



TTE Training



Neil Davies ran his own manufacturing company for 15 years before joining TTE as CEO in 2000 with a brief to raise the profile of health and safety and improve overall commercial performance. TTE was founded in 1990 and provides training for the manufacturing and processing industries. Neil is the only Executive Director on the Board.

DRIVERS FOR LEADERSHIP

Changes in the board in 1999 brought fresh views on the priority of health and safety along with the retirement of the previous CEO. This was combined with the relocation of the business which provided an opportunity for culture change. Neil was appointed in 2000 and managing business risks through health and safety was one of his main objectives. Following an independent audit, his challenge was to change the existing culture of acceptance of minor injuries and fulfil what he believes is his personal duty of care for young trainees who will be exposed to high risk situations in their workplaces.

No. of employees	163
Business Sector	Training and education
Business Activities	Training
Location	Ellesmere Port

"It is the Board's responsibility to create a safe working environment and minimise risks to staff and visitors."

Neil Davies, CEO, TTE Training

VALUE OF LEADERSHIP

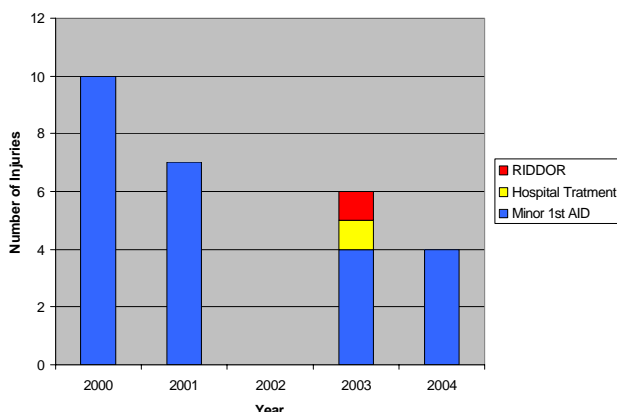
- Excellent reputation with sponsoring companies who get better trained staff
- Culture of zero tolerance of accidents and high standards of health and safety performance
- Raised awareness of health and safety as a business priority amongst all staff
- Improved communication and the development of a culture of cooperation and collaboration



Neil Davies



Annual Injuries 2000 - 2004



BENEFITS OF LEADERSHIP

- Five star rating with near perfect score (97.6%) in a 2004 independent audit from an independent consultancy, with a personal letter of commendation from the auditor
- 60% reduction in injuries since 2000
- 20% reduction in Employers Liability insurance premiums
- Ownership of health and safety through Key Performance Indicators (KPIs)
- Prize winners in ROSPA's 'National Sector Awards' for Education and Training 2000-2004



NEIL'S MESSAGE TO OTHER DIRECTORS IS...

"Good health and safety performance is good business, it enhances company value and has more direct commercial benefits such as reduced insurance premiums and enhanced reputation."

HOW WERE ARRANGEMENTS DEVELOPED?

TTE was founded in 1990 as a joint venture with ICI, Ineos Chlor, Shell and Associated Octel and these companies are represented on the Board. Neil was appointed in 2000 following the retirement of the previous CEO. Following an independent audit, Neil created a full time Health and Safety Manager in 2001.

Regulatory guidance, legal advice, informal benchmarking and consultation with staff were used to develop arrangements.

CURRENT BOARD ARRANGEMENTS

Neil is CEO and has formal responsibility for health and safety; he is the sole Executive Director. The non-executive Board Members consist of representatives of the member companies who all have direct day-to-day involvement in health and safety issues within their industry. Day-to-day health and safety is the responsibility of the three Departmental Managers who report to the CEO via the Health and Safety Manager.

WHAT WAS DONE?

Neil was appointed with a KPI target of zero incidents. To raise awareness of health and safety and change the culture this target was cascaded down through the company via staff appraisals.

- All Training Officers did IOSH training to raise awareness of corporate and legal aspects of health and safety as a business priority, which Neil also did in 2004
- Occupational healthcare and annual well-being audit was introduced in 2003
- Neil appointed a full time Health and Safety Manager to provide in-house expertise to advise him and the Board
- Annual BSC audits were introduced to give an independent external review of safety performance.

"Neil is passionate about health and safety and has given me 110% backing and support to put systems and arrangements in place that create a safe working environment."

Roy Granton, Health & Safety Manager,
TTE Training

DIRECTOR'S ENGAGEMENT

Neil has brought about various changes including:

- Health and safety was made the first agenda item at all Board meetings
- Company health and safety policy is reviewed by the Board every year
- Neil and other Board Members carry out unannounced visits once a month to different areas of the TTE premises to check safety.

WHAT DOES THE DIRECTOR DO?

"Health and safety at TTE is really thorough and Neil gives it a high priority. It's a privilege to be part of TTE and its high performance; we know we are working in a safe environment."

Marc Harding, Trainee, TTE Training

Chairs monthly Health and Safety Committee meetings

Health and safety is an agenda item at all weekly Management Committee meetings

Reviews health and safety performance every month

Chairs monthly staff communication meetings which provide a two-way forum for health and safety and other issues

Leads internal SUSA (safe/unsafe acts) audits by taking groups of trainees to inspect safety aspects of a workshop environment where another group of trainees is working