



A COMMON STRATEGY FOR IMPROVING HEALTH AND SAFETY OUTCOMES IN THE FOOD AND DRINK MANUFACTURING INDUSTRY 2021-2026

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 Protecting People and Places.

In order to protect people and places, 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 2021-2026

Objective 1: Ill-health / injury reduction

Reduce the HSE RIDDOR reportable ill-health and injury rate, for the entire food and drink manufacturing sector, by a minimum of 10% over five years with a year-on-year reduction within this period.

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

Food and drink manufacturing companies to have in place effective arrangements, such as action plans, to manage MSD. Examples of effective initiatives and actions include:

- Method(s) for identifying and assessing MSD risks such as ART, MAC, VMAC, RAPP assessment tools
- Processes for removing or reducing MSD risks such as redesigning tasks, changing workstation lay-out, mechanisation and job rotation
- Provision of practical task-specific MSD training.
- Application of root-cause analysis when investigating MSD injuries.



Objective 3: Slips and trips

Food and drink manufacturing companies to have in place effective arrangements, such as action plans, to manage their slip and trip risks. Examples of effective initiatives and actions include:

- Methods for identifying and assessing key slip and trip risks such as SAT
- Processes for eliminating and reducing slips and trips
- Application of root-cause analysis when investigating slip and trip injuries.

Objective 4: Occupational health and Wellbeing

Food and drink manufacturing companies to have in place an effective occupational health (OH) and wellbeing management system.

- Clear procedures for identifying OH and Wellbeing hazards.
- Plan to develop closer links with OH health providers to involve them in the risk assessment process.
- Specific KPIs for OH and wellbeing
- Procedures for monitoring and reviewing the effectiveness of their OH and wellbeing management system
- Specific processes for dealing with Covid legacy OH and wellbeing issues such as long covid, isolation of lone workers and ventilation
- Clear signposting of tools relating to mental health such as Working Minds

Objective 5: Leadership and Engagement

Food and drink manufacturing companies to exhibit evidence of buy-in and effective leadership from their senior leaders on key health and safety issues. This can include demonstrating the use of the three assessment tools produced by FDMF (listed below) or other initiatives such as surveys and focus groups.

- Leadership self-assessment tool
- Leadership 5-minute self-assessment tool
- Workforce engagement assessment tool

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 work force 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