BEST PRACTICE

LOCATION:	**Company-wide**	**ARTICLE YEAR**	**2015**
ACTIVITY:	**Worker Involvement**	**COMPANY:**	**Brett Aggregates Ltd**
SUB ACTIVITY:	**N/A**	**COMPANY LOCATION:**	**Company wide**
BEST PRACTICE No:	**BP1943**	**COMPANY TEL:**	**07764 710362**
COUNTRY OF ORIGIN:	**United Kingdom**		

TITLE

Home grown toolbox talks

ARTICLE

DESCRIPTION

In order to engage the workforce and encourage participation in health and safety Brett Aggregates asked the different business units to nominate certain individuals to undertake a “Train the Trainer” course. The course enabled these individuals to develop the skills and confidence required to competently deliver toolbox talk type training modules in the workplace. Each area nominated enough individuals to ensure the training could be rolled out to the entire workforce each month.

Once the trainers were qualified, a series of toolbox talks were specifically written to incorporate the Brett SHE Management System “QHEST”. These toolbox talks were then delivered by the Qualified Training Group (QTG) to their fellow workers. The result of having the toolbox talks delivered by someone the employees both knew and to whom they could relate was a more relaxed atmosphere and significantly greater interaction and engagement of those attending.

Once the QTG were more confident and accomplished at delivering talks, they were asked to help to create the content. This was achieved by the group meeting each month facilitated by a trainer. During the first part of the meeting, they would provide feedback on what worked well and discuss how to deliver the toolbox talk for that month. Then they would discuss the content of the next month’s topic and assist in writing up the toolbox talk on this subject. This process not only allows direct input from the workforce into their own training but also gives greater ownership of the topics and the messages that the company is trying to get across.

BENEFITS

• Increased willingness to challenge and discuss the topics and information in the training sessions
• Training is enhanced and more relevant for employees
• Training aligns with company’s health and safety systems / policies
• Greater ownership of health and safety across work force
• A safer working environment for all.

ARTICLE IMAGES