

FREEDOM OR PORRIDGE YOUR CHOICE !

**Health and Safety Management
Wakefield Waste Services**

By

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WAKEFIELD WASTE SERVICES APPROACH

- **What are the drivers**
- **What arrangements have we in place**
- **How did we change the culture**
- **How do we manage performance**
- **Leadership**
- **It's not complicated !**



WASTE SERVICES IN WAKEFIELD

- **Why champion Health and Safety**
- **Key findings**
- **Learning**
- **Assessment**
- **Strategy**



COMMUNICATION

- **Expectation**
- **Role and Responsibilities**
- **Culture**
- **Presentations**
- **Progress**
- **Performance**



COMPETENCE

- **Train the trainer**
- **Induction**
- **Vehicles and Equipment Types**
- **Training**
- **Certification**
- **Course Content**



CHANGING BEHAVIOUR

- Paper to performance
- Assess understanding
- Tool box talks
- Observations “on the street”
- Records - dip sampling
- Wakefield Driver Workshops
- Focus Groups



MANAGING PERFORMANCE

- **It's not a one off project**
- **Integrated with performance appraisal**
- **Aligned to Training Plan**
- **NVQ Programme**
- **Senior management review / challenge**
- **Inspections and Audit Assessment**
- **Contract Documentation**

MANAGING PERFORMANCE

- **Health and Safety Wheel**
- **Operational Management**
- **Management Team**
- **Health and Safety Lead Officer**
- **Service Manager**



KEY MESSAGES

- **Evidence**
- **Competence**
- **Changing Behaviours**
- **Rigour**
- **Relentless**

