GMB

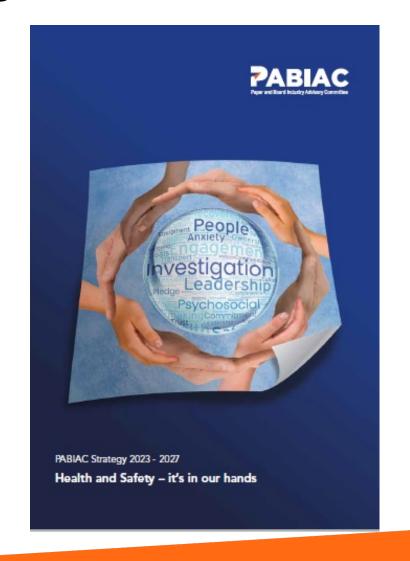
UNION

Don't let it slip through our hands: Making the PABIAC Strategy Happen

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PABIAC Strategy Launch
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A new strategy building on strong foundations

- •The new strategy identifies the 3 key areas for action over the next 4 years
- It builds on decades of improvement
- This is a mature sector with strong tripartite structures
- So what do we need to address to make it happen?
- Here are some thoughts on the key structural challenges





Training

- Inexperienced personnel working unsupervised
- •No scheduled training sessions for updating workforce in the use of new techniques / equipment
- Inadequate knowledge or experience / incomplete training





Communication

- Communication systems and processes not fit for purpose (no H&S committee)
- Method of comms activity not specific to workforce audience (All staff emails, not toolbox talks)
- Lack of fixed working arrangements creating difficultie in communication
 Home working vs workplace





Management System

•Organisational & professional cultures which induce or tolerate unsafe practices

unsafe practices
•No requirement at organisational level to undertake formalised checking procedures

 Reluctance to undertake a formal analysis of adverse events / learn from errors

 Heavy personal workloads / lack of time to undertake thorough assessments





System design & management: Equipment

- Equipment shortages
- Use of inappropriate/inadequate equipment
- Inadequate maintenance of equipment
- Conflict between financial and safety management needs





Cultural Challenges

•Casual attitude to risk / overconfidence – "we know what we're dealing with"

 Incomplete or inadequate briefing and handovers / poor or non-existent debriefing

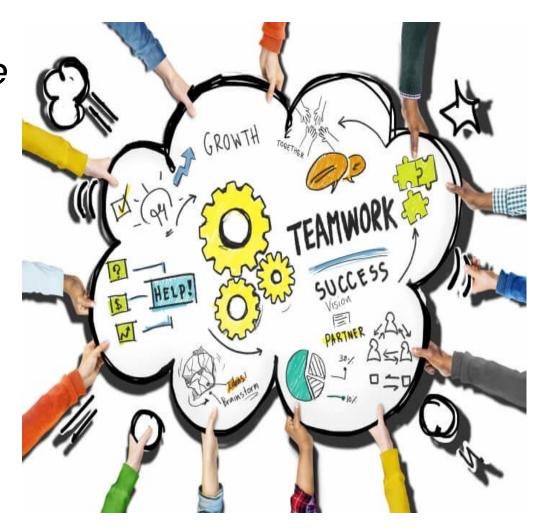
Poor or dysfunctional communication

especially between specialist roles
Failure to follow advice from senior

•Failure to follow advice from senior colleagues

•Failure to formulate back-up plans and discuss with workforce

•Lack of clarity in team structures (e.g. in a multidisciplinary team, who is in charge?)





Investigations

- Peer tolerance of poor standards
- Failure to take and document a comprehensive account of the incident
- Failure to request previous training records
 •Inadequate checking of
- relevant procedures/policies
 •Creation of a pressured
 environment to complete the investigation by arbitrary timescales





What skills will be needed?

- Effective communication
- Team working
- Leadership
- Decision making
- Situation awareness
- •Stress management





The end goal is a positive organisational safety culture

- •All significant incidents, including near misses, should be routinely reported and regularly audited
- •Investigations into adverse events should be performed according to best practice to determine if changes need to be made to make the systems safer for the future
- •A virtuous circle of positive development and reinforcement can be achieved if incidents are treated as opportunities to learn – this takes resourcing, worker involvement, and an open and honest approach.

