

HEALTH, SAFETY AND ENVIRONMENTAL ENGAGEMENT REVIEW AND ASSESSMENT

Sector	Defence
Client	A major UAE Defence Company
Service	Health, safety and environmental engagement review and assessment
Project Days	45

CLIENT PROBLEM ?

The client worked in a high hazard industry. Although they had multiple internal and external audits per year, including ISO 45001, ISO 14001 and ADOSH SF. The company wisely identified that this did not necessarily ensure a safe working environment for all workers, contractors, staff and visitors to site.

The client wanted to know the “real” health and safety performance within the company. There had thousands of staff within multiple entities and wished to know the staffs perception of how health and safety was managed. Where they saw that weaknesses and improvements could be found. They wished to understand this at levels of the company; workers, supervisors, management and top management. They also wished for several different tools to be utilised to glean these understandings. Lastly a safety Consultancy company who could analyse the results and create from the actionable plans.

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Our Solution

The Corporate OHS HSE Consultant devised a project plan which included:

- Evaluating the level of management and employee engagement in HSE initiatives, including communication, training, and accountability.
- Identifying barriers to effective engagement and recommend strategies to improve HSE culture and awareness across the organisation.
- Conducting surveys and interviews against a sample across the entities to ensure the proper communication and awareness using a recognised surveying tool/ methodology.

Our Outputs

- The client utilised multiple tools and methodology to understand employee engagement throughout the identified entities. These included:
 - 1-2-1 interviews with chosen supervisors and team leaders
 - Focus groups held with worker level staff
 - Surveys which were distributed throughout the companies. Each survey was individually designed with a specific question set for the company
- Questions were designed to understand many subjects, including:
 - Respondents overall perception of the effectiveness health and safety management within the company
 - Their perception of the allocation of HSE resources within the company
 - How they viewed Top Managements visibility within health and safety
 - If they thought that health and safety was prioritized within the company
 - Their view of the effectiveness of any health and safety training that they may have received
 - If they thought that they had received enough of, or the correct type of health and safety training to execute their job safely
 - How comfortable they felt in reporting health and safety concerns
 - How effectively any concerns reported previously had been actioned
 - How often health and safety was discussed within the company
 - How useful and effective the current health, safety and environmental communications channels were

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