives, interventions and campaigns. Among the impressive results were: a fall in stress-related absence of 16 per cent in the first nine months, saving the university £76k in lost wages; the lowest-ever number of serious accidents and incidents; and more than 6000 hits on the website in its first three months. The judges felt that to generate such a project and gain universal buy-in was a great achievement, and the programme now seems to have a self-sustaining legacy. A solid initiative, delivering demonstrable benefits, they concluded.

FINALISTS

Barry College

The college Environment Health and Safety Newsletter, which is issued at the beginning of every term, sets out to: raise awareness of health and safety issues, environmental performance and sustainability; inform staff and students on health and safety developments; promote sensible health and safety practices; and provide updates on legislative reforms. To engage the target audience and ensure accessibility a light, humorous touch is applied by including human-interest angles, health and safety quizzes, and fostering competition by publishing departmental health and safety inspection results. The newsletter allows two-way communication and contributions, and illustrates senior-management support and commitment to environmental and health and safety issues. The judges liked the clear evidence that the programme is effective in educating the student body, as well as staff.

Hong Kong Housing Authority

The Housing Authority of the Hong Kong Special Administrative Region provides affordable quality public rental housing for those in genuine need. Embracing ‘Caring, Customer-focused, Creative and Committed’ (4Cs) as core values, the HKHA promotes safety culture on its construction sites through the supply chain, to underpin its corporate social responsibility and that of its business partners. Through its procurement strategy, performance monitoring, enhancing contract requirements, and research, training and promotion the Authority promotes good practice by contractors and, ultimately, creates a positive safety culture. Clearly a comprehensive safety programme delivered through impressive partnership working, said the judges.

Mendip District Council

To get top-level support for its project to promote and foster a positive safety culture among staff and elected members Mendip District Council carried out a comprehensive safety audit across all the Council’s built assets, which was then presented to the Corporate Management Team for endorsement. Key personnel to implement the initiatives were then identified and trained, while staff were shown a DVD and taken through practical exercises in risk assessment, which catered for all learning types. Performance indicators after one year showed a dramatic improvement – from non-compliance to legally compliant. A follow-up audit clearly showed that high-risk hazards had been eliminated and others were being controlled more adequately. The judges felt this demonstrated a clear improvement in safety management systems.
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Jaguar Land Rover

‘Managing restricted workers’ began when Jaguar Land Rover was faced with unprecedented challenges during the financial recession in 2009. Sales had reduced and the business was preparing to launch a new model (Jaguar XJ) within difficult operating conditions. The project was to transfer labour from Land Rover to Jaguar to support the new model in a cost-effective manner. Around 25 per cent of transferred employees had existing medical conditions that required adjustment, or adaptation of working practices. An integrated approach was adopted, involving a physiotherapist, workplace health advisors, an occupational physician, human resources, supervisors and line management. Transferable employees were reviewed by the Land Rover OH department prior to transfer and a capability placement pack was prepared, outlining previous jobs undertaken, current medical conditions and adjustments required. A placement committee was formed at Jaguar, which reviewed the capability cases and agreed suitable/safe roles for the restricted workers. Once agreed, the individuals were trialled in their allocated roles. If the trial was unsuccessful then further roles were reviewed for the individuals. Ultimately, all the restricted workers were placed in roles to support the build of the new model car, in a timely manner, and via a process that supports this type of activity within the business for the future. This project was a considerable challenge to the company in these straitened times and it rose to it admirably, commented the judges.

Invenysys Rail

The ‘stop and talk’ project was about reducing the number of unsafe acts in the workplace. Company leaders observed people’s behaviour and undertook safety conversations with those they had observed, praising safe behaviours in order to get a commitment from the individual(s) to carry out their tasks in the same way. Workers were also asked what the most serious or likely accidents were from the task in which they were involved, how could they happen, and what the consequences could be. This process got people working and thinking about safety such that it became second nature. Typically, 53 conversations were being conducted each month, and success was further measured by the level of discussion around behaviours and actions taken by safety leadership teams. The judges felt this was a good example of visible engaged leadership. Listening to employees and acting on what they say is the greatest form of praise and recognition, which, in turn, translates into empowerment and ownership for the employees.

Northern Foods (Fox’s Biscuits)

To improve safety standards for employees working on machinery, Fox’s Biscuits looked at all main activities carried out with machinery in order to identify the standards that needed to be adopted to ensure people did not get hurt. A practical session was carried out on the shop floor, followed by questions and feedback in the classroom on the assessment form. Each department then developed a timescale plan to assess their machines, and a site matrix was drawn up. The end goal was absolute clarity for everyone, on every machine, of when to trust an interlock and when isolation and lock-off (padlock) is needed. The project engaged a number of key operatives into a proactive safety initiative and increased their awareness of machinery hazards and controls. The judges liked the fact it was a practical project with a clear aim that could be easily implemented in any similar workplace using hazardous machinery.

PepsiCo

The Carrigaline site safety team recognised that the cornerstone of an effective health and safety management system is employee involvement, so it strategically identified front-line employees and technical staff who had key operational experiences. They were trained in hazard identification and risk assessment, and Safety Action Teams (SATs) were then established across the site. Their aim was to assess and identify all hazards on site, and promote health and safety awareness among all employees. The SATs also had to identify six key safe behaviours (KSB) to be followed while working in particular areas; these behaviours are visually displayed on boards outside each area. In 2009, the Carrigaline plant had zero lost-time incidents. The site recorded 230 near misses reported by employees, up from 114 in 2008. A sound hazard identification and risk management programme that has borne fruit bounteously, said the judges.

Rolls-Royce Civil Aerospace

The company’s health, safety and environmental process excellence project was set up to reduce incidents, improve safety behaviour, and facilitate certification to recognised health and safety management standards. Although lost-time injuries increased in 2009 from 2008, at the time of submitting the entry for this award they had reduced significantly. All business areas achieved the company’s HS&E ‘Basics Silver’ standard by the end of 2009, with three of them on course to achieve ‘Top Silver’ by mid-2010. Integrating HS&E into the journey to process excellence is a company requirement, says Rolls-Royce – an aim described as laudable by the judges, and a positive contribution to building a sound corporate culture.
Best Achievement in Retail and Leisure

The Co-operative
Project Store Check aimed to develop existing industry technology by using the capabilities of existing electronic point-of-sale price-checking and inventory-management hand-held store terminals to capture real-time health and safety compliance information. This method of data capture provided live data for the business and H&S team, as well as the ability to instantly track national, regional and local compliance at any given time, providing trends, pattern analysis, and pinpointing issues. The captured information became critical in shaping the H&S strategy and driving the management of compliance by the business, which has more than 3000 outlets. Among the results achieved were a 35-per-cent reduction in RIDDOR accidents, and critical in shaping the H&S strategy and driving the management of compliance by the business, which has a 34-per-cent reduction in enforcement letters. The judges praised the use of retail technology to drive health and safety improvements, which was not only cost-effective but overcame perception barriers to prove that health and safety is integral to business processes.

British Parachute Association – Highly commended
Traditionally, control of safety in sport parachuting had been reactive, with analysis of accidents and incidents and new rules added in response. The challenge for the BPA was to introduce proactive risk assessment and develop it into a safety management system. The organisation worked with a safety practitioner and parachuting enthusiast to develop participative workshops for drop zone operators and display parachuting teams. These covered how to carry out pro-active risk assessments in a structured and systematic way, and how to evaluate the results and prioritise actions. The practitioner also facilitated a new workshop for drop zone operators on integrating risk assessment with other safety procedures into a Drop Zone Operations Management System. As a result, the insurance premium reduced by a quarter in 2009 and the statistical risk of injury per jump has gone from 1 in 485 in 1997 to 1 in 1181 in 2009. This, commented the judges, is a great example of risk management rather than risk aversion – taking a high-risk activity and managing it better to reduce harm, with benefits for everyone.

Land Securities (Retail)
The four main aims of the ‘monitoring compliance’ aspect of this initiative were: robust and real-time solutions; high levels of management involvement and ownership; a simple and understandable compliance position for each shopping centre and factory outlet centre; and continuous improvement. The four main aims of the ‘auditing’ aspect were: to review the current H&S audit process; to align the pro-active H&S auditing and action management with the existing monitoring system and BS OHSAS 18001; cost-effective and practical delivery to all centres and outlets; and ensure ownership and accountability of the audit programme to the Retail Portfolio. Over 12 months, retail property accidents went down from 78 to 68, while health and safety awareness increased across the business. The judges said the project rose to the challenge of introducing safety benchmarking to a diverse range of retailers by adopting a comprehensive and systematic approach.

Lend Lease Europe
Safety Operational Excellence is a business transformation programme designed to realise a vision of ‘incident and injury-free’. To get there, Lend Lease Europe drew up a comprehensive ‘Safety Op-Ex plan’ that detailed initiatives to address the top 10 safety issues identified. It was rolled out in a series of roadshows, and was backed up by a set of asset minimum standards, which addressed both the design of current retail assets and future developments and their operation. At the same time the company developed, communicated and agreed with each employee their personal safety roles and responsibilities. It provided other training that was required to meet the competence framework for each role. Now, all assets are in a safer condition than they were a year/18 months ago, and engagement with the supply chain and partners in the retail outlets in Lend Lease Europe’s assets is more meaningful. In a difficult industry this effort is worthwhile and should eventually prove that safety does pay for itself, said the judges.

Production Safety Passport Group
This collaboration in the broadcast sector (involving the BBC, ITV, Sky, BECTU, PACT, ITN, Arqiva, Skillset, 1st Option Safety, Prime Training, Remote Trauma, Bournemouth University, QVC and Cyfle) aimed to ensure consistent standards for key H&S training in the broadcast sector, and make that training transportable to reflect an extended and freelance workforce. The upshot is a set of accredited H&S courses, in which employers and the workforce can have confidence, a database that allows employers to share and verify H&S training undertaken by a freelance workforce, and a solution that reflects the true nature of the broadcast sector. The judges praised the level of negotiation, organisation, fundraising, and process development as key achievements in a stand-out sector scheme.

The Tote
The joint health and safety forum for the UK gaming industry was set up to promote high standards of occupational safety and exchange information among members. From the initial exploratory meeting, terms of reference were developed and officers elected. A website has been established to allow all interested parties to exchange, or get information on occupational safety, so the likes of bookmakers and gaming clubs/casinos – particularly the smaller operators – can develop their health and safety policies to improve standards and ensure legal compliance. The resources are proportionate and well-managed, said the judges, so the initiative should be encouraged to develop.
WINNER

Northern Rail
When Northern Rail realised that the majority of problematic behaviour was being caused by youngsters using its services to travel to and from school, the company appointed a community safety manager, David Wilkinson, and a Schools’ Charter was written and contact made with schools on Northern Rail’s network to develop long-term solutions. The Charter contained contracts, various instructions and guidelines for managing children’s behaviour. To aid the process, schools were encouraged to appoint 10 students, across the age range, as rail safety stewards to monitor their peer groups and to act as eyes and ears, and report back anti-social behaviour. Information was shared with all agencies involved in the scheme. Before the scheme was fully operational, Northern Rail staff at Knutsford station in Cheshire recorded 40 incidents involving school students. Throughout the school year this has steadily decreased, and in March 2010, just 17 incidents were recorded. Furthermore, there was a 75-per-cent increase in uptake of season tickets at Knutsford High School, representing almost £35,000 in additional revenue. This was a very effective way of managing children’s behaviour. To aid the process, schools were encouraged to appoint 10 students, across the age range, as rail safety stewards to monitor their peer groups and to act as eyes and ears, and report back anti-social behaviour. Information was shared with all agencies involved in the scheme. Before the scheme was fully operational, Northern Rail staff at Knutsford station in Cheshire recorded 40 incidents involving school students. Throughout the school year this has steadily decreased, and in March 2010, just 17 incidents were recorded. Furthermore, there was a 75-per-cent increase in uptake of season tickets at Knutsford High School, representing almost £35,000 in additional revenue. This was a very effective way of managing children’s behaviour. To aid the process, schools were encouraged to appoint 10 students, across the age range, as rail safety stewards to monitor their peer groups and to act as eyes and ears, and report back anti-social behaviour. Information was shared with all agencies involved in the scheme. Before the scheme was fully operational, Northern Rail staff at Knutsford station in Cheshire recorded 40 incidents involving school students. Throughout the school year this has steadily decreased, and in March 2010, just 17 incidents were recorded. Furthermore, there was a 75-per-cent increase in uptake of season tickets at Knutsford High School, representing almost £35,000 in additional revenue. This was a very effective way of managing children’s behaviour. To aid the process, schools were encouraged to appoint 10 students, across the age range, as rail safety stewards to monitor their peer groups and to act as eyes and ears, and report back anti-social behaviour. Information was shared with all agencies involved in the scheme. Before the scheme was fully operational, Northern Rail staff at Knutsford station in Cheshire recorded 40 incidents involving school students. Throughout the school year this has steadily decreased, and in March 2010, just 17 incidents were recorded. Furthermore, there was a 75-per-cent increase in uptake of season tickets at Knutsford High School, representing almost £35,000 in additional revenue. This was a very effective way of managing children’s behaviour.

FINALISTS

Balfour Beatty Utility Solutions
As part of the Group-wide Zero Harm initiative launched in 2008, Balfour Beatty Utility Solution (BBUS) identified six key target areas to be addressed, one of which is to reduce driver risk in order to help achieve zero road-traffic collisions (RTCs). With a diverse fleet of 2018 vehicles BBUS is one of the highest vehicle users within the wider Balfour Beatty Group. BBUS sees the driver as part of the solution and not the problem and, by engaging with the workforce, listening to their suggestions, the company has been able to gain their commitment. Between 2008 and 2009 there was a 30-per-cent reduction in at-fault injury collisions, which equates to a 15-per-cent reduction in RTC frequency rate. By May 2010, the average driver safety score was 9 – taking most drivers into the ‘low risk’ category, indicating a significant risk reduction. The judges liked the fact that the types of accident being prevented are those that have the potential for fatal consequences, and that aspects of the BBUS programme could transfer to smaller fleet operators.

Barlows Electrical UK Ltd
The company realised that virtually all customer complaints it received related to poor driving, and further analysis revealed that 90 per cent of the cases involved drivers under 30. It subsequently set about making its staff aware of the benefits of reducing speeds, and safer and more fuel-efficient driving. Three members of Barlow’s staff were trained as advanced drivers by ROSPA, after which they completed their RoSPA driver assessor course. By February 2010, speeds recorded by the vehicle tracker system showed a reduction of around 15 per cent, while incidents of harsh braking were down 10 per cent. Customer complaints relating to driving are down and, overall, staff are focused on reducing speeds and driving safely. A very positive response to customer feedback, felt the judges.

Co-operative Retail Logistics
The National Health and Safety Forum was formed to consolidate and review all existing health and safety initiatives, with a view to implementing a national measurable approach. The initial target areas were accident reduction, claims reductions, point-of-delivery risk assessment, and improved management information. The Forum moved around depots and included a staff awareness session at the end of each meeting, which provided shop-floor staff with a platform to raise any concerns, ideas, etc. A quarterly newsletter is displayed within all depots to ensure a consistent message is cascaded to all depot staff. Outcomes have included a 16-per-cent overall reduction in accidents, and a 24-per-cent reduction in RIDDOR incidents. As a business case this is extremely good and demonstrates best practice, commented the judges.

Wincanton
During a time of recession it is tempting to reduce the level of training provided in order to save money. Wincanton’s approach has been to actually ramp up the level of training. Under its ‘On Route’ programme, professional drivers receive formal classroom instruction and in-cab assessment from a team of in-house trainers. Under ‘On Shift’, warehouse operatives are supported at three levels. ‘Warehouse Buddies’ are trained to demonstrate the safe use of standard warehouse equipment. ‘Warehouse Assessors’ are more experienced and trained to deliver full induction, to disseminate risk assessment findings, and to support the warehouse manager in maintaining safety standards. ‘Warehouse Trainers’ write and deliver training programmes. At December 2009, the average RIDDOR accident rate (per 100k hours) was down by 7.5 per cent, and road vehicle accidents fell from 12.36 per million km in 2008 to 9.51 per million km in 2009. Through this very creditable initiative, Wincanton has backed up the investment with clear figures showing a reduction in all types of incident, said the judges.
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Northern Gas Networks
Northern Gas Networks owns 37,000km of pipe across the North East, northern Cumbria, and most of Yorkshire. Maintaining the network involves digging and back-filling holes, often on busy, public highways. Its street-works can become vulnerable to vandalism, vehicle impact and high winds. In 2008, 24 members of the public reported being injured as a result of its works so the company set about improving site safety by galvanising all 1100 staff in a ‘war’ on unsafe street-works. The ‘It’s your call’ initiative is about effecting a culture change within NGN’s business, and its aims and objectives are being woven into the way it operates and goes about its daily activity. As a result of the campaign, NGN reduced injuries to members of the public by 83 per cent. The judges described it as a comprehensive, well-communicated programme that impacted on both staff and public safety.

British Gas (driver risk management system)
The continuous driver risk management scheme (DRMS) was designed to contribute to the company objective of reducing lost-time injuries (LTI) by 25 per cent and actual driving incidents by 10 per cent during 2009. The DRMS allocates risk points to a combination of driver-related incidents; the outcomes produce a ‘traffic light’ of drivers who require specific actions. The fleet services team implemented a wide-ranging communications campaign to raise awareness of the DRMS, and planned safety reviews are now being implemented in other areas of the business following lessons learnt from the initial trial. British Gas says industry benchmarking suggests that its road safety initiatives have gone way beyond what is common in the wider transport industry. It has cut collisions by 14.6 per cent and reduced costs by £312,867, and has had a wider impact on the communities in which British Gas operates. The judges praised the clear aim of the project, which has delivered results with added environmental benefits.

British Gas (Project Novo)
Project Novo was initiated after a full review of the safety assurance processes within British Gas revealed that a focus was required on behaviour. ‘Novo’ means to refresh and revitalise, and the objective was to engage people on the remaining risk, create greater ownership for the risk by operational management, and drive a fundamental step change, with front-line managers being responsible for little-and-often observations of normal behaviours, both for personal and technical safety. The project brought about a significant change to operational management in their focus on safety, their understanding of normal behaviours, and the approach to addressing issues, ensuring effective use of coaching logs and management meeting action logs to ensure safety actions are agreed and followed through in the same way. It was, said the judges, a committed effort to embark on major management change and get line managers to take responsibility for health and safety.

Magnox North – Oldbury site
The outage period is when essential maintenance work and inspections are completed on the reactor, turbine and cooling water systems. It is an intense period of work, when site staff work alongside contractors, some working a shift rota. There are many complex tasks, involving lifting operations, work at height, hot work and contamination and radiation-controlled working. Safety is the number-one priority, and the target was zero accidents to personnel. Pre-outage work included a ‘lessons learnt’ meeting from the previous outage, as well as production of a high-level plan and an alignment meeting, which was held to identify any interactions between work groups that may lead to safety issues. During the outage there were just three first-aid treatment incidents to personnel, zero procedural non-conformances, and cost savings of £1.56m were realised. The process emphasised the importance of planning and communication for a maintenance project, said the judges.
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CONGRATULATIONS TO THE WINNERS
WINNER

Magnox North – Oldbury Site

The death of an employee while driving on business prompted Magnox to introduce a company standard on driving safety. In support of the new standard, the Oldbury site developed its Driver Safety Awareness campaign to raise employees’ awareness of hazards associated with driving and to promote best-practice behaviours for drivers. The campaign was designed to be interactive, and encourage learning through an enjoyable and interesting experience. It targeted all workers at the site – including agency workers and contractors – and they were invited to attend programmed sessions over two days. The main body of the campaign included: a giant slot-car track with built-in hazards, driver safety quiz, tyre safety checks, interactive display on alcohol units, winter car essentials, posters and team briefings. It was sponsored by a member of the site’s senior management team and was supported by other senior managers throughout the two days. Tangible results include a decrease in the number of miles being driven, which not only reduces the likelihood of staff being involved in an incident but also lowers the company’s impact on the environment. This was, said the judges, a proper campaign with a concrete aim, borne out of a real incident, which shows willingness to act on problems.

FINALISTS

Arabian Construction Company/Health Authority Abu Dhabi – Commended

Outdoor workers in Abu Dhabi, UAE and the Gulf States are exposed to significant heat stress in the summer months but there was a lack of practical awareness among employers, supervisors and health and safety personnel of the risk factors and precautions that can protect workers from exposure. In response, the Arabian Construction Company (ACC) and the Health Authority Abu Dhabi (HAAD) collaborated on a project to raise awareness of the dangers of extreme heat and sun. Based on research among employees on one of ACC’s major projects a practical toolkit (posters and a DVD in various languages, supervisor pamphlets, a training pack, and a website) was developed, tested and distributed by HAAD. The ACC’s safety department spearheaded the training and provided data. In 2009, there was a significant decrease in heat-related injuries compared with 2008, and feedback from participants indicated a high level of support for and satisfaction with the campaign. The judges liked the fact that it was developed in relation to a specific identified problem and implemented in an effective and intelligent way, with good results.

E.ON – Commended

E.ON’s engaging and innovative approach to the promotion of good mental health – Head Way – involved a ‘head shed’, Jedi mind control, graffiti walls and fortune cookies, all of which were used to lessen the stigma of mental-health issues in the workplace, support sufferers and their managers, and educate managers and colleagues on managing mental-health issues at work. The programme, was designed to work alongside support already offered within the company, including the employee assistance programme, counselling, and fast-track psychological assessment and support. Since the launch of the programme, 15 roadshows have been completed across the UK, with a further 16 scheduled in 2010. Some 2500 employees so far have directly participated in the event, while the dedicated intranet site has had more than 7000 hits since launch. The number of new cases of mental ill health has dropped by 25 per cent since launch, prompting the judges to laud it as targeted, innovative, engaging and extremely effective.

Cadbury Ireland

Under the company’s collision detection system, reporting of incidents involving workplace vehicles improved greatly at the Cadbury Ireland Tallaght site, but action taken as a result was fairly limited. It was felt that driver behaviour was being affected by the embarrassment of having a vehicle locked out rather than the need to drive correctly. It was therefore agreed to introduce a campaign to have every lock-out investigated by the team leader, and a penalty-point system (similar to points issued for public driving offenses) was developed, based on either the seriousness, or the frequency of lock-outs. Once 12 points have accrued, the individual is dealt with by a combination of training and disciplinary action. In 2009, vehicular incidents dropped from 64 the previous year to 43. The company estimates that as a result of the campaign it will save more than €15,000 a year in avoiding repairs to equipment and the building structure. As workplace transport is a huge problem, the judges liked this campaign’s aim to tackle it, particularly the requirement on supervisors to engage in proper incident investigation.

Communication Workers Union

The aim of the CWU’s Bite-Back campaign was to change the Dangerous Dogs Act to address the thousands of attacks on postal workers by dogs every year. The objectives of the campaign were, among other things, to get new UK-wide laws that would apply to dog attacks on private property, the introduction of dog-control notices, and harsher sentences for offending dangerous-dog owners. Stakeholders such as the RSPCA, the Kennel Club, and the Police Federation were engaged in the campaign, and various meetings were held with government ministers and party leaders, including the prime minister. The Royal Mail’s chief executive was fully on board, and it was supported by BT. The impressive results achieved included the introduction of the Control of Dogs (Scotland) Act, which comes into force next year, and a commitment from the new Westminster government to similarly change the law and improve enforcement and owner accountability. The judges recognised this as a clear and successful campaign, which addressed an issue that some might scoff at, but which for those affected is extremely serious.

Foot Locker

The main aim of Foot Locker’s campaign was to improve general awareness of work-at-height issues at store level, and encourage ownership of safe working practices on a daily basis. Analysis of incidents had revealed that access equipment was not always used, inspected, and maintained, and that falls from steps in store rooms were fairly common. A campaign was therefore implemented to improve awareness via training, safe-work-at-height flyers and signage, and a system of inspections that was clear, concise and simple to implement. It resulted in fewer incidents from work-at-height activities, production of a standardised checking list for access equipment and inspection, and increased reporting of defective equipment. The judges described it as a targeted, simple approach that produced sound results.
ACHIEVER OF THE YEAR

WINNER

Dave Joyce, Communication Workers Union
As the national H&S officer for the Communication Workers Union, Dave launched the Bite-Back campaign to change the Dangerous Dogs Act to address the thousands of attacks on postal workers by dogs every year. The objectives of the campaign were, among other things, to get new UK-wide laws that would apply to dog attacks on private property, the introduction of dog-control notices, and harsher sentences for offending dangerous-dog owners. To back the campaign, Dave won the support of other interested organisations and charities, such as RSPCA, the Kennel Club, and the Police Federation. He arranged several meetings with government ministers and party leaders, including the prime minister, and gave myriad interviews to the national media. Among the many impressive results of Dave’s efforts are the introduction of new guidance by Defra for the public and the enforcing authorities; the introduction of the Control of Dogs (Scotland) Act, which comes into force next year; and a commitment from the new Westminster government to similarly change the law and improve enforcement and owner accountability. The judges recognised the huge amount of time and effort invested by Dave in what was a very successful campaign to tackle a risk that is not just significant for a number of occupations but for the general public, as well.

FINALISTS

Ben Butterworth, Catalyst Lend Lease
When it was announced that Catalyst Lend Lease’s Lancashire team was moving offices Ben volunteered his support and took ownership of coordinating the office layout, in addition to his day job. During the design phase he ensured clear evacuation routes and appropriate signage to minimise safety issues. He implemented health and safety rules that he believed were essential to realising the company’s ‘Incident and Injury Free’ vision, and introduced policies to maintain the safety of the personnel in the office. His hard work has paid off handsomely in the form of zero incidents or near-misses since January 2009, coordinated fire risk assessments and joint fire-warden training with other tenant companies in the building, and an excellent level of awareness of safety procedures and contacts among all staff. Ben’s work is a proper example of ‘going above and beyond’, said the judges, and demonstrated his keenness for implementing high standards of health and safety at the beginning of his career.

Ian Clarke, Yodel
Ian Clarke’s employer says that his skills, focus, tenacity and willingness to go the extra mile have been integral to the success of the company’s entire health and safety programme. He has spearheaded highly-effective initiatives, which have significantly improved health, safety and environmental conditions for his colleagues. His skills in hands-on training, coupled with his introduction of external IOSH training, where necessary, meant Ian managed to train some 120 colleagues across the entire UK business within the set timescale, and produced very successful results in terms of winning hearts and minds on health and safety matters. Ian’s achievements were, said the judges, measurable and impressive, and made a significant difference to safety in his organisation.

Adrian Suarez, Safety & Risk Management Ltd
Striving to improve standards in the sites where he was working Adrian approached the local government in Gibraltar to discuss how health and safety could be improved. He set about promoting a vision to aid development and improve standards while ensuring that local companies took responsibility for health and safety. To make risk management appropriate to Gibraltar he developed, in his own time, a strategy for ministers called ‘H&S in Gibraltar – a way forward’. He was subsequently asked to produce a review for the development and implementation of a statutory public health and safety agency. While it was being developed, Adrian raised awareness on issues deemed of most concern via production and distribution of leaflets and newsletters, and presentations to companies. The agency is now up and running, and an interactive website is being developed. The judges commended the effort put in by Adrian outside of his day job to promote safety in the region and in the construction industry.
WINNER

DHL Supply Chain and Don-Bur
A major collaboration between logistics business DHL and trailer manufacturer Don-Bur, along with a number of leading vehicle manufacturers, resulted in the ‘Safe Suzie’ coupling device, which enables all drivers to comfortably couple trailers at ground level. Addressing the long-standing source of potential injury during the coupling procedure, i.e. the necessity to climb up on to the vehicle’s catwalk and work at height, often in a cramped environment, the Safe Suzie uses a fully automatic, air-powered arm that rotates from its vertical transit position to a position where the coupling plate is at a comfortable user height, by the side of the trailer. The female airline connectors are placed vertically, allowing the driver to apply force without bending or twisting. After coupling, a button located at the side of the trailer automatically powers the arm back to its transit location. The Safe Suzie is connected to the EBS system and prevents the brakes from releasing until the arm is correctly stowed. The coupling design mirrors the position and configuration of the tractor coupling and reduces the incidence of line entanglement. An excellent solution to a very real problem, said our judges, which is likely to be used widely, and has the potential to make a big difference.

FINALISTS

Alliance Construction Materials Ltd
Following a number of serious fall-from-height incidents in Hong Kong, ACM developed a mechanically-operated rain cover, which, when installed on the loading hopper of a concrete mixer truck, prevents rain water from entering into the mixer barrel. Now, instead of having to climb the vertical ladder installed at the rear of the mixer barrel covering the hopper, all drivers need to do is pull the handle at ground level to cover the hopper opening. Thus the risk associated of working at height – in the rain – is eliminated. The cover was trialled and its function confirmed by a working group comprising engineers, the operations manager, concrete mixer-truck drivers, and safety personnel. Since it was brought into use, no falls from vehicles have been reported. The judges praised the device as a good example of risk elimination, which is likely to be transferable.

Balfour Beatty Rail Ltd
In response to the Group-wide Zero Harm initiative, the local site management at Balfour Beatty Rail’s South Queensferry depot identified the transport and discharge of molten metal as a process that had the potential to cause disabling and fatal risks to employees while operating manually-discharged, bottom-pouring ladles – a process that has been in use around the world since 1856. It was decided that the only way to remove the risk was to remove the employees from this process through automation. This was achieved by modifying the ladle by adding a hydraulic cylinder arm and power pack, which allows the discharge port on the bottom ladle to be opened and closed remotely. The company is working with the foundry association (CTI/CMF) in the UK to share the technology with other industry stakeholders worldwide. This is a good example of risk elimination through automation, challenging a long-established work process, felt the judges.

Carrier Transicold UK
The cab roof harness is a work-positioning/fall-restraint system that can be secured to all Carrier Transicold refrigeration units, which are fitted to rigid trucks. The system is used by mobile engineers while servicing these units out in the field, and aims to reduce falls when working at height on vehicles. The engineer attaches directly to the unit using a body harness, but retains the freedom to move around thanks to various adjustment points. The harness attaches directly to the refrigeration lifting points on each system (designed for hoisting the 900kg unit into place during installation) – ensuring they are strong enough to support and hold an engineer in the event of an accident. This is a good concept, said the judges, whose development was risk-driven, topical, and very transferable.

Ryedale Energy Ltd
Ryedale Energy’s employees have to lift concrete trench covers on a regular basis, and back injuries and trapped fingers and toes were a common problem. In response, it developed the Arnold Mk1 lifting aid, which is designed to allow a single person to safely remove and replace a variety of manhole, duct and trench covers. It has a safe working load of 125kg and the effort required to manually operate it is minimal. A job that used to require several people now needs only one. The device is compact, so it is easy to carry and get into small areas, where mechanical machinery cannot reach. The Arnold is also CE-approved. A very welcome addition to the range of solutions for manual handling, commented the judges.
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**Congratulations to the winner and all those short listed for this prestigious award.**

*For further information, please contact Aine Flood at aine.flood@hays.com or call 020 7259 8724.*
WINNER

Danny Plumb, British Gas
Danny has been employed by British Gas since 1982, but only joined the HS&E team in 2008, initially on a six month secondment. He was heavily involved in the roll-out of the SHP IOSH Award-winning “What If?” campaign, and, in October 2009, Danny was promoted to a full-time HS&E position. He had studied for and obtained the NEBOSH General Certificate during his secondment, and his enthusiasm and determination to succeed in health and safety were further demonstrated via his excellent attitude to his work and his colleagues. Examples of his achievements include: identifying and working with key stakeholders within the company, outside of the HS&E team, who can assist with current projects, or help expedite results; sharing best practice with others and encouraging team members to do so, too; working closely with other support functions, such as Fleet and Occupational Health, to ensure mutual support; and developing policy based on lessons learnt from accident investigation and feedback from the field. His manager says Danny is eminently dedicated to health and safety and can always be relied upon to provide help and support, while maintaining a first-class attitude. The judges agreed, saying his drive and commitment come across loud and clear – with one of the judges describing him as “exactly the sort of chap British Gas should have in their organisation!”

FINALISTS

Hugh Curley, Northern Ireland Water
Hugh was appointed as the health and safety manager for Northern Ireland Water (NIW) in February 2009 and is responsible for organising and managing health and safety activities to ensure legislative compliance, and for providing support and guidance for NIW’s internal and external customer base. Shortly after his appointment, his team of five safety officers was reduced to three, but still expected to provide the same level of service. Hugh achieved this by organising IOSH and NEBOSH training for the safety officers, and managing resources effectively. He has also developed his own skills through work-based learning, obtaining the NEBOSH General and Construction Certificates, and undertaking a postgraduate diploma in occupational health and safety. He also reduced NIW’s external consultancy budget by 90 per cent, and led the introduction of the EUSR Scheme for Water Hygiene and SHEA Passport Cards. The judges felt Hugh’s achievements were particularly impressive in a climate of downsizing.

Monima Harrison, System Concepts
Following completion of a master’s degree in safety, health and environmental management Monima joined Norland Managed Services in 2008 as an onsite health and safety/permit-to-work coordinator on a British Gas refurbishment contract. This was a challenging role, as his main remit was contractor management on a day-to-day basis. Despite a plethora of high-risk activities (excavation, confined spaces, working at height, hot works, etc) more than 2500 man-hours were achieved without any accidents occurring. Monima originally trained as an engineer in Nigeria and his interest in the problem-solving aspects of this job propelled him into health and safety. In his current role, he has conducted detailed risk assessments of myriad different work environments, has trained staff in a range of health and safety topics, and has conducted research into fire standards. His achievements in respect of contractor management – an extremely tricky area – are to be applauded, said the judges.

John Rothery, Palletforce
John first became involved in health and safety in February 2008 as health and safety controller for logistics firm, DHL. When given the opportunity to make its Milton Keynes site a flagship for the technology sector he started by building a site committee and conducted inspections and audits to benchmark where the site was with respect to legal compliance and continuous improvements as a company. He also determined what information, instruction and training were needed for all operatives and created training procedures, as well as an asset register for all site maintenance. As a result, he was promoted to health and safety manager. Now at Palletforce, his most recent achievements include certification to ISO 9001, ISO 14001 and OHSAS 18001, and a ROSPA Gold Award for health and safety. The judges praised his development of a robust safety culture methodically and efficiently by doing the groundwork properly and then building on that firm foundation.

Julia Slater, Agility UK
Julia originally joined Agility UK in 2006 on the administration side but she was soon given the opportunity to study for the NEBOSH General Certificate, which she obtained in 2008. While studying, she shadowed SHP IOSH Award-winning health and safety consultant Mike Randle, and developed her skills in health and safety training and site inspections. Julia was promoted to health and safety advisor in 2008 and was given the responsibility for training staff and carers, and for office inspections for Agility’s biggest client, the largest independent foster-care provider in the UK. To make training engaging, she introduced light-hearted but still informative training clips from the 1960s & 70s and, to appeal to young people, she introduced the ‘Keep Yourself Safe’ package in March 2010. Julia obviously thinks on her feet, said the judges, and makes a point of looking at how to do things differently so as to engage hard-to-reach and/or sceptical audiences.

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initiatives, concluded the judges.

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courage good management practice in smaller firms. No one partner had the resources necessary to

In what the judges describes as a very pertinent and proactive partnership, the health and safety community

WINNER
Scottish Centre for Healthy Working Lives/HSE/Scottish Chamber of Safety/RoSPA
In what the judges describe as a very pertinent and proactive partnership, the health and safety community across Scotland came together to implement the “Health Risks at Work – do you know yours?” initiative to bring information on risks to health caused, or made worse, by poor working conditions into smaller workplaces. A toolkit aimed at those with little or no OHS support was devised, and safety professionals signed up as champions to demonstrate the tool to their supply chain. The aims were to reduce long-latency disease; raise awareness of occupational exposure and disease among managers and employees; and encourage good management practice in smaller firms. No one partner had the resources necessary to embark on such a programme but by pooling resources they were able to make a substantial contribution to improving the health of the working population. An excellent approach that could be adopted for other initiatives, concluded the judges.

FINALISTS
Bedfordshire and Luton Fire and Rescue Service/Central Bedfordshire Council
Among many laudable aims the SCARE (Schools Crime and Arson Evaluation) Project sought to reduce the risk of arson in Bedfordshire schools by developing awareness and responsibility among pupils via a range of creative and practical initiatives. In all, 252 schools throughout Bedfordshire across the three unitary authorities were contacted to run the “BB100” toolkit. Seminars were held for head-teachers and school governors to explain the toolkit results, and joint visits to high-risk schools were carried out with local Police Crime Reduction Officers and Fire Safety Officers from the Arson Task Force. A successful and transferable project that actively involved all stakeholders from concept to delivery, said the judges,

Mark Rastrick/Melanie Blackmore
The safety of children on educational trips has been a hot topic in health and safety circles for some time and prompted Mark and Melanie to create an online management system both to facilitate the safe running of school trips and raise awareness of the standards and guidance available, to bring confidence back to schools and other organisers of such trips. Mark and Melanie broke down the sections of BS8848 and rebuilt it to apply to all types of educational visits, not just overseas trips. TripSafely offers a consistent approach to all trips and can be fully audited. The judges said it meets a real need in the education sector and illustrates a sensible approach to adventure training.

Sellafield Ltd (Capenhurst Site)/BP
As a way of engendering closer working and mutual learning between two high-hazard industries – nuclear and oil — that had many common objectives, this partnership set up a forum for open discussion of safety issues, and sharing both concerns and good practice. The theme of the 54th BP UK Safety Reps Forum, which was hosted by Sellafield Ltd at its Capenhurst Site, was human performance in procedural compliance, and safety representatives from around the country engaged to discuss best practice and gain ideas on how to improve safety procedures within their own work environment. Seven areas of the Capenhurst site were audited by the safety reps, who highlighted areas of good practice, opportunities for improvement, and scope for transferable ideas from one partner to the other. There was a total of 101 observations, 46 of which highlighted areas where current practices were doing well, and 55 where improvements could be introduced. Such endeavours between publicly-accountable companies in high-hazard industries is exemplary and should be encouraged, said the judges.

The Vocational College/Warrington Collegiate
“Taking safety to the next level – think twice” was all about reducing and preventing accidents to young learners throughout the North West by ensuring that learning organisations have momentum and impact in creating a safe, secure and supportive environment for all learners. Gary Lindsay (VC) and John Bradshaw (VC) raised awareness of the initiative via posters and a key-ring, featuring five simple steps, which young people were encouraged to discuss with their supervisors if one of the steps applied. Accident rates in both colleges started decreasing at the end of 2009 and by end-June 2010, the project resources were being used by 20 organisations. This was a valuable mentoring activity that can be grown and is transferable, felt the judges.

Wolverhampton City NHS Primary Care Trust/Pendeford Business and Enterprise College
Health and safety professionals working in the NHS are more aware than most of the impact of poor health and safety practices in the workplace, as it is in their institutions that the victims are usually treated. Young people in the workplace are a particularly vulnerable group so the partners in this initiative decided to focus on them, in order to embed a culture of health, safety and well-being among school pupils in a safe and controlled learning environment in preparation for their future employment. They developed a “learning journey” that is aligned with the academic year. Through training sessions the journey has slowly built pupils’ knowledge so that they can eventually apply it to any situation, and particularly the work environment. The judges praised the fact that the “journey” provides the young people involved with a skill set that will be useful to them throughout their working lives.
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This training programme was devised to facilitate the understanding and use of the Journalism Safety Guide (JSG) – a pocket booklet that provides journalists in the field and those deploying them with key information about the hazards and expected controls. An online step-by-step guide to correct use of the JSG was compiled, which included a foreword by the deputy director-general of the BBC and the head of the journalism division. A one-day, face-to-face course entitled News Assignment and Location Safety (NALS) presents the case for proper management of health and safety, and sets out the role of the JSG in that process. It also covers how to develop and recognise a suitable and sufficient risk assessment for those circumstances in which it is required. Over 18 months, 3400 staff were trained, and the JSG has been successfully rolled out to UK and international news-gathering operations. Assurance monitoring to ensure the training programme and guide are delivering their aims is carried out by key contributors to the JSG. The judges appreciated that in a dynamic environment such as news-gathering it can be easy to overlook some aspects of risk management, and this initiative introduced a consistent and sensible approach.

FINALISTS

Carnival UK – Commended

Supervisor competency training to manage health and safety was targeted at mid-level onboard managers for Carnival’s 13 ships. The company had realised that crew members were being promoted into positions of supervision without recognising (or it being made explicit by the company) that the management of health and safety was part of the role. The competency training was mandatory and covered such subjects as effective communication, statutory requirements and duties of supervisors, accident causation, and effective investigation. It was delivered via initial one-hour, onboard classroom sessions based on HSG65, and participants had to complete a workbook and carry out functional competency observations. As a result, there has been a 17-per-cent reduction in crew injuries, less lost time, and fewer costs associated with treatment and repatriation of injured crew members. A committed approach in a very challenging sector, with the potential to make a real difference, said the judges.

Wickes Building Supplies – Commended

Wickes sells products in project quantities and offers bulk deals to attract custom. The consequent risks include manual handling, slips and trips, work tools, and forklift-truck usage. To address the 2008 toll of 129 serious accidents and 1504 days lost the company devised and implemented the ‘Stay safe’ initiative. The aims of the training programme were to: engage colleagues from all levels in safety; secure commitment and a genuine sense of personal and collective responsibility; increase safety awareness; and empower colleagues to act. The company’s operations director launched the programme for 20 senior managers, and launch packs, including manager guides, materials, posters and giveaways, were compiled. Central to the in-store training was a ‘Match of the Day’-style DVD shown to all colleagues but specifically aimed at gaining the attention of the high-risk young male population. In all, managers trained 3800 staff and, in 2009, there were 56 fewer injuries and 586 lost days saved. This was, said the judges, a highly innovative and targeted approach that focused on making the messages relevant and personal.

Daniel Contractors Ltd

Following a skills-mapping exercise based on the training records of some 500 personnel, Daniel Contractors put together a two-day development programme called the ‘In-house Skills Academy’. Day one of the programme comprises the Energy & Utilities Skills SHEA Awareness course, which has CSCS recognition. Day two focuses on manual handling, abrasive wheels, customer service, and towing safety. The programme is supported by Ystrad Mynach College, which delivers an introduction to the Employer’s Pledge. A Passport to Work handbook was developed for issue to all team leaders attending the course. Since the training was rolled out in August 2009, works gangs have become more proficient in the planning and execution of their tasks. This has resulted in savings on Fixed Penalty Charges and Section 74 charges implemented by the Local Highways Authorities. The judges liked the significant long-term investment in staff learning and skills, and the high level of senior management commitment.

G4S Care & Justice Services (HMP & YOI Parc)

Analysis of incidents at HMP Parc in 2007-2008 showed that the root cause of around 90 per cent was the behaviour of the person involved. Of the remaining 10 per cent, the behaviour of the management team, not directly involved in the incident, was a contributing factor. The health and safety team therefore developed and drove a behavioural safety programme that it ensured was complementary to the company’s safety initiatives and not merely ‘add-on’. The workforce was consulted on all changes, and a total of 44 health and safety champions was identified to undertake monthly observations and inspections of their local areas. Since the programme was introduced in 2009 there has been a 60-per-cent reduction in lost-time accidents, and a 71-per-cent reduction in days lost. The judges lauded it as an important step forward in a difficult and challenging environment.

Morrow Contracts Ltd

Two components of Morrow’s strategy to upskill its workforce were to train all those working with water, both potable and sewage, to achieve the National Water Hygiene Card and see them enrolled on the Energy and Utility Skills Register, and to achieve National Highway Sector Scheme 12D certification for relevant employees. Because of the number of trainees involved, the company became a registered training provider for both schemes, and, with the necessary accreditation, it was possible to train all the operatives at a time that best suited operational needs. Following the training, it is now evident that greater care is being taken to reduce the risk of contamination to the water, and, in terms of traffic management, there has been a fundamental change in attitudes towards live traffic set-ups. The judges praised the emphasis on setting up and running the scheme using in-house infrastructure and resources.
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Roger Bibbings MBE

Roger Bibbings has been a steadfast advocate of better health and safety for 25 years. He has made a significant contribution to the cause, exemplified by his various roles in which he has driven passionately to secure improvements in the working lives of thousands. In 1990, he received an MBE for services to occupational safety and health and is now a chartered fellow of IOSH, having received the IOSH President’s Distinguished Service Certificate in 2006.

For 17 years, Roger was a voice for the Trades Union Congress (TUC), developing health and safety guidance to reduce danger in the workplace. In promoting the work of safety representatives and committees, and by representing the TUC on numerous health and safety policy issues with the then Health and Safety Commission and the Health and Safety Executive, he spearheaded and championed better practice for employers and employees.

During that time, Roger served on HSC subject and industry advisory committees and was a member of the European Commission’s (DGV) ‘Luxembourg’ Committee. In the wake of the 1986 Chernobyl disaster, he worked for two years on nuclear safety and radiological protection, visiting the site of the explosion at Pripyat, as well as other European facilities, to help inform policy.

Since April 1994, Roger has been RoSPA’s occupational safety advisor and now works within its Communications Division to advise the organisation on all matters associated with work-related risk, and to help it develop its invaluable contribution to the British health and safety system.

He works with the Society to prepare policy submissions and is heavily involved with its lively programme of events and awards programmes, taking on much press and media work in the process. As secretary of RoSPA’s National Occupational Safety and Health Committee, Roger also has oversight of a number of ‘Key Issue’ policy development projects, including work-related road safety.

Of his Award, Roger said: “I am surprised and highly flattered to be named this year’s winner. During my career I have received much help and encouragement, and have been given many opportunities by people who have been so influential in helping to build the fantastic health and safety regime we have today.

“Safety depends on people working together as a team – prima donnas don’t cut it in our field, so when individuals are singled out for recognition and thanks, it is crucial to understand the even greater gratitude due to all those who have worked with them.

“As we move into a new political era, progress achieved over the last few decades cannot be taken for granted – we remain vulnerable to both sceptics and zealots.”

Lawrence Waterman, director of award sponsor, Sypol, said: “Our winner has been at the forefront of supporting and championing the work that safety groups do around the UK, so this award is both recognition of his leadership and a reminder of the contribution these groups make to workplace safety.”

IOSH president John Holden added: “There is no doubt that our award winner has made a hugely significant difference to the safety of the working lives of people across the UK.”
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