

Walter Lilly is committed to preventing risk, accidents and ill health on our construction projects. This is recognised as a key management function which is supported by competent advisors who are integral to the management structure. In order to deliver its prevention objectives the policy is founded on legal and other requirements and includes:

1. Implementation of organizational structures to manage health and safety which have clearly defined duties and responsibilities for all employees:
  - a. The Managing Director has the responsibility for the general oversight of health and safety within the company
  - b. The Operations Director (responsible for Health & Safety) has the day to day line management responsibility for health and safety within the company
  - c. The implementation of vertical and horizontal links within the organisation with a common understanding of risks and how to control them.
  - d. The promotion and implementation of accident and ill health prevention programmes
  - e. Provision of comprehensive and competent advice on all health and safety matters by an established and co-ordinated advisory service
  - f. The delivery of training, seminars and workshops to share good practice in health and safety with all employees.
2. The promotion of a positive health and safety culture achieved by effective representation, participatory strategies for all employees and reward for good performance.
  - a. Clear and comprehensible guidance and instructions for all employees and an understanding of health and safety legislation and its implementation.
  - b. Procedures for effective joint consultation on health and safety matters.
  - c. Production and implementation of practical codes of good health and safety practice which are comprehensible and accessible for all employees.
  - d. Motivation by target setting, awards and positive reinforcement
  - e. Systems to ensure a satisfactory level of competence amongst employees appropriate to their level of responsibility including adequate training
3. Mechanisms and systems to ensure the progressive improvement of health and safety for all workers employed by Walter Lilly.
  - a. Systems for the identification and removal of risks involving injury, ill health or material damage.
  - b. Proactive and reactive systems for monitoring of activities, achievements and performance.
  - c. Reporting systems for accidents and ill health.
  - d. The regular implementation of safety initiatives.
4. Effective liaison and collaboration with regulatory authorities, standard setting bodies, professional institutions and trade associations
  - a. Response to internal and external changes
  - b. Evaluation of national and international standards and guidance to maintain achievements in accident prevention and environmental control.

*Chris Butler*

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