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SAFER HIGHWAYS MAGAZINE
ISSUE 1 2018 Q1

Safer Highways at Highways UK 2017

Mike Wilson unveils the Highways England Passport Scheme

Lucy Fell talks work-related road risk in the supply chain

PLUS Proactive safety management

Tackling Mental Health, Virtual Reality Induction,
A Step Change in Road Worker Safety,
Staff Engagement and Immersive Learning

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Dear Reader,

Welcome to this the first edition of Safer Highways Magazine, the new quarterly publication designed to highlight best practice and share common challenges in the field of health, safety and wellbeing within our industry.

Safer Highways has come about as a result of feedback from the inaugural Safer Highways Conference held at the NEC on 8th November 2017 as part of the wider Highways UK event. It is an integrated programme of events and resources designed by the industry, for the industry.

Over the coming issues I look forward to telling you more about each of these as they continue to develop and flourish.

As our industry continues to evolve and adopt an increasingly proactive attitude towards health, safety and wellbeing, Issue 1 of Safer Highways Magazine looks back at our inaugural 2017 Conference, featuring not only highlights of the day, but also some thought provoking articles round the themes of the event.

I hope you enjoy reading the publication and I look forward to active contribution from you, our industry over the coming months.

Kindest Regards

Kevin Robinson
Editor
Safer Highways Magazine
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Managing work-place road safety



Effective management of work-related road safety can be a real challenge. A work place isn't just a building, or a construction site, it extends to your vehicles too.

Businesses therefore must have an effective policy covering all their work-related driving activities. This not only ensures staff are aware of their and your responsibilities; it is an essential requirement under Health and Safety legislation.

To that effect, TTC DriverProtect has developed a suite of services that provide organisations with the complete lifecycle of compliance, administration and fleet risk management. These include

- Fleet Audit
- Policy management
- Driving Licence checking
- Driver Risk profiling
- E-Learning
- In-house workshops
- On-road driver training
- Behavioural change
- Grey Fleet Management

You choose how far we get involved. Depending on how effectively you are managing your work-related road safety, these services can be sourced either as individual solutions or as a broader 'managed service' offering.

Employees are both your most expensive and most valuable asset, so analysing their driver risk profile is essential. If you are not aware of the potential risks your drivers pose to themselves or your business, you will not know what measures to put in place to mitigate those risks.

As the old and proven saying goes, 'prevention is better than cure'.

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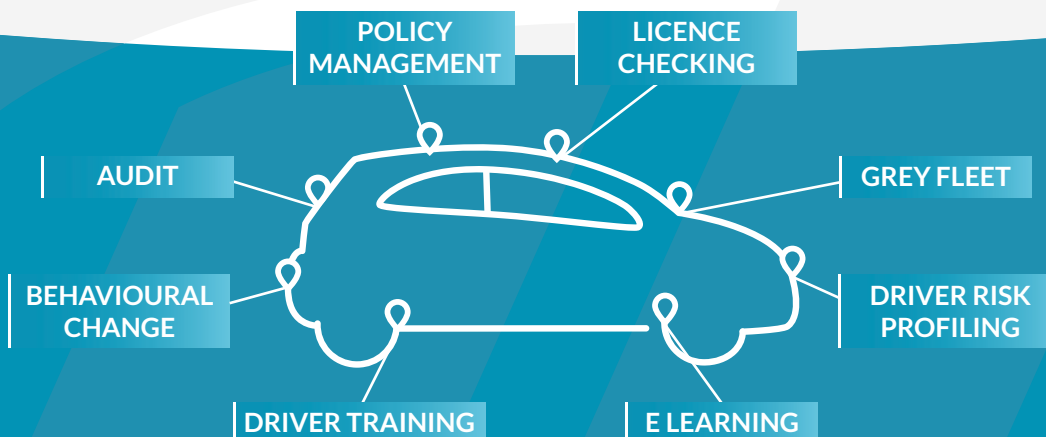
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The inaugural Safer Highways Conference brought Health, Safety and Wellbeing firmly to the front of the sector's consciousness. Sponsored by A-one+, the programme was designed to give employers solutions to issues around workforce engagement, creating cultural change, legal compliance and dealing with stigmas surrounding mental health in the workplace.

Amongst an array of quality speakers and industry thought leaders, the conference featured presentations from Mike Wilson, Chief Highways Engineer and Head of Safety, Standards and Engineering at Highways England, Lucy Fell, Highways England's Director of Safety, Health and Wellbeing and Steve Gooding, Director at the RAC Foundation, whilst the afternoon session culminated with an immersive mock trial experience examining the real human consequences of corner cutting within the workforce.

Held as part of the wider Highways UK event, Safer Highways UK welcomed 250 key industry personnel and over 20 thought leaders to the NEC on 8th November 2017.

Featuring four different sessions, the day opened with the Safer Highways Breakfast Briefing (with grateful delegates tucking into pastries and coffee kindly provided by the FTA's Van Excellence programme), and this year focusing on the subject of work-related road safety in the Highways England supply chain.

As part of her Keynote presentation, Lucy Fell, Health, Safety and Wellbeing Director at Highways England, outlined the new contractual responsibility being placed upon the supply chain with regards to their fleet risk compliance through HE's Driving for Better Business Campaign. Also featuring presentations from Simon Turner, Head of the





Lucy Fell
*Heath, Safety and Wellbeing Director
Highways England*

We expect all those that work with us, and for us, to be ambassadors for safe driving, and we expect our supply chain to be consistently compliant

Mike Wilson
*Chief Highways Engineer
Highways England*

As an organisation, Highways England has a responsibility to ensure that those working for us on the network possess the correct levels of competency



Driving for Better Business campaign, Colin Knight, Fleet Compliance Manager at the Clancy Group, and Mark Cartwright, Head of Vans, at the Freight Transport Association, the session gave an audience of around 150 key decision makers the opportunity to not only understand what was now required of them but also, crucially, how to achieve it.

The announcement from Lucy Fell was not the only significant announcement which came from Highways England at the event. As part of his Keynote Presentation, Mike Wilson, Highways England's Chief Highways Engineer, unveiled the eagerly anticipated Highways England Passport Scheme.

Speaking at the event he said, "As an organisation Highways England has a responsibility to ensure that those working for us on the network possess the correct levels of competency to carry out the tasks we ask of them.

"Currently there is no single way to do this, which is why we will be mandating the supply chain to

adopt our passport scheme."

Mr Wilson explained that the organisation had also been working together with over 20 different suppliers and partners from across the industry to create a common induction course delivered by Lantra. This generic course covers all major projects and construction and renewal sites.

Following the announcement, Regional Operations Director at Highways England, Simon Jones, went on to explain the scheme further.

He said, "This is not profit making for us at all. The money that comes in will be paid to Mitie for providing the cards and administration. This is not about making money for Highways England, this is about safety. We see this as a real game changer in terms of how people will be safer on site."

"This system puts us in line with other infrastructure groups like Network Rail and some of the water and power companies. We know that DfT is looking at a skills card and this may well form





part of a bundle. It could be an infrastructure card perhaps. It's part of that conversation with other infrastructure providers about a common access card that we can use. Our current view of this system will be up to 2019 because that's when the tenders and assessments are going on. Highways England will make its decision as to what to do next at that time. Is it a successful system and do we want to keep it?"

The keynote session also looked at what our sector can learn from those with a more mature safety culture as Jonny Buckley, Senior Consultant at PA consulting examined the synergies and differences



between highways and rail.

The Lunchtime Learning session provided delegates with the opportunity to learn from best practice as speakers from across the sector presented case studies from within their own organisations and success stories within the fields of mental health, technology and road worker abuse.

The culmination of the day was an immersive mock trial experience, developed for surfacing contractors, examining the real human consequences of corner cutting within the workforce also featuring the heart wrenching story of Matt Hazelton who, through a workplace accident lost two friends and two brothers.

As a result of the huge success of this event, the industry has now come together to set up a free to access legacy programme, which each year will focus on highlighting specific issues in safety and wellbeing with the aim of producing free to access resources for the benefit of all across the sector.

This will culminate in the 2018 Safer Highways Summit, to be held on 11th September at the Birmingham Conference and Events Centre.

For more details on this and other Safer Highways initiatives visit www.saferhighways.co.uk ■



REVIEW OF SAFER HIGHWAYS UK

Highways UK, 8th November 2018

BREAKFAST BRIEFING:

RAISING STANDARDS ON WORK-RELATED ROAD RISK IN THE HIGHWAYS ENGLAND SUPPLY CHAIN

SESSION SPONSOR



RAISING STANDARDS FOR WORK-RELATED ROAD RISK

Lucy Fell CFIOSH, Health and Safety Director, Highways England

Highways England, through its Driving for Better Business campaign, is committed to improving compliance levels among business road users. Highways England must now lead by example and will expect compliance in line with HSE guidance at all levels of the supply chain. This session announces a new initiative covering work-related road risk and explains what it means for Tier 1 contractors and their own supply chains.

COMPLIANCE WITH THE NEW INITIATIVE ON WORK-RELATED ROAD RISK

Simon Turner, RoadSafe Campaigns Director, Driving for Better Business

The Driving for Better Business campaign now forms the core of the Highways England business outreach programme and has implications for all contractors.

SUPPLY CHAIN CASE STUDY: CLANCY GROUP

Colin Knight, Head of Fleet Safety Management & Compliance, Clancy Group

Example of good practice from a Tier 2 supplier

PRACTICAL FLEET COMPLIANCE IN YOUR SUPPLY CHAIN

Mark Cartwright, Head of Vans, Freight Transport Association

How to easily ensure that your own supply chains meet their obligations.

PANEL Q&A

Lucy Fell, Highways England

Simon Turner, Driving for Better Business

Colin Knight, Clancy Group

Mark Cartwright, FTA Van Excellence

SAFER HIGHWAYS SESSION 1: MAKING THE NETWORK SAFER FOR CONTRACTORS AND ROAD USERS

SESSION SPONSOR



WELCOME FROM THE CHAIR

David Gibby, Former President CIHT

SAFETY IS THE NUMBER 1 PRIORITY ON THE SRN

Mike Wilson, Chief Highways Engineer, Highways England

An update on the latest Highways England safety initiatives and the recently revised 5-year safety plan.

THE CASE FOR CREATING AN INDEPENDENT ACCIDENT INVESTIGATION BRANCH FOR ROADS

Steve Gooding, Director of the RAC Foundation and former Director General Roads Traffic and Local Group at the Department for Transport

Summary TBC

PANEL Q&A

David Gibby, Former President CIHT

Mike Wilson, Highways England

Steve Gooding, RAC Foundation

Jonny Buckley, PA Consulting Group

**SAFER HIGHWAYS SESSION 2:
SAFETY, HEALTH & WELLBEING FOR ROADWORKERS**

SESSION SPONSOR



WELCOME FROM THE CHAIR

Clive Leadbetter, Managing Director A-one+, Areas 4 and 12

TACKLING ROAD WORKER ABUSE

*Pat Sheehan, Head of Health and Safety, Colas UK,
On behalf of the HTMA Health, Safety & Welfare Working Group*

One year on from the alarming results of the HTMA's Health Safety & Welfare working group findings, what steps has industry taken to tackle the issue of Road Worker abuse, and is it having a positive impact?

TACKLING MENTAL HEALTH IN THE HIGHWAYS SECTOR

Emma Hughes, Wellbeing Programme Lead, A-one+

With awareness of mental health reaching new highs, how can individual employers recognise the signs within their workforce and positively effect change

A STEP CHANGE IN ROAD WORKER SAFETY

Andy Stubbs, Commercial Director, WJ Group

Continually finding better and most importantly, safer ways of doing things provides designers with the potential to eliminate a substantial number of road closures and reduce disruption whilst, most importantly, improving the safety of workers and road users alike

A STEP CHANGE IN ROAD WORKER SAFETY

Andy Stubbs, Commercial Director, WJ Group

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THE AUTONOMOUS IPV – TAKING THE ROADWORKER AWAY FROM DANGER

Phill Beaumont, Operations Delivery & Compliance Manager, Colas

The job of an IPV driver carries great risks, with the number of strikes far too high. In removing the driver from the vehicle, technology can play a central role in safety. This presentation will follow Colas' journey from concept to reality of the autonomous IPV and the challenges still facing it before it becomes a common sight on our network.

**SAFER HIGHWAYS SESSION 3:
SAFE WORKING AND SAFETY CULTURE
IN YOUR SUPPLY CHAIN**

SESSION SPONSOR



WELCOME FROM THE CHAIR

Kevin Robinson, Head of Immersive Learning, Turner Kenworthy

FOUR FRIENDS: A DIRECTOR'S PERSPECTIVE OF A FATAL INCIDENT

Matt Hazleton, Proud2beSafe

A real-life perspective on the impact that an accident can have with personal and professional consequences. In conjunction with Jason Anker MBE at Proud 2 Be Safe, Matt's story has been developed into a unique half-day immersive learning tool.

LEADING THE WAY IN SUPPLY CHAIN SAFETY

Glyn Williams, SHEQ Director, Toppesfield Ltd

Toppesfield, one of the UK's leading surfacing contractors, invite both clients and subcontractors to their staff safety days to strengthen the safety culture both up and down their supply chain.

MOCK TRIAL: THE CONSEQUENCES OF CUTTING CORNERS

Turner Kenworthy with Pump Court Chambers

Video reconstruction and live action drama. Part of an immersive learning engagement day developed for a highways contractor, to illustrate to the workforce the real human impact of failing to follow established safe working practices, and that safety is the responsibility for everyone, including operatives and supervisors. The defendants are actors but the scenario and its implications are very real.

REVIEW OF SAFER HIGHWAYS UK

Highways UK, 8th November 2018

BREAKFAST BRIEFING

LUCY FELL CFIOSH

Health and Safety Director, Highways England



Lucy's responsibilities include setting the 5 year strategy to improve the safety maturity of both Highways England and its supply chain. Lucy has completed a full divisional transformation and now leads a multi-disciplined team to support the £15billion investment on the strategic road network. Lucy is a key member of the Executive

Safety Committee, Board Safety Committee and company-wide SLT. Prior to joining Highways England, Lucy led the SHEQ division at Kier Highways and worked as a Group H&S Improvement Manager at Galliford Try Plc. Lucy has recently become the youngest IOSH member to gain chartered fellow status.

SIMON TURNER

RoadSafe Campaigns Director,
Driving for Better Business



Simon has been working in the work-related road risk arena for the last 10 years and is Campaign Director for the Highways England "Driving for Better Business" campaign, the objectives for which are to raise awareness of work-related road risk in the business community, and to encourage employers in both the private and

public sector to improve the way they manage staff who drive for work. Simon manages a series of programmes within the Campaign that include business seminars and outreach events, support for regional road safety professionals, and supporting large employers with supply chain engagement.

COLIN KNIGHT

Head of Fleet Safety Management & Compliance,
Clancy Group



Colin's role is to lead the Fleet Safety team at the Clancy Group in delivering expert guidance and technical assistance on policy and solution development across Clancy Docwra. Holding diverse qualifications and skills ranging from BSI certification as a lead auditor for ISO 39001 Road Traffic Safety

Management Systems, a RoSPA Diploma in Advanced Driver Training and Examining, an Honors Degree in Driver Education and maintaining the highest UK fleet driver training grade (6). His main objective is to deliver safety interventions in line with the organisation's Fleet Safety Strategy, whilst providing a quantifiable return on investment both financially and culturally.

MARK CARTWRIGHT

Head of Vans, Freight Transport Association



Mark Cartwright, Head of Vans at the Freight Transport Association, has been involved with the development of the Van Excellence scheme since its launch in 2010. Van Excellence is an industry-led initiative which aims to enhance standards of van operator compliance, celebrate operators who demonstrate excellence and represent the interests of

the van industry. In 2016 the scheme won a Prince Michael of Kent International Road Safety Award, and the Van Excellence Driver Certificate of Competence was named Most Innovative New Product at the Fleet News Awards 2017.

SESSION 1

DAVID GIBBY

Former President CIHT



David's career in the highways industry started in 1979 as a graduate with Hampshire County Council, from where he moved to the Royal County of Berkshire and the then Babbie Group, before joining Ringway in 2001. He has a long and varied experience having worked in both the public and private sectors and also as a consultant, contractor and service provider. In 2014 he had the honour of being President of the Chartered Institution of Highways and Transportation (CIHT).

MIKE WILSON

Chief Highways Engineer, Highways England



Mike Wilson has been Chief Highways Engineer at Highways England since September 2013. His responsibilities include the provision of technical support to the organisation for the delivery of its programme that includes the development of technical standards for all aspects of highway maintenance, operation and improvement. This development activity is underpinned by an innovation programme and includes work on safety, intelligent mobility and asset management. Previously Mike led the development of Smart Motorways for the Highways Agency and was Regional Director responsible for the maintenance, improvement and long-term development of the strategic road network in the South West, East Midlands and East. Mike led for the Highways Agency on all aspects of operational policy including for maintenance, incident and emergency management and network occupancy.

STEVE GOODING

Director of the RAC Foundation and former Director
General Roads Traffic and Local Group at the
Department for Transport



Steve is Director of the RAC Foundation, an independent think-tank that commissions and disseminates research relating to motoring and roads issues. Steve took over the helm in May 2015 after a civil service career encompassing many transport-related roles, latterly as Director General for Roads, Traffic & Local at the Department for Transport, where his responsibilities included developing the first Roads Investment Strategy, the Transport Strategy for the North, administering funding for local government, policy on road safety, and the running of the motoring services agencies. Steve joined the civil service in 1983, moving to the Department of Transport in 1987 where, amongst other roles, he was private secretary to transport ministers Peter Bottomley, Michael Portillo and Roger Freeman. Steve is a fellow of the CIHT, vice-president of the CILT and a trustee of the Rees Jeffreys Road Fund.

JONNY BUCKLEY

Principal Consultant at PA Consulting Group



Jonny is a Chartered Civil Engineer with 18 years' experience across a number of industries including rail, highways, the military and consulting. He is part of PA Consulting's Transport, Travel & Logistics practice supporting Highways England's Operations function. Jonny has held a number of safety critical roles responsible for safety planning and delivering operational outputs in rail maintenance and major projects. Recently he interviewed senior leaders from across the rail industry as part of his research in to leadership behaviours and their impact on safety culture.

SESSION 2

CLIVE LEADBETTER

Managing Director A-one+, Areas 4 and 12



As managing director of A-one+ Clive's goal is to deliver a safe, successful and sustainable business for their people, their client and road-users. He has a passion for safety and believes that everybody has the right to come to work without the fear of accidents; people always come first. He is committed to driving innovation in order to keep operatives as safe as possible and enormously proud of the solutions that A-one+ has developed so far.

PAT SHEEHAN

Head of Health and Safety, Colas UK, on behalf of the HTMA Health, Safety & Welfare Working Group



Pat has over 35 years of experience working in the construction and Highways industries. He joined Colas in 1994 before moving to the Health & Safety team in 2001 and he is a Chartered member of IOSH. Pat represents Colas on a number of industry bodies such as the Highways Term Maintenance Association (HTMA), the Refined Emulsion Association (REA), the Mineral Products Association (MPA) and he is also the MPA UK representative on the European Asphalt Paving Association (EAPA). Pat is a past chair of the HTMA Safety forum and the current Task and Finish group lead on the Road worker abuse group and the Fatigue working group.

EMMA HUGHES

Wellbeing Programme Lead, A-one+



Emma has been leading the A-one+ wellbeing programme for 5 years and last year achieved the Royal Society of Public Health Award for Workplace Wellbeing. She's passionate about road worker health and a firm advocate for promoting positive mental health and wellbeing, championing the fight against mental health stigma, having witnessed the effects that positive workplace wellbeing has on individuals, their lives and families.

ANDY STUBBS

Commercial Director, WJ Group



Working with the Senior Management Team Andy has helped develop WJ into a nationally recognised specialist road markings business. He began his career in highway maintenance working as a Material Testing Technician before joining Rugby Borough Council, progressing from trainee Engineering Technician to Highways Drainage and Transport Manager for their Direct Labour Organisation (DLO). Andy is a Member of the Institution of Civil Engineers (MICE), a Member of the Chartered Institute of Highways and Transportation (MCIHT) and a Fellow of the Institute of Highway Engineers (FIHE). As well as being a qualified Incorporated Engineer, Andy also hold a Certificate of Professional Competence (CPC) in National Road Haulage.

ROBERT TAIT

Sales Director, Rennicks UK



With over 20 years experience in the highways industry and now in his 10th year working with Rennicks. Robert embraces the Rennicks value that the application of technology to provide products and services to keep drivers safe and informed is of paramount importance to road workers safety and wellbeing.

PHILL BEAUMONT

Operations Delivery & Compliance Manager, Colas



Phill is recognised at national level as practitioner with passion for Road Worker safety and strong O&M experience. With a focus on Safe, Right First Time delivery of all activities in compliance with process and procedures, and using data to identify areas for continual improvement, Phill is the Lean champion for Colas Highways Contracting sector. Phill achieved Fellow status of CIOB the CIHT and actively promotes construction as a career.

SESSION 3

KEVIN ROBINSON

Head of Immersive Learning, Turner Kenworthy



With over 10 years sector experience Kevin has a passion for safety. His first hand sector knowledge gives him an unparalleled understanding of the challenges faced by organisations both large and small in ensuring that their workforces go safely home to their families at the end of every shift. In his current role with Turner Kenworthy, Kevin is responsible for developing new and innovative ways that enable organisations to effectively communicate their safety messages to their workforce. Formats include live drama, expert-led facilitated workshops and virtual reality scenario simulation for operatives and supervisors, as well as safety conferences and events to engage clients and supply chain.

MATT HAZLETON

Professional Safety Speaker, Proud2bSafe



Due to an extremely sad and traumatic event in his personal and business life, Matt found himself wondering how he could make a difference to others. He now shares his and his family's experiences in order to encourage directors and senior managers to be more responsible for their actions, the people they employ, and also show the effect of how things can quickly escalate and affect not only their lives, but those of their families, friends and work colleagues and the same of the employee too.

GLYN WILLIAMS

SHEQ Director, Toppesfield Ltd



Glyn has been professionally involved in health and safety for over 30 years, 25 of which, have been within the road building and maintenance sector. It is a job that he truly believes is one of the best within the industry, meeting different people in different environments on a daily basis. Glyn's passion is making the working environment safer for everyone, and remains totally focused on challenging people to make their workplace a safe, healthy and enjoyable place to be.

JOHN LAWRENCE

Business Risk Consultant



John has been part of our judicial system for nearly 20 years. He also has many years experience managing business risk, including 18 years managing duty of care for the Co-operative Group's national fleet operations. John also currently works on the Business Champion programme as part of the Driving for Better Business Campaign.

PETER ASTERIS

Barrister, Pump Court Chambers



Peter is a member of Pump Court Chambers and has been a barrister for over 20 years having been called to the bar in 1996. He specialises in criminal, regulatory, disciplinary and transport law. Peter is a member of the Association of Road Transport Lawyers and the Association of Regulatory & Disciplinary Lawyers (ARDL).

We like to think we're proactive,

but are we really?



By
Kevin Robinson
Safer Highways

What kind of person are you?

Are you proactive or reactive? Ask most people for their opinion of themselves and I am fairly sure that the majority would plump for the former. Not because they have an inflated ego or are full of their own self-importance, but instead because that's just how we are. More of us are glass half full than half empty. It's human nature. But now ask yourselves the same question again, and this time relate it to something within your everyday life.

The dripping tap effect

Before answering the question, I want you to think about something I call the dripping tap effect. Most people experience a dripping tap somewhere in their house every now and again. It can be fixed quickly and cheaply, usually with a new washer costing just a few pence. But leave it to drip and it will slowly get worse, staining and corroding the joints and pipework until, all of a sudden, you need to get a plumber in to replace the whole unit at a much bigger cost.

Pick a scenario, a simple, mundane every day one where you have a little niggling problem. Maybe that odd quiet knocking you've started to hear recently from your car engine every time you accelerate. At the moment it's just a bit irritating, but what if it is a symptom of something much more serious. What would you do about it?

For the majority of us, I'll bet the answer is to try and ignore it. After all, it's not that loud. It doesn't

sound that serious. Maybe it'll sort itself out and go away. You do nothing, carrying on as if it isn't there and doesn't exist. Unfortunately, it's in the back of your mind every time you drive the car. It's an elephant in the room, albeit a small one.

But just like all animals the elephant will grow and soon it becomes too big to ignore.

Then the car engine seizes up leaving you stranded, disrupting your plans and requiring major repairs at massive expense

I am sure at this point some of you are thinking to yourself that you would have taken the car to the garage immediately, got it serviced and eliminated the problem. But be honest, would you have? How many things like this, the dripping taps, do we all ignore every day of our lives?

Safety culture

So, "what does the dripping tap have to do with safety?" I hear you ask. Ask most people their opinion of the safety culture within their business and they will answer that it is a positive one. But what makes you say that?

The most popular answer we hear is "We haven't had a RIDDOR in the last X months!" Well congratulations. No, honestly, I mean it, well done!

But what happens when you do have a serious incident and those nice men from the HSE pay you a visit in the aftermath. They aren't going to clear you on the basis of your past record. After all, you've just had a serious injury or, god forbid,

a fatality. No, they are going to be looking at your policies and procedures and also, perhaps more crucially, the culture within your organisation towards safety. They're going to look at how your organisation instinctively behaves when it hears a knocking in its car engine, or it sees a dripping tap.

Do you fix the leak at the outset? Do you take your car to the garage? Or do you leave it for the time being, allowing it to get worse?

If you think Health and Safety is expensive, wait until you have an accident!

For all of us, life has many little expenses we would rather do without. That annual service on the car (notwithstanding the oil and filter change that seems to be almost a necessity every time), or when the plumber comes round and spends no more than five minutes looking at your boiler before handing you a bill for a week's salary.

Well the same thing can be applied to safety. In the highways sector, we often talk about proactive and reactive maintenance. Proactive being resurfacing the road when it deteriorates and cracks start to appear; reactive being the opposite – repeatedly patching it with a bit of asphalt after having to pay out compensation to unwitting motorists who've run into a pothole the size of the Grand Canyon, applying a sticking plaster to the problem so to speak.

Ask most people their opinion of the safety culture within their business and they will answer that it is a positive one. But what makes you say that?

Last year, Londoners were awarded over £4 million in compensation for damage to vehicles from potholes. Authorities then still had to pay extra for contractors to carry our repairs, making the grand total even higher.

How many of the worst affected roads across the capital could that £4 million+ have resurfaced, had authorities taken a more proactive approach. Now apply this example to the safety culture within your organisation.

Proactive vs reactive, which is cheaper?

With our car engine, servicing and repairs often seem so expensive. It's still running so we put it off. But now let's dig a little deeper. Servicing your car regularly, and repairing minor faults quickly, keeps it efficient and running at its optimum. Not only does this decrease the chances of it blowing up, but it performs better and uses less fuel. Now let's apply the same logic to safety.

Proactive safety management is all about keeping ahead of the game, resolving any issues before an incident or an accident occurs.

In the short term, proactive safety management can seem more expensive. You are putting processes and procedures in place, and spending money on health and safety, before any safety or health issues may have developed.

However, the benefits of a proactive safety regime are that it will enforce a positive safety

culture, help to prevent accidents from occurring and hopefully, in the longer term, improve health and safety budgeting.

That initial expenditure will suddenly seem like a much better deal compared to dealing with, and trying to recover from, a serious accident.

In the driving seat

Back to our car again, or indeed any other essential piece of equipment in your home or work life. It often costs less to routinely service and maintain equipment to prevent a breakdown, than it does to let it breakdown and have to pay for expensive repairs or replacement.

In the same way, proactive safety management is the regular service and MOT on your car, the engine inspection when something doesn't sound quite right, making your workforce safer and thus reducing your accident frequency rates (AFR) and the amount of time lost to injuries in the workplace.

The better you maintain your equipment, and proactively replace it within the recommended time frames, the less likely you will be to suffer an unexpected breakdown. The better the safety culture you can foster, the safer your workforce and your business will be. The better your proactive safety management, the less chance there is of an accident occurring.

Just as, if a breakdown occurs, you need to rely on reactive maintenance or emergency repair work to resolve the issue, if an accident or incident occurs, you need to rely on reactive health and safety management to resolve the issue. We need to be in the driver's seat, confident things are running well, not in the passenger seat, with no control over the events that happen to us.

The better your proactive safety management becomes, and the quicker you fix all those metaphorical dripping taps, the less need you'll have to be reactive in an emergency.

Aside from the higher costs, reactive safety management can also massively disrupt business operations with unplanned shutdowns and investigations, and increase the strain on resources and management time. Not only might a part of your workforce be injured because of an accident, but you may need to put projects on hold while you find the resources to implement any corrective measures.

With better proactive safety management, training or inspections can be planned to minimise disruption. Not so after an accident occurs and the HSE is breathing down your neck.

There is room for both proactive and reactive safety management within all organisations. The better your proactive safety management becomes, and the quicker you fix all those metaphorical dripping taps, the less need you'll have to be reactive in an emergency.

As we mentioned earlier "If you think Health and Safety is expensive, wait until you have an accident." ■

Safety starts here? No it doesn't!



By
Simon Turner
Driving for Better Business



Work sites and closures often have signs at the entrance proudly stating that ‘Safety Starts Here!’ but does it really? Presumably this is to remind operatives and supervisors that they are entering a dangerous work environment and they need to take extra care, but did you know every year four times as many people are killed in road collisions involving someone driving for work than are killed in workplace incidents. Driving for work is more dangerous than working on an oil rig or deep-sea diving.

So you see, safety shouldn't start at your site entrance, it should start even before one of your employees turns the ignition key. From driving licence, eyesight and health checks to ensure your employee is fit and eligible to drive, daily walk-round checks to ensure the vehicle is safe to be on the road, and assessment and coaching to ensure your driver is competent and confident in what is often a highly specialised vehicle, the management systems in your business should ensure that the risk of a collision on the road is minimised, whether that be a director in a company car, a supervisor in a general maintenance vehicle or an operative piloting an IPV.

Highways England has invested heavily in the Driving for Better Business campaign to encourage employers to better manage those who drive for work. The financial benefits are significant and well documented. Skanska, one of our longest-standing Business Champions, has made great savings in repair costs, money spent on temporary replacements for staff and vehicles, as well as insurance and fuel costs. At the same time, staff safety and welfare is improved, as is quality and reliability of service delivery.

The campaign's overall aim is to make the Strategic Road Network safer for everyone through having safer drivers in safer vehicles. This will reduce the risk of crashes that cause widespread

disruption, and risk of injury, not just to drivers and other road users, but also our operatives carrying out vital repair and maintenance work.

The campaign is relevant to the highways sector for two key reasons:

By encouraging employers to pay greater attention to how they manage their vehicles and drivers, the aim is to improve the roadworthiness of company vehicles and the competence of business drivers who use all roads, not just the SRN.

The Campaign will also be looking at how it can help address the specific problems associated with heavy network users and traditionally high-risk users such as taxi and private hire firms.

All of which will minimise disruption, damage to infrastructure and road furniture, and contribute to reducing the risk to road workers.

Highways England and its major contractors must lead by example and push to improve standards down through their own supply chains. This, in turn, means their own sub-contractors will pose less of a risk while travelling to, from or around sites and closures. They will also be more efficient and profitable, allowing them to provide you with a better service at a lower cost.

The Driving for Better Business breakfast briefing in this year's inaugural Safer Highways UK conference, which took place at Highways UK on 8 November, provided a full 360 degree take on how this initiative affects the Highways sector and those who work in it.

Highways England's Health and Safety Director Lucy Fell outlined what Highways England will now be expecting of the SRN supply chain and explained what this means in practice for contractors.

In Clancy Group we have a case study of good practice and striking business benefits from within the supply chain; and with the Van Excellence programme we have a fantastic tool to help validate standards across the whole sector. ■

Confident operator

FTA's Van Excellence programme has been around for a number of years now and is recognised as providing a straightforward and robust way for businesses running vans to be recognised as good, safe and conscientious operators.

I sometimes get asked how I would quickly summarise the benefits of Van Excellence for a van operator and the answer is one word – CONFIDENCE.

- ✓ The confidence that you are running your van fleet to the right standard.
The confidence you can provide to your organisation's directors, managers, supervisors and drivers that your organisation is on top of its responsibilities.
- ✓ The confidence it gives to other road users that your van fleet is taking its obligations seriously.
- ✓ The confidence your clients have that you are a responsible and well managed part of their supply chain



The civil engineering and highways sector is at the forefront of safety management in, what is by its very nature, a very hazardous environment. I'd like to think that Van Excellence could provide a robust and practical methodology to demonstrate that this mindset extends to the operation of your light commercial vehicles.

It can also be readily adopted as a pre-qualification tool to give contracting organisations the confidence that their supply chain is operating to the same high standards.

Highways England requires confidence in your and your contractors 'driving at work' policies and procedures. We can help!



Mark Cartwright, Head of Vans
Freight Transport Association
07818 450365
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*Calls may be recorded for training purposes



By
Simon Turner
Driving for Better Business



The Clancy Group is the Driving for Better Business campaign's latest Business Champion, having fully embraced the business case for better management of their drivers and vehicles.

The Driving for Better Business campaign now forms the core of the Highways England business outreach programme. Its objective is to encourage all employers with staff who drive on business to manage their 'at work' driving activities as effectively as possible, by demonstrating the substantial business benefits that are achievable.

Our direct interventions, have resulted in a 13% reduction of costs incurred for accident collision damage against the same period last year

Colin Knight Head of Fleet Safety Management & Compliance

The better management of those who drive for work, and the vehicles they drive, should result in fewer collisions and breakdowns, and less disruption and risk for both road users and the operatives working hard to maintain both the Strategic Road Network and local authority networks.

The campaign is based around a number of Business Champions who have identified challenges relating to occupational road risk in their own business, such as rising collision rates, insurance premiums or increased maintenance costs. They have then implemented a number of interventions to successfully address those

concerns and shared those results with others.

The Clancy Group Plc, through Clancy Docwra Limited, is well established as one of the leading national construction companies in the UK, and is very active in the highways sector, being a Tier 2 supplier in the Highways England supply chain. It has an annual turnover in excess of £250 million and employs more than 2,700 people.

Clancy's diverse fleet is made up of managers in company cars, skilled operatives in commercial vehicles, dedicated HGV drivers and a substantial amount of grey fleet drivers all of whom are pro-actively engaged in our Fleet Safety Management programme. The fleet covers approximately sixty million miles on a combination of motorway, urban and rural environments.

Leadership

While Clancy Group is committed to delivering the highest level of service to clients, it is also equally committed to the continual improvement of Fleet Safety, as part of its overall Quality, Health, Safety and Environmental standards.

The Group Board of Directors is accountable for all HSE&Q issues including Occupational Road Risk. Moreover, the joint owners and Chairmen of the Group Kevin and Dermot Clancy are personally committed to the effective delivery and continual improvement of the Group's Fleet Safety Management profile.

To facilitate this, the Board created the Fleet Safety Management & Compliance team which

reports directly to the Director of Plant, Transport and Traffic Management.

Operations

To provide a framework for their Fleet Safety Management activities, Clancy has firmly embedded the GDE Matrix (Goals for Driver Education) and the HSE principles of the PDCA Cycle of continuous improvement into Fleet Safety Management and this is delivered throughout the group by Regional Transport and Driver Safety Managers.

A third party online driver risk management system has been rolled out which includes a driving licence check and risk assessment. Drug and alcohol screening is carried out for all new drivers, and drivers are also screened immediately following a road traffic collision.



Forward facing cameras have been fitted to company cars and a selection of commercial vehicles. Telematics/black box technology is fitted to every company owned vehicle within the fleet. Clancy has employed a full time Fleet Safety Data Performance Analyst, whose job is to collect, collate and distribute data from all the company's systems allowing the Fleet Safety Management & Compliance team to create data driven performance improvement KPI's and training interventions for the wider business.

Data on fleet activity is taken from a variety of sources, including:

- Driving licence checks
- Driver risk assessments
- Telematics data
- Forward facing cameras
- Insurance claims history
- Vehicle maintenance and defect records
- Fuel card data

The data is then analysed before being translated firstly into strategy and subsequently into accountability and ownership by local line managers. This provides them with the insights and skills to manage their fleet properly and understand the influence they have on the behaviour of their drivers and the general safety culture.

Our data tells us that only 10-20% of our drivers fall into the critically high risk rating and we have therefore developed behavioural based coaching programmes for both drivers and their managers.

The Fleet Safety Management & Compliance team create Monthly Regional Fleet Safety Performance Data Dashboards which contain the

following feet safety KPI's.

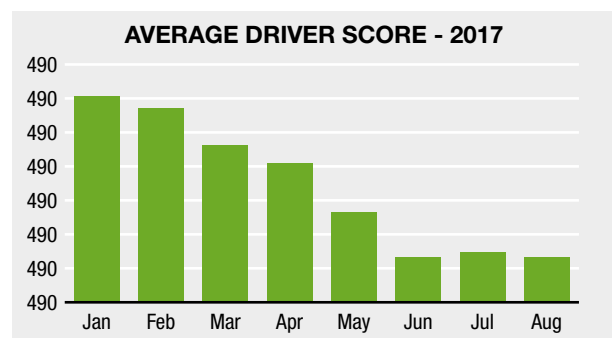
- Collision frequencies, types, severity and costs to the business
- Redzone drivers based on telemetry and camera data (speeding and other driver style)
- Fuel usage, containing, costs, co2, idling, over capacity filling, out of hours driving
- Compliance to On-line Risk Management
- OCRS scores
- Driving fines and offences
- Tyre transactions and wear
- Van weight & compliance

Impressive results

Gathering, understanding and acting on all this data has been key and has enabled Clancy to realise some impressive results in both collision and cost reduction.

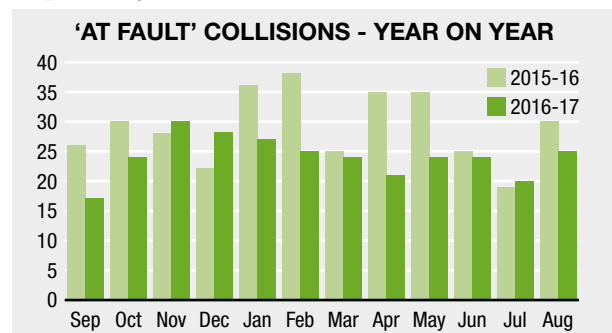
Our telematics service provider generates a driver score for each vehicle in the fleet which is evaluated on a monthly basis. In this instance, a lower score indicates a better driving style.

The score is calculated based on the number of speeding, harsh braking, steering and acceleration events, as well as time spent idling and time and distance driven.



Since the beginning of the year, we have increased communication of driver scores back to employees and across the wider business, which has driven the average score across the fleet consistently downwards, reducing by 20% since January.

Furthermore, the number of 'At Fault' claims and overall claims has dropped by 17% and 10% respectively over the last 12 months.



Other Clancy Group fleet safety awards and accreditations

- FTA Van Excellence accredited
- RoSPA Gold Fleet Safety Award
- FORS accredited

Prince Michael International Road Safety Award

Read more...

Read the full Clancy Group case study at

<http://www.drivingforbetterbusiness.com/case-studies> ■



By
Wayne Johnston
WJ Group



A step change in road worker safety is needed

I am passionate about changing the way we work in this industry and will continue to invest in research and development to find better, more efficient and safer ways of working.

For too long now, we have carried out various highway maintenance activities in the same way as we did when I first came into the business more than 30 years ago.

My concern is that, in recent years, overall injuries to our estimated 6,000 road maintenance workers has risen.

In terms of general UK road safety, it is acknowledged, that our busy road network has consistently ranked among the world's lowest levels of killed and seriously injured (KSI). Perhaps that's down to our ingenuity, with our world class design engineers and road builders, Traffic Sign Regulations and General Directions (TSRGD), plus the introduction of 'Cats Eyes' by Percy Shaw in the 1930's or the Shell and Colas innovation of high friction surfacing in the 1960's not to mention today's high-performance road markings.

So, maybe, as a country, we should congratulate ourselves on a relatively safe road network.

However, my concern is that, in recent years, overall injuries to our estimated 6,000 road maintenance workers has risen. In today's traffic conditions, the live carriageway of any highway is a very dangerous place to work. A large proportion of our specialist road marking delivery is on motorways and major A roads and according to Highways England, over the past ten years, fourteen service provider workers and two Highways England traffic officers were killed whilst carrying out their duties. Research has highlighted that roadside workers have the 16th most hazardous occupation in the UK so the statistics are no great surprise.

A step change in our thinking and approach is needed if we are to achieve the industry aim of zero fatalities.

Our business is primarily, about road safety and we continuously innovate high performance and durable markings to provide better and safer

journeys for the road users. However, it is the safety and well-being of the workforce with equal consideration for the safety of everyone impacted by our activity, that dominates our thinking. So, to that end we must all embed safety into our businesses as a core value. There is nothing more important than ensuring everyone goes home safely after each day or night shift.

We certainly support Highways England's aim which is 'no one should be harmed when travelling or working on the strategic road network' and want to help 'make the network safer contributing to a target of 40% reduction in deaths and serious injuries by the end of 2020'.

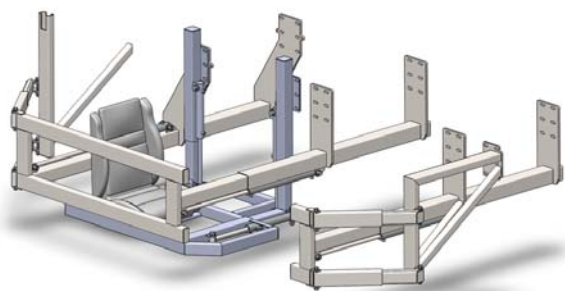
It is the safety and well-being of the workforce with equal consideration for the safety of everyone impacted by our activity, that dominates our thinking.

Training, operative awareness, collaboration, adopting best practice, influencing behaviours and innovation all have a vital part to play in meeting this objective.

We also recognised some time ago that the most qualified group of people to provide ideas for continuous safety improvements are our own workforce, so we pioneered a proactive system of engagement.

Many of the resulting initiatives with PPE, trucks and processes have all helped raise the bar for the road marking sector. However, I concluded that a step change in our thinking and approach is needed if we are to achieve the industry aim of zero fatalities.

One thing that could help is more 'automation of processes' to remove operatives off the carriageway and place them out of harm's way. We have risks associated with people/plant interface, handling hot materials and of course we are always vulnerable to unauthorised incursions into working areas.



A move in this direction has been our new method of road stud installation. The bespoke design of the WJ Guardian system allows the complete road stud installation process to take place, whilst protecting operatives within an integrated safety cell of an 18-tonne truck.

The UK utilises approximately 12 million road studs on our national and local road network, all requiring maintenance or replacement at some point. Traditional methods of installation by hand or milling machine require operatives to work in the centre of the road and therefore at risk of injury or worse.

That risk varies from site to site but always with a need for safety zones, either stop/stop type traffic management or road closures, to comply with the regulatory requirements. The WJ Guardian method does not negate this need for safety zones but does significantly reduce the actual safe work zone required. The innovative method ensures that the operative does not need to stand and operate equipment from the opposite carriageway to the vehicle but instead they are protected within the vehicle's unique safety cell as well as within a regulated safety zone.

My fervent wish is that this new thinking will not stop at road stud installation but act as a catalyst to explore automation of other highway maintenance processes and afford more workers a greater level of protection.

The development also provides designers with the potential to eliminate several road closures and reduce disruption within the communities we serve whilst also improving the safety of workers and road users alike – which is all good news!



Hopefully, it could also be better news in respect of our skills shortage. We have recently embarked on a few initiatives with local colleges and universities to attract, keep and develop, young people into our business; but we do need to show that their wellbeing within a highways career is paramount to us.

My fervent wish is that this new thinking will not stop at road stud installation but act as a catalyst to explore automation of other highway maintenance processes and afford more workers a greater level of protection.

Without doubt a safer approach is fundamental to sustainable delivery of all highway contracting activity and it's time for a step change.

As part of our commitment to sharing best practice with industry, WJ Group are proud to be presenting this ethos in greater detail at this year's Safer Highways UK conference on 8th November at the NEC, Birmingham. ■

More information at www.wj.uk

Work-Related Road Safety Self-Assessment

Where is your business right now?

Developed by risk management experts at Driving for Better Business, FleetCheck and Van Excellence, our online fleet risk self-assessment tool is an interactive evaluation of your current level of fleet-related risk, helping you establish how your organisation is managing the risks associated with occupational driving, as well as highlighting areas of weakness.



The risk assessment is divided into four sections, each of which requires you to answer a series of exploratory questions, after which you will be able to download a personalised report showing your current position and with guidance on where and how you should look to improve. There are also many resources available to help you fill in the gaps.



Complete your online self-assessment now

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The self-assessment is designed entirely for your own benefit and no one is checking up on you.

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SECTION 1 The Company

Builds a picture of your fleet and looks at the operational processes and procedures you have in place.



SECTION 2 The Driver

Focuses on the staff you are placing behind the wheel and the level of road risk they are exposed to.



SECTION 3 The Vehicle

Explores the standards and systems you have in place to ensure all your vehicles are safe and legal.



SECTION 4 The Journey

Concentrates on the everyday practical decisions you have to make when planning driving routes.



Driving for Better Business forms the core of the Highways England Business Outreach Programme.

In the Dock

The mock trial at Safer Highways UK illustrated all too clearly how something that appeared to be a minor oversight, or a corner cut with the best of intentions, can suddenly take on unimagined importance when presented in court.



By Peter Asteris

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In cases similar to the fictional one presented to conference, the reality is that many people, from operatives on site, right up to company directors, can be prosecuted for various breaches of duty of care.

Health and Safety at Work legislation in the UK basically requires that all businesses must assess the risks that arise from their operations and activities. It then says that companies have a duty of care to ensure that those activities do not harm employees or any others that may be affected. This means that Directors must put policies and procedures in place to minimise any risks as far as is 'reasonably practicable' and ensure that they are followed. All employees in the organisation, at whatever level, then have a responsibility to follow those procedures.

Directors that fail in their duty of care obligations can be extremely vulnerable.

Many larger companies and their senior management teams mistakenly believe they have covered all the bases, while smaller companies often don't realise the full extent of their responsibilities.

Some of the major challenges for directors are:

- Ensuring all policies and procedures are up to date and comprehensive enough.
- Policies are communicated effectively both to existing staff and new inductees.
- Effective monitoring should be in place to ensure that corner cutting is quickly jumped on and not allowed to become accepted practice.
- The safety culture must ensure staff feel comfortable in reporting incidents and practices that could put themselves or others at risk.
- Effective disciplinary procedures need to deal with unsafe actions quickly and fairly.
- All these issues and more should be discussed and resolved at the highest level, with workplace health and safety taking a prominent position in company board meetings.
- Leadership must come from the top. Directors and managers must be seen to comply with policies themselves and to support others who speak up.

No director, supervisor or operative should want to take the place of our fictional defendants. When something has gone wrong, it is essential to demonstrate the correct policies were in place and were being followed, in order to defend any litigation.

In the event of a serious injury or fatality, both the Police and the HSE will become involved in an investigation which goes into considerable detail and often takes many months. They will interview all staff and closely examine all company policies and working practices. In short, the incident investigators will be looking to attribute fault.

If policies are inadequate, routine corner cutting or unsafe working goes unchallenged, employees feel discouraged from speaking out, or if 'getting the job done' is prioritised over safety, you can be sure the investigators will find disaffected employees within your business to confirm the details.

The team at Pump Court Chambers can help ensure your house is in order, and advise and represent you in the event of a health and safety investigation, criminal investigation or call-up to a public inquiry by a Traffic Commissioner.

With over 70 years' experience providing specialist legal support to clients throughout the UK, and 92 barristers advising on virtually every conceivable legal issue, Pump Court Chambers has an unrivalled strength in breadth and depth of expertise.

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Switching the lightbulb on in your workforce



Training can deliver information, but learning delivers real understanding.



By
Kevin Robinson
Safer Highways

Our people are the key to what we do and our priority has to be making sure that they don't gamble with their own and their work families safety.

But how do we do this?

It has been the burning question for all of us for a long time. Every business has a clay layer; a group of individuals who quash near hits or push the job forward no matter what the risks.

Our boots on the ground know that no matter what they report if it will adversely affect figures it simply gets buried. I hate to say it but it is probably relevant within your organisation, and I am sorry if that makes you feel uncomfortable, but it's the truth.



Films, used either a standalone resource or as part of a live drama presentation, can really help operatives understand how issues relate to their own job roles.

As Directors and managers responsible for putting people to work on the network, we must understand we have a problem. How do we break through that clay layer; switch on that lightbulb, so to speak?

Does Training Work?

In short, no. We have all sat in a session where the trainer at the front of the room has effectively strangled any interest within the first ten minutes. Your colleagues around you are playing with phones or doodling pretty little designs onto the paper in front of them, whilst your mind wanders over to what's for lunch.

As the poor soul at the front delivers the hammer blow with his 35th slide and begins to read verbatim from it, you decide that death by poking out your eyes with that semi-blunt pencil is actually a better prospect than enduring another minute of this.

Back in 1997 when Thomas Rudkin and Dennis Austin of Forethought, Inc. developed a programme called Presenter (latterly changed to PowerPoint), a game changer, or so they thought.

20 years later, little did they know that over time they would also have helped to give birth to the phrase 'Death by PowerPoint'. So, as we enter an era where clients are demanding not just a tick in the box of a training plan but, instead, a shift in culture among our workforces, how do we improve from within and empower our workforces to drive it?



Turner Kenworthy Mock Trial, presented to the operatives, supervisors, clients and supply chain of leading surfacing contractor Toppesfield, as part of a broader programme, focused on the consequences of corner cutting.

Safety driven by you

It may sound completely obvious and as though I am trying to teach you to suck eggs, but the best way to engage a workforce is to empower them to feel that they are the driver for change.

Remember that great idea you had – the one you knew would make a real difference. But there was a problem. You knew that if you took it to your line manager or director he would shut it down. Why? Because it was such a good idea... but he had not thought of it first and he didn't want you to be seen to be out performing him.

So how do we meet the challenge?

We plant a seed with our boss, then water and cultivate it until he actually thinks that brilliant sunflower of an idea came out of his brain and not one of his underlings. Hey presto – job done, our idea becomes reality.

Well the same thing applies to our workforce; tell them what to do and they will push against it. Empower them to feel as if they don't just play a part in your idea, but also, that they were (at least in part) responsible for its development. Then watch how they not only follow it but also actively police it amongst their colleagues.

Targeting influencers

Many of you, like me, will have young children, and the one time of year that fills me with dread is Christmas. In the run up, the number of TV adverts for the latest Paw Patrol or Barbie toy reach epidemic proportions, as they desperately fight for your little one's attention.

Not late in the evening when mum and dad are settling down for a much needed hour of quiet time, but instead when our little angels are watching the latest episode of Blaze and the Monster Machines.

They are the influencers. It is their wishes that determine the gifts we buy for the big day.

In the same way, within our work environment, if we are to successfully facilitate change, then it needs to be the influencers who drive it.

With a parent, it is the children. Within a workplace, it is peers; work colleagues and friends.

These are the people who you need to champion the behavioural change you seek, to embody it and live it – to lead by example so that the others follow. The toys you give your influencers (in effect, added responsibility and recognition) will help you improve your culture.

Making them want the toy

At the top of this article we discussed how 'death by PowerPoint' will be the grim reaper for any message you want to deliver to a workforce. It will switch them off and make them feel they are being talked AT, and not engaged WITH.

So how do we, as employers ensure that the message drip feeds down through the layers of the business to engage with our boots on the ground, and is cultivated by everyone.

One method (and I emphasise not the only one) is immersive learning.

Training delivers information, but learning delivers understanding, which is where real change comes from. Giving your employees a learning experience which they identify with, and where they can empathise with the protagonists, is proven to deliver.

If you want to just tick a box, then there are far cheaper and easier ways of conveying a message, but if you want to make a difference then thinking outside the box may well be the road to take.

Training is the box, while learning builds the ability to think outside of it. Employing a blended approach is something which could well yield massive cultural, social and economic benefits to all of our businesses.

Look at it this way... Training gives staff the 'WHAT' they need to do to carry out a task correctly. Learning gives them the 'WHY' they need to do it, and also the motivation to put it into practice.



Facilitated workshops, especially when used in conjunction with film and live drama, allow audiences to fully explore the challenges in maintaining safe working practices, such as this one conducted by Turner Kenworthy for DBFO contractor Road Management Services.

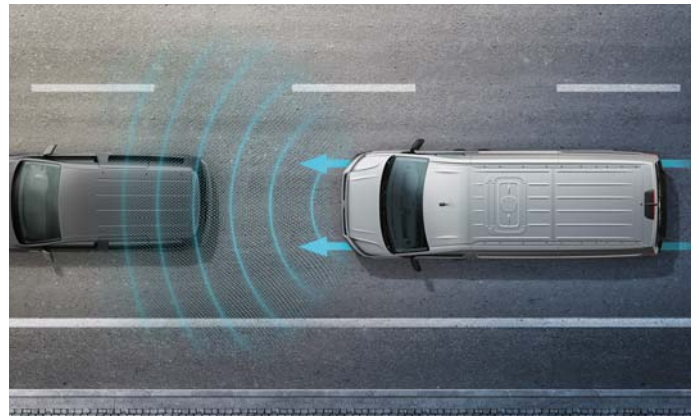
Collision Avoidance Technology

Live in-vehicle demonstrations

Advanced Driver Assistance Systems (ADAS) are proven to reduce collisions and costs, yet take up of these systems in the UK is poor. One barrier is a lack of customer knowledge about the benefits ADAS can bring to a fleet, and an understanding of how the different systems work. You can experience all these systems, for both cars and vans, on one of our unique technology demonstration days. This technology can:

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- Apply the brakes to avoid a collision if your driver fails to react
- Reduce damage from parking and low-speed manoeuvring
- Prevent collisions when reversing out of tight spaces
- Reduce the chance of a collision when changing lanes

All of which helps protect your drivers, the public, and your valuable fleet assets



Collision Avoidance Technology

Live in-vehicle demonstrations



Volvo XC90 demonstrating high-speed emergency braking while following Thatcham Research remote-controlled target car



VW Caddy demonstrating low-speed emergency braking while approaching Thatcham Research static target car

Come and experience first hand, from the driver's seat, how the latest collision avoidance technology can protect your drivers, prevent vehicle damage and reduce fuel use.

Autonomous Emergency Braking has been proven to reduce 'at fault' rear collisions by up to 38% and third-party claims by up to 45%

These events give you the opportunity to drive our cars and vans to experience the latest systems yourself.

The day will also include presentations of how the systems reduce crashes and fleet management costs, together with case studies and examples of fleets that specify these systems on their vehicles.



VW Crafter demonstrating high-speed emergency braking while following Thatcham Research towed target car



Volvo XC60 demonstrating turn-across-path prevention system while approaching Thatcham Research remote-controlled target car

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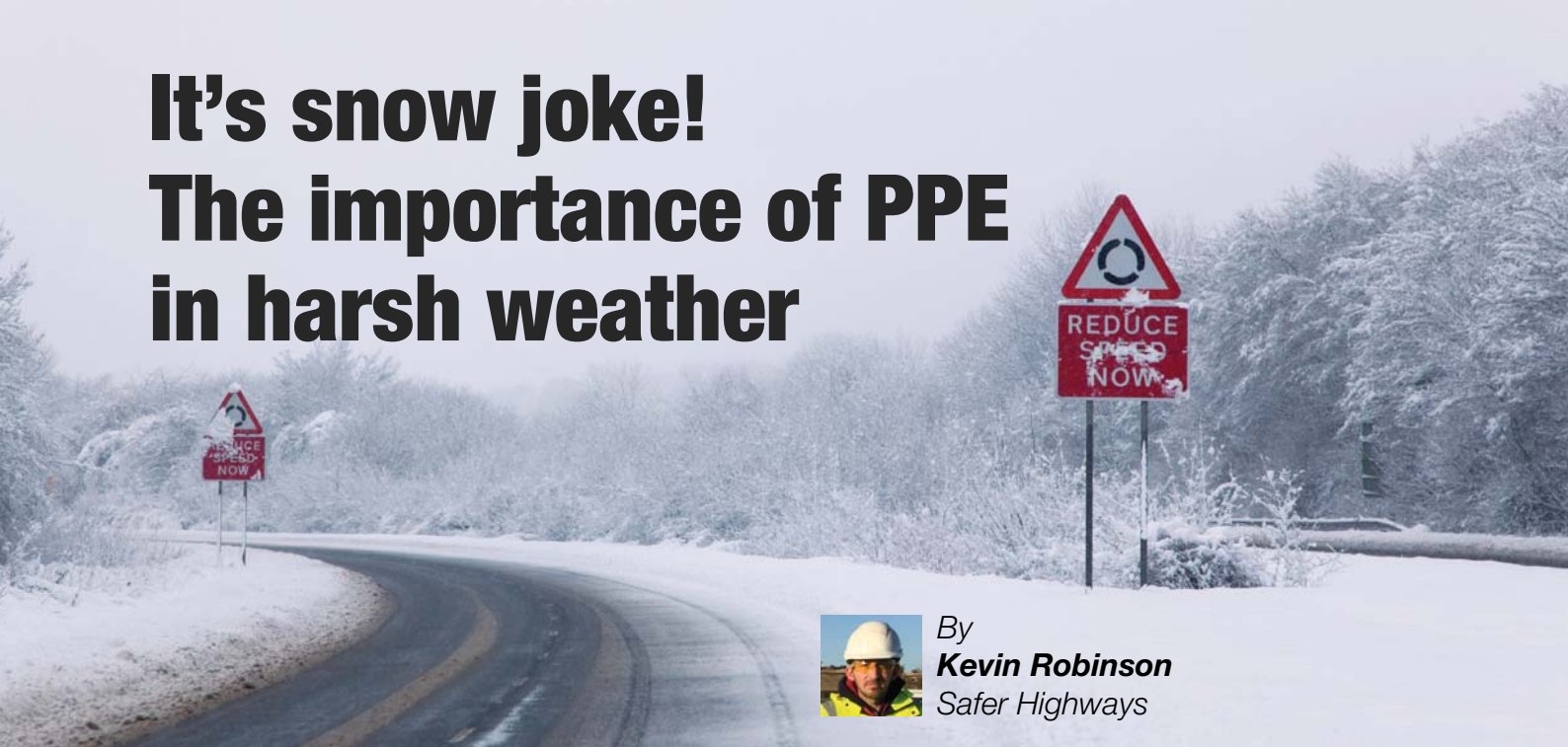
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It's snow joke!

The importance of PPE in harsh weather



By
Kevin Robinson
Safer Highways

It is an age-old saying that the workforce is a organisation's greatest asset and like any valued resource, employees must be looked after, especially in the depths of a cold winter.

Cranking up the thermostat is not an option for workers operating outside and in unheated areas such as those on our network carrying out their duties in the depths of the night. With snow forecast over the coming days, the need for adequate PPE to protect our workforce from the elements is more important at this time of year than any other.

Make no mistake, cold weather falls into this category.

The Personal Protective Equipment at Work Act 1992 requires that all employers supply adequate PPE for workers, dependent on differing working conditions. Whilst this may sound simple, providing PPE which is fit for purpose and provides suitable protection against the cold requires a little more thought.

Ours like many other sectors such as rail and aviation, work must continue despite adverse winter weather in order to simply keep the country moving; and employers owe a duty of care to their workforce to ensure that they are not working in unsafe or unhealthy conditions.

For businesses looking to make the most of their winter workforce, adequate PPE provision is a must, allowing staff to complete tasks to the best of their ability and continue the smooth running of the business.

Over the last few months there have been many new and innovative products, such as JSP's specially designed Beanie hat, which sits under a workers hard hat and keeps his head warm without restricting his hearing, as well as others innovations which help operatives to be clearly seen in poor lighting conditions.

But, as employers, do we really know enough

about the challenges which our guys face on a nightly basis. How we can improve their working conditions, not just at this time of year, but also in the extreme heat of July and August, or in the typically British rain.

Extreme weather can make conditions wretched for those working on our Roads, Rails and Runways as well as other sites.

The one size fits all approach to PPE is no longer viable or sensible and, when thinking about how we best make the work environment as comfortable as possible, surely we should ask those who work in these conditions day in and day out.

Obvious, I know, but how many of us actually do this.

Don't tell your guys what they are getting – instead ask them what they need, and how best things work for them. A comfortable, warm and well-protected workforce will also be a safer, more alert and more effective more.

Many types of worksite PPE address the issue of providing waterproof protection but fail to allow for the movement and ventilation required by many manual workers, and we all know what happens then. The waterproof layer is removed, the employee gets wet, catches a cold and is off work for a few days, effectively costing the business money in lost time to illness.

Actively engaging your workforce to provide the optimum solutions in all conditions can only have benefit your business, whilst at the same time making the employees feel valued by virtue of the fact you are willing to spend a little extra to make their life a little easier.

As I said at the top of this article; your workforce is your greatest asset, so treat it as such and invest in it to reap maximum rewards. You wouldn't go skiing without the correct clothing, so don't expect your workforce to wear clothing which is not fit for purpose.

Staff engagement with safer working



By **Glyn Williams**
SHEQ Director
Toppesfield Ltd



When it comes to engaging with the workforce I think many companies would freely admit that this is one of their biggest challenges.

How do we as Directors and Managers not only give the gangs working out on the road the reassurance that we understand their issues, but also that we are doing all we can to help them to do their job as safely as possible and get home to their loved ones at the end of a hard day's work in a challenging environment.

I am certain that if you speak to any of your employees, they will all tell you that 'they never intend to go to work and get injured' but in the same breath they will also tell you that 'the job needs to get done'!

Everyone takes pride in getting the job done on time, without defects, making sure that the client is happy with the outcome and they will be happy to give them repeat business. They may sometimes have to 'cut corners' to get the job done, but 'that's the most important thing – getting the job done.'

We at Toppesfield are no different, we are a road surfacing contractor whose clients know that we can be relied upon to get the job done on time, on budget, safely and to a high standard, which is something that we are very proud of.

A few years ago we realised that despite myself and the other directors having an unswerving commitment to the safety of our workforce, we needed to make sure that everyone within our organisation bought into this philosophy.

The message was and is simple, do your job well and efficiently and go home safely at the end of every shift to your loved ones. Look at it like that and it's simple, but bringing it to life is never easy.

Like me, I am sure many of you have children and would do anything to keep them safe. And during their formative years you and your partner will have invested time and effort to teach them how to recognise hazards and risks but more importantly, how to protect themselves and keep themselves safe. That's what everyone's parents do,

that's what our parents did.

Why then, do we continually see people putting themselves at risk, eg scaffolders working without fall restraints, pedestrians getting too close to moving plant and vehicles, people without hearing or respiratory protection? If you saw your son or daughter, niece or nephew, mum or dad working in that way – would you be happy?

Would you let them continue or would you challenge their behaviour and discuss a better (SAFER) way of doing things?

What we've done with our annual engagement days is take the same approach with our workforce.

We want everyone at work to look after their 'work family' rather than keep telling them the rules. Everyone needs to understand that there is a consequence to their behaviour, either positive or negative, but ultimately remove the negatives.

Nobody goes out of their way to deliberately hurt themselves. Mistakes are made and corners cut, but in making our workforce understand this cannot happen, they not only take this on board themselves, but will also police their colleagues. In the same way they would not put their child in danger, they now have the courage to challenge their colleagues whose practices cause safety risks, challenging them to stop before the accident happens

Whilst this approach is nothing new, we feel in adopting it we have, over the course of the last couple of years, seen improvements.

Over the past couple of years, our workforce has grown by 50% and our near-hit reporting has more than doubled, yet our accident frequency rate has reduced by two thirds as we see our workforce taking on board the reasons why we ask them to do things in a certain way.

Despite this, we as an organisation and industry as a whole cannot rest on its laurels when it comes to the safety of our guys, which is why Toppesfield continue to innovate in terms of investment in the development of safer equipment, and the way we get our message across to those who work for us.

Virtual Insanity? Not any more



There was a time when virtual reality was confined to the world of gamers and people who spent their nights locked in a bedroom, screaming at a computer screen, playing shooting-em-ups against like-minded folk on the other side of the world.

But the world of computer-based interfacing is changing. As we look for new and more effective ways to engage with our staff, could virtual reality have a role to play in our approach to safety training?

Imagine a world where we could walk through jobs in confined spaces or, more importantly, immerse new starters in realistic hazard spotting or defect checking exercises, in a sterile environment where those people, and those around them, are at no risk.

But how can you use Virtual Reality (VR) in immersive learning to capitalize on modern technology and give your operative an experience they'll never forget?



Image reproduced with permission from Thames Water

Take the risk out of compliance and safety training

VR allows you to immerse learners in dangerous situations without putting them in harm's way.

For example, you can design a training simulation that instructs employees on how to handle a hazardous chemical or operate a complicated piece of heavy machinery or work safely in a dangerous environment.

They don't need to worry about making mistakes or trying out new techniques, because they are learning the ropes in a safe environment.

VR is the next best thing to real-world training, showing them how they'll perform under pressure.

Allow learners to perfect their approach

In the "old" days, employees had to overcome learning curves on-the-job. If they wanted to come up with new solutions to a problem, or perfect their approach, there was usually costly trial-and-error involved. Therefore, many of them didn't even take the risk and just stuck with the status quo, instead of trying to branch out and indulge their curiosity.

VR offers them the opportunity to test out new ideas and techniques that can boost their productivity. They can be innovative and use their lateral thinking skills in order to streamline the work process.

Provide 'mistake-driven' learning opportunities

I am sure many of you have heard the well-known saying that 'mistakes are only mistakes if you don't learn from them.'

Virtual Reality Learning is all about mistake-driven learning. Those carrying out tasks have the power to fail, try out new solutions, and see where their choices lead them in a risk-free setting.

They can see how they'll react in stressful situations and identify performance gaps that are standing in their way. In essence, they have the opportunity to gain valuable experience and prepare for every eventuality before they enter a live site or situation.

The future is already here

There are many techniques for engaging with our workforce, and VR is just a part of what we all, as employers aim to do; which is effectively to remove our workforce from situations which put them in danger.

Our industry is now beginning to wake from its slumber and embrace new techniques to impart knowledge down through our workforce and supply chain, and those who have dipped their toe into the water are really starting to feel the benefit.

VR is no longer something which is confined to the greasy haired bedroom dweller, but instead something which can have a real, tangible benefit as we aim to give our workforce the best possible tools so that they may carry out their jobs efficiently, but more importantly, SAFELY.

Implementing VR as part of a staff engagement, induction or training programme is something that is available through the Safer Highways Academy.

www.saferhighways.co.uk



Water Management
KerbDrain System

SAFER HIGHWAYS

ACO KerbDrain is a certified surface water management solution designed for the rigours of the road network

One-piece combined drainage and kerb product with safety integral to the design

Kitemarked to BS EN 1433:2002 and compliant to the Specification for Highway Works

The versatile, problem solving components allow integration into all types of road infrastructure including sustainable drainage solutions

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We worked in the engineering to make the journey safer

We know the difference it makes

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SAFER HIGHWAYS

Leading the way to a stronger, safer culture



INDUSTRY ENGAGEMENT 2018 FOCUS ON WELLBEING

Safer Highways is a collaborative movement leading in health, safety and wellbeing and supported by some of the highways sector's biggest contractors.

Our mission is to promote strong leadership and effective communication across all levels of the sector, sharing best practice and innovation, and driving further improvement for the benefit of all our employees.

Following on from our highly successful conference at Highways UK in 2017, supported by A-one+, 2018 promises a programme of events and support that will drive awareness and change in our industry.

Safer Highways Values

Safety and
wellbeing for all

Improvement through
collaboration

Passionate about
progress

MAY Wellbeing Forum

An invitation-only forum of 30 industry leaders with presentations and workshops to help develop an industry-wide leadership programme focusing on wellbeing in the highways sector.

The panel will include renowned safety and wellbeing professionals, plus experts from the highways sector, who have all delivered their own successful programmes, enabling best practice to be shared for the benefit of all.

SEPTEMBER Industry Summit

With a focus on how leadership drives stronger safety and wellbeing cultures, this free-to-attend event for 200 delegates will share best practice and keep health, safety and wellbeing firmly at the forefront of industry's consciousness.

We'll examine what highways can learn from other sectors, as well as examining the latest safety innovations to protect road workers.

NOVEMBER Leader's Masterclass

Safer Highways will be presenting a series of master classes in safety leadership.

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www.saferhighways.co.uk