



DCS Europe plc

dcseurope
Group Of Companies



Nigel Shortt has been Managing Director of DCS Europe since its inception in 1994. He has 'hands on' experience in all areas of the business including warehousing and transportation during its growth from 10 to 107 employees. He has first-hand knowledge of the potential risks that employees may be exposed to.

DRIVERS FOR LEADERSHIP

Nigel is personally driven to champion health and safety within DCS after having witnessed a colleague receive a serious injury in a work related accident. He vowed from that day that he would do everything within his control to ensure the safety of employees. He has first-hand operational experience of the hazards that employees face and is aware of the 'shortcuts' they may be tempted to take. He feels a moral duty to look after his employees and is convinced of the need for health and safety to be integrated across all business functions.

	No. of employees	107
	Business Sector	Storage & Distribution
	Business Activities	Distribution of toiletry products – UK and overseas
	Location	Stratford Upon Avon

"When you provide a safe workplace and good working environment for your staff, people will see that their well-being is respected. This is likely to improve morale, and it will undoubtedly support other human resource policies."

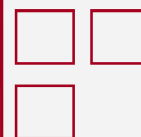
Nigel Shortt, Managing Director, DCS Europe plc

VALUE OF LEADERSHIP

- Ensures that health and safety issues do not get left unresolved due to budget constraints
- Ensures that health and safety measures cannot be skipped and shortcuts cannot be taken in order to meet operational targets
- Actively engaging the workforce in health and safety matters has boosted morale and encouraged ownership and involvement from staff so everyone now takes responsibility for themselves, their peers and the working environment



Nigel Shortt



BENEFITS OF LEADERSHIP

- Introduction of software that monitors 'near misses' and incidents and reports health and safety improvements
- Reduction in accidents of approximately 63% over 13 months
- Improved staff morale, leading to increased productivity.
"It's good to work for a company that cares about you – it encourages you to work hard for them."

"Nigel has given me a clear vision of what we are working towards achieving at DCS – an all embracing effort to improve our working environment, reduce risk and be able to carry out our jobs both effectively and safely."

Aurelia King, Human Resources and Health & Safety Officer, DCS Europe plc

Gillian Wheeler, Health & Safety Representative, DCS Europe plc



NIGEL'S MESSAGE TO OTHER DIRECTORS IS...

"You will be able to see significant improvement in productivity and efficiency of your operations. You will improve the quality of your work and improve the service to your customers, whilst vastly improving employee relations. Although my motivation has always been to keep employees safe – looking after employees brings many business benefits also."

HOW WERE ARRANGEMENTS DEVELOPED?

As the Company grew, Nigel and the Board sought advice from:

- HSC/E
- The workforce, via employee representatives
- An external Health and Safety Consultant

They also reviewed guidance on corporate governance and drew upon previous experiences of the management team and fellow Board members.



CURRENT BOARD ARRANGEMENTS

All members of the Board have responsibility for Health and Safety; however the MD is specifically named as being accountable. The Operations Manager and HR Manager have responsibilities for health and safety and report directly to the MD. Although there is a procedure for dealing with health and safety issues, there is an 'open door' policy.

WHAT WAS DONE?

A health and safety software package was introduced which allows for monitoring and measurement of health and safety performance. The package has the ability to monitor cause and effects and to identify associated behaviours and conditions. This enables the MD to access information and make informed decisions to make improvements, thus lowering risk.

Increased workforce involvement has been encouraged by offering financial incentives for suggestions leading to health and safety improvements.

DIRECTOR'S ENGAGEMENT

Nigel is highly respected by his employees and is considered to be extremely approachable. He chairs the Health and Safety Committee meetings and is seen to act promptly upon any issues that arise. He regularly engages with the workforce in an informal manner, thus encouraging open and honest communication concerning health and safety.

WHAT DOES THE DIRECTOR DO?

"It gives team leaders confidence having a Director as head of health and safety. If something is not right and needs rectifying we can go straight to Nigel and he will give us an answer and / or the authority to act quickly rather than having to wait weeks for decisions to be made."

Tony Kaminski, Team Leader, DCS Europe plc

Recruited a HR Manager to assist the MD in implementing health and safety improvements

Introduced health and safety software (Enable Safety Exchange) which monitors and allows DCS Europe to benchmark themselves in the market place

Introduced and carries out workforce consultation

Introduced 'in-house' health and safety training to ensure good practice awareness amongst all staff