



# 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 workforce creates a safer work environment. This publication provides further information on this initiative and other efforts by British Precast and its members.



## Statement from Health and Safety Executive

**"I had the pleasure of delivering the keynote speech at your Industry Leaders Awareness Day in November 2016 and hearing first-hand the good work of British Precast and its members in promoting effective health and safety outcomes.**

You have come a long way since your industry began to set improvement targets in 2001. I understand you are on course to

exceed your target of a further reduction in lost time injury frequency rate of 65% by 2018. It is right to celebrate the achievements which have brought you this far, recognising at the same time that the journey you are on is long with much still to achieve, particularly in the area of work related ill health.

To support the *Helping Great Britain Work Well* Strategy, HSE launched, in December 2016,

a Health and Work Strategy to focus effort on work related ill health, currently some 1.3 million people in the country are suffering ill health as a result of their work. I look forward to hearing how British Precast answers this challenge."

**Philip White,**  
**Head of Manufacturing Sector**  
**Health & Safety Executive**

## Charge: a HSE initiative

**British Precast is pleased to be part of CHARGE: The advisory committee for the Non-metal Mineral Industries; a tripartite body with representatives from industry, trade unions and HSE. Membership includes representatives of the cement, ceramic, concrete, heavy clay, asphalt, refractory, glass, stone and other related non-metal mineral product manufacturing industries. Together these industries employ around 100,000 people and contribute £4.2 billion per annum to the UK economy [2013 figures].**

CHARGE provides a forum for exploring common health and safety themes, sharing good practice and informing strategic direction to health and safety targeted initiatives in member organisations. It supports the overall *Helping GB Work Well* strategy and the HSE *Manufacturing Sector Plan*.

We support the strategic direction set by CHARGE and have agreed to promote and encourage our members to achieve the following CHARGE goals...

- By encouraging strong leadership in health and safety by senior management. An effective health and safety culture starts at the top.
- By encouraging improved competence of workers and managers. Competence at all levels is important in managing risk well, in a sensible and proportionate way.
- By setting priorities to reduce accidents and non-injury incidents and thereby promoting safer workplaces. Collection and evaluation of incident data should be used to inform priorities.



- By providing advice and guidance to employers and in particular supporting small employers. Consider safety and health awareness events and also modern media communications.
- By providing a forum for discussion to ensure you are keeping pace with change. Change may include technological developments, proposed revisions of the law and modernised guidance.

# Safer by Sharing



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

Safety and 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 two SHADs every year – one aimed at operatives and supervisors on site, and the other at management and senior personnel. These well attended events enable members to gain new perspectives on a variety of topics. Guest speakers from the HSE, equipment manufacturers and hauliers are augmented by our members sharing their own initiatives and developments.

**INCIDENT ALERTS**

Members are encouraged to share their own initiatives and good practice as well as incidents and near misses to promote collective learning. As incident frequency reduces, collective learning becomes more important. In British Precast, use is made of incident alerts which anonymously report incidents, including near misses, and communicate the corresponding key learnings. These incident alerts are available through SafePrecast.com, which has an associated app, the British Precast website and British Precast newsletters. The incident alerts can be easily printed off and pinned to notice boards at manufacturing facilities.

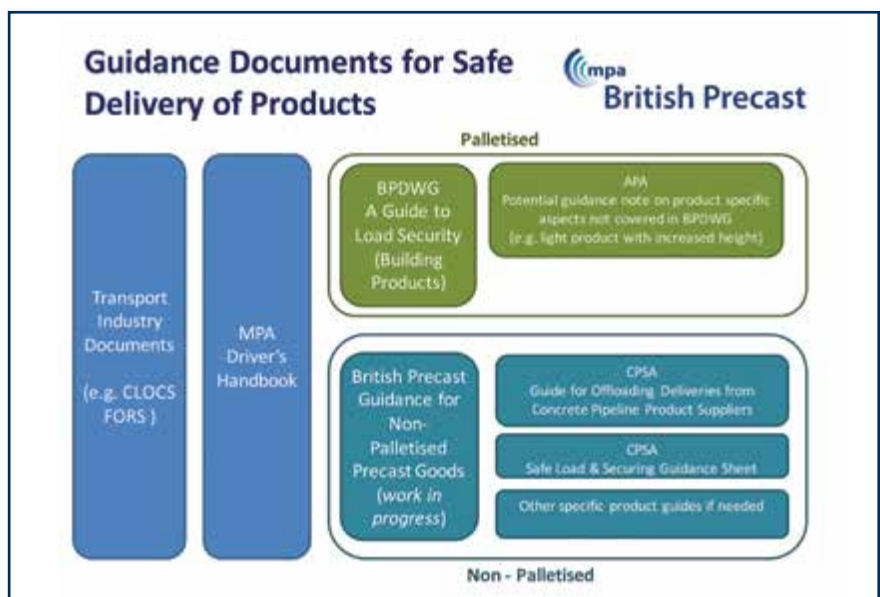
**AWARDS**

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. From 2017 there will be a H&S Best Practice Award specifically for small-to-medium size enterprises. The awards give opportunities for winning companies to celebrate achievements throughout their workforce and this helps to vindicate the effort expended in implementation. Awards also provide an excellent mechanism for gathering good practice from amongst the membership and sharing it with others.



## TRANSPORT

British Precast has developed a hierarchy structure for all guidance documents on safe delivery of products. The aim is to have consistent and non contradictory information available at all levels.



# Safer by Competence

**The Health and Safety Executive is clear – developing the competence of a workforce leads to improved health and safety in the workplace.**

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. In response to this a Safer by Competence framework was developed and first included in our Annual Review in 2014 (see table below). It provides a timeframe for when different levels of employees should be engaged in a process of demonstrating competency and by when this should be completed. In 2016 further detail was provided for operatives and maintenance staff. The four stage process is shown in the table on page 4.

## Operative Employee Benefits

An operative can gain a vocational qualification, which is nationally recognised and transferable. The investment in such a qualification should make the employee feel a valued member of the business. In addition the qualification is a pathway for future development, providing the individual (and indeed the employer) with an opportunity to identify areas of expertise, skills shortfall or competency gaps and to address them.

## Employer benefits

Participation in the Safer by Competence initiative leads to benefits for employers, which include:

- Developing staff skill sets in a structured manner, thereby allowing employees to undertake a greater variety of work.

- Motivating the workforce, leading to increased employee retention.
- Defining career paths and succession planning for potential managers.

The initiative also assists members in preventing accidents and ill health, meeting local, national and international legal obligations and safeguarding against financial losses associated with accidents and incidents.

## Industry benefits

Collectively, members take responsibility for the impacts that their operations have on the environment and community at large and commit to minimising and mitigating such effects. Through active participation in the initiative British Precast members will demonstrate that the health, safety and wellbeing of their employees, contractors, customers and everyone who visits their sites is of the highest priority. This commitment should develop growth within UK precast concrete sector, benefiting member organisations both economically and socially.

## WHAT HSE SAYS ABOUT COMPETENCE

*“The competence of individuals is vital, whether they are employers, managers, supervisors, employees and contractors, especially those with safety-critical roles (such as plant maintenance engineers). It ensures they recognise the risks in their activities and can apply the right measures to control and manage those risks.”*

## For more information go to:

<http://www.hse.gov.uk/managing/competence.htm#additional>

*British Precast Council in 2012 agreed this Safer by Competence timetable as strongly recommended for members*

STATUS	OPERATIONAL EMPLOYMENT (EXCLUDING OFFICE-BASED)		DEADLINES	
	BASIS	LEVEL	100% Engagement	100% Achieved
British Precast Members (Strongly Recommended)	Directly Employed	Management	June 2015	December 2016
		Supervisory	June 2016	December 2017
		Maintenance	December 2016	December 2018
		Process Operative	December 2017	December 2019
		FLT Operative	Immediate	Immediate





*The four stage process of the Safer by Competence framework for Process Operatives and Maintenance levels*

STAGE	DEADLINE	SUMMARY
1	December 2016	Training needs will have been identified, training provided (either internally or externally) and employees signed off as having received training appropriate for their roles.
2	December 2017	Training needs will have been reviewed and, if necessary, revised in terms of vocational qualifications (or similar) and aligned or linked to the latest National Occupational Standards wherever possible.
3	December 2018	If training needs were revised, then the associated training will have been updated and delivered to employees as required. Training to have external validation or accreditation.
4	December 2019	Employees will have been assessed for competence, i.e., their ability to use their skills, knowledge, experience and training to perform their jobs safely. Employees should have gained a formal qualification, derived from the latest National Occupational Standards.

# 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 46% reduction in lost time incidents over the last 3 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.**

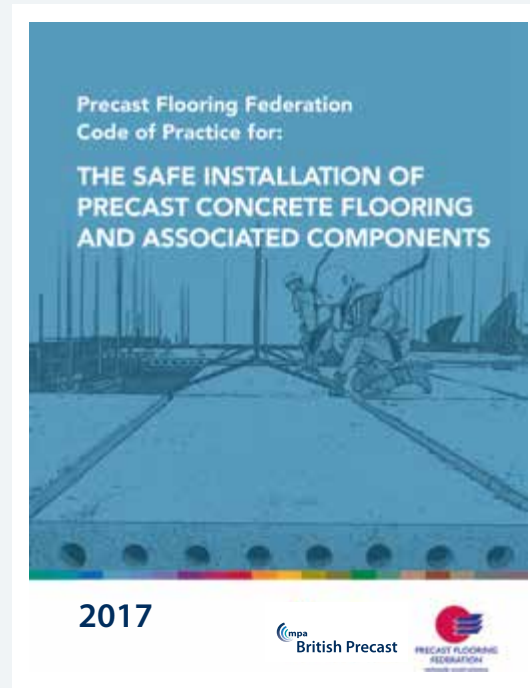
It provides a mechanism for companies and the wider sector to celebrate the positive influence and impact that individuals and teams have made to create safer and healthier workplaces.



Representatives from The Tallington Factory Team,  
Tarmac Building Products

# Health & Safety Charter

# Codes of Practice



**Pledges 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).
- 50% 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 its product groups author 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, clients, designers and contractors.**

The British Precast Code of Practice for Safe Stressing was published in 2014. Members of the Precast Flooring Federation (PFF) are committed to annual audits at each factory with stressing operations, whilst British Precast Council requires all other members with prestressing operations to be audited annually for compliance. A significant improvement in practice and operations has been observed. During 2017 work will begin to review and revise the Code of Practice for Safe Stressing.

The PFF Code of Practice for Safe Installation of Precast Flooring 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 that safe installation is possible, as well as ensuring the installation process itself is compliant with best practice. The PFF will publish a new edition of its code of practice in 2017.

The Architectural and Structural Precast Association is currently drafting its own code of practice for safe installation, whilst the precast/cast stone industry will address production processes, which are particular to its industry, in a new 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)

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