



RW Green Limited



Richard Green is Managing Director of RW Green Ltd, a small company he founded 23 years ago. The company carries out forestry, arboriculture and landscape work for a wide range of clients. His passion for safety was further inspired by his experience working in Germany.

DRIVERS FOR LEADERSHIP

Richard recognises that the industry in which he operates is high risk, but he is driven by a passionate belief that health and safety is a fundamental right of all employees. He therefore feels a moral and social responsibility for the safety of his staff, clients and the environment. He was also impressed by the high standards he encountered whilst he was working in Germany. Richard believes that high health and safety performance is good for his business, helping to win higher value contracts.

<input type="checkbox"/>	No. of employees	27
<input type="checkbox"/>	Business Sector	Agriculture / Forestry
<input type="checkbox"/>	Business Activities	Specialist tree work and landscaping
<input type="checkbox"/>	Location	Lewes, South East and London

"Richard's leadership in health and safety is inspiring and has prompted a more conscientious approach by all staff in their duties."

Dorothy Planck, PA and LOLER Inspector, RW Green Ltd

VALUE OF LEADERSHIP

- Setting an example that you are committed to the safety of your staff so that it becomes part of the culture
- A high priority for health and safety gains the respect of staff and the confidence of clients
- Everyone is clear about their responsibilities and what is expected of them
- A happier and safer workforce - they know they are being looked after



Richard Green



BENEFITS OF LEADERSHIP

- Insurance premiums remaining stable
- 'Winning better quality and higher value work with bigger clients due to high safety standards (turnover has increased by 27.7% from 2000-2004, net profit up by 11%)
- High quality trained staff, reduces the risks to staff and the business overall
- Increased client base due to ability to satisfy client needs for high standards in health, safety and training

"Health and safety is taken very seriously throughout the company. The well-being of staff and the public is always Richard's primary concern."

Matthew Duncan, Arboricultural Manager, RW Green Ltd



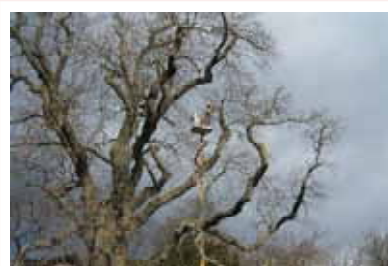
RICHARD'S MESSAGE TO OTHER DIRECTORS IS...

"Directors need to take responsibility for safety and show leadership if they want the full backing of their staff."

HOW WERE ARRANGEMENTS DEVELOPED?

Richard has been running the company for 23 years and has always been responsible for health and safety. He has taken advice from consultants to develop a robust health and safety policy and seeks active input from his workforce as well as from HSE guidance.

Managing the well-being of staff became more difficult as the company grew but their involvement in Investors in People (awarded in 2004) helped them bring their good practice into a more formal management structure.



CURRENT BOARD ARRANGEMENTS

Richard and his wife Alison are joint Directors of the company with Richard taking overall responsibility for health and safety. As the company has grown in size, a more formal management system has been put in place, with health and safety responsibility allocated.

WHAT WAS DONE?

Richard has always been committed to prioritising the health and safety of his staff. Health and safety is a fundamental part of the company mission statement.

Being involved in Investors in People helped the company to formalise a management and reporting structure and improve HR procedures.

All staff have received further health and safety training as a result of a new assessment system. Additionally, Richard's PA, Dorothy and Manager, Matt, are trained as LOLER assessors.

DIRECTOR'S ENGAGEMENT

On a daily basis Richard discusses health and safety with his managers and foremen who go out on site. He also has an 'open door' policy for all in the company as a means of getting feedback on health and safety issues or new ideas. He is constantly on the look out for new equipment or practices that make the working environment safer for his staff.

WHAT DOES THE DIRECTOR DO?

"Richard is very approachable and health and safety is paramount to him, RW Green sets an example for the rest of the industry."

Henry Brown, Foreman of Arboriculture, RW Green Ltd

Reviews new industry and HSE guidance and updates staff via meetings or information sheets

Holds a daily morning meeting with foremen and senior staff that includes a review of health and safety requirements for each job

Identifies and funds suitable health and safety training for staff

Updates risk assessment and method statement forms every 3 months to incorporate new advances

Identifies and introduces new equipment that minimises risks to staff

Appointed experienced managers to support the commitment to health and safety