

# HEALTH & SAFETY STAND DOWN

April 2024

There was a time when we typically suffered two or three fatal injuries every year, causing devastation for families, friends and colleagues, and lost time injuries every week. Thanks to your effort and commitment, it is over 5 years since our last fatal workplace accident and serious injuries have become far less common.

We have made good progress reducing contractor injuries through robust local management procedures, Contractor Health and Safety Forums, Haulier Leadership Days, Partnership Awards and the roll out of MP Connect:

## UK Contractor Total Recordable Injuries (Rolling 12 Months):



Total Recordable Injuries include Fatalities, Lost Time Injuries, Restricted Work Injuries and Medical Treatment Cases

**HOWEVER**, the same cannot be said for employee injuries in recent months, where we are seeing a worrying sustained increase in the number of serious injuries.

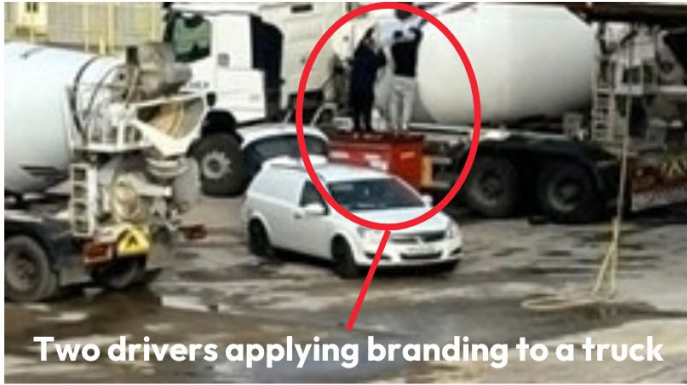
## UK Employee Total Recordable Injuries (Rolling 12 Months):



Total Recordable Injuries include Fatalities, Lost Time Injuries, Restricted Work Injuries and Medical Treatment Cases

In addition to these injuries, which have sadly included bone fractures and one employee suffering burns requiring skin grafts, a number of other incidents, including some with High Potential (HiPo), also cause **significant concern**:

- Work at Height without adequate planning and protection
- Failure to follow isolation procedures
- Operating mobile equipment while affected by prescription medication
- On site vehicle collisions
- Faking an incident to cover up for an earlier injury resulting from failure to exit a vehicle cab backwards with three points of contact (Get a Grip)



We have learnt that to keep everyone safe, we need a health and safety culture built on **trust** and **care**, with effective health and safety **leadership and teamwork**, where people:

- Are engaged with our safety and wellbeing efforts
- Feel compelled to speak up where improvements can be made
- Admit mistakes and are keen to share ideas
- **Take 5** and **STOP & THINK** before starting a new task
- **STEP IN** if they see anyone who may be at risk of injury, using the **Take 5 Together** approach to agree safer ways of working
- Always follow the **Safety Essentials**:



<b>Look after yourself and each other</b> Don't let anyone act unsafely, always stop unsafe practices.	<b>Housekeeping</b> Keep designated access routes and work areas tidy and free from trip/slip hazards.	<b>Driving</b> Drive safely, ensure you are authorised and that vehicles/mobile plant are well maintained.	<b>Safe Systems</b> Follow safe systems of work, site rules, signage and traffic signals.
<b>Get a grip</b> Hold handrails on stairways and use three points of contact when getting into/out of vehicles.	<b>Personal Protective Equipment</b> Always wear the correct PPE.	<b>Isolation Procedures</b> Never work on live or moving machinery – always 'lock out'.	<b>Working At Height</b> Use appropriate access equipment and fall protection.
<b>Manual Handling</b> Use mechanical aids or ask for help to reduce risks.	<b>Tools and Equipment</b> Use the right, well maintained, tools/equipment for the job. Never make do.	<b>Confined Spaces</b> Obtain a permit to work and always follow the safety requirements.	<b>Incident/Hazard alerts</b> Report all incidents/hazards immediately.

## Stand Down

Please take some time out with your team to make them aware of the worrying increase in employee injuries and high potential incidents, and reflect on your local health and safety culture. **Are there any thoughts on why serious injuries are increasing and on the number and nature of ongoing High Potential incidents? Is there anything more we should be doing urgently to ensure we keep everyone safe?**

**Is everyone comfortable with the Take 5 and Take 5 Together processes? Is there anything we can do to help people feel more comfortable speaking up / stepping in?**

Take the opportunity to remind everyone of the Safety Essentials and stress there is nothing more important than their safety and wellbeing. No one should feel compelled to put their health and safety at risk, or take short cuts, in fact we expect the exact opposite, with everyone looking after themselves and each other and putting their safety and wellbeing first.

