

Martin Temple, HSE Chair - Keynote speech for CPI, Tuesday 9 July 2019

- Good morning and thank you for inviting me to be one of the keynote speakers here today and to launch the Paper and Board Industry Advisory Committee – or PABIAC as most of you will know it - new strategy ‘Health, Safety and Wellbeing – Hearts, Minds and People’.
- I would like to begin though, by congratulating each one of you for the part you have played in achieving the current PABIAC strategy.
- It has been fifteen years, since PABIAC evolved into a ‘Strategic Delivery Board’, and the first PABIAC strategy was launched. Throughout this time the industry has supported the objectives in each strategy and shown continuous improvements. This new PABIAC strategy, Health, Safety and Wellbeing, will be the 4th strategy to be launched.
- The PABIAC strategy plays a role in helping companies in the industry to identify both common, and industry specific health and safety issues, most of which are not unique. More importantly that role extends to the sharing of information and the sharing of good practice across the industry.

- When my predecessor launched PABIAC's current strategy back in 2015, she said 'health and safety is not about bureaucracy, it is not about what looks good on paper – it is clearly identifying the real health and safety risks that your businesses face and taking action to manage them'.
- These words still ring true today and we should all be working to put this into practice. So, let's see if you have done your homework since then!
- There have been notable achievements across all sectors against the three objectives in the current 2015 to 2019 strategy. Those objectives were Occupational Health - which includes general occupational health, manual handling and work-related stress – Machinery and Slips and Trips.
- These were areas identified where the sector as a whole could work together and collectively report on progress being made. But it is important to be clear that those are not the only areas where action is required for individual businesses.
- Managing risks achieves better health and safety, which in turns gives huge benefits to your business. This is in terms of less harm to your workforce and financially the bottom line – you will be most profitable when everything goes right, never when things went wrong.

- Going back to the current strategy, I'm going to be sharing a lot of figures with you so do listen closely. CPI members were surveyed for each objective and for **occupational health**:
 - **97%** of respondents have identified all key work-related health issues relevant to their site.
 - there has been a **428%** increase in the number of sites who have set specific occupational health KPI's and;
 - a **515%** increase in the number of sites who now have a system in place for monitoring and reviewing their OH action plan.

- For **manual handling**:
 - **99%** of respondents have identified all high-risk manual handling activities within the workplace;
 - and where these high-risk activities cannot be eliminated **89%** have provided an engineering solution.

- And finally, on **work-related stress** where there has been a 'sea-change' in the last four years:
 - **83%** of respondents now have a work-related stress policy in place;
 - the number of employees and managers who have been given stress related training has increased from 14% to **60%** and;

- the number of sites who have used the HSE Stress Management Tool, has increased from 18%, pre-2015, to **59%** post 2015.
- For **Machinery**, objective 2, over the course of the strategy the number of reportable 'contact with moving machinery' (CMM) incidents have reduced by **29%** which equates to a 39% reduction in CMM injury rates over the four years.
- And on **Slips and Trips**:
 - the number of sites now doing joint employee slip and trip inspections every month has increased by a **third** (34%) and **71%** of respondents have implemented a slip and trip action plan, prioritising areas of improvement.
 - **80%** of respondents stated that the actions taken to reduce slip and trip incidents have been effective.
 - overall the industry has shown a **25%** reduction in slip and trip accidents.
- These figures are encouraging as they show the impact of the PABIAC current strategy and how the industry was challenged to work towards achieving clear goals over the 4-year period.
- But on a cautionary note and despite the improvement in these areas, there are signs of an increase in the number of

transport related injuries, which needs to be addressed. That is why for the new PABIAC strategy, there is a specific objective on transport included.

- And I welcome this specific transport objective as I am passionate about how we can increase transport safety as the current estimate is around 500 work-related road deaths per year. But I'll talk more about HSE's role in this later.
- Building on the achievements of PABIAC's current strategy, the new strategy for the next four years (2019 – 2023) will focus on three key objectives:
 - Leadership, engagement and collaboration;
 - Work-related stress, health and wellbeing, and
 - Vehicle, material movement and storage stability
- And underpinning these three objectives, accident and work-related ill health reduction targets will be set, and leading indicators will be introduced.
- As part of the industry's commitment to supporting the HSE's Helping Great Britain Work Well strategy, health priority plans, and the manufacturing and waste and recycling sector plans, each of the PABIAC partners will be supporting the industry in working towards achieving these objectives.

- It is therefore important that we take a more in-depth look at each one of these objectives.
- Objective 1 focuses on leadership, engagement and collaboration. I have spoken about this before because I believe that effective health and safety management should come from the top to help create a cultural shift throughout the organisation.
- It is important that leaders understand their role in influencing their workforce and think about the ways they can engage with them to show their commitment and accountability towards improving safety and health in the workplace.
- Aligned to this is collaboration, which includes the involvement and participation of all employees. Leaders also need to think about this in their organisation as you cannot engage with staff without also bringing them along with you. This is an important element to mention as, like HSE, the union and employee representatives have a role in helping to achieve this and they should be utilised.
- Objective 2 looks at work-related stress, health and wellbeing. This is an important issue for us all, both for the paper industry and the UK economy.

- Stress and mental health are now high up on the agenda in terms of absence from work and societal problems. There is a legal duty on employers to take action to control or minimise the risk where a workplace activity may adversely affect an employees' safety, and we believe that preventing work related ill health should stand alongside our more traditional safety concerns.
- That is why we have updated our stress management tools to be concise and easy to understand for employers. We have also revised our First Aid guidance with Mental Health First Aid-England to clarify and increase employer understanding that mental health should already be considered alongside physical health when undertaking a first aid needs assessment.
- Tackling work related health issues requires a sustained effort over time to change and embed behaviour change and new ways of working. You have made good progress from the previous strategy, but this needs to be developed further. We need to help people establish new habits, so they automatically do the right thing.
- And finally, on objective 3 which focuses on transport - vehicle, material movement and storage stability. As I mentioned before this is an area I have a keen interest in.

- In the past the paper industry has done a great deal of work in relation to load security and contributed to research in this area. This objective extends that work to how you manage transportation within the company.
- Each corrugated site, paper mill, and recovered paper depot is different and each will have their own issues. But that's not to say that with some planning and adjustments it couldn't be made safer.
- How do you get your raw material to your machines, how are they moved around the premises, both indoors and outdoors, and how are they stored? There have been cases of fatal injuries as a result of poorly stacked loads, loads that have shifted, and pedestrians that have been hit by moving vehicles
- As some of you might know, it is exactly this reason why HSE now has an expert on insecure loading of vehicles. A tragic accident of an insecure load in the paper industry directed HSE to look at this more closely to understand better the risks around insecure loads.
- As part of that work, over the last year, HSE has been involved in the West Yorkshire pilot on load safety with DVSA, local

authorities, Highways England and Humberside and West Yorkshire police. The pilot seeks to establish new and better links to enable us to work together more effectively. This is not only data sharing but also an enforcement led approach that will allow targeting of those businesses that are not effectively managing the risks around loading of vehicles.

- Overall the PABIAC strategy supports many of the areas in HSE's Helping Great Britain Work Well strategy and Manufacturing sector action plans. It also supports our new 2019 business plan which reinforces HSE's current commitment with key priorities to:
 - Lead and engage with others to improve workplace health and safety;
 - Provide an effective regulatory framework;
 - Secure effective management and control of risk; and
 - Reduce likelihood of low frequency, high impact catastrophic incidents.

- These key priorities fit together with our existing strategies but also provides HSE with the flexibility to address wider issues.

- We will continue to work closely with PABIAC to continue developing our partnership; improve access to guidance and

good practice; promote the importance of good leadership and challenge businesses to do their very best.

- You have a good strategy to follow and I wish you every success in fulfilling its objectives over the next 4 years. I have no doubt that you will achieve but exceed the targets set. We all have a common aim to make sure your workforce goes home healthy and safe to their families.
- I'll end with an apt quote from Sir Winston Churchill "However beautiful the strategy, you should occasionally look at the results". And this is what we have done today and will do in another 4 years.
- I hope you will find the rest of the conference interesting and insightful and thank you for coming.