Making sense of Safety to improve Performance

Sharing Good Practice
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Our Focus for Today

- Aligning the HSE & PABIAIC strategies, incorporating both into the James Cropper Group improvement plan.

- How we did this & ensured we delivered the desired performance improvements.
Our Approach

- **STRATEGY**
- **TACTICS & MEASURES**
- **ACTIVITIES**

- First things First
- Methodologies
- Walk the Talk
STRATEGY (First things first)

• Invest time in understanding & aligning the 4 core elements of the PABIAC strategy with own business needs (A3 example)

PABIAC Strategic Focus (2015 – 19)

• Develop, communicate a clear Constancy of Purpose
TACTICS (Start with the end in mind)

• Build this focus into our daily activities

  • **Lead from the top**
    Everyone is responsible but leaders must set the intent

  • **Communication**
    Invest time in “making sense” of what is important & why

  • **Walk The Talk**
    Ensure Safety is the No1 priority in all objectives & expectations

  • **Never Turn A Blind Eye**
    Reinforce Good Behaviour, nip issues in the bud
MEASURES (Drive the right behaviours)

• We get what we measure so ensure we measure the right things.

  • Identify leading metrics that help drive change
    Engagement Indicators - Safety Walk & Talks, Potential Hazard reporting

  • Trend performance metrics to evaluate effectiveness
    Look for stepped change & continuous improvement indicators

  • Review & feedback regularly
    Daily production meetings, weekly updates & monthly scorecard reviews
ACTIVITIES (Fail Fast & Learn Fast)

• **Be the change we want to see**
  Team members don’t care how much you know until they know how much you care

• **Positive Reinforcement**
  Daily engagement, enlighten short falls & embed learning points

• **Hold The Gains**
  Recognise good behaviour appropriately (thank you, well done, PRIDE AWARDS, Screen Saver etc........)
In Summary

- Start with the end in mind
- Measure the right things
- First things first
- Be the change you want to see
- Start with the end in mind