

**Welcome
to
worker involvement
review**

Aim

Aim: to review progress of worker involvement in health and safety and create sustainable actions.

Objectives

Review progress of action plans drawn up on previous events

- understand and explore barriers preventing success
- review and amend action plans
- establish sustainability

Introducing yourself

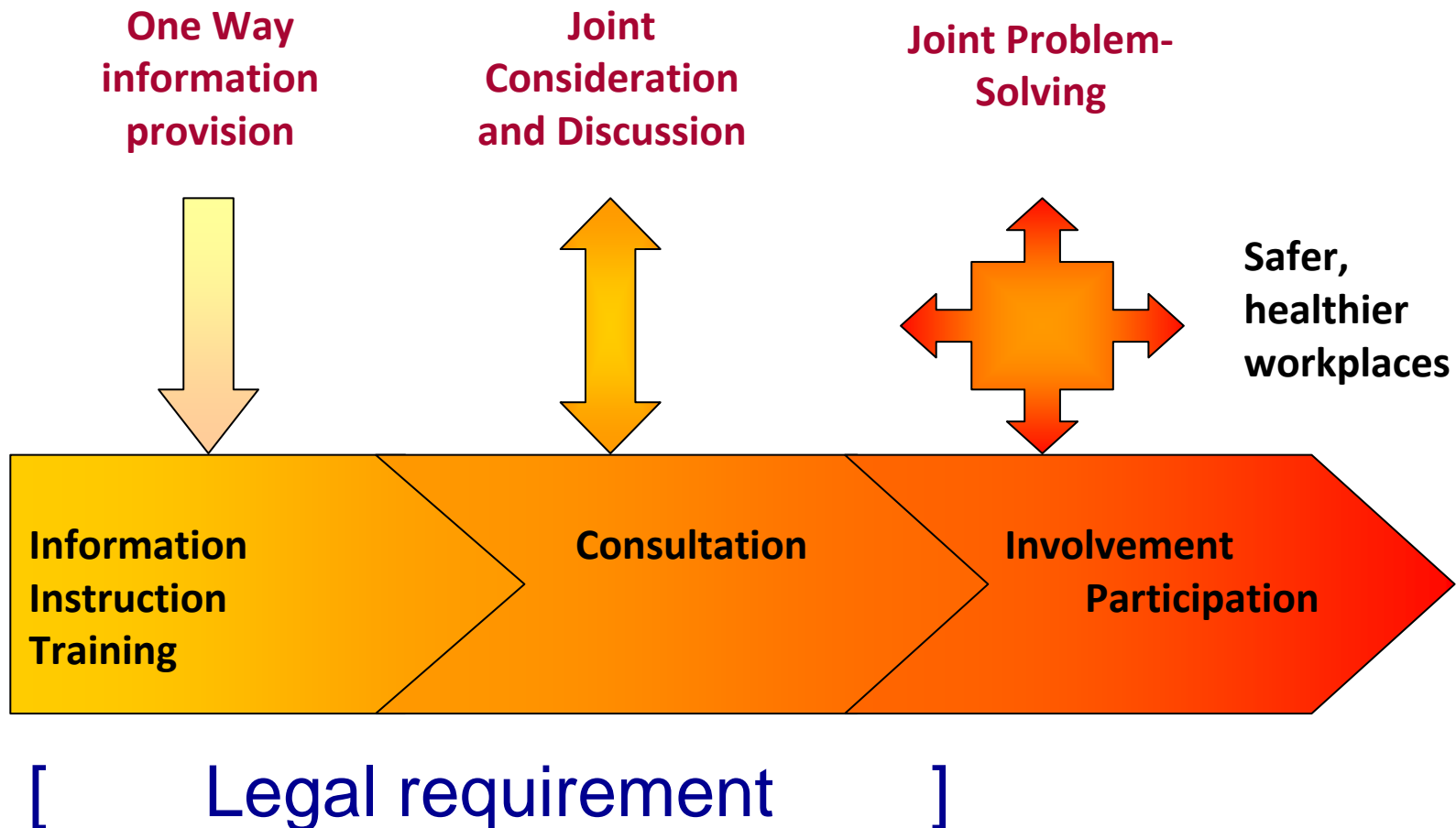
- **Name**
- **Role**
- **What would you like from the day**
- **One action plan point that has worked well**

Worker involvement in health and safety

Is simply a two-way process where you and your employees:

- **talk** to one another
- **listen** to one another's concerns
- **raise** concerns and solve problems together
- **seek** and **share** views and information
- **discuss** issues in good time
- **consider** what everyone has to say
- **make decisions** together

Worker involvement - a progressive process



What might WI look like?

Size of organisation



SMART action plans

➡ Specific

➡ Measurable

➡ Achievable

➡ Relevant

➡ Timed

Barriers

People

Processes

Environment

Barriers

- **Cost**
- **PPE and use of equipment**
- **First Aid training – workers feeling that they were not receiving enough training**
- **Shift working patterns**
- **Communication, at all levels and particularly during shift handovers**
- **Perceived inconsistency of management behaviour up and down the organisation**
- **Time pressures, for example releasing workers from the shop floor for meetings and discussions**

Action planning

Start from where you are- identify next step

Don't second guess response- avoid cynicism

Give yourself best chance of success- test against

SMART

- ✓ **SPECIFIC** – what exactly is the action?
- ✓ **MEASURABLE** – how will we know it's successful?
- ✓ **ACHIEVABLE** – is it possible to do?
- ✓ **RELEVANT** – is it the right person and part of their role?
- ✓ **TIME FRAME** – by when, and when review?