



SAFE WORKPLACE CHAMPION AWARD

WINNER

Fraser Rankine

health and safety officer, Farne Salmon & Trout Ltd

Christmas is an exciting time of year for everyone. But, when it comes to business, the build-up to the holiday season can be a busy period, and it's no different for Farne Salmon and Trout, located in the Borders of Scotland. December 2014 was a particularly tough year for the company, reflected in the number of accidents on-site.

Fraser looked deeper into the cause and noticed a trend where the majority were recorded as 'Struck Against Stationary Objects' – something he considered to be reactionary accidents to working under intense pressure. To add more evidence to his case, in 2014 a third of these accidents occurred in December.

Pressure leading to stress and subsequently accidents wasn't easily recognised within departments, people tried to carry out tasks quicker, took less time to look after their area, paid less attention to their surroundings and worked in different departments from normal.

Fraser highlighted this from the data recorded and has worked tirelessly to reduce the number of accidents within the business, particularly at peak production times and times of change. He has spent more time in production areas, working with the people, understanding what the pressures are and considering together the ways these could be reduced.

The following year, in the build up to peak season, health awareness sessions were provided, which centred around understanding

and recognising the signs of stress. Recruitment processes were also reconsidered and introduced earlier to better manage and support the integration of new people into the business. Relaxation opportunities were provided weekly through the provision of a massage therapist.

From the 10 accidents at Christmas and eight lost-time accidents that year that had been caused by 'Struck Against Stationary Objects', the figures dropped to one in December 2015.

What's more, Fraser continues to apply the principles of tackling root causes for accidents, considering high impact times in the business and the education, support and information required to keep accidents low.

Massage sessions are now provided twice a week, along with in-house yoga; Fraser has also trained all managers in Mentally Healthy Workplaces. A new company-wide production process has also been introduced and, although a business decision, this implementation was fully supported by Fraser, who saw that by slowing the process down and ensuring everyone understands their role step-by-step, the level of stress – and subsequently the number of accidents – would reduce.

Fraser's people skills and approach to health and safety are what makes him stand out as an inspirational figure and a true Safe Workplace Champion. He has a very holistic view of health and safety, and gives due consideration to the individual, the teams and the company.

FINALISTS

Rajdeep Singh,
Step-Up team leader,
Weetabix Food Company
(Alpen Factory)

JUDGES' COMMENTS

“Fraser demonstrated a structured approach to solving a critical problem of lost-time accidents in the company's busiest period, going deeper than just the baseline figures and looking at the wider psychological impacts. Mental health and stress are sadly often overlooked in this industry, and as a result we were delighted to see Fraser's commitment to these issues.”

HIGHLY COMMENDED

Lee Dale, operations manager, PEME