

Rubber Industry Advisory Committee (RUBIAC)

The RUBIAC Health & Safety Strategy 2006 - 09

“Rubbing Out Risks”

Introduction

RUBIAC members recognise that the RUBIAC Action Plans of recent years have helped deliver an improved health and safety performance in the tyre, retread and general rubber goods sectors of the rubber industry.

RUBIAC now proposes to deliver improvements in health and safety performance across the wider rubber industry. To do this RUBIAC needs to change its membership and to function in a different way in the future.

RUBIAC also recognises the need to contribute to achieving the ‘Health and Safety Commission Strategy for Workplace Health and Safety in Great Britain to 2010 and beyond’ and the Public Service Agreement (PSA) targets* set for HSE.

The key to delivering a contribution to the PSA targets in the rubber industry is to have an ambitious RUBIAC strategy with clear objectives owned and driven by the industry CEOs. It is recognised that this requires a great deal more than a statement of commitment. Collectively the CEOs need to take the lead in resourcing, managing and monitoring progress with strategy implementation.

Under the agreed model (see Appendix 1) the member trade association Councils / Management Committees have provided their support and buy-in to the RUBIAC strategy and will actively promote it and monitor their members’ performance.

Each trade association will develop its own Health and Safety Action Plan to deliver the RUBIAC Strategy and targets. Trade Association members will ensure their own action plans reflect these.

Decisions about process (the detail of how to implement the strategy in the various sectors of the industry) will rest with the RUBIAC trade association members the British Tyre Manufacturers Association (BTMA), the British Rubber and Polyurethane Products Association (BRPPA), the Retread



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Manufacturers Association (RMA), the National Tyre Distributors Association (NTDA), the Imported Tyre Manufacturers Association (ITMA) and the Tyre Recovery Association (TRA).

RUBIAC will no longer be hands on in determining the detail of what is to be done and how it will be done. Instead it will agree strategy and report to the trade association Councils and Management Committees on progress with implementation of the strategy. This will be done following reports from the individual trade association members of RUBIAC and their own members.

RUBIAC meetings will reflect its changed status of a strategic delivery board. It will monitor and review the production of the trade association action plans, how these are being reflected in their members' individual action plans and progress towards achievement of the strategy and targets. Reports from RUBIAC to Management Committees and Councils will allow them to take steps to keep the strategy on track.

RUBIAC recognises the need to have meaningful involvement of the trade unions. This means having TU Officers and lay delegates with the right level of influence and access to resources. A clear expression of commitment to and resourcing of strategy implementation has been provided from the trade union (TGWU, AMICUS and GMB) representatives of RUBIAC.

It is the intention that at monitoring and review events the trade unions will report back on progress in the workplace from their perspective. It is intended that they will engage with their safety representatives in the rubber industry to gain their involvement in the workplace and to collate feedback information from them to be shared at the events.

The membership structure of RUBIAC will change and is shown below.

Organisation	Members
BTMA	2
BRPPA	2
RMA	1
NTDA	1
TRA	1
ITMA	1
TGWU	4
AMICUS	2
GMB	2

HSE staff will continue to attend depending on the needs of each meeting. There will always be one HSE member present to represent HSEs views.

HSE will continue to provide the Chair and Secretary.

* PSA targets. By 2007/08:

Fatal and major injury incidence rate reduced by 3%
Incidence rate of work relate ill health reduced by 6%

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Number of days lost through injury & ill health reduced by 9%

Delivering better health and safety through continuous improvement in the Rubber Industry

The Rubber Industry Advisory Committee (RUBIAC) is the tripartite body comprising HSE, employers and Trades Unions that provides expert advice to the HSC about health and safety in the rubber industry.

The sectors traditionally represented at RUBIAC are new tyres, retread and general rubber goods. RUBIAC is the driving force in these sectors for improvement in health and safety. However, RUBIAC recognises that it needs to be more inclusive if it is to continue to be relevant and contribute to the achievement of the PSA targets. To this end it is opening membership to the other key trade associations in the industry.

This statement:

Pledges support for all parties within the industry to help them deliver reductions in ill health and injury.

Recognises the need to build on past achievements, to consolidate these, and embed health and safety culture within individual businesses in the industries represented by RUBIAC.

Reaffirms the commitment of the industry to the principles set out in the HSC Strategy for Workplace Health and Safety in Great Britain to 2010 and beyond.

How will we deliver

RUBIAC will continue to develop the following themes.

Promoting the business case for good health and safety management, highlighting the moral, economic and legal arguments.

Promoting effective safety management systems that include the visible leadership of senior company executives.

Sharing of good ideas – ensuring widespread application of benefits.

Adopting best practice - supporting the transition of company performance from poor to good and from good to excellent.

Partnership working - Working with and through others to improve the collective impact.

Employee involvement - Maximising available skills and energies of all those employed in the industry.

Supporting the partners' action plans and campaigns enabling them to focus on improvements.

Providing information on, and informing the parties of, relevant legislation and codes of practice and consulting them on proposed new legislation.

What we will do

Support the national targets set out in the Revitalising Health and Safety (RHS) initiative informed by key industry data and establish, through agreement, improvement targets appropriate to the industry.

Act as an enabler to assist employers to achieve what they determine as the priorities for their businesses.

Use agreed statistics to select areas for activity and guidance.

Support the agreed targets for improvement across the rubber industry sectors commensurate with their performance levels recognising that the industry sectors may have differing priorities but will adopt the principle that greatest effort should follow greatest potential for harm.

We will communicate this strategy, and provide channels for feedback, to all sectors of the industry and we will monitor its implementation.

Evaluating and reviewing our impact

We will evaluate the improvements in performance to strengthen our knowledge about what works and report to the industry.

We will review performance to drive delivery and consider, as a delivery board, what progress is being made across the target areas and report to the industry.

We will share our performance information to recognise success and direct / encourage continued effort.

Strategic targets for 2006 – 2009

Introduction

RUBIAC recognises that past success has been driven by the setting of industry wide targets in the RUBIAC Action Plans of 1999 - 2002 and 2002 - 2005. Over these two periods the RUBIAC Action Plans have assisted the

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industry to achieve around a 34% reduction in its Reporting of Injuries Diseases and Dangerous Occurrences Regulations (RIDDOR) incident rate (2409 to 1579 per 100,000 employees).

As such RUBIAC believes that there should continue to be measurable health and safety targets for the industry as a whole to aim for in order to maintain the momentum for improvement. At the same time RUBIAC recognises that it is a matter for each sector and each company to develop their own health and safety objectives, attainment of which will contribute towards achievement of the wider industry targets.

RUBIAC acknowledges that many companies have already made substantial progress in the area of health and safety and that each company has its own priorities according to the stage it is at in the continuous improvement process. Some will already have plans in place to address the areas covered by the industry targets set out below and many will be making good progress in addressing them.

In agreeing these targets the RUBIAC partners recognise that although some are relevant for all sectors and companies to contribute to others will have more relevance in some sectors than others. It will be for the trade associations to develop sector health and safety action plans that deliver against those targets relevant to their part of the industry.

RUBIAC aims to encourage those companies who have yet to begin addressing the key issues relevant to their part of the industry to tackle them whilst at the same time encouraging and supporting those who are already making progress to maintain their momentum.

Hopefully by sharing experience and good practice we shall help ensure that all companies and sectors of the industry make the progress that we all wish to see.

RUBIAC has decided that all trade association members should collate data from their members to track the industry sector performance against the targets. This data will be used as the primary data source and RIDDOR will be supplementary. Trade associations have agreed to collect data in a common form using the BTMA and BRPPA model and this will form the basis of one of the targets. This doesn't limit how we monitor achievements using other measures.

RUBIAC Targets 2006 – 2009

5.1 Data collection

All RUBIAC trade association members to use the BTMA / BRPPA model to collect and analyse data at least annually to track and monitor achievement of the targets set in 5.2, 5.3, 5.7, 5.8 and 5.9 below.

5.2 Accident performance

By 31 May 2009 the industry's overall RIDDOR reported non fatal injury rate for employees will have been reduced to 1250 per 100,000 employees or better.

The data from RIDDOR shows that for 04/05 the rate is 1579 per 100,000 employed.

The BTMA / BRPPA data shows the rate amongst their members at 1734 per 100,000 to June 2005.

5.3 Working days lost

By 31 May 2009 the number of working days lost each year in the industry through accidents and occupational ill health will have been reduced by 9% compared with the number of days lost for the year 1st April 2004 to 31 March 2005.

5.4 Safety management systems

By 31 May 2009 all employers in the industry will have in place, and be able to demonstrate, a safety management system that meets the approach set out in a recognised standard such as HSG 65 or OHSAS 18001.

5.5 Safety culture and climate

By 31 May 2009 all employers in the industry will have established, and be able to demonstrate, a continuously improving safety climate in their businesses. They will undertake an assessment to measure safety culture / climate using a suitable survey tool such as the HSE climate tool or a safety attitudes survey like the one in BS8800. This would include the use of the BTMA / BRPPA tool.

5.6 Occupational Health

By 31 May 2009 all employers in the industry will be able to demonstrate they have:

- a) access to and are making use of the services of either an in-house or external occupational health service provider; and*
- b) put in place a documented active rehabilitation scheme.*

5.7 MSDs

By 31 May 2009 the industry's reported MSD rate will have decreased to below 450 per 100,000 employees.

5.8 Workplace Transport

By 31 May 2009 the industry's reported workplace transport rate will have decreased by 10%.

5.9 Slips and Trips

By 31 May 2009 the industry's reported slips and trips rate will have decreased by 10%.

5.10 Carcinogens

By 31 May 2009 all employers in the industry will have in place, control measures that ensure exposures to rubber dust and fume are kept below 50% of the workplace exposure limit (WEL).

Guiding principles by which RUBIAC members will work.

1. RUBIAC members, and the organisations they represent, are equal partners and reach agreement through consensus. Work is shared between the partners.
2. The trade associations design their annual H&S objectives and improvement plans to support implementation of the RUBIAC strategy.
3. As far as possible, the trade associations express the objectives in terms of SMART (Specific, Measurable, Achievable, Realistic and Time bound) deliverable *outcomes*.
4. *Outcomes* are defined as measurable reductions in the incidence of accidents and cases of occupational ill health and/or measurable improvements in the management and control of H&S risks.
5. The way in which achievement of outcomes is to be measured, and the criteria for success, are considered when annual H&S objectives are prepared. The performance measures to be used in gauging success are agreed at that stage.
6. RUBIAC and its constituent members actively encourage employers, including those who are not members of trade associations, to prepare and implement their own H&S improvement plans to support implementation of RUBIAC strategy e.g. through events such as the RUBIAC annual open meeting.
7. All activities, events and projects planned by RUBIAC have clear objectives. These are described in terms of SMART deliverables, achievement of which make a positive contribution towards RUBIAC's strategy aims and, in particular, to the delivery of target *outcomes*.
8. When planning activities, events and projects, the RUBIAC members involved consider how achievement of the deliverables will be

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measured. They agree the performance measures and success criteria at the planning stage.

Partners' input

CBI

- Collection of statistics and data
- Communication with members
- Resources for project teams
- Organising conferences, seminars and workshops
- Contributing to the organisation of RUBIAC events

TUC

- Collection of H&S experience from safety representatives and members
- Communication with members
- Resources for project teams
- Contributions to presentations at conferences, seminars and workshops
- Facilitating at conferences, seminars and workshops
- Contributing to the organisation of RUBIAC events

HSE

- Providing relevant data and experience from national data collection
- Facilitating sharing of information and experience with other manufacturing industries
- Resources for project teams including specialist resource
- Chairing RUBIAC meetings and providing the secretariat
- Contributing to the organisation of RUBIAC events
- Contributing presentations and facilitating at conferences, seminars and workshops.

RUBIAC Health & Safety Strategy 2006 – 09
Rubbing Out Risks Implementation and Monitoring.

