



'Road map' to success

On 7 February 2013 representatives from across the waste management industry got together at a historic summit to affirm their commitment to improving health, safety and welfare. During that event the challenges that the industry faces in health, safety and welfare were debated and the work that needs to be done to define, explore and find ways of overcoming those difficulties discussed and described.

The effort and valuable contributions made by those who took part were harvested, compiled and distilled by the facilitators and Chairpersons of the breakout groups. WISH wishes to express its gratitude to all of those involved in the summit, and the work that followed from it, for their engagement and hard work.

The WISH steering group has read those expressions of need, desire, frustration and challenge, alongside the offers of contribution, knowledge sharing and support, with great interest.

From this the WISH steering group has distilled action plans, under the five main strategy headings, for WISH, its members of every degree, and any other stakeholder or interest party that wants to become part of what it is trying to achieve. They might be described as action plans written by the industry, for the industry. Those plans are described below.

Readers will note that the action plans in some areas are more developed, more detailed and more extensive than others. This is because some of the challenges the summit raised were already known and being worked upon. Others are still emerging and the very nature of the challenge still being defined.

The industry has come together and expressed a commitment to improving health, safety and welfare in the waste sector, and has expressed very clearly the challenges and needs of the sector.

WISH has been working to improve health, safety and welfare in waste and recycling for more than a decade and with the help and assistance of the industry has produced a significant amount of guidance and supporting information about good industry practice.

WISH now has to ask all of those involved for yet more help.

If the industry combines its efforts, contributes and supports the work needed as described in the action plans everything is achievable, and achievable without unreasonable cost or burden. The more that take part in, and contribute to, the working groups that are being set up, the greater will be the knowledge base, the wider the experience and the lesser will be the burden upon everybody.

As Winston Churchill famously remarked "This is not the end, this is not even the beginning of the end, but it is, perhaps, the end of the beginning".

As the work on all of the areas proceeds WISH will issue updates on developments and progress.

Chris Jones
Chair of WISH Forum
June 2013



W&R strategy 2012-15

“Delivering the solution together” www.hse.gov.uk/waste/delivering-the-solution-together.htm

Aims



Key goals



Objectives



Actions

e.g. **WISH Blueprint 2013-15** (see below for details)

Advocates, strategy goal working groups and sub-groups

- The WISH steering group will appoint one of its members as a supporting “**advocate**” for each of the strategy goals (x5)
- WISH will establish a **working group for each of the strategy goals** (x5) to develop, take forward (to include co-ordination with other working groups and established organisations or forums), monitor progress and communicate outcomes of specific actions in relation to each **strategy goal and objectives** as outlined in the **blueprint** below
- WISH steering group advocates will act as a direct link between the steering group and the strategy goal working groups (see below) and will be a member of both
- Strategy working group members will be drawn from the wider WISH membership and from outside if suitable candidates present themselves, particularly in areas of specialist knowledge
- A chair of each strategy working group will be required (who is likely to be separate to the advocate after the initial setting up period). The chair will report as and when required directly (either by written or oral report) to the WISH steering group (at least 6 monthly)
- Each strategy working group will not necessarily be expected to deliver the actions alone and can establish further **sub-groups** as appropriate to deliver actions
- Also, to reduce unnecessary duplication and maximise impact, each working group will also endeavour to act as a knowledge-hub, making the necessary links to and co-ordinate and draw together existing initiatives and working groups already established from across industry as appropriate to deliver actions. If you are reading this document and know of work taking place by individuals or groups on the topics identify please take the time to bring that to the attention of the Chair or advocate for the relevant working group
- Each strategy goal working group will also liaise and work with as required with other strategy goal working groups, (particularly where obvious overlaps exist) to ensure consistency and conformity in the delivery of actions
- Each strategy goal working group will review the priority areas and specific action plan at least annually
- Each strategy goal working group will ensure that the results and outputs of actions taken are, subject to steering group approval, made as widely available and communicated effectively with the wider industry
- Membership of the working groups is open to all interested parties whether they are Wish members or not and whether they are representing themselves as individuals or a larger group or organisation. Members of the working group will be expected to take an active part in the work of the group (through commenting upon document drafts for example). Members will be expected to take part in the WISH working groups voluntarily, without payment, and should not use their presence as a working group member for commercial or personal gain. Members of the working group will be expected to respect the confidentiality of the information which may come into their possession during their work on the working groups and not use any of that information for commercial or personal benefit or gain



WISH Blueprint - June 2013

Actions to be taken forward by each strategy goal working groups in 2013 - 2015

Strategy goal: Strong Leadership

1. Produce guidance on what safety leadership looks like and how it is demonstrated
2. Produce agreed safety leadership standards for the waste management industry
3. Share best practice on safety leadership schemes across the industry (eg, case studies)
4. Include safety leadership in current training/competency schemes
5. Research how safety leadership could be measured
6. Investigate what other industries have done on safety leadership (do not reinvent the wheel)

To get involved contact:

Leadership workshop chair – Geoff Smallwood (temporary)

WISH steering group advocate – Geoff Smallwood

By email c/o: wasteandrecycling@hse.gsi.gov.uk

Strategy goal: Involve the workforce

1. Investigate the potential for WISH to raise its profile by having a stand-alone website
2. Develop and publish case studies demonstrating effective worker engagement¹ from examples of good practice in the industry
3. Develop and publish sharable training materials for promoting and enhancing worker engagement
4. Develop, demonstrate and promote the business case for the benefits of worker engagement
5. Develop a network of interested parties for the communication and sharing of development of worker engagement initiatives
6. Investigate what other industries have done on worker engagement (do not reinvent the wheel)

To get involved contact:

Worker involvement workshop chair – TBC

WISH steering group advocate – John McClean

By email c/o: wasteandrecycling@hse.gsi.gov.uk

¹ The terms worker involvement/engagement/participation are synonymous and interchangeable

Strategy goal: Build competence

1. Definitions to be developed for competence, skills and training. This will include developing and publishing guidance on how 'competence' can be defined and understood in the context of the waste and recycling industry.
2. Develop and publish case studies and real life examples of the positive impact of improved workforce competence, including examples of industry best practice and the potential business benefits.
3. Identify and share best practice on competence schemes across the industry and in other sectors (e.g., through the case studies and examples)
4. Investigate how relationships with customers can influence the need for improved competence and can have a positive impact on the operating culture within a business.

To get involved contact:

Building competence workshop chair – Denise McGlynn (temporary)

WISH steering group advocate – Denise McGlynn

By email c/o: wasteandrecycling@hse.gsi.gov.uk

Strategy goal: Creating healthier, safer workplaces

1. Communication of best practice sharing and problem solving.
2. Develop guidance and support on Health surveillance (monitoring/screening)
3. Consider and give guidance on the health, safety and welfare aspects of technological developments
4. Develop and agree industry standards and guidance on specific health and safety topics and for specific parts of the industry

To get involved contact:

Workplaces workshop chair – Richard Murray

WISH steering group advocate – Wayne Williams

By email c/o: wasteandrecycling@hse.gsi.gov.uk

Strategy goal: Support SMEs

1. Develop and publish guidance or possibly a scheme aimed specifically at waste sector SME's who wish to evaluate or validate their performance against the requirements of HSG 65
2. Develop and publish simple guidance on what a safety system is and separate guidance upon the use of self assessment checklist(s) in evaluating the effectiveness of safety systems.
3. Develop and publish guidance on the waste sector specific resources which are available for SME's
4. Investigate and identify any deficiencies, or areas in need of development, in the availability of guidance and similar resources for waste sector SME's
5. Investigate and develop methods to communicate with waste sector SME's.

To get involved contact:

SME workshop chair – TBC

WISH steering group advocate – Gordon Thompson

By email c/o: wasteandrecycling@hse.gsi.gov.uk