

KEEP IT SAFE

BFFF QUARTERLY HEALTH & SAFETY NEWSLETTER

JULY 2017



SPONSORED BY:



British Frozen Food Federation

Registered Office: Warwick House, Unit 7, Long Bennington Business Park, Main Road, Long Bennington, Newark, Nottinghamshire NG23 5JR

Tel: 01400 283090 Fax: 01400 283098 Websites: www.bfff.co.uk www.coolcookery.co.uk

CONTENTS

BFFF HEALTH AND SAFETY INITIATIVES

2016 Members' Collated Health & Safety Stats	4
Successful Ammonia Seminar	8
Working at Height on Vehicles Guidance	9

Q & As

Hands-Free Ban?	17
Fit Notes	18

FIRE SAFETY

Dry Powder Extinguishers	10
Fire Alarms Linked to Ammonia Alarms	11

GUIDANCE

Top-Down Approach Can Prevent Big Fines	19
New Stronger Together Resource for Business	20
In House Health & Safety Audits	21
Five-Year Strategy for Safety and Health	21
H&S Culture Wins in Construction Industry	22
Health & Safety Enforcement Update	24

SAFETY FOCUS

Ergonomics in Manufacturing	12
-----------------------------	----

CASE STUDY

Racking Collapse Case Study	14
-----------------------------	----

ENFORCEMENT

Food Manufacturer Fined Following Fatality	25
Manufacturer Fined After Forklift Injury	25

LEGISLATIVE UPDATE

Changes to OPRA Ahead	15
Sentence Reductions for Guilty Pleas	15
FFI Appeals Consultation	16

H&S EXPERT GROUP

Meet the Expert Group	26
-----------------------	----

FOREWORD FROM SIMON

Welcome to the July edition of Keep It Safe

I am extremely pleased with my appointment to BFFF as Head of Health & Safety. I previously worked within the rentals industry for over 30 years supporting the construction trades, which, for the record has some very similar issues. I see this as a great opportunity to help make change and share best practice. I have been visiting our members to learn more about the industry. Over the first couple of months members have given their valuable time to accommodate these visits. I would like to thank Young's, Rick Bestwick, Heron Foods and Bidfood for this privilege.

My career in Health & Safety was triggered back in 1999 when I was inside a building, which filled with petrol vapour. We evacuated the building quickly and subsequently challenged this safety team responsible for the adjacent filling station chain. At first, they could not explain this occurrence and outlined only a single change in process. This change was the outsourcing of fuel deliveries to a third party supplier. Months later following a thorough investigation, a letter arrived thanking us for reporting the incident. It turned out that a serious fuel transfer issue was identified in the UK. In fact, the majority of couplings had to be changed due to an incompatibility between the European coupling being used by the subcontractor and the old British couplings fitted in most filling stations. It was at this point I developed an interest in Health & Safety, 10 years on in 2009 I managed to achieve chartered status with the institute of occupational safety & health (IOSH).

I look forward to working with everyone in the industry, we are committed to answering any member queries and dealing with industry issues head on...

Statistics & Benchmarking - Behind the scenes, we have been collating member's data over the last quarter and generating accident statistics, these are included in this publication. We would like to thank the 38 producers, 20 wholesalers and 7 logistic service providers that have contributed and made this possible. In addition, some members have now submitted their occupational health data. We hope you find this information useful as it makes for an excellent benchmarking tool. We urge all members to keep submitting this valuable data.

Expert Group Meeting - We held the expert group meeting on the 17th May and some good discussions took place within the group.

We would like to welcome Rob Ironmonger from Greenyard UK to the group. We would like to thank Jim Everest of Ardo UK for his contributions over the years. Jim has announced he will be leaving the group.

Please feel free to contact Simon or Crystal for more information on our expert group's work or indeed any of our fire safety work, or if you wish to get involved in the new benchmarking statistics or primary authority schemes.

Please contact BFFF if you would like to receive additional / back copies of this newsletter



Crystal Holmes
Health & Safety Assistant
crystalholmes@bfff.co.uk

We do hope that you find Keep It Safe a valuable read.

Simon Brentnall
Head of Health and Safety
simonbrentnall@bfff.co.uk



BFFF HEALTH AND SAFETY INITIATIVES

2016 MEMBERS' COLLATED HEALTH & SAFETY STATISTICS

We have pleasure in sharing with you the members' collated health and safety injury statistics for 2016.

We had fantastic input from the membership with 38 Food Producers, 20 Wholesalers and 7 Logistics Service Providers (LSP's) all sharing their data with us. These 65 companies represented 43,415 employees. We would like to thank all members that took part.

A detailed spreadsheet for each sector and copies including graphs are available for all members that have contributed their data. Our statistics provide an excellent benchmarking tool to enable all members to compare their performance against other companies within the sector.

We continue to provide technical support for all members in the area of health and safety and fire safety. Throughout 2016, we answered 37 health and safety/ fire safety queries from members and increased our portfolio of industry guidance.

Feel free to contact simonbrentnall@bfff.co.uk for more information.

The chart below highlights the average injury rate per 100,000 employees from 2011 through to 2016.

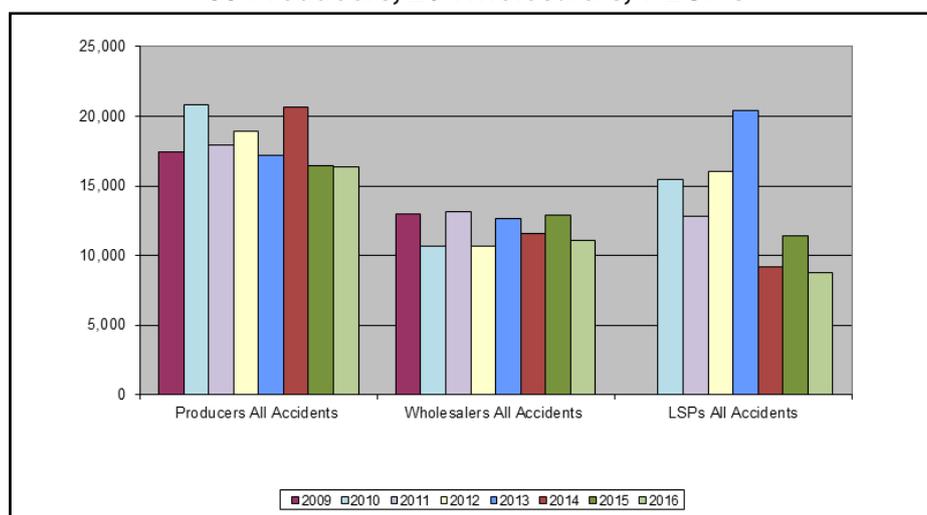
BFFF Members Collated Average Health & Safety Injury Rate Statistics for 2011 to 2016

SECTOR	NO. OF RESPONSES RECEIVED	SPECIFIC SECTOR INFORMATION						% CHANGE 2015-2016
		2011	2012	2013	2014	2015	2016	
PRODUCERS All Accidents	38	17,953	18,909	17,189	20,670	16,443	16,395	-0.3%
PRODUCERS Reportable Only		1,609	942	1,663	1,035	647	1,100	70.0%
WHOLESALERS All Accidents	20	13,174	10,678	12,678	11,548	12,885	11,051	-14.2%
WHOLESALERS Reportable Only		2,168	1,433	1,280	1,564	1,046	1,026	-1.9%
LSPs All Accidents	7	12,806	16,025	20,404	9,159	11,454	8,797	-23.2%
LSPs Reportable Only		1,855	1,244	656	2,025	1,191	1,011	-15.1%

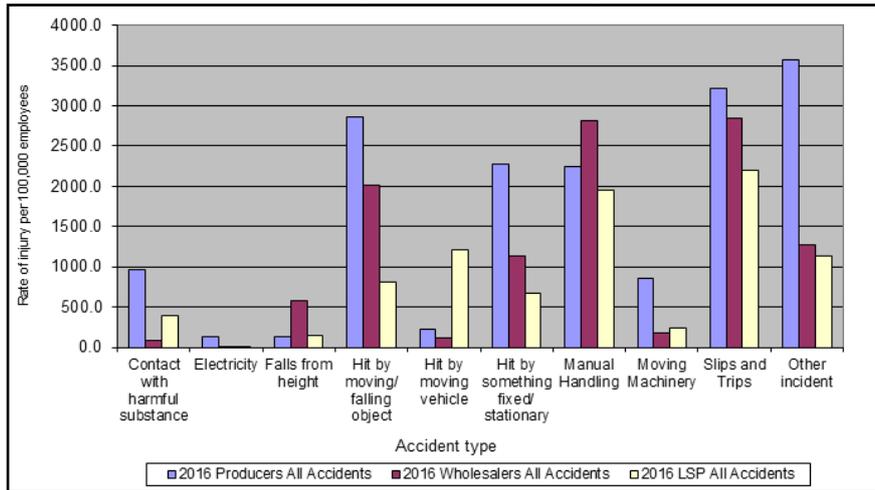
All Accidents 2016

The following charts breakdown the 2016 figures in more detail for the sectors.

Members collated Average H&S Injury Rate for 2009-2016 - All Accidents 38 Producers, 20 Wholesalers, 7 LSP's



**Members Collated All Accident Breakdown 2016
38 Producers, 20 Wholesalers, 7 LSP's**



Food Producers

Encouragingly the 'all accident rate' has decreased even further to the lowest figure since we started to collate our members' statistics.

There has been reduction in the accident rates for the following areas (per 100,000 employees):

- 'Electricity' reduced by 28%
- 'Hit by moving/fall object' accidents reduced by 38%
- 'Falls from height' accidents reduced by 46%

Increases have been identified in the following areas (per 100,000 employees):

- 'Other incidents' increased by 41%
- 'Hit by something fixed/stationary' increased by 10%
- 'Contact with harmful substances' increased by 24%

The top three accident categories have changed this year and 'other incidents' has replaced manual handling:

1. Other Incidents
2. Slips and trips
3. Hit by moving/falling object

Wholesalers

The wholesaler 'all accident rates' have positively decreased in most disciplines from last year and lower than that of 2014. There is an increase in 'falls from height' by 45%.

Once again the top three accident categories remain the same and mirror the 2013, 2014 & 2015 results being:

1. Slips and Trips
2. Manual Handling
3. Hit by moving/ falling object

Logistics Service Providers

Positively the 'all accident rate' has further decreased since we started to collate our LSP members' data.

There has been reduction in the accident rates for the following areas (per 100,000 employees):

- 'hit by moving falling object' reduced by 68%
- 'hit by something fixed or stationary' reduced by 41%

Increases have been identified in the following areas (per 100,000 employees):

- 'other incidents' increased by 57%
- 'contact with harmful substances' increased by 44%

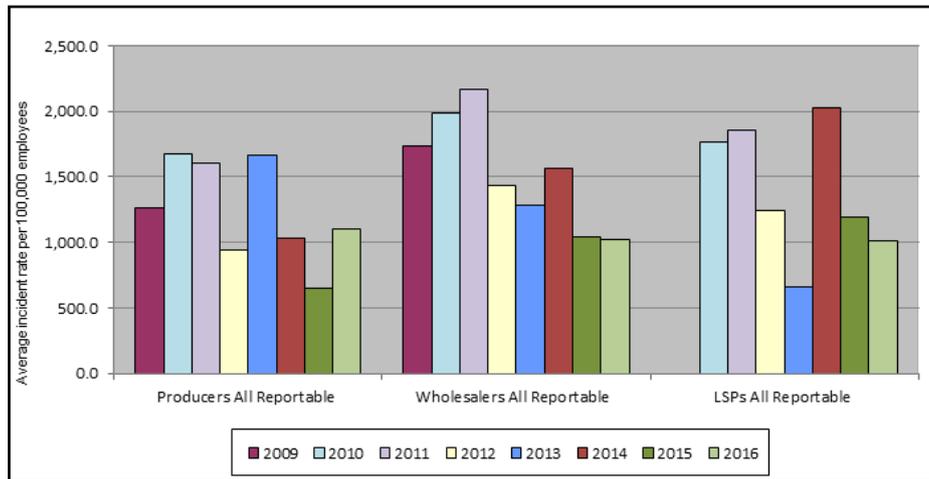
The top three accident categories are again very similar to our wholesale members' data.

1. Slips and Trips
2. Manual Handling
3. Hit by moving/ falling object

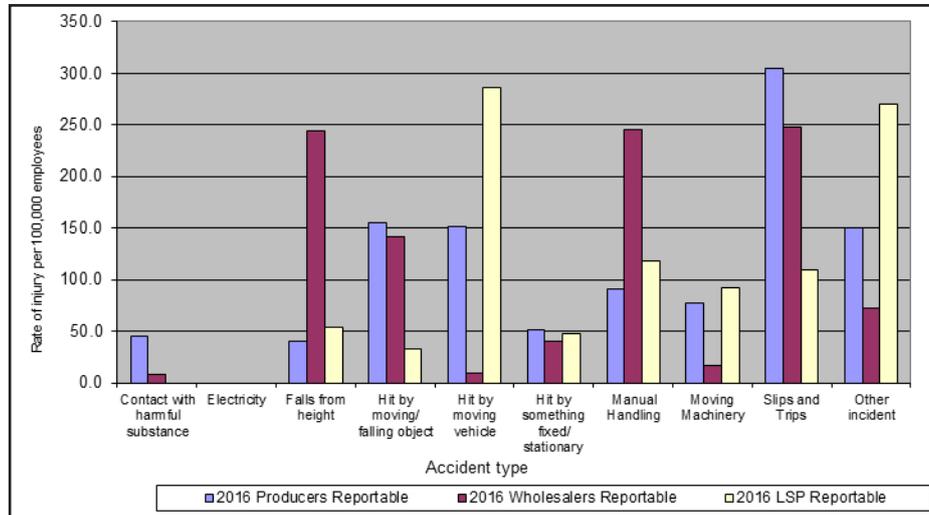
Reportable Accidents 2016

The following chart shows the trend of the reportable accidents since 2009. There has been a significant reduction in reportable accident rates for wholesalers and logistic service providers (LSP's), there is an increase within the producer sector of our industry showing RIDDOR's increasing from the previous year although this is still a reduction from 2013.

**Members Collated Average H&S Injury Rate Statistics for 2009 to 2016 – All Reportable
38 Producers, 20 Wholesalers, 7 LSP's**



**Members Reportable Accidents Breakdown 2016
38 Producers, 20 Wholesalers, 7 LSP's**



Food Producers

The reportable accident rate has significantly increased from last year. This does indicate that the food producers had an exceptional year in 2015 as far as RIDDOR's were concerned. The rate of incident rate for producers of 1100 now looks very similar to the Wholesalers and LSP's.

Increases have been identified in the following areas (per 100,000 employees):

- 'Slips and trips' increased by 76%
- 'Falls from height' increased by 75%
- 'Other Incidents' increased by 43%

The top three accident categories are as shown below, this year manual handling has been replaced by 'hit by moving vehicle':

1. Slips and Trips
2. Hit by moving/ falling object
3. Hit by moving vehicle

Wholesalers

The reportable accident rate has slightly decreased from last year by 1.9% and has been on a downward trend since 2012.

Increases have been identified in the following areas (per 100,000 employees):

- 'Falls from height' has increased by 63%
- 'Manual Handling' has increased by 31%

The top three accident categories are shown below. It is encouraging to see there is an overall downward trend for 'slips & trips' accidents:

1. Slips and Trips
2. Manual Handling
3. Falls from height

Logistics Service Providers

It is positive to see the reportable accidents have decreased significantly from last year and have reduced further from 2012 when the new RIDDOR reporting regimes came into force.

The top three accidents have changed from last year 'hit by something fixed/stationary' has been replaced by other incidents.

1. Hit by moving vehicle
2. Other incident
3. Manual handling

Occupational Health Reporting 2016

For 2016 we asked all sectors to report back on occupational health incidents on the following disciplines:

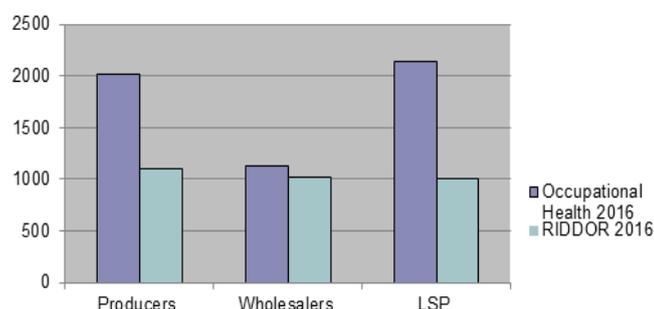
- Back Injury
- Mental Health
- Work Related Upper Limb Disorder (WRULD)
- Occupational Asthma
- Occupational Dermatitis
- Occupational Hearing Loss

We did receive the following data from some members but would encourage all to submit this valuable data in 2017.

Producers - 58%
Wholesalers - 67%
LSPs - 64%

The below graph represents the data we did receive from all sectors in 2016, we have then compared these occupational incident/accident rates with RIDDOR reportable. This shows even with approximately a third of occupational health data not submitted by members, the occupational health incidents far exceed the RIDDOR reportable. This gives confirmation that the HSE have highlighted a worthy subject matter for the industry to address.

**Occupational Health Occupational Health and Accident
Incident rates per 100,000 employees - 2016**



SUCCESSFUL SAFE MANAGEMENT OF AMMONIA SEMINAR

British Frozen Food Federation and Food Storage & Distribution Federation hosted a joint sold-out seminar on 16th May 2017, at Belton Woods Hotel, Grantham to give businesses all the information they need to safely manage ammonia refrigeration systems.



The seminar, aimed at managers, engineers and operational users of Ammonia within businesses, covered:

- HSE Enforcement strategy and legislative overview
- The key to compliance for end users
- Safe management of ammonia refrigeration systems (SMARS)
- Ammonia process safety management
- Compliance with DSEAR
- Why ammonia is such a good refrigerant
- Top non-conformances and how they can be rectified
- Emergency arrangements

HSE, Star Refrigeration, FSDF, Mercury Technologies and Lincolnshire Fire & Rescue all specialise in this area and provided the content for the event. All have kindly shared their information and the presentations can be found on the BFFF website, here: <http://bfff.co.uk/health-safety/ammonia-seminar/> and in the members' area of the FSDF website here: www.fsdf.org.uk

If you would like any more information, please contact jj@fsdf.co.uk or simonbrentnall@bfff.co.uk



Testimonials from the day:

"I would like to thank all who were involved in putting together an excellent and outstanding seminar. I found the content to be very beneficial." - 3CL

"A well organised and extremely informative day, with valuable advice and knowledge from a range of experts." – Apetito UK Ltd

"Excellent opportunity to benchmark our compliance with current statutory obligations and best practice." – Denholm Seafoods Ltd

**** One delegate actually took advice from the seminar and applied this to a real life situation the very next day. It was reported that these changes to working practices actually prevented an Ammonia release! ****

WORKING AT HEIGHT ON REFRIGERATED VEHICLES GUIDANCE

Refrigeration engineers working at height on mobile refrigeration units now have the reassurance of new HSE-endorsed guidelines to make their work environment even safer.

It follows four years of work by the British Frozen Food Federation (BFFF), with assistance from the Food Storage and Distribution Federation (FSDF) and input from 30 industry stakeholders.

Up until now, the engineers, working at height on vehicles and trailers, were doing so without detailed industry guidance on good practice – and there had been a number of issues.

So, BFFF set up an expert health and safety working party to come up with protocols that could be followed across the industry, making the workplace safer for engineers and operators alike.

Starting with a blank page, the work saw 36 drafts of the guidance produced and regular detailed talks and complicated negotiations.

A number of practical demonstrations took place too, to illustrate the issue and the effectiveness of the new safety instructions.

Now the guidance is fully endorsed by the HSE, operators, contractors and engineers have clarity on how the regulations relevant to this operation can be put into practice. This includes an example of the practical implementation of the hierarchy of control measures to be considered, when planning work at height. The hierarchy must be followed systematically and only when one level is not reasonably practicable may the next level down be considered.

The guidance also stresses the need for joint planning by operators and contractors on safe ways of working, ensuring the work is supervised and undertaking the appropriate risk assessments.

Joanna Hancock, BFFF's Projects Manager, who managed the project for BFFF, said:

"After many years of collaboration, we are delighted to publish this guidance for the industry on this key topic area. We would encourage all industry stakeholders to embrace the guidance and continue working on improving safety within the sector and work towards avoiding the need for working at height in the future. We would like to take this opportunity to thank all of our members and industry representatives that assisted us in the development of this guidance. We look forward to taking this guidance forward as an industry and ensuring best practise case studies are developed ."

As well as being endorsed by HSE, the guidance has been developed in full consultation with BFFF's Primary Authority Wakefield MDC. Wakefield are taking the guidance through the assurance process which should be complete by the end of July.



FIRE SAFETY – FROM LINCOLNSHIRE FIRE & RESCUE

DRY POWDER EXTINGUISHERS

During visits to member's premises Lincolnshire Fire & Rescue am frequently seeing dry powder extinguishers located in rooms and confined areas.

Dry powder fire extinguishers are probably the most common fire extinguisher sold in the UK. They are seen as an easy cost effective solution being suitable for use on fires involving solids, liquids, gasses and electrical items. For this reason they are often installed as a cost saving measure instead of fitting extinguishers specific to individual risks. The old adage of “why should I install two when I can get away with one?” applies. Dry powder extinguishers are excellent at fighting fires involving running liquids and fuels, having a very fast knock down effect to quickly extinguish flames and remove Oxygen to prevent further combustion. They are also safe to use on fires involving electrics and are very good at extinguishing gaseous fires, particularly those involving propane.

Despite all of these advantages they do have a number of disadvantages which can have serious repercussions both to users and the premises concerned. General purpose dry powder extinguishers contain a powder usually consisting of Monoammonium Phosphate. On operation this is expelled from the cylinder by a non-flammable compressed gas and forms a large “cloud” which effectively forms a blanket smothering a fire and preventing re-ignition. The dust in this cloud is extremely fine and can contaminate a large area. When this dust comes into contact with water, such as in a damp area, it forms Phosphoric Acid which is corrosive and can seep into even the smallest crack in equipment. For this reason it should not be used on sensitive electrical equipment such as computers or switch installations. I am also seeing them being installed in areas such as kitchens, offices and parts of factories where food is present. When operated indoors the powder can travel a significant distance and contaminate a wide area. This powder consists of extremely fine particles which are notoriously difficult to clean up. When operated in a food production area they can result in considerable down time for cleaning up and decontamination of equipment and areas.

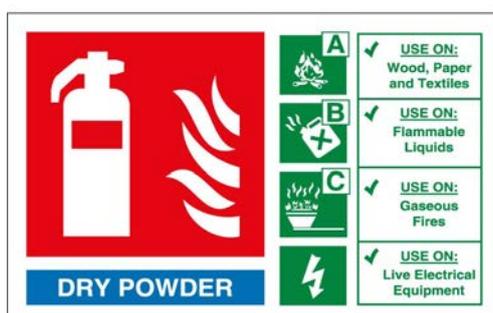
There are also potential health considerations when attempting to use dry powder extinguishers in confined spaces. They are designed to exclude Oxygen to extinguish a fire. This is also applicable to the respiratory system as inhaled powder in sufficient quantity can prevent the lungs from exchanging Oxygen resulting in Hypoxia. Extended periods of Hypoxia can lead to cardiac arrest. Other known symptoms are acute respiratory distress syndrome whereby the powder causes the lungs to build up with fluid. Even at low levels of inhalation the powder can aggravate or bring on respiratory issues such as Asthma.

British Standard 5306 – 8 Clause 5.4.3 states:

“Use of powder extinguishers

The discharge of a powder extinguisher within buildings can cause a sudden reduction of visibility and can also impair breathing, which could temporarily jeopardize escape, rescue or other emergency action. For this reason, powder extinguishers should generally not be specified for use indoors, unless mitigated by a health and safety risk assessment.”

This has been the case since at least 2012 so it comes as a surprise to me to still see dry powder extinguishers installed in switch rooms and other confined areas and no justification within the risk assessment.



Whilst I do not advocate immediately removing or replacing all dry powder extinguishers I do strongly advise carrying out a comprehensive risk assessment to determine the best form of extinguishing medium for each area. There are now foam based extinguishers which are suitable for Class A, B and C fires as well as electrical items up to 3.5Kv and can be used where previously dry powder or CO² has been specified. In the first instance I would suggest speaking to your current extinguisher provider to discuss the rationale behind your current provision and to determine whether any changes are required. Should you identify the need to change your current provision you should determine whether this needs to be undertaken immediately or factored into the next scheduled service. Again this can be identified within the risk assessment.



Don't be panicked by all of this. Dry Powder extinguishers still have their place and are an excellent firefighting medium in the right circumstances however, you should be aware that there have been a number of advances in firefighting technology which may mean that there are more appropriate mediums available to you.

FIRE ALARMS LINKED TO AMMONIA ALARMS

Under British Standard 5839-1 any of the system Categories (L1 to L5) may be used to actuate other fire protection systems or trigger safety facilities, whether for the purpose of life safety, property protection or a combination of the two. If the system is to be used for the actuation of other fire protection systems or safety facilities (Ammonia detection could come under this), the recommendations of BS 5839 might, or might not, be necessary or sufficient. The system might have special requirements in respect of the number, zoning and siting of detectors, provision of power supplies, control, indication or other facilities, or monitoring and fire resistance of interconnecting wiring.

It needs to be ensured that the interconnection of other systems or equipment with the fire detection and fire alarm system does not prejudice the reliability of the fire detection and fire alarm system.

The only other area of consideration would be to take into account the power requirements of any other system in regard to the battery backup in the event of a power loss. It may be that longer duration or higher output batteries may be required to meet the requirements of the standard.

In a nutshell, under BS 5839 – 1 it can be done but it should not impinge on the fire detection system performance in any way. The Primary Authority were not aware of any issues with this type of system and do know that fire alarms are frequently linked in with security alarms or used to operate other fire safety measures such as automatic doors, extinguishing systems etc. which are all based on the same principles. Any installing company should fully assess the suitability of any systems prior to the installation and under the proposed 2017 amendment there will be a requirement for this report to be provided to the premises duty holder prior to any work being undertaken.



SAFETY FOCUS

ERGONOMICS IN MANUFACTURING

In the manufacturing sector in 2014–15, according to the Health and Safety Executive (HSE), there were 80,000 cases of self-reported workplace illnesses leading to 2.4 million working days lost. Around half (48%) of these illnesses were musculoskeletal disorders (MSDs).

The term MSD is an umbrella term for a range of disorders of the neck, shoulders and arms (upper limbs), back, or hips knees and ankles and feet (lower limbs). It covers conditions with specific medical diagnoses (e.g. tendinitis, carpal tunnel syndrome, vibration white finger, epicondylitis aka tennis elbow), as well as other generic conditions (often called repetitive strain injuries or work-related upper limb disorders) where there is pain without specific symptoms/causes. Symptoms may include pain, swelling, tingling or numbness and difficulty moving. MSDs develop over time, often months or years.

Protecting employees

Organisations can protect employees' health and ensure their safety and comfort by designing an ergonomic workplace. If a workplace is correctly designed and equipment and tools are safe and easy to use, staff need not make unnatural or awkward motions, twist their arms or wrists, overextend themselves or put pressure on their backs and limbs; all of which are possible precursors for MSDs.

The scope of ergonomics is broad, but the term generally refers to the science of fitting workplace conditions and job demands to the capabilities of workers. Ergonomic design can help increase productivity, avoid illness and injury, and boost satisfaction and morale among the workforce. In addition to a healthy and satisfied workforce, ergonomic interventions can also offer significant value in terms of decreased turnover, absenteeism and compensation costs.

MSDs can be successfully managed in the workplace by implementing an ergonomics management process to recognise, evaluate and control the risks.

Recognising the risks

A simple risk assessment in the workplace will highlight the work activities that may cause harm. Risk factors that can lead to MSDs include the following:

Awkward postures: where the joints of the upper and lower limbs move toward the extremes in their range of motion. This puts more stress on the worker's musculoskeletal system. Examples include stooping, reaching, twisting and stretching.

Forceful exertions: gripping, pinching, pushing, pulling and lifting objects place additional force on the body's joint structures. Muscle effort increases in response to high force requirements, which increases fatigue and the risk of an MSD, especially when there is inadequate time for rest or recovery.

Repetitive motions: a job is considered highly repetitive if the cycle time is 30 seconds or less. When combined with other risk factors such as high force and/or awkward postures, high task repetition can contribute to the formation of MSDs.

Contact stress: repeated or continuous contact with hard or sharp objects, eg resting wrists on the sharp edge of a desk or workstation, the pressing of tool handles into the palms, tasks that require hand hammering, and sitting without adequate space for the knees may create localised pressure, which can inhibit blood flow, nerve function, or movement.

Hand–arm or whole body vibration: regular and frequent contact with vibrating objects, such as grinding tools (hand–arm vibration) can lead to reduced blood flow to the exposed body parts, which causes stiffness and numbness. Operating heavy equipment (whole-body vibration) for extended periods of time can result in digestive and back disorders.

Once you identify the risk factors for the development of MSDs, you need to quantify them and then make measurable improvements to your workplace, ensuring that jobs and tasks are within workers' capabilities and limitations.

Evaluating the risks

There are a range of ergonomic risk assessment tools available to help quantify the risk of MSDs and prioritise areas for improvement. This list is not exhaustive but provides a summary of commonly used tools:

V-MAC - The V-MAC is a tool for assessing manual handling operations where load weights vary. It should be used in conjunction with the MAC tool.

This process is suited better when order picking and distributions systems automatically generate the data for importing into V-MAC. As significant background knowledge is required to enable the user to use the V-MAC successfully, you can gain this from support pages on the hse website or through training. As weights of loads differ, the V-MAC graph is to be used together with the MAC, this will give more indication of accuracy of the risk level for load weight and frequency.

MAC - The Manual Handling Assessment Charts (MAC) tool was developed by the HSE to assess the risks posed by lifting, carrying and team manual handling. It incorporates a numerical and a colour-coding score system to highlight high-risk tasks.

ART - The Assessment of Repetitive Tasks (ART) tool was designed by the HSE to help risk assess tasks that require repetitive movement of the upper limbs. The tool uses a traffic light approach to indicate the level of risk for 12 grouped factors: frequency and repetition of movements; force; awkward postures of the neck, back, arm, wrist and hand; and additional factors (including breaks and duration).

REBA - The Rapid Entire Body Assessment (REBA) tool from Cornell University uses a systematic process to evaluate whole body postural MSD and ergonomic design risks associated with job tasks. A single page form is used to evaluate required body posture, forceful exertions, type of movement or action, repetition, and coupling. A score is assigned for different body regions. Tables on the form are used to compile risk factor variables, generating a single score that represents the level of MSD risk.

NIOSH Lifting Equation - The NIOSH Lifting Equation is used to assess the manual handling risks associated with lifting and lowering tasks in the workplace. This equation considers job task variables to determine safe lifting practices and guidelines. The primary product of the equation is the Recommended Weight Limit (RWL) — the maximum acceptable weight that nearly all healthy employees could lift over the course of an eight-hour shift without increasing back discomfort.

Controlling the risks

Correct postures and ergonomic workplace designs will vary depending on the type of work performed (precision, light or heavy) and position (seated or standing), but the following guidelines apply:

Maintain neutral postures: individuals should typically have their elbows at a 90° angle with the back of the hand in line with the outer forearm — no bending inwards or outwards. The head should be straight, shoulders should be relaxed, and operators should neither lean forward at the waist nor lift their arms above shoulder height.

Work in the comfort zone: close to the body, between mid-thigh and mid-chest height. This zone is where the arms and back can lift the most with the least amount of effort. Working in the comfort zone ensures that you are working from appropriate heights and reaches, which reduces MSD risk factors.

Allow for movement and stretching: working for long periods of time in a static position will cause your body to fatigue. This is known as static load. It is beneficial to take periodic stretches and dynamic movement breaks during the work day to get your blood moving and restore your energy.

Reduce excessive force: using mechanical assists, counterbalance systems, adjustable height lift tables and workstations, powered equipment and ergonomic tools will reduce work effort and muscle exertions.

Reduce excessive motions: excessive or unnecessary motions should be reduced if at all possible. In situations where this is not possible, try to eliminate excessive force requirements and awkward postures. Other control methods to consider are job enlargement, job rotation and counteractive stretch breaks.

Minimise contact stress: rounding or padding the edges of sharp or uneven-edged objects or workstations can help. Provide tools with long handles that do not dig into the palm. Spring-assisted pliers or scissors will reduce contact stress on the fingers when opening tools. And consider using knee pads or gloves to pad the body.

Reduce excessive vibration: mechanise or automate the work if possible. Select the lowest vibration tool that can do the work efficiently. Use devices such as jigs and suspension systems. Plan work to avoid individuals being exposed to vibration for long, continuous periods. Where tools require continual or frequent use, introduce job rotation.

CASE STUDY

RACKING COLLAPSE CASE STUDY

Background

An incident occurred at a bakery site with a small ambient store approximately 18 years old. The store extended 12 years ago which involved installing new racking over an existing steel frame in order to maximise available space.

Maintenance had been carried out on the racking including weekly inspections by the team leader (supervisor) and monthly inspection by the senior management team. In addition annual inspection had been carried out by the companies insurance this being a requirement of the policy and racking experts.

Regular H & S communications had been delivered relating to incident reporting.

At the time of the incident the Safety, Health & Environment manager was on holiday with the site manager present on site. At the time low level activity was taking place (weekend preparation), some picking but nothing significant.

The Incident

The team experienced the sound of metal movement and lights started to fail, the majority of the team evacuated the area and ceiling trays started to drop. A single worker was still present, this worker remained in place until 3 seconds before the racking failed.

Post-Incident

A staff roll call was undertaken. All entrances were cordoned off and site teams briefed and sent home. Crisis management reporting was completed to the companies head office. Rack demolition specialists were contacted for attendance to site to help investigate.

Key central management were contacted; SHE, Operations, and Engineering. Corporate communications were prepared (press statement) just in case.

Investigation

The investigation involved working with the demolition specialists and findings were as follows:

- All racking inspections had been completed
- No defects had been raised or open
- No indication of cause of collapse or collision from CCTV
- Racking was loaded below SWL
- Reverse engineering suggested failure of steel framework

HSE involvement took place and a detailed inspection of the area and a review of the investigation findings. The HSE left site with one identified failure.

Final Findings

The underlying cause was found to be a missing cross member at level 1, this combined with a minute movement throughout the racking life caused an additional load on the extreme of the steel framework resulting in the steel legs to splay.

An installation drawing included the cross member when the racking had been previously installed at the site. A commissioning review was undertaken as the missing cross brace was not identified by the external inspectorate.

Learning Outcomes

- SEMA Training to be given to all racking inspectors
- Change control process reviewed
- Further standardisation of inspection regimes
- Development of racking standards for installation
- Despite external bodies used to inspect the racking this was not identified.

LEGISLATIVE UPDATE

CHANGES TO ENVIRONMENTAL PERMIT OPERATOR RISK ASSESSMENT (OPRA)

The Environment Agency (EA) is consulting on significant changes to the OPRA system.

The current system ranks sites and operators from A-F with F being the lowest ranking. The ranking is used as a compliance indicator and feeds into a site's subsistence charge. The ranking is based on five attributes: complexity of operations, emissions and inputs, sensitivity of location, operator performance and a compliance rating. Typically large complex sites, or those with a poor compliance record, will be subject to a greater level of regulation and therefore a higher subsistence charge.

The new system being proposed by the EA will be based on four new categories: exemplary, expected, improvement needed and significant improvement needed.

The drive for a new system is all part of a growing shift towards self-regulation that in part is due to the shrinking resources of regulators and the need to focus more on non-compliant operators.

If the new system works as intended – lighter touch regulation for compliant operators and a greater focus on those that are non-compliant – it should be welcomed. However, as those who work in the environmental arena will know, a lot comes down to the approach of individual EA officers. It will therefore be important for the EA to ensure its officers adopt a consistent approach.

Some sceptics have also suggested the new system will be used as a reason to increase charges across the board so that the EA increasingly becomes self funded, much like the HSE with fees for intervention. The EA has not mentioned an increase in subsistence charges associated with the proposed changes to the OPRA regime, but any such announcement would not come as a surprise.

GUIDELINE ON SENTENCE REDUCTIONS FOR GUILTY PLEAS

A new guideline by the Sentencing Council, aimed at encouraging defendants who are going to plead guilty to do so as early as possible in the court process, has come into force on 1 June 2017.

The guideline comes at a time when the average amounts paid out by companies for health and safety fines have risen steeply over the past year.

The stated aim of the guideline is to encourage those who are going to plead guilty to do so as early in the court process as possible.

However, the Sentencing Council also states that nothing in the guideline should be used to put pressure on a defendant to plead guilty.

The guideline provides that where a guilty plea is indicated at the first stage of proceedings a reduction of one-third should be made to the sentence. The first stage will normally be the first hearing at which a plea or indication of a plea is sought and recorded by the court.

Commenting on the new guideline and the possibility of a one-third reduction, Sarah Wilkinson of Forbes Solicitors said "This is a substantial reduction for organisations potentially facing a six figure fine."

The guideline also provides for certain exceptions where a reduction may still be possible even if the defendant did not plead guilty at the first stage.

Sarah Wilkinson said, "In health and safety cases it is often difficult for large organisations to enter a guilty plea at such an early stage, however, there is an exception in the guidelines if the sentencing court is satisfied that particular circumstances significantly reduced the defendant's ability to understand what was alleged or otherwise made it unreasonable to expect the defendant to indicate a guilty plea at an earlier stage, in such cases a reduction of one-third will still be made."



A court case which challenged the appeals process for FFI has led to a consultation with the aim to make it fully independent by September 2017. The consultation process has now taken place and ended on the 2nd June 2017.

The revised process will include:

- a fully independent process for considering disputes in relation to FFI;
- how the process should operate;
- that the process is accessible to all types and sizes of business and is proportionate to the issues involved and amount of the fees;
- businesses need to be able to understand why HSE considers that they are in material breach of the law and why the fees have been reasonably incurred;
- businesses need to have sufficient information provided to them to challenge the material breach; and
- they need to be able to make representations and provide information and evidence as to why they are not in material breach of the law or why the fees have not been reasonably incurred (already in existing process, but will be revisited).

and 'where relevant' information on the following:

- a) What relevant provisions have been contravened;
- b) Particulars of why HSE is of that opinion;
- c) Details/evidence upon which that opinion is based;
- d) Why those contraventions are said to be 'material breaches';
- e) What functions have been performed as a consequence of the contravention;
- f) How the performance of those functions is reasonably attributed to the person;
- g) How and why the costs claimed under the FFI have been reasonably incurred by the Executive; and
- h) HSE's response to any issue raised by the dutyholder during the query or in requesting the dispute.

Documents and a written summary will be provided to the panel and the duty holder in order to show that FFI is payable.



Q&A'S

HANDS-FREE BAN?

Q. Following the increase in motoring offence fines in March 2017, should we ban the use of mobile phones with hands free kits for work purposes, whilst in cars? Obviously this could have a big operational impact.

A. There is a key sentence in ROSPA's Road Safety Factsheet that illustrates the situation well:

Drivers should also note that the existing law requiring drivers to be in proper control of their vehicle, or careless or dangerous driving laws can be applied to driving while using a hands-free phone, if the police believe the nature of the driving warrants it.

The Police routinely check call, text and data traffic on mobile phones following road traffic accidents (RTAs) and if they believe that a hands-free call contributed to the accident then it will provide grounds for a charge of careless or dangerous driving. So although driving while using hands-free is not technically illegal it will lead to a more serious offence should an RTA occur while on a call in the same way that using a handheld would.

Authorities would be within their rights to pursue the matter with the employer, particularly following a fatal RTA, and if the employer was found to have poor occupational road risk standards (e.g. routinely making calls to drivers, not giving clear rules restricting use etc.) then they could conceivably be prosecuted under s2/s3 HASAWA, Corporate Manslaughter Act and/or be subject to a civil negligence/vicarious liability case for the employee's actions. Again very much dependent on the case.

The advice to employers would be to get occupational road risk policies in place and give employees rules on when to use hands-free; preferably not at all but if they have to be used then only for short-duration calls in order to allow the driver to pull over into a safe place. If a company decides to accept the risk and allow unlimited hands-free use it will be a balance of business needs vs. safety risk that may end up having to be defended in court should a serious RTA occur.

The ROSPA Road Safety Factsheet can be accessed here: <https://www.rospa.com/rospaweb/docs/advice-services/road-safety/drivers/mobile-phones.pdf>



Q. I have been asked to develop a procedure for managers to follow should an employee present them with a “fit note” from their General Practitioner. Could you outline what this procedure should cover?

A The Social Security (Medical Evidence) and Statutory Sick Pay (Medical Evidence) (Amendment) Regulations 2010 introduced the Statement of Fitness for Work or “fit note”. On being presented with a “may be fit to work” statement, managers should initially:

- discuss the advice on the statement with the employee involved
- consider the advice on the statement and how it affects the job and workplace
- consider the functional comments, any of the return to work tick boxes, and any other action that could help a return to work
- discuss the options available with the employee.



Clearly, an important element of the return to work process is the gathering of information so as to enable a decision to be made on whether or not adjustments recommended can be made so that an employee is able to return to work. The procedure should ensure sufficient information is gathered including:

- the advice given by the GP as to the type of adjustments that could be made
- any side effects of ongoing treatment or medication
- further information that a specialist may provide (e.g. occupational health)
- legal requirements to be met, particularly in terms of health & safety and disability legislation
- resources that may be needed to make the adjustments (time, money and staff)
- the nature of the job, the way the job is organised and managed.

Any risk assessments that have already been completed for the work activities being undertaken by the employee should also be reviewed as part of the process.

Employers need to decide whether they have taken enough precautions to prevent people returning to work under the fit note regime from being harmed or whether more control measures are needed, taking account of the adaptations or adjustments that have been recommended.

It should be noted that the advice provided by the certifying doctor is not binding on the employer. The purpose of the advice provided is to help employee and employer explore ways of facilitating a return to work. In some cases, this may not be possible and the employee will be treated as if the GP had advised that they were not fit for work. Where a return to work is not deemed possible, a further review date should be agreed.



GUIDANCE

TOP-DOWN APPROACH CAN PREVENT BIG FINES UNDER NEW SENTENCING GUIDELINES

Content kindly provided by: 

Last year, the Health and Safety Executive brought in new legislation that toughened up the penalties for health and safety and corporate manslaughter offenses.

It was a long time coming as fines and penalties had become fairly stable and predictable over the last few decades and it was very clear that some companies weren't taking health and safety as seriously as they should.

Some most certainly felt that they could 'get away' with a few things or cut corners, and pushed the rules as far as they could, while many were lacking the safety awareness to understand the severity of the risks... and the consequences.

It's this lack of awareness, particularly from those in positions of responsibility, that is costing them big. So, with prosecutions, convictions and fines in the millions becoming a far more regular occurrence, how can those most at risk reduce the chances of it happening to them? By promoting safety from the top down.

Serious Charges

With HSE prosecutions of high-level directors reaching a five-year high in 2016, with 46 taken to court (a 50% rise on the previous year), now is definitely the time to make sure your company is taking safety seriously, at every level.

With a very successful prosecution rate (73%), the HSE is sending a clear message to those overlooking their responsibilities that negligence won't be tolerated and comes at a very high cost for individuals and companies alike. As well as damaged reputations and poor staff morale, there are uncapped fines and imprisonment to contend with, too.

Medium-Sized Enterprises Most Vulnerable

These tougher penalties could now see large companies fined more than £20m for a serious breach of the rules.

In fact, fines are up 43% compared to the same period last year. In a recent case, a major retailer was recently fined over £2m for a breach of H&S law – more than ten times the fine they incurred last year (before the sentencing guidelines took place) for an incident that resulted in a fatality.

But the greatest impact of these changes are being felt by medium-sized companies (turnover of £10m – £50m), where these fines remove a higher proportion of company turnover than other groups.

Because of this, it's of greater importance than ever before that managers and directors are fully aware of what their role is in all this and of exactly what the law demands from them.



Taking Responsibility

In a perfect world, it wouldn't take the threat of large fines and imprisonment to convince those with a duty of care to commit to a workforce's safety.

Unfortunately, that's not the case. But, be warned: ignorance is not an excuse. Even if a company is arranged in such a way that the director or directors are kept in the dark as to any circumstances that would — under law — be theirs to address, they will still be liable for the fallout from any resulting accidents.

Rather than living in hope (or ignorance) of getting away with bad practice, it's far less stressful for those in positions of responsibility to work safely, and encourage the same of those under their management. And the savings to be made are substantial. Aside from avoiding the aforementioned fines, working safely is proven to save money by reducing damage and increasing efficiency.

Safer for Everyone

Ultimately, a company that takes ownership of safety from the top down, throughout the entire workforce will reap the rewards. Having the understanding and the inclination to reduce risks and prevent accidents is fundamental to a creating a safer working environment from which the entire company, including its staff, can benefit.

Though it starts with the directors and managers, the approach must be inclusive to take full effect. In materials handling, operator training is a good start but it's not just your fork lift drivers who need to recognise the risk. The message must be passed down to anyone whose work brings them into close proximity to lift trucks. After all, they need to be aware of the hazards to understand the best ways to avoid them.

And that means drivers, warehouse staff, administrators, managers, directors, visitors — everyone.

When everyone knows their roles in contributing to site safety, from living it to enforcing it, that's when we'll start to see a real difference.

To find out more about how taking ownership of safety can protect your workforce as well as your bottom line, contact Pete Kerfoot at Mentor on 01246 555222 or info@mentortraining.co.uk Further information can also be found at www.mentorfitraining.co.uk

NEW STRONGER TOGETHER RESOURCE FOR BUSINESS

The “Tackling Modern Slavery in Businesses Employer Implementation Checklist” is now available as an interactive document to help guide businesses in implementing good practice.

This interactive checklist is available free to download from the Stronger Together website here: <http://stronger2gether.org/resources/>

Implementing this good practice can help communicate to customers/clients which steps you have taken to ensure that slavery and human trafficking is not taking place in your business and can also be reported in Modern Slavery Statements.



IN HOUSE HEALTH & SAFETY AUDITS

As part of the “Plan-Do-Check-Act” cycle approach to management, HSG65: Managing for Health and Safety states that when assessing how well risks are being controlled “in some circumstances formal audits may be useful”.

OHSAS 18002: Occupational Health and Safety Management — Guidelines of Implementation of BS OH-SAS 18001 highlights that planned audits can be carried out by personnel from within the organisation but that “the personnel conducting the audits should be in a position to do so impartially and objectively”.

Another standard, BS ISO 19011: Guidelines for Auditing Management Systems, also recommends that “auditors should be independent of the activity being audited wherever practicable, and should in all cases act in a manner that is free from bias and conflict of interest”.

Thought must therefore be given to the scope of the audits and who within the organisation would be in a position to undertake the audits. For example, if auditing asbestos management, it is unlikely that a facilities department would be impartial.

Having identified employees, consideration must be given to capabilities. BS ISO 19011 states that achieving objectives “depends on the competence of those individuals who are involved in planning and conducting audits”. In terms of competence, OHSAS 18002 states that auditors:

- need to understand their task and be competent to carry it out
- need to have the experience and knowledge of the relevant standards and systems they are auditing to enable them to evaluate performance and identify deficiencies
- should be familiar with the requirements set out in any relevant legislation
- should be aware of, and have access to, standards and authoritative guidance relevant to the work they are engaged in.

Additional information on knowledge and skills required is also contained in BS ISO 19011 Annex A.8 in relation to the auditing of management systems.

Where internal staff are utilised, it may be necessary to carry out an analysis of their current knowledge and skills and then develop a training programme to enable them to bridge any skills or knowledge gap.

FIVE-YEAR STRATEGY FOR SAFETY AND HEALTH

The Institution of Occupational Safety and Health (IOSH) has presented its new five-year strategy at a recent international health and safety conference held in Bulgaria.

Entitled *Work 2022 — Shaping the Future of Safety and Health*, the new strategy outlines the Institution’s global plans for 2017 to 2022 and was presented at the Second International Conference on Safety and Health at Work, which took place in Obzor, Bulgaria, in May 2017.

Over 150 people from 14 different countries heard Malcolm McIntyre, Chair of IOSH’s New Accession Countries working party (NAC), present the professional body’s new strategic plans.

Through *Work 2022*, IOSH is seeking to enhance the occupational safety and health profession, build strategic collaborative partnerships across industry and strengthen its influence globally through impactful research and development.

IOSH’s strategy document points out that in workplaces around the world, work-related deaths, injuries and illness still occur every day. More than 2.3 million people lose their lives because of work-related accidents or illness each year and work is leaving many millions more in poor health or in pain and incapacitated by injury.

During his presentation, Malcolm McIntyre also highlighted the solar radiation phase of IOSH’s *No Time to Lose* campaign to raise awareness of occupational cancers, and shared examples from IOSH’s *Life Savings* initiative of how businesses have saved money and improved productivity by investing in health and safety.

Further information about the strategy can be accessed at www.ioshwork2022.com



H&S CULTURE WINS IN THE CONSTRUCTION INDUSTRY

Recent work in the construction industry utilising the Sydney Dekker model has produced positive outcomes from which all safety culture may be derived from.

What is the meaning of safety culture?

“The safety culture of an organisation is the product of individual and group values, attitudes, perceptions, competencies, and patterns of behaviour that determine the commitment to, and the style and proficiency of, an organisation’s health and safety management.”

Why does the safety culture in construction need to change?

The construction industry in the UK, has the most advanced safety management systems and is tightly regulated, however, there is still a high risk of fatal accidents as evidenced by HSE statistics:

Main industry SIC 2007 (Section)	Employee	Self employed	Workers	Members of the public	Total fatal injuries
Agriculture (A)	10	17	27	2	29
Mining and quarrying (B)	2	-	2	-	2
Manufacturing	25	2	27	-	27
Gas, electricity and waste supply:	8	-	8	-	8
Sewerage, waste and recycling					
Of which waste and recycling	6	-	6	-	6
Construction	27	16	43	2	45
Services	33	4	37	99	136
All industries	105	39	144	103	247

- Estimated 66,000 self-reported non-fatal workplace injuries
- Estimated 79,000 cases of self-reported work-related illness

Annual Average 2013/14 - 2015/16

- Musculoskeletal disorders 64% leading to 1.2 million days lost
- Stress, Depression or anxiety 18% leading to 0.4 million days lost
- Other illness 18% leading to 0.2 million days lost

In Australia a new strategy to has been trialled, and has shown some success, is this the answer for a new culture initiative?

For example, Laing O’Roukes are one of the UK’s largest construction companies, with their safety record also following the national course, with a Disabling incident Frequency Rate (DIFR) of approximately 0.25 in the UK over 5 years.

In 2010 they launched ‘Mission Zero’ which was aimed at eliminating ‘all harm from their operatives’: a 0.1 DIFR by 2015 and a 0.1 ALL Accident Frequency Rate (AAFR) by 2020.

In 2015, the Group recorded a DIFR on 0.28 - an improvement on previous figures but nevertheless short of target. Interestingly, however, while the UK performance plateaued during this period, the Australian business improved dramatically, with its DIFR dropping from 1.68 in 2010 to 0.17 in 2015. How did this come to be - and what can we learn from it?

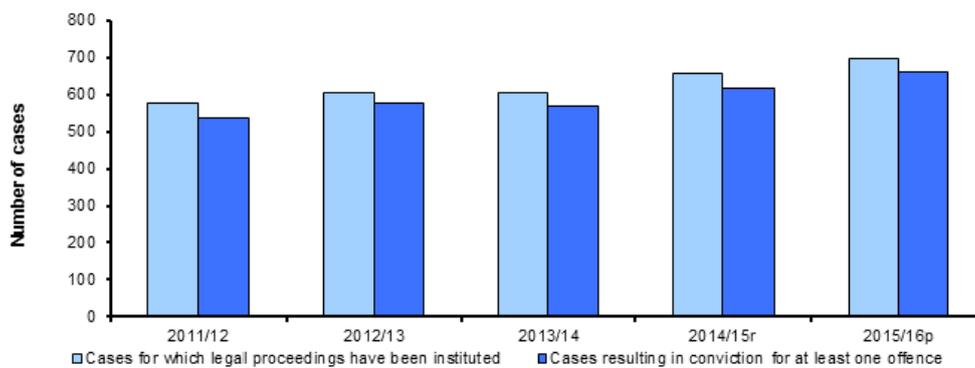
A decision was made to trial the Australian hub, and using one of the methods and new approach of Sidney Dekker professor at Griffith University Queensland and his work on human error and safety is known world-wide.

HEALTH AND SAFETY ENFORCEMENT UPDATE

Both the local authorities and the HSE enforce health and safety law. Each are seeking to secure compliance and ensure that a proportionate response to offences. Inspectors have the authority to service improvement notices and prohibition notices and can prosecute. In Scotland they report to the Crown Office and procurator Fiscal Service (COPFS) seeking to prosecute.

The latest HSE figures for 2015/16 show:

- HSE and COPFS prosecuted 696 cases with at least one conviction secured in 660 of these cases, a conviction rate of 95%.
- Across all enforcing bodies there were 11,403 notices issued.
- HSE and COPFS prosecutions led to fines totalling to £38.3 million compared to the £18.1 million in fines from 2014/15. The bulk of this increase is due to 14 fines that were higher than the maximum fine imposed in 2014/15.

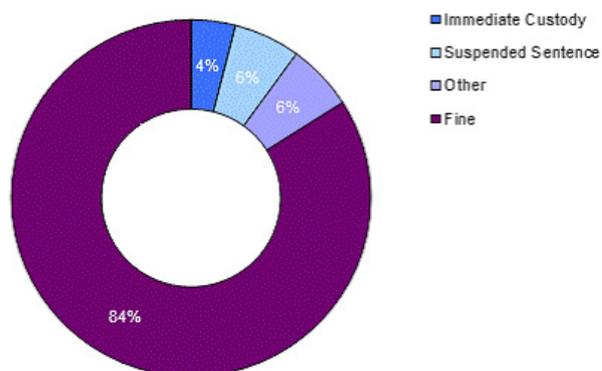


Sentencing Outcomes

The 2015/16 data on prosecutions show a large annual increase in the total amount of fines handed down, rising from £18.1 million in 2014/15 to £38.3 million in 2015/16. Several high-profile and long-running investigations were concluded during 2015/16 with significant fines imposed by the courts; there have been six prosecutions resulting in fines of over £1 million

In addition to fines, there are other penalties which individuals or organisations can face upon conviction of a health and safety offence as shown below.

Sentencing outcome by type for convictions secured by HSE or COPFS in 2015/16p



Prosecutions instituted by HSE and, in Scotland, COPFS at a case level (2011/12 – 2015/16p)

ENFORCEMENT

FOOD MANUFACTURER FINED FOLLOWING WORKER'S DEATH

A North West food firm has been fined after a worker died when plastic bales fell on top of him.

On 4 February 2015, the 29 year old worker was cleaning a storage yard when a number of plastic bales weighing 703kg fell towards him trapping him against the ground.

Manchester Crown Court heard that the business had failed to consider and properly plan the stacking and storage of the bales.

An investigation by the Health and Safety Executive (HSE) found there was unsafe stacking of bales of plastic. The business had failed to implement properly planned safe systems of work for their employees who were exposed during the stacking of the bales. There was also no formal training in stacking bales and lack of monitoring in the bale area.

The business pleaded guilty to breaches of Section 2 (1) of the Health and Safety at Work at 1974 and was fined £2million with £32,595.10 costs.

Speaking after the hearing HSE inspector Ian Betley said: “[The business] fell far short of the required standard expected. Not only should proper planning have been carried out in relation to the storage and stacking of waste bales, but also a system of work subsequently put in place to mitigate those risks. The company failed on both of these counts with devastating consequences.”

MANUFACTURER FINED AFTER WORKER FORKLIFT INJURY

A North West manufacturing company has been fined after an employee was struck by a fork lift truck in Chester.

Liverpool Magistrates Court heard that the company, a producer of glass bottles for the drinks industry had failed to take effective measures to ensure its workers were correctly segregated from fork lift trucks.

An investigation by the Health and Safety Executive (HSE) was launched after an employee collided with a fork lift truck which resulted in him breaking his arm.

The inquiry, following the incident on 14 December 2015, also found that the clarity of segregation was well below the standards expected.

The company had a poor system of work which was not enforced for the workers who were most exposed to the risk.

The court was told that the company had been served with an Improvement Notice in 2007 for poor segregation in the yard and warehouse areas. There had also been another incident involving an FLT in 2008 when an employee was injured.

The business pleaded guilty to a breach of Regulation 17 of The Workplace (Health, Safety and Welfare) Regulations and was fined £500,000 with £7,290 costs.

The HSE inspector said “Poor segregation leads to accidents. There was a failure to properly plan work and this accident highlights the risks that are involved. Incidents relating to work place transport can be avoided if effective measures are taken.”



MEET THE HEALTH & SAFETY EXPERT GROUP

The H&S Expert group consists of safety professionals representing all sectors of the frozen food supply chain and BFFF membership. The group meets three times per year and provides a confidential health & Safety and fire safety forum to focus on issues relevant to the industry, enabling the dissemination of pertinent H&S information to members. The Expert group informs and advises the BFFF board to assist with determining industry policy in health & safety and fire safety legislative areas.

If you are interested in becoming more involved, or would like to confidentially raise an issue for discussion at the meetings please contact Simon Brentnall on 01400 283096 or simonbrentnall@bfff.co.uk

Members of the Group

Mark Lovett - Apetito Ltd.

Kate Taylor - Bidfood

Paul Duncalf - Brakes

Bryan Atkinson - Cargill Meats Europe

Todd Hallam - Chalcroft Construction

Aaron Scandrett - Froneri UK Ltd.

Rob Ironmonger - Greenyard Frozen UK Ltd.

Paul Rhodes - Greggs Plc

Neil Walker - Heron Foods Ltd.

Stephen Dean - Iceland Foods Ltd.

Lee Deeble - Kent Frozen Foods Ltd.

Gary Weatherhead - Palmer & Harvey Ltd.

Clare McMahon - The Authentic Food Company Ltd.

Michelle Walker - Three Oceans Fish Co. Ltd.

Adrian Cooper - XPO Logistics

Dave Penson - Young's Seafood Ltd.



Cargill Meats Europe



Always Fresh. Always Tasty.™



THREE OCEANS





Introducing the British Frozen Food Federation People Awards

2018 will see BFFF's inaugural People Awards ceremony, aimed at celebrating the unsung heroes within the frozen food industry.

"For 30 years our annual product awards have recognised the most exciting and innovative new products at our sell-out Gala Dinner Dance event.

"This year we have decided it is high-time we celebrated the people behind those products and the £8billion frozen food industry as a whole and give them the recognition they deserve." – John Hyman, Chief Executive Officer, BFFF.

Key dates

15th May 2017

Entries live now

6th October 2017

Entry Deadline

21st November 2017

Shortlist announced

22nd February 2018

The People Awards ceremony

Health and Safety Champion

The winning person will have gone 'above and beyond' to improve safety within their business.

The award recognises leadership and the ability to demonstrate that this person's policies and actions have achieved a demonstrable improvement in health and safety performance.

Nominate now at:
www.bfffpeopleawards.co.uk

For further information or to download a copy of this newsletter, please visit www.bfff.co.uk.



SEVEN TELEMATICS is the leading manufacturer of temperature data loggers, remote monitoring and vehicle tracking for road transport and cold storage applications.

For more information please visit: www.seventelematics.co.uk



All reasonable care is taken in the preparation of this newsletter, but no liability is accepted for any loss or damage caused to any person, company or organisation relying on any statement or omission in the contents.

Keep It Safe utilises material directly from the HSE website, with expressed permissions.