

UK Paper and Board Industry Strategy

1 July 2019 – 30 June 2023

Setting our direction for health and safety

The Paper and Board Industry Advisory Committee (PABIAC) is the tripartite strategic health and safety delivery partnership for the UK's Paper-based Industries.

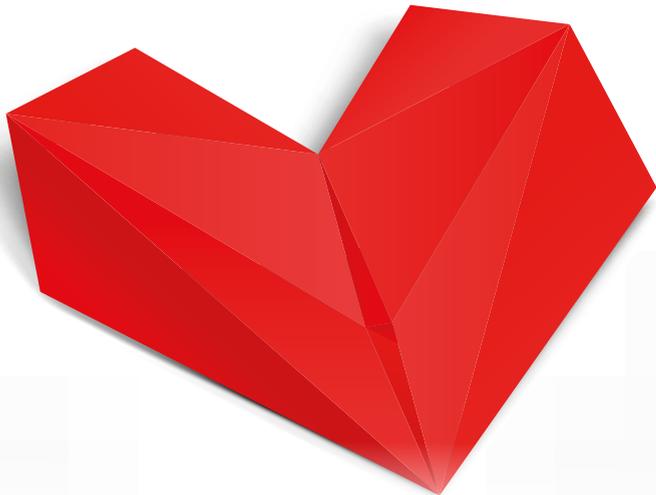
The partnership comprises the Health and Safety Executive (HSE), employers, and Trade Unions.

This forward-looking strategy demonstrates commitment from the UK's Paper-based Industries to the wider health and safety strategy *Helping Great Britain work well*.

PABIAC's mission statement is:

“To help the prevention of death, injury and ill health to those at work within the UK's Paper-based Industries.”

It will achieve this by coordinating activities that will support and take forward the strategic objectives outlined in this document.



Strategy Background

1 July 2019 – 30 June 2023

This strategy:

- Recognises the key to its success is for everyone to work together at all levels of industry and through the PABIAC partnership.
- Focuses action on key health, safety and wellbeing issues identified for improvement by industry.
- Consolidates previous achievements and establishes leading indicators for the industry.
- Supports HSE's *Helping Great Britain work well* Strategy, Manufacturing and Waste/Recycling Sector plans and Health priority plans.



Strategic Objectives

In delivering this strategy PABIAC will track HSE's reported 'All manufacturing' injury rate and will aim to be at or below this rate. In addition, the Confederation of Paper Industries (CPI) will record and monitor all work-related accidents due to incapacitation from work for seven days and below.

CPI will collate data relating to the number of days lost due to work-related ill health and, where appropriate, will amend the strategic objective relating to work-related stress, physical and mental health, and wellbeing accordingly.

PABIAC will drive delivery of the strategy using leading performance indicators to determine the progress being made across the target areas.

To assist industry in working towards achieving the strategic objectives, PABIAC and its constituent members actively encourage employers, including those who are not members of trade associations, to prepare and implement their own health and safety improvement plans, and periodically or upon request, provide a progress report.

Key Delivery Actions

- Promote the importance of effective leadership, and effective workforce engagement to help deliver the strategy.
- Promote the strategy and develop Industry Delivery Committees (IDCs) action plans to deliver the strategic objectives and monitor delivery against them.
- Develop and implement initiatives in line with this strategy and encourage sites to adopt and promote them.
- Share experience and knowledge to determine and communicate the best ways to further reduce injuries and work-related health issues, and promote wellbeing in the UK's Paper-based Industries.
- Use leading performance indicators to monitor and feedback on the progress of sites in delivering the strategic objectives.



Leadership, Engagement and Collaboration

Delivery of the strategy will only be effective through strong leadership, commitment, and accountability, from top management and all other levels within the organisations, coupled with effective workforce involvement and engagement.

This is a multi-part objective:

1. By 31 December 2019 all sites will have completed the PABIAC climate survey tool and submitted their results to CPI. Based on the results, each site will collaborate with its workforce and actively engage with safety and employee representatives in working together to address areas requiring improvement.
2. To demonstrate a measure of improvement in the targeted areas over a set period, the PABIAC climate survey will be repeated at an appropriate interval, (within 12 months of the initial survey date) but no later than 31 December 2021 to determine the effectiveness of actions to date.
3. As part of the industries continuous improvement programme in relation to machinery safety, by 31 December 2019 all sites will be expected to adopt the PABIAC machinery procurement procedure and disseminate said procedure to all known machine suppliers / manufacturers.
4. By 30 June 2020 all sites will have an appropriate number of managers who have attained the NEBOSH HSE certificate in Health and Safety Leadership Excellence or an equivalent qualification e.g. IOSH Leading Safely.
5. By 30 June 2021 all sites will have a change management system in place. The system should minimise the introduction of new health and safety hazards and risks as changes occur, i.e. work practices, equipment design and procurement, technology, raw materials, training, etc.



Work-related Stress, Physical and Mental Health, and Wellbeing

PABIAC acknowledges the changing landscape, and the consequences for work-related stress, physical and mental health, and wellbeing is vital for informing future preventive measures. This objective aims to build upon the occupational health achievements in the previous strategies and identify the key components and activities to protect employees from physical and psychological work-related health and wellbeing issues.

This is a multi-part objective:

1. Commencing in July 2019 for the duration of the strategy, all sites will supply CPI with information relating to absence due to work-related physical and psychological health issues.
2. Using the HSE Stress Management Standards, by 31 December 2020, all sites will ensure managers at all levels understand the basic principles of work-related stress, the potential contributory factors, and undertake work-related stress risk assessments with their team.
3. By 31 December 2020 all sites will have:
 - a) developed, implemented and communicated a clear and concise strategic plan, signed and supported by all senior managers, for managing work-related stress, physical and mental health, and wellbeing, and
 - b) all sites will provide a confidential counselling service for employees affected by stress, physical and mental health, and wellbeing caused either by work or external factors.
4. For the duration of the strategy, each site should engage with the wider public agenda and promote health and mental health more widely e.g. obesity, coronary artery disease, diabetes, and mental health issues.



Vehicle, Material Movement and Storage Stability

In line with HSE's Manufacturing and Waste/Recycling Sector Plan, PABIAC is committed to reducing the number of incidents involving contact with moving vehicles, material movement, and storage stability.

This is a multi-part objective:

1. By 31 December 2019 all sites will have a system in place for collating and analysing all near miss, dangerous occurrences and property / material damage relating to the movement of vehicles, material movement, and storage stability.
2. By 30 June 2020, all sites will have undertaken a transport site audit using the HSE workplace transport safety checklist referenced in HSG136, to identify areas for improvement.
3. Based on the findings from the near miss etc data, and the HSG136 transport checklist, all sites will compile a transport, material movement, and storage stability action plan prioritising areas for improvement.
4. Following the development of the action plan, each site will agree to submit a copy of the plan to CPI, and upon request provide an update on progress to date.

