
Leadership and worker involvement - key principles

There are 10 key principles that will help MV Kelly to achieve successful leadership and worker involvement. These are:

1. Don't walk by

It is everyone's responsibility on site to prevent any unsafe acts and conditions that they witness from turning into accidents as soon as they see them. Talk to the person(s) involved and draw their attention to the risks.

2. STOP

All workers are to be encouraged to stop working whenever they feel unsafe, no matter if their reasons for doing so turn out to be unfounded. Better to STOP than to have an accident.

3. A safe working environment drives safe behaviour

MV Kelly expect all our workers to work in a safe way, you need to make sure that you do all you can to make the environment you work in as safe as possible.

4. Don't blame the worker until you have accounted for all causes

The causes of unsafe ways of working, accidents, incidents and ill health do not always stop with the worker. The problem can often be traced back to less obvious causes such as decisions made by management and the wider organisation. We are all to avoid blaming the worker without having considered the full range of possible causes.

5. Use your workforce for ideas

Workers can have a more accurate idea of which efforts to improve health and safety may or may not work than management or other experts. We all have to deal with the issues every day. Use and include them, share ideas and improve the future.

6. Change does not usually happen overnight

Do not expect quick wins. Improvements are likely to emerge over time, but only if you stick with it.

7. Knowledge is not enough

Simply telling workers that something is wrong, or is a risk, is not enough. People also need to know why, and how to avoid harm if they are to act on the information provided.

8. You lead by example

Behaviour sends strong signals to everyone as to how they should behave. If you carry out your job in a safe way, workers are more likely to work in safe ways. If you do not then your workers will not.

9. Encourage co-operation

Treat our sub-contractors in the same way as employees. Encourage different sub-contractors and trades to proactively communicate with each other. Getting consistency in standards will then be that much easier.

10. Don't neglect occupational health

If you look after your health as well as personal safety now, you are less likely to store up problems for people in the future.