

Recommendations from PABIAC Strategy Group for topics to be considered for inclusion as objectives in PABIAC's action plan for 2008 to 2011.

1. Introduction

PABIAC Strategy Group met on 10th May 2007 to start the process of developing strategic objectives for the period April 2008 to March 2011.

This note summarises the Strategy Group's recommendations. PABIAC are invited to consider the recommendations with a view to developing draft objectives to be circulated for consultation to employers and trades unions according to the timetable suggested in paragraph 3 below. PABIAC are also invited to endorse that timetable and the proposals for the format of the strategy statement in paragraph 4.

2. Topics recommended for inclusion as objectives

2.1 A target for the industry's overall non fatal reportable injury rate

The target for the current (2005-2008) period is 1000 per 100,000 employees. PABIAC are invited to consider a target for March 2011. Should a lower target be set? Should separate targets be set for each sector?

2.2 A target relating to the implementation, development or improvement of employer's safety management systems

Recognising that the achievement of a reduced injury incidence rate within the industry requires employers to manage health and safety at work in a systematic way, the Strategy Group believes there is a need for an objective relating to safety management systems. What should the objective be and how can we measure achievement of the objective?

2.3 A target relating to improvement of each employer's safety climate

Recognising that just having a formal safety management system does not, in itself, guarantee success in terms of delivering health and safety outcomes and recognising that much depends on the way in which the leaders, managers, supervisors and workers within an organisation behave, the Strategy Group believes that there is a need for an objective aimed at achieving further improvements in each employer's health and safety climate. What should the objective be and how can we measure achievement?

2.4 Establishing a formal knowledge management system

The Strategy Group believes that there is a need to improve the sharing of knowledge and promoting of best practice among the PABIAC partners and employers in the industry. The Strategy Group recommends that a key objective for 2008-2011 should be establishing a formal knowledge management system that meets customer needs and links with employers' and trades unions own knowledge management systems. The system will need to be effectively resourced and will require the appointment of a

knowledge manager. It will need effective governance from PABIAC. The views of PABIAC members are invited.

2.5 A target aimed at achieving improvements in occupational health and/or the management of occupational health

The strategy Group believes that we should include an objective relating to occupational health. But what should it be and how can we measure achievement?

2.6 A target aimed at improving the control of risks associated with transport.

The risks associated with workplace transport activities, including the loading and unloading of road going vehicles and internal worksite transport continue to be a cause for concern in many parts of the industry. The Strategy Group believes there is a need to include an objective aimed at improving the control of these risks. What should the objective be and how could we measure achievement?

2.7 Other objectives

Are there other objectives that PABIAC believe should be included in the 2008 to 2011 strategy in addition to, or instead of, one or more of the above suggestions?

3. Suggested timetable for development of objectives

The Strategy Group recommends the following timetable.

July 2007 - PABIAC agree the *topics* to be included as objectives for 2008 to 2011.

September 2007 - Strategy Group meets to draft objectives in accordance with PABIAC's advice and recommendations.

November 2007- PABIAC discuss and agree draft objectives for circulation to employers and trades unions for consultation.

November 2007 to Mid February 2008 - Employers and trades unions are consulted on the draft objectives.

February 2008- PABIAC take account of responses to consultation and agree the final objectives.

4. Format

The Strategy Group recommends that PABIAC retains the general format of its current strategic direction statement "Making a Difference", substitutes the objectives for 2005-2008 with the objectives for 2008 –2011 and replaces the accident statistics in appendix 3 with up-to-date statistics.

5. Formal “sign up” or “pledge”

The Strategy Group discussed the benefits of inviting a formal sign up to the 2008-2011 Strategy by company CEOs along the lines of the “pledge” in the ceramics industry. PABIAC’s views on this are invited.