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| **Topic entry (tick boxes that are applicable) 1  2  3  4  5  6  7 X 8** | |
| **Entry number (MPA Ref)** | 22014 |
| **Title of Entry** | Safer through improvements in health and wellbeing |
| **Name of Company** | Acheson & Glover |
| **Location** | AG Paving + Building Products, Fivemiletown |
| **Video**  **(if yes, please include URL for video)** | Yes |
| **Other resource**  **(if yes, please include description)** | 21 attachments |
| **Fatal Theme (tick boxes that are applicable) 1**  **2  3**  **4**  **5**  **6** | |
| **BACKGROUND** | |
| AG understands that being safe, healthy, and happy, in and out of work, makes sense for both the company and employees. This positive and enriching environment is facilitated by enabling employees to flourish and achieve their full potential. AG strive to provide a healthy and safe work environment where staff feel supported and valued by delivering regular toolbox talks, manual handling, mental health first aid training and other various workshops which are implemented to ensure the best practice is carried out.  Our focus on health and wellbeing is perpetuated though the company’s core values which are also epitomised and led by the behaviours and actions of our Board of Directors and management team who believe safety and wellbeing is the most crucial investment we can make.  Improvements had been made for the health and wellbeing of employees by assisting with flexible working from home policies, investments in health screening and our health shield programme which allows employees to receive cash back for a list of health-related practices. Many employee benefits have been implemented within the past 12 months due to the effect of the COVID-19 pandemic with AG committed to supporting and valuing all employees within their working environment. | |
| **MANAGEMENT OF PROCESS** | |
| Health, safety, and wellbeing is one of AG’s core values and we are committed to promoting a positive safety culture through engagement, leadership, and empowerment, ensuring all employees go home safe. AG created the initiative ‘SafeDay’, campaign, the objective of which was to help and encourage employees to make safety personal, and to encourage more reporting of near misses, hazard spotting and good catches which can be done via our Engage App. 100% commitment from senior management and the AG Board of Directors was key to delivering on this safety improvement project all of whom were actively involved in the communication and implementation of changes needed; completing a series of VFL tours, onsite meetings and observations to ensure effectiveness alongside AG’s continual improvement process. Our ‘Safe Day’ Campaign reflects an enhancement in communication and engagement within our workforce.  Our various employee benefits, and health initiatives are shared via our yammer platform, digital notice boardsand various posters. AG’s website and social channels also include communication to customers for company news such as our various health and safety initiatives.  We have recently signed up to the Mental Health Charter for Business in the Community members and have implemented their Wellbeing and Inclusion Calendar of Events i.e., mental health awareness days which saw the introduction of fruit and time outs among our various sites. AG’s Activ8 is an employee driven wellbeing programme which was launched to promote a healthier, happier, and productive work environment. The key objectives of this programme are to:Improve the overall health & wellbeing in AGEmpower and educate our staff to make positive lifestyle changesDeliver and coordinate a range of health promotion activities based on employee needsRaise awareness of several health & wellbeing topics in the workplace To assist further with the mental health of employees, AG conducted “Chit-Chat” and “Take Time Out” sessions, where staff are encouraged to take time to socialise with their peers and relax in their site canteen. Events are also regularly organised for staff such as a Health and Wellbeing Fair, Men’s Health Month and presentations on health topics that are of interest. Wellness Wednesday were also introduced as a way of employees communicating positive comments and quotes on our various social platforms.  AG conducted a two-day Mental Health First Aid Training (MHFA) programme, where managers across the company’s sites took part in training to ensure positive mental health advocates are always at hand for staff. It taught managers how to recognise the symptoms of mental health problems, how to provide initial help and how to go about guiding a person towards appropriate professional help.  Following this training “Tea and Talk” sessions were held and MHFA trained professionals made themselves available to meet employees, talk them through the signs of poor mental health, offered tips on how to look after their mental health and any other assistance around mental health issues. Employee consultations are also carried out so that all team members are part of a daily huddle with their supervisor and that any issues can be solved. | |
| **BENEFITS** | |
| AG have been successful in establishing the accountability employees have for their own safety for them to go home safe through our ‘Safe Day’ campaign. Improvements of the health and safety culture are also due to the introduction of AG’s company wellbeing programme Activ8. The 8 areas focused on for the wellbeing programme as chosen by staff on a wellbeing survey include:   * **Cancer Awareness** * **Stress** * **Healthy Eating** * **Back Pain** * **Physical Activity** * **Weight Management** * **Alcohol**  Smoking Another vital element of the H&S ethos is securing safe passage for drivers who transport company products across vast distances within the UK and Ireland. Driver awareness courses not only keep the employees safe, but also improve driving skills on the road to prevent accidents, reduce claims and ultimately encourage driving that prevents no danger to other road users.  The positive environment of AG is further facilitated by enabling our employees to flourish and achieve their full potential through training and development programmes such as AG Accelerate to improve and upgrade their skills set. Developing employee’s health and wellbeing through an awareness of issues such as stress, cancer awareness, back pain welcomes the opportunity to encourage and maintain a happy and well-rounded workforce. The change to a more positive behaviour has boosted staff moral and successfully created a more efficient workforce.  The Employee Assistance Programme facilitated by Inspire Workplaces NI, gives employees access to a free confidential counselling and support service, as well as “Health Shield,” a health cash plan allowing employee to be reimbursed for costs associated with everyday healthcare needs. These various benefits display the commitment the company displays in supplying the best health and wellbeing services for all employees. | |
| **INNOVATION** | |
| We have recently seen the benefits of significant financial and resource investment in a state-of-the-art digital HSEQ Management tool, complemented by a full range of tablets and mobile phones, called Engage. This allows us to conduct daily, weekly, monthly, and quarterly inspections logging issues and improvements onto an online portal, allowing for greater responsibility, traceability and accountability where progress and resolution of issues can be monitored in real time.  The system has massively contributed to our positive safety culture with the use of an observation reporting APP which enables employees to log HSEQ issues and improvement ideas, which are then assigned an appropriate action to ensure solutions are applied.  Our ‘Safe Day’ reflects an enhancement in communication and engagement within our workforce by encouraging employees to communicate any health and safety issues. Promoting our campaign inspires staff members to be more alert and diligent in their working environment.  The implementation and recent expansion of employee benefits i.e., ‘Health Shield’ reflect the enhancement and focus on employee’s wellbeing throughout the company. AG was an early adopter of the 4-day work week, implemented in 2009 which is now in place in most of our factories giving team members a favourable work/life balance. | |
| **DEVELOPMENT & TRANSFERABILITY** | |
| Due to the success of our ‘SafeDay’ Campaign we will continue to implement this every October where production stops to focus on key safety areas. This is an initiative that could be repeated throughout the construction industry to improve the safety and wellbeing of staff. AG have prompted this continually throughout the social media channels and website to raise awareness of health and safety within the workplace.  Similarly, our Acitv8 wellbeing programme is shared throughout our social media platforms to encourage individuals to take the ‘time to talk’. This will be a programme that AG will continue to adapt and improve to suit our employees and circumstances.  Our ‘Walking’ from home challenge was originally adopted from Mannok Building Products, which encouraged employees working from home to take time for themselves by getting out for a walk during our new lockdown.  Our Engage app along with best site competition and good catch is now part of our daily routine, this has been encouraged throughout the business as an everyday task to effectively report risks and hazards.  Health and wellbeing are becoming increasing important within the working environment and AG want to pioneer many new initiatives as well continue to develop our current health and wellbeing programmes. | |
| **NB if document has embedded images try and include these**  **If other documents provided say additional information available.** | |