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| **Topic entry (tick boxes that are applicable) 1 [ ]  2 [ ]  3 [ ]  4 [ ]  5 [ ]  6 [ ]  7** **[ ]  8 X** |
| **Entry number (MPA Ref)** | 22090 |
| **Title of Entry** | See it, Sort it & Go And See (GAS walks) |
| **Name of Company** | Marshalls Landscape Products |
| **Location** | Brookfoot Works & West Lane Works |
| **Video** **[ ]  (if yes, please include URL for video)** | No |
| **Other resource** **[ ]  (if yes, please include description)** | 2 attachments |
| **Fatal Theme (tick boxes that are applicable) 1** **[ ]  2 [ ]  3** **[ ]  4** **[ ]  5** **[ ]  6** **[ ]**  |
| **BACKGROUND** |
| Brookfoot Works & West Lane Works, Halifax, work together under one Site Operations Manager. The SHEQ compliance leaders for each site (Dan Jones & Andy Gill) looked at accident causation for 2021, and slips / trips / falls came out as the area where most accidents had occurred. They wanted to change employees’ behaviour and attitudes and empower them to make the right decisions for the right reasons to prevent accidents occurring in the future and to mitigate employees from becoming injured in the future. This meant engaging and consulting with the employees to come up with a solution. |
| **MANAGEMENT OF PROCESS** |
| The SHEQ compliance leaders led a project to reduce slips, trips and falls and the outcome was ‘See it, Sort it’.This is based around a daily mini audit completed by employees for their own area. The audit is completed each shift by an individual over three shifts per day. After three months each employee has taken part in a ‘See it, Sort it’ audit of their own area, and the process would then start again. The employees also take part in any corrective actions, by acting on what they find or by being part of a bigger longer term project to make improvements in their areas.Any actions from the “See it, Sort it” audit conducted by the employee is passed onto the SHEQ compliance leaders for evaluation. Best practice is shared between both sites by a toolbox talk at the start of each shift on a Monday. This enables each site to consider how the improvements might be beneficial to each other. In addition to this, the management conduct a “Go And See” (GAS) walk on a daily basis. They complete this GAS walk in a different department / area each day, so everyone has an opportunity to discuss their concerns with the management. The GAS walk is designed to ask certain questions to employees, so they express concerns or any positive communication that they want to feed back. A section has been added into this walk for them to speak to employees on slips / trips / falls, particularly highlighting some of the causes of these accidents from 2021.This then creates synergy between what the site management team are trying to achieve and what they would like the employees to achieve.The initial ‘See it, Sort it’ audits were rolled out as part of the weekly toolbox talk via the departmental team managers.We feel that this project reflects the MPA Vision Zero Values, in particular:* Empowerment
* Engaged Visible and Consistent Leadership
* Zero Tolerance of Unsafe Working Conditions
* Collaboration and Sharing
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| **BENEFITS** |
| The benefit of this project is that we have empowered individuals to look after and maintain their own area, which in turn creates a positive health and safety culture across both sites. This not only benefits the employees by not being harmed, but also organisation, contractors, visitors to site, employees’ families and customers as we have all employees on site still continuing to do great work and all going home safely. The audit empowers each employee to be responsible for their own area and to take actions to prevent accidents. This way they will be accountable, and a positive health and safety culture will become embedded in each of them with the hope that in the future, these audits will not need to be completed as they will make these positive changes naturally. Year to date in 2022, both sites have not recorded any incidents relating to slips / trips / falls. This is a great improvement on last year and really shows the commitment from all employees to make this a better and safer working environment for everyone. |
| **INNOVATION** |
| This project shows a different approach to how we may have implemented a new initiative in the past.Firstly, we engaged with our people to ask them what they thought we could do better. Previously, audits were carried out by managers, whereas this approach allows our people to self-audit their own areas and the company trusts that they will do something about what they find.It encourages our employees to take accountability for their own work environment, so that this behaviour becomes the norm.We feel this is a great step in creating a positive safety culture. |
| **DEVELOPMENT & TRANSFERABILITY** |
| Although this is running well at these two sites, we are planning to share it with the wider Group in the future, following a further pilot study that we are undertaking at one of our sister sites. So far, the feedback has been very positive. |
| **NB if document has embedded images try and include these****If other documents provided say additional information available.** |