

MARS

H&S MGT SYSTEMS.
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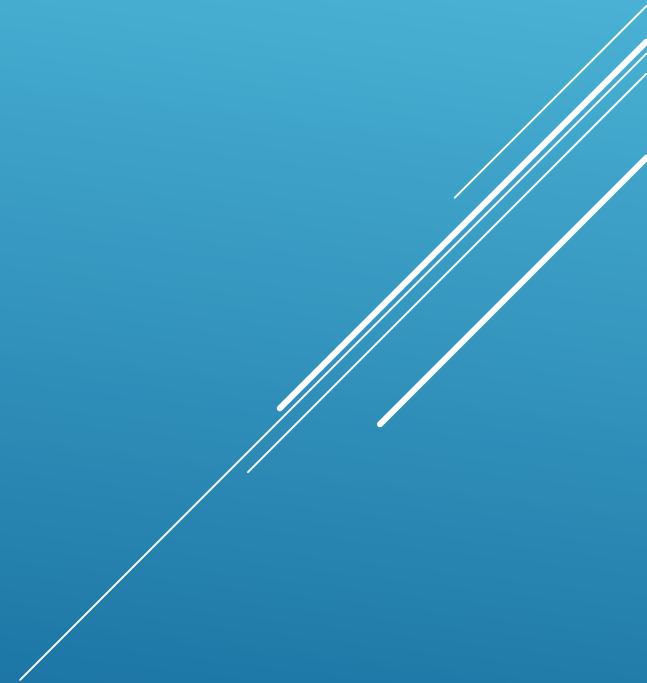
Been at Mars since January 2012 – first as HSE Regional Manager for UK

Then as project manager for development of new Mars H&S Mgt System

Now as Senior Program Leader – HSE Mgt System, Governance and Audit.

IOSH member on/off since 1985

A BIT ABOUT ME



- ▶ I'm not going to go through the technical details of ISO 45001, OHSAS 18001, ANSI Z10, AS4801, HS(G)65 etc. etc.
- ▶ But I'm going to give you my thoughts about the value of H&S Mgt systems and hopefully have some dialogue with you about your own organisations H&S Mgt system and its suitability and sufficiency
- ▶ I'm also going to talk about some of the challenges associated with creating, deploying and embedding a H&S Mgt system or even a HS & Env mgt system and how we are approaching this in our Mars Supply Organisation.



- ▶ We are a big complex business and so
- ▶ Our Mars H&S Mgt System consists of a number of complex jigsaw pieces.



- ▶ The challenge is to ensure they all fit together – because in reality their shape changes – all the time. Managed Change, Drift and Accumulation.....

- ▶ The Mars Supply H&S Mgt System consists of:-
- ▶ A vision - global
- ▶ A Policy – global but customizable within limits
- ▶ A H&S Mgt system ‘template’ – OHSAS 18001 at present but.....
- ▶ Standards, Specifications and Overviews – the good, the bad and the ugly!
- ▶ Tools to help deliver the requirements of the standards and drive self-assessment of conformance + playbooks + Retired Standards + regional and country level ‘guidance’ + site solutions



- ▶ Training – including online training tracked through our global HR portal
- ▶ Technical – e.g. Isolation of hazardous energy sources
- ▶ Functional – coaching/communication skills
- ▶ Developmental – Leadership competences
- ▶ A global audit programme run jointly with our external partner
- ▶ A hierarchy of HSE associates – from site H&S Technician up to Segment HSE Vice Presidents



- ▶ Critical Global Standards – WaH, WPT and LOTO
- ▶ Priority Global Standards – Electrical safe practices; Lifting Equipment and Operations, Construction Safety, Contractor safety, Confined Space Entry, Machinery Safeguarding
- ▶ Global Standards for revision – Blood borne pathogens, Chemical safety
- ▶ ‘Local’ Standards – Lone working, Driving on Company Business, Pressure and Pressure Systems
- ▶ Subject Matter Expert Teams – standard creation/ standard maintenance
- ▶ Signature processes – DSTS, SIRB, PCSS, Standards development process



- ▶ Language & cultural differences
- ▶ Expertise & competence of HSE Resources
- ▶ Resourcing/time to accommodate rapid change (FMCG)
- ▶ Leadership Distraction – Urgency vs Importance
- ▶ Quality of data (and therefore analysis)
- ▶ Communication – paper thinking in an electronic environment
- ▶ Ability of sites to embed standards etc. into daily working practice
- ▶ Initiative overload – safety and non-safety
- ▶ Links with OH.
- ▶ Evaluating delivery and performance

CHALLENGES

SO WHY DO WE NEED A H&S MGT
SYSTEM?





IT'S THE BEDROCK OF AN EFFECTIVE SAFETY CULTURE