

We take organisations back to the basics of sound HS&E management - hazard exposure, risk assessment & management – and focus on giving 'ordinary' personnel at every level in the organisation the training and tools to assess and manage the HS&E risks they face, for themselves. All within the framework of an encompassing management systems approach.

These are the key steps towards the objective of a 'bottom-up' rather than 'top-down' HS&E management system approach:

Stage 1: Management Support – we explain the principles and benefits of an employee-driven HS&E management system to senior management and obtain their buy-in.

Stage 2: Pilot Teams: the organisation is appropriately segmented into Implementation Teams, according to their functional activities and geographic locations. Team Leaders and members are recruited and trained, and pilot programmes are run over a few months to gain learning and make adjustments when necessary.

Stage 3: Full Implementation: the devolved approach is rolled out across the organisation, and processes are put in place to monitor performance and share learning across the Teams.

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