

The logo for ROSPA (The Royal Society for the Prevention of Accidents) is centered in a red square. It features the acronym 'ROSPA' in a large, white, bold, sans-serif font. Below the acronym, the full name 'The Royal Society for the Prevention of Accidents' is written in a smaller, white, italicized sans-serif font.

ROSPA

*The Royal Society for the
Prevention of Accidents*

MORR: worker involvement:

***Engaging workers in the management of occupational road risk:
Presentation to ETSC WRRS seminar : Brussels 25th April 2012***

Presented by:

Roger Bibbings MBE BA CFIOSH

Occupational Safety Adviser



Royal Society for the Prevention of Accidents



STATUS:

- n *Independent charity established 1917*

MISSION:

- n *“...to save lives and reduce injuries”*

VISION:

- n *“To lead the way on accident prevention”*

RoSPA's mission is to save lives and reduce injuries

Leading on Managing Occupational Road Risk (MORR) since 1997



OBJECTIVE:

n *“To ensure that the risks which people face (and which they create for others) while on the road as part of their job are managed by employers within the framework which they should already have in place for managing other aspects of health and safety at work”*

Road crashes: UK's biggest occupational safety issue



- n Increasing road mobility in a service based economy
- n 450-600 worker deaths p.a. versus 171 workplace fatal injuries
- n 40 Km per annum riskier than deep sea fishing!
- n INDG 382 - H&S law applies!
- n Action to be focused on management not just drivers
- n MORR has contributed to UK road casualty reduction

Casualties/risk equivalent to ...



RoSPA's mission is to save lives and reduce injuries



Who is at risk?

NOT JUST

- n Commercial vehicle drivers
- n Bus and coach drivers
- n Taxi drivers
- n Motorcycle couriers
- n Dot com delivery drivers
- n Pizza delivery riders

BUT

- n *Sales staff/service engineers*
- n *Social workers*

- n *Emergency services*
- n *Local authority staff*
- n *Voluntary workers*
- n *Police*
- n *Government officials*
- n *Teachers*
- n *Vehicle recovery staff*
- n *Health workers*
- n *Postal workers*
- n *Fund raisers*
- n *At-work pedestrians*
- n *Anyone on the road as part of their job!!!!*

RoSPA's mission is to save lives and reduce injuries



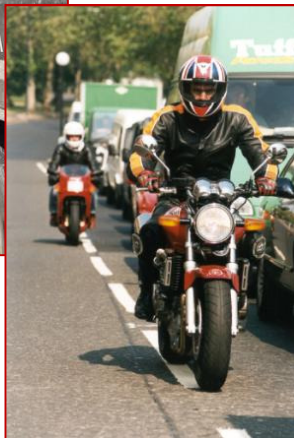
Also, 'at work' pedestrians



- n Surveying
- n Delivering goods
- n Road works
- n Vehicle recovery
- n Dot com delivery
- n Social services
- n Enforcement
- n Emergency workers
- n Utilities
- n

RoSPA's mission is to save lives and reduce injuries

And don't forget vulnerable road users



- n Pedestrians
- n Cyclists
- n Motorcyclists
- n Children
- n Elderly
- n Disabled

RoSPA's mission is to save lives and reduce injuries



What are UK businesses doing?

n MOST STILL VERY LITTLE !!!!

but many....

- n driver handbooks**
- n licence checking**
- n driver feed back schemes (e.g. Well driven?)**
- n negative penalties**
- n crash data analysis**
- n driver assessment and**

n DRIVER TRAINING...



Yes, OK BUT....

managing occupational
road risk is not just
driver training....

RoSPA's mission is to save lives and reduce injuries



Managing occupational road risk means...

developing a
risk management approach,
i.e. putting in place the

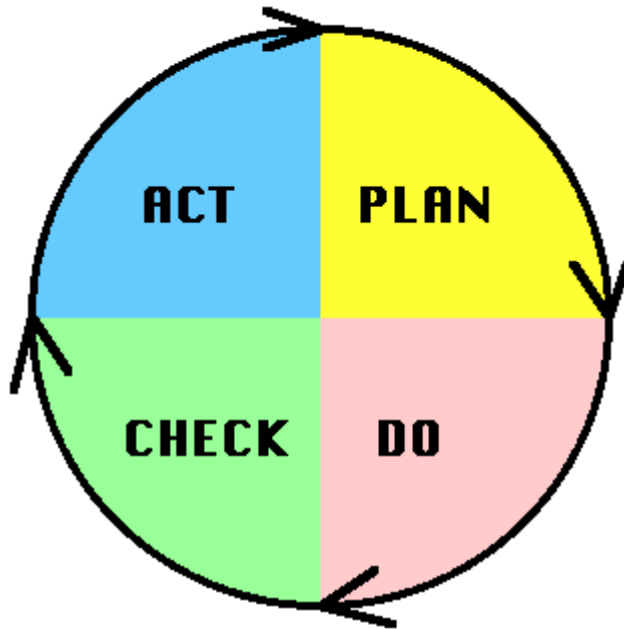
policies, people, procedures

to

‘work the problem’ !!

RoSPA's mission is to save lives and reduce injuries

Establish a management process



- n Establish corporate objectives
- n Assess/prioritise risks
- n Decide on interventions
- n Implement
- n Monitor and evaluate
- n Feedback lessons learned



Key ingredients for success?



- n Management systems?
- n Leadership?
- n Competent advice?
- n Attitudes?
- n Risk assessment?
- n Investigation?
- n Information?
- n Communications?
- n Culture?
- n **Workforce engagement?**

RoSPA's mission is to save lives and reduce injuries



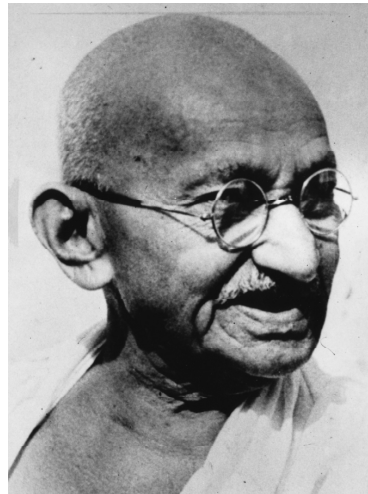
Senior management commitment?



RoSPA's mission is to save lives and reduce injuries



Leadership is key



RoSPA's mission is to save lives and reduce injuries



**You can only do safety with
people, not to them**



RoSPA's mission is to save lives and reduce injuries

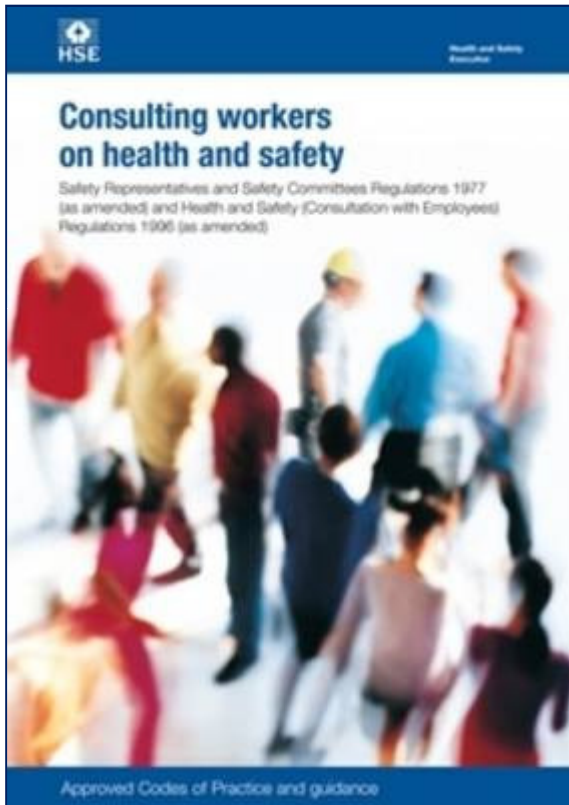
Engage with your workforce!



RoSPA's mission is to save lives and reduce injuries



Legal duty to consult

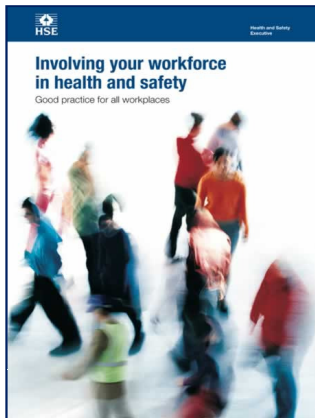


- n Trade union appointed safety representatives (e.g. via safety committees)
- n Representatives of employee safety
- n Workers directly
 - à Policies, procedures, standards
 - à Risk assessment
 - à Investigations
 - à Technical/organisational change

RoSPA's mission is to save lives and reduce injuries



Workforce involvement: a continuum



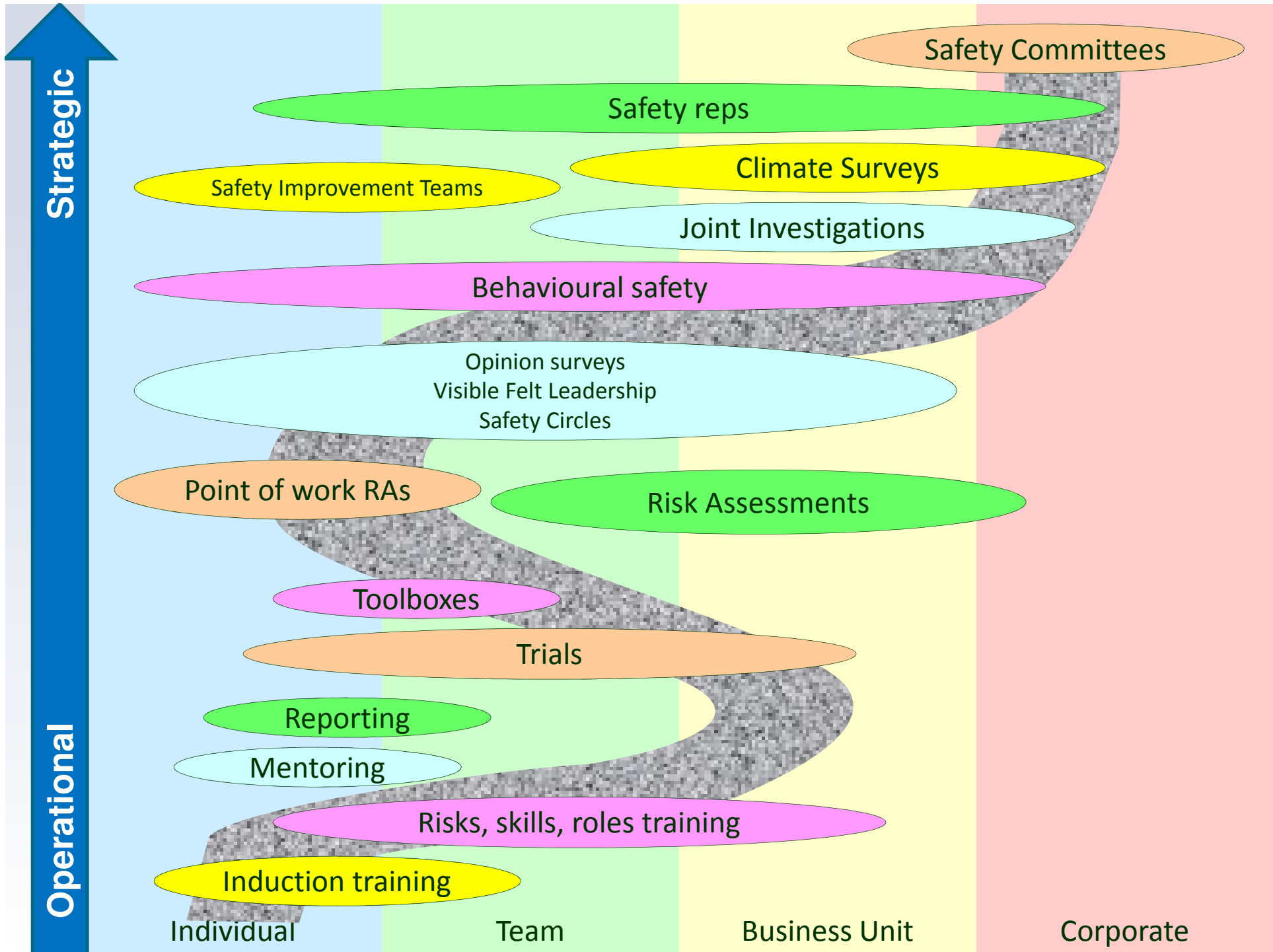
Involvement

- n Training (initial and skills)
- n Point-of-work risk assessments
- n Toolbox talks and briefings
- n Reporting culture
- n Suggestion schemes
- n Trials and pilots

and Consultation..

- n Safety policy
- n Management organisation
- n Risk assessments
- n Standards
- n Targets
- n Auditing
- n Organisational change

RoSPA's mission is to save lives and reduce injuries



Strategic

Operational

Individual

Team

Business Unit

Corporate

Safety Committees

Safety reps

Climate Surveys

Safety Improvement Teams

Joint Investigations

Behavioural safety

Opinion surveys
Visible Felt Leadership
Safety Circles

Point of work RAs

Risk Assessments

Toolboxes

Trials

Reporting

Mentoring

Risks, skills, roles training

Induction training

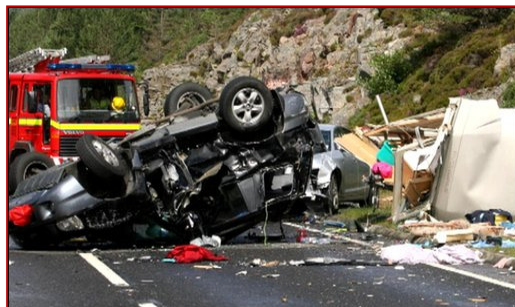


Working together for safety's sake



RoSPA's mission is to save lives and reduce injuries

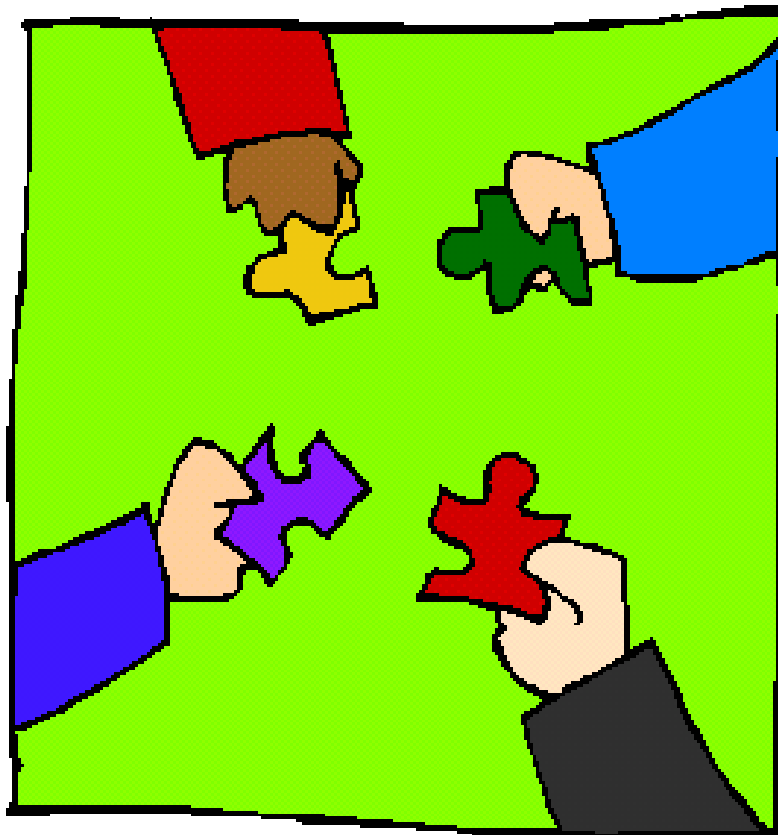
Potentially difficult issues...



- *Licence checking*
- *Driver profiling/assessment*
- *Crashes*
- *Offences/violations*
- *Drink, drugs*
- *Scheduling*
- *Driving hours*
- *Temporary impairments*
- *Black box technologies*
- *Health standards*
- *Vehicle ergonomics, etc etc*

RoSPA's mission is to save lives and reduce injuries

Advantages of a team approach



- n Learn how to assess/investigate
- n Different perspectives
- n Learn about road risk management
- n Builds trust
- n Creates ready-made champions for change



Building a road safety culture



- n Positive?
- n Caring?
- n Open?
- n Professional?

OR

- Sceptical?
- Defensive?
- Fearful?
- Aggressive?



RoSPA's mission is to save lives and reduce injuries

ROSPA
The Royal Society for the
Prevention of Accidents

Learn from the leaders!!!

<http://www.drivingforbetterbusiness.com/casestudies/default.aspx>



RoSPA's mission is to save lives and reduce injuries



17 HSE case studies

<http://www.hse.gov.uk/roadsafety/experience.htm>

- Ault Brothers Timber Merchants**
- British Nuclear Fuels Ltd**
- British Telecommunications Ltd**
- Coca-Cola Enterprises Ltd**
- Devon County Council**
- Highland Council**
- Hoyer UK Ltd**
- Huntsman Polyurethanes**
- John Lewis Partnership**
- Norbert Dentressangle UK Ltd**
- Permabond**
- Powergen UK PLC**
- Robert Wiseman Dairies**
- Sainsbury's**
- Scottish and Southern Energy PLC**
- Transco**

RoSPA's mission is to save lives and reduce injuries



RoSPA MORR Trophy winners 2011

Trophy Winner:

Tesco Dotcom

Highly Commended

Colas Limited

Commended

CEMEX UK Operations

Ltd -Logistics



L-R: Tom Mullarkey, RoSPA's Chief Executive; Cliff Cheeseman, Operations Manager and Keith Price, Operations Director at Tesco Dotcom; Lord Hunt of Wirral, RoSPA's Deputy President

Involvement at Tesco.com



- Daily 'Team 5' sessions (briefings and feedback)
- Weekly Accident Review Board (peer review system)
- 12 weekly workshops (excellent delivery)
- Quarterly working party (drivers, HR, managers , union reps)
- Annual viewpoint (anonymous staff survey)



Tesco: accident review boards



- Weekly conference call
- Trainer chairs, two other trainers plus two Customer Delivery Assistants
- Review all incidents
- Preventable? Not preventable?
- Recommend retraining or sometimes discipline
- Seen as fair and unbiased

RoSPA's mission is to save lives and reduce injuries



What more can you do to save lives and reduce injuries on the road?

Roger Bibbings

rbibbings@rospa.com

0044 (0)121 248 2095

RoSPA's mission is to save lives and reduce injuries