

HSQE Strategy & Action Plan Case Study : 2016

Client : SMS PLC

Business Situation

The client had developed a safety system and had achieved OHSAS 18001 accreditation, however there had been significant business expansion and as a result a widening of business scope and an increased number of new staff members. These factors had revealed the need to carry out a detailed review of where the business was going in relation to its Health, Safety, Quality and Environment compliance. PHSS Ltd responded to this client demand by providing its **5 Step Strategy Development Programme**. Developed by the PHSS team from their extensive industry knowledge, this programme provided the strong foundations needed for our client to make rapid but effective progress in their journey to eliminate workplace incidents, accidents and work related ill-



health.

PHSS – 5 Step HSQE Strategy Development Programme

Making it Happen

The key to making this happen is effective engagement with the senior team. We support this team in understanding where they are now on their HSQE journey by demonstrating through case studies, industry statistics & best practice sharing a vision of what is achievable in relation to where we believe the business currently is. In order to be effective in this approach we insist on openness and transparency at every stage in the programme, this allows the business to face up to its current challenges and to

ensure that the finished strategy and annual action plans are a combination of realistic and stretching.

The Outputs

PHSS work with the senior team to produce a compelling strategic road map which is easy to communicate and measure. The HSQE strategy is generally set over a two to three year timescale but driven by annual action plans with members of the senior team accountable for achieving specific actions

Primary Actions			
Implement the Business Sustainability Plan BSP-12 – Excellence in HSEQ	Standards	• Review, reinvigorate and upgrade the SMS BMS	HSEQ Ph1 Dec 2017
		• Develop and implement an SMS HSEQ Strategy and Action Plan	Board June 2017
		• Enhance BMS QA Internal Audit Plan	Internal Audit Team Ph1 Nov 2017
	Leadership	• Upgrade HSEQ Reporting and Score Cards	HSEQ Sept 2017
		• Implement, remit and operation for SLT from board level mandate	Board / SLT July 2017
		• Assign technical leadership for H&S, E and Q	HSEQ July 2017
		• SLT ownership, cascade and communication of HSEQ Strategy, BMS and Action Plan	SLT Leaders Dec-2017
	Engagement	• Engage our staff through the Annual and Quarterly 'Winning Choices' Regional Events	Board Dec-2017
		• Understanding our clients' HSEQ expectations and engaging with them	BDME Dec-2017
		• Developing methods to engage with all our stakeholders in relation to HSEQ	BDME Dec-2017
	Work Environment	• Engage our Supply Chain in our HSEQ Vision and Strategy	Commercial and Procurement Dec-2017
		• Establish standard project site set up template – document work pack, signage and notice board etc.	HSEQ / Ops /Procurement Dec-2017
		• Site inspection programme delivered to plan	SLT Dec-2017
		• Review, identify, specify and plan optimal workspace and equipment	HSEQ / Ops /Procurement Dec-2017
	Behaviours	• Identify site champions for HSEQ	Ops Dec-2017
		• Launch HSEQ campaigns per quarter including a safety observations programme	HSEQ Dec-2017
		• Launch internal and external HSEQ award schemes	SLT / HSEQ Dec-2017
		• Implement Root Cause Analysis across the business.	HSEQ Dec-2017

required to meet the strategy.

Follow Up & Tracking Performance

PHSS continue to work with their clients after the strategy and annual action plans are developed, supporting in-house HSQE professionals & Operational Management Teams in achieving their actions, whilst at the same time ensuring that the plan is monitored on behalf of the board and executives ensuring prompt recovery where planned actions.

Extending Your Management Team

PHSS believe our success with clients is based on our ability to integrate with client teams, effectively we become an extension to your management team.