Dear Mr Hodson

A Common Strategy for Improving Health and Safety Outcomes in Food and Drink Manufacturing Industries 2016-2021

I am pleased to inform you that this revised Common Strategy has now been agreed by all Food and Drink Manufacturing Forum (FDMF) member trade associations, trade unions and HSE, and is now active. Attached is your copy of the Common Strategy and its associated Pledge. I am grateful for the support from all Forum members in the production of these.

The revised Common Strategy looks to build on previous strategy success, by focusing on delivering measurable improvements against four key objectives. These objectives aim to accelerate the reduction in the ill-health and injury rate in a sector that has a current rate in excess of twice the manufacturing average.

With this focus and all parties and member companies showing visible and committed leadership and effective workforce engagement, I believe this Strategy can deliver real improvements in health and safety outcomes and business productivity.

The Strategy’s objectives in summary are:

1. A year on year reduction in the overall industry rate of ill-health and injury by 10%.
2. Effective management of Musculoskeletal Disorder risks by member companies.
3. Effective management of Slip and Trip risks by member companies.
4. Member companies deploying an effective Occupational Health management system.

Please take the time to fully read the Common Strategy. As well as describing the objectives in full, it outlines the responsibilities of all FDMF member organisations. It encourages FDMF members to take the following actions to best support the delivery
of the Strategy and I urge you to act on these where (an in a manner that) they are applicable to you.

- Develop & implement an action plan for your organisation to encourage delivery of the four Strategy objectives (within matters of your control). Such could include a plan to identifying the pertinent sector specific issues relating to the four objectives, with initiatives to target these.
- Encourage your member (and their supply) companies to develop or integrate their own existing action plans to try and deliver the Strategy objectives.
- Introduce, initiate and participate in initiatives in line with the Strategy.
- Report annual industry ill-health and injury statistics (on behalf of your members) using IOSH F&D Group Benchmarking survey. This information will really help to improve initiative targeting and monitoring of the Strategy.
- Promote the Strategy and Recipe for Safety within your members.
- Seek from and promote to your members, good examples of health and safety issues, leadership and worker engagement in order to support and deliver the four Strategy objectives.
- Plan to monitor the progress of your member companies in trying to deliver the Strategy objectives and your own plans until 2021.

I wish you all every success as we drive forward in partnership with this Strategy. I am confident that, by working together, we shall achieve our objectives.

Yours sincerely

Alan Craddock
Head of Manufacturing, Transportation & Safety Unit
The Food and Drink Manufacture Forum (FDMF) is a partnership between Trade Associations, Trade Unions and HSE. This voluntary strategy demonstrates FDMF members’ clear intent to act together, build upon previous achievements (such as the Recipe for Safety initiative) and to improve the health and safety (H&S) performance of the food and drink manufacturing industry.

This forward-looking strategy demonstrates commitment from the food and drink manufacturing industry to the wider national H&S system strategy Helping GB Work Well. In order to protect people, central to this strategy is sensible and proportionate risk management which supports and enables business productivity and innovation. The strategy has a particular focus on tackling work-related ill-health. Actions on sharing success and supporting small employers are set out in the strategy. Delivery of the strategy will only be effective through industry leadership (from directors and all other levels within organisations, and by representative organisations) coupled with effective worker engagement.

**Strategy Objectives 2016-2021**

**Objective 1: Ill-health / injury reduction**

Reduce the HSE RIDDOR reportable ill-health and injury rate, for the food and drink manufacturing sector, by 10% year-on-year (starting point 1st April 2016 = 1002 / 100,000).

**Objective 2: Musculoskeletal disorders (MSD) including manual handling and upper limb disorders**

Food and drink manufacturing companies to have in place effective arrangements to manage MSD risks. Examples of key actions which companies are encouraged to implement:

- identifying and assessing key MSD risks using an effective method, such as the ART, MAC, VMAC, RAPP assessment tools or others.
- an action plan to reduce MSD injuries.
- removing or reducing MSD risks to as low as is reasonably practicable e.g. by redesigning tasks, changing work station design and lay-out, mechanisation, job rotation etc.
- providing practical task-specific MSD training.
- applying root-cause analysis to the investigation of MSD injuries.
Objective 3: Slips and trips

Food and drink manufacturing companies to have in place effective arrangements to manage their slip and trip risks. Examples of key actions which companies are encouraged to implement:

- identifying and assessing key slip and trip risks using an effective method, such as SAT or others.
- an action plan to reduce the number of slip and trip injuries.
- eliminating and reducing slips and trips e.g. by eliminating wet (or other) contamination of floors, walkways, staircases, gantries etc.
- applying root-cause analysis to the investigation of slip and trip injuries.

Objective 4: Occupational health

Food and drink manufacturing companies to have in place an effective occupational health (OH) management system. Examples of key actions which companies are encouraged to implement:

- identifying key OH hazards.
- an action plan to reduce the biggest causes of work related ill-health.
- developing closer links with OH health providers to involve them in the risk assessment process.
- specifying key performance indicators for OH.
- establishing procedures for monitoring and reviewing the effectiveness of their OH management system.

Key Delivery Actions: FDMF

- promote the strategy and develop an action plan to deliver the strategy’s objectives and monitor delivery against it.
- develop and implement initiatives in line with this strategy and encourage member organisations to adopt and promote them.
- share experience and knowledge to determine and communicate the best ways to further reduce injuries and work related ill-health in the food and drink manufacturing industry.
- promote the importance of effective board / director level leadership, and effective worker engagement to strategy success.

Key Delivery Actions: FDMF Member Organisations

- promote the strategy and implement their own action plans to help their members deliver the strategy’s objectives (within matters under their control).
- encourage their members to develop or integrate the strategy’s objectives into their individual action plans.
• encourage their members (collectively and individually) to introduce their own initiatives in line with this strategy.
• promote, to their members, the importance of effective board / director level leadership and effective workforce engagement.
• monitor and feedback on the progress of their members in delivering the strategy’s objectives.
• collect and share their member’s ill-health and injury data to inform strategy delivery and to benchmark performance.
• promote the *Recipe for Safety* guidance.