

Effective SAFETY Solutions

WHERE

Company: Alcan

Location: Neuf-Brisach, France

Business: Specialty Sheet

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THE ISSUE

One of the most essential aspects of excellence in safety is active employee involvement.

THE SOLUTION (additional level of protection put in place)

Type: (Technical ☐ - Procedures ☒ - Others ☐)

Description of key feature or change versus current conditions:

When an operator detects a risky situation, he fills in a standardized template which includes risks he has identified and the appropriate actions to be launched. He implements with his colleagues and/or his managers the action(s) in order to eliminate the risk. One safety action per operator and per month is required.

All the operators safety actions are registered and followed up, and are integrated as safety indicator in the legal profit sharing program at plant level.

A continuous improvement process has been defined with the following steps: Every month :

- 1) every supervisor collects the safety actions led by the operators from his shift.
- 2) every supervisor presents the best actions he has chosen from his team to his head of production department, to his foreman and to the safety/training coordinator of the workshop.
- 3) every head of production department selects the best safety actions implemented in his department and decides or not to submit it to the plant management team (as a selection committee).
- 4) the selection committee (*) decides the action(s) chosen from the best safety actions of the month according to 7 formalized-based criterias : initiative, simplicity, autonomy in the implementation, efficiency, continuity, visual, transposable.
- 5) the selected action(s) are published in the plant newsletter « Agir Sécurité » to give recognition to the operator(s) who implemented it.

At the end of August 31st, 8 705 safety actions led by operators were registered.

Once a year, at plant level, the selection committee selects the best safety actions in the year either collective or individual. At production department level, the head of department does the same for the safety actions from his sector. An event meeting is arranged, during which the operation director awards a gift to the employee(s) involved in a recognized safety action. (*) the selection committee is composed of the operation director, the deputy operation director, the plant HR manager, the plant EHS manager, and the continuous improvement department manager

PICTURES or ADDITIONAL INFO



Communication about safety actions chosen, in "Agir Sécurité"



Recognition poster about a safety action driven by an operator

SAFETY BENEFITS – pros/cons

- Risk reduction by each safety action.
- Significant increase of employee involvement and commitment.