

PABIAC Strategic Health and Safety Targets for the Paper and Board Industries 2012 - 2014

OUR PLEDGE

On behalf of **name of company** I pledge our support for the health and safety improvement targets set out in PABIAC's strategic direction statement 'Being the Difference Together' 2012 - 2014.

I commit the company to working to help our industry to achieve these targets. The targets we aim to achieve will be in line with the PABIAC strategy. To recognise the important role employee representatives have in helping to achieve this we have also asked the FoC or MoC, or similar to sign our pledge. We will compile a company action plan that will help us achieve the following:

Objective 1: Near Miss Reporting

By 31 December 2014 we will have in place an adequate system for gathering near miss intelligence and to have systems in place to analyse and act upon the causes of near misses. Employee involvement will be an integral part of the system.

Objective 2: Accident Reduction

We will identify our high frequency and serious outcome accidents and work to reduce the number of these incidents whilst also aiming to reduce the total number of work related accidents in our workplace.

Objective 3: Occupational Health

We will have in place adequate management systems that establish key performance indicators for managing occupational health issues in our company. We will have access to occupational health professionals and will involve them and the workforce in managing health related issues.

Objective 4: Working Together With Strong and Active Leadership

To bring about improvements in health and safety performance the need is for **EVERYONE** to work together towards a set of common goals. The need is to develop a genuine management/ workforce partnership based on trust, respect, co-operation and joint problem solving.

By 31 December 2014 we will have a nominated Director/Senior member of staff monitoring health and safety. We will fully involve employee representatives in health and safety processes including investigations, risk assessments and workplace monitoring. We will have good 2-way communication channels in place at all levels of the organisation.

Objective 5: Competence

We will establish job specific competence benchmarks and carryout a skills gap analysis against them. We will then develop and deliver an action plan to address competence gaps identified. We will make sure there are systems in place for maintaining competence levels.

I will ensure that we send brief progress reports to CPI so that they can produce industry wide overviews of industry performance in these areas and report back to PABIAC.

I **DO/ DO NOT** (please delete as appropriate) give my consent to display our company name on the PABIAC part of the HSE website to demonstrate our commitment to the PABIAC 2012 - 2014 strategy.

Signed	
Name	
Position	
Signed FoC/MoC	
Date	