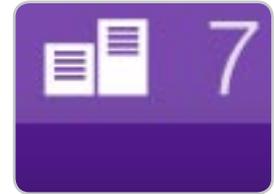


Leadership and worker involvement toolkit

Make it last

Information sheet from Seven steps > Step 7 > Further tools



Good worker engagement practices can change behaviour and here are some things you can do to make those changes last.

Make health and safety a priority for all on your site. Build it into performance objectives for site managers and supervisors.

Monitor health and safety. Both are essential for a healthy workforce – and don't assume that site workers, site managers and supervisors already know...

Manage expectations. Your workforce, sub-contractors and clients should be made aware that changes will take time, effort and commitment.

Have a long-term plan designed around specific goals and available resources.

Goals

- Set goals to reduce both non-compliance and human error. Ongoing monitoring of work tasks – the complexity, the distractions – can significantly reduce the risks of human error, which is a major cause of accidents at work.
- Review progress:
 - formally, through official health and safety audits, periodic behavioural gap analysis and statistics monitoring; and
 - informally, through ad hoc site walks, discussions with workers etc.
- Evaluate the improvements made and how they can be maintained as your plan evolves and you train new people.
- Encourage two-way communication, acting on workers' suggestions and giving feedback on:
 - actions taken, using notice boards and safety briefings to demonstrate your commitment to making improvements; and
 - health and safety performance and goals achieved, especially quick wins, to encourage and maintain behavioural change.
- Share your knowledge with other SMEs/companies – building networks and exchanging learning can help with ongoing improvements, eg through the Considerate Constructors' Scheme.

Resources

- Design training materials, site posters etc to inspire and motivate. Refresh them regularly.
- Ensure someone on site is trained to deliver the plan throughout the project, including holiday periods.

For further information see www.hse.gov.uk/construction.

The Leadership and Worker Involvement toolkit is aimed particularly at small and medium sized businesses and is designed to help improve your health and safety and bring additional benefits to your business performance and productivity.

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