

SHEQ Strategy Goals 2019

Appendix A

Objective 1 To achieve and maintain accreditation to 9001, 14001, 18001, Gas Safe and NICEIC	Objective 2 To Reduce Environmental Impact and Improve Environmental Performance	Objective 3 To prevent injury and ill health	Objective 4 To comply with applicable legislation and other requirements	Objective 5 To maintain a skilled and competent SHEQ team to enable them to provide necessary information, instruction, training and supervision (IITS) to the Group
Goals	Goals	Goals	Goals	Goals
2019	2019	2019	2019	2019
1.1 Review SHEQ Policy / Statements	2.1 Achieve or exceed a diversion rate of waste from landfill of 95%	3.1 Reduce accidents by 10% across the Group	4.1 Identify and implement actions to increase claims defensibility and monitor to ensure continuous improvement	5.1 80% of team to attain NVQ5 or diploma
1.2 Complete the annual management review and associated action plan	2.2 Implement Reconomy Tipping App across all relevant branches	3.2 Plan and implement a Behavioural Safety & Change Initiative	4.2 Review all legal registers twice yearly	5.2 100% of team to attain membership of IOSH
1.3 Complete annual review of policies and procedures (Housing & Care)	2.3 To complete and address issues identified within the carbon footprint assessment	3.3 Meet all relevant KPIs	4.3 Communicate any legal changes and monitor impact	5.3 80% of team to undergo environmental awareness training
1.4 Maintain the planned programme of internal and external audits		3.4 Continue to monitor and improve the Accident and Information Reporting System "Mears Protect"	4.4 Monitor compliance with the requirements of ACOP L8 Legionnaires Disease	5.4 80% of team to attain a training / presentation skills qualification i.e. PTLLS or equivalent
1.5 Retain accreditations		3.5 Continue programme of joint site inspections to include general managers and senior management	4.5 Develop and Implement an audit programme to ensure Buildings Safety Compliance checks are being conducted within MHM	5.5 Provide SHE Managers with appropriate training to implement a behavioural safety & change initiative
1.6 Achieve accreditations for Mears New Homes		3.6 Continue Audit Programme to monitor the SHE Performance of Sub Contractors	4.6 Develop a system to ensure that jobs completed within MCM/MSP are compliant from a H&S perspective	5.6 100% of compliance managers to attain TAQA assessors award or equivalent
1.7 Achieve accreditations for Mears Housing Management		3.7 Continue Audit Programme to monitor compliance with Gas Regulation 8 Alterations to Property		5.7 50% of compliance managers to attain NVQ4 Gas/Electrical Safety Management Award
1.8 Achieve transition to 45001		3.8 Review current suite of Tool Box Talks to identify areas for improvement and look to use alternative methods of delivery where possible to improve communication		5.8 100% of Electricians to attain C&G 2382/18
		3.9 Produce and implement Accident Investigation documentation & training module		
		3.10 Implement an annual programme of refresher training for Gas Regulation 8, Asbestos & WAH		