

Worker Involvement Forum

14th October 2008

- Trant- who we are
- Our people
- Our culture
- Worker involvement initiatives



Who are we?

- Family owned business
- Annual turnover approaching £100 million
- Civil/ Building & Mechanical/Electrical Eng.
- Sectors
 - Petrochemical, Pharmaceutical, Power
 - Industrial/ commercial buildings
 - Coastal, water & civil engineering



Our People:

- 190 Staff, 400 direct workforce
- Average 12 year service
- 70 with 25 year service
- 20,000 hours training in 2007
- 90% uptake with nurse clinic
- Workforce augmented by short-term Subcontractors – treated as our own



Our Culture-

The concept of 'mutuality'

- Mutual respect and inter-dependency
- No barriers to workforce participation
- Informal relationships across the business- 'first name terms'
- A mutual commitment to care & support
- Despite our growth, this culture has been retained



How?- some examples

- High Director visibility on site
- HQ not a 'Command Centre', rather a 'Support Centre'
- 'Mixed' attendance at training sessions
- Joint Safety Inspections
- Director mentoring of Junior Staff
- Mixed Social events



Workforce involvement

- Safety Rep forums
- Personal Risk assessment
- Hazard observation
- Joint site inspections.



Safety Rep Forums:

- Monthly
- Review site HSE plan
- Sanction monthly report
- Review Inspections/audits
- Workforce feedback
- Management feedback.



Personal Risk Assessment

- ‘Take 2’s’ / CARES
- Completed individually prior to work start
- Does not replace risk assessments
- Re-visited during the day.



Hazard Observation/Walkabout

- To encourage quality conversations about H & S issues at all levels
- Cards produced are secondary to these conversations.
- Incentives to participate
- Examples



- UNSAFE ACTS OBSERVED
- IMMEDIATE CORRECTIVE ACTION
- ACTION TO PREVENT RECURRENCE

HOB CARRIER ATTEMPTING TO REMOVE
TOE BOARD WHICH WAS JAMMING
AGAINST A DISCARDED BRICK
STOPPED HIM + REMOVED BRICK
TOLD HIM BRICK COULD HAVE FALLEN
WHEN BOARD CAME FREE AND THAT
HE SHOULD KEEP AREA CLEAR
AND CHECK NOTHING WILL FALL
BEFORE REMOVING BOARD OR
SLICK NETS.

Observer's Signature M. Radford
Area/Dept. F-SITE Date 9-3-99
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Mick Radford, Forklift Driver

- UNSAFE ACTS OBSERVED
- IMMEDIATE CORRECTIVE ACTION
- ACTION TO PREVENT RECURRENCE

OBSERVED TWO PEOPLE WORKING
IN A NOISE POLLUTED AREA
AND NOT WEARING EAR
PROTECTION. I ASKED THE
MEN TO OBTAIN EAR DEFENDERS
WHICH THEY IMMEDIATELY DID

Observer's Signature R Brown
Area/Dept. TRANT ENG Date 16/3/99
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Rob Brown, Labourer

TRANT HSW&E Walkabout	
Location:	F SITE
Contract Number:	
Date:	12 APR. Time:
Name(s):	T PLANELL
Task Observed:	
Observer's Comments:	
Safe Behaviour Observed:	
Unsafe Behaviour or Areas of Concern Observed: (What & Why)	
Encourage safe behaviour (Action Taken)	
<p>NAILS ON FLOOR OUTSIDE STORE WERE CARPENTERED INTO POUCHES.</p> <p>I PICKED THEM UP AND TOLD CARPENTERS THIS WAS UNSAFE AND CALD THEM PICK THEM UP IN FUTURE</p>	
FOCUS ON PEOPLE NOT THINGS	

Timmy Planells, Steelfixer

TRANT HSW&E Walkabout	
Location:	B1
Contract Number:	
Date:	10/4/07 Time: 11.00
Name(s):	Bob Lawler
Task Observed:	exploading
Observer's Comments:	
Safe Behaviour Observed:	
Unsafe Behaviour or Areas of Concern Observed: (What & Why)	
Encourage safe behaviour (Action Taken)	
<p>Had to unload lorry load of bog mats. Bog mats not stacked on any damage created extra work & lifting - hazard.</p> <p>Asked Supervisor to get office staff to talken up with suppliers</p>	
FOCUS ON PEOPLE NOT THINGS	

Bob Lawler, Gangerman

Joint Inspections

- Manager/ supervisor and worker
- Site walkabout/ inspection
- Benefits
 - Different perspectives
 - Shared learning / training
 - Ownership via involvement





The Sir George Earle Trophy

Winners 2003 & 2008

