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Suttles Setting Standards



Engaging: director Liam Tucker (standing, left) in full flow



Chestnut Nursery, Poole

Project: Supply and installation of gabion baskets


Client: Greendale Construction Ltd.

A Projects and Quarries collaboration to install gabion baskets at a charity in Poole was completed in (Cont'd [p5](#))

Close call drive

Suttles are kicking off the year with a company-wide series of events aimed at improving performance, communication and learning in health and safety. Every Suttles employee has attended the first in a series of internal half-day seminars, dubbed Suttles Setting Standards, encouraging employees to think about behavioural safety and what makes a good safety culture. (Cont'd [p3](#))

Setting standards with group collaboration in safety

THE NEW year always brings fresh starts and positive reflections, but never moreso at **Suttles**, where we have committed to being on the same page across the group with a new behavioural safety campaign. With new employees, more work, and expansion on the horizon, we have prioritised achieving a better culture in all things. The impact of our cover story and reappraisal of safety matters spans almost every page in this quarter's bumper edition. Elsewhere, **Suttle Projects'** ongoing commitment to innovation is shown in its first ever use of rotary piles in a £19m bridge replacement scheme at Romsey Road, Southampton, which is covered in our News section on [page 8](#). 



Our new Behavioural Iceberg poster

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Health & Safety
Our new H&S poster



Know Your Colleague
Who's ploughing this furrow?



Scour protection
Bedfordshire works and more highlighted in News

Editorial team

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Registered office: Swanworth Quarry, Worth Matravers, Swanage, Dorset, BH19 3LE.





and recognise that the only way we can do this is with the whole team working together."

Site operative, **John McHugh**, said: "It was very interesting - it really opened my eyes and made me look deeper at things.

"It made me feel like, as well as health and safety matters, I should be looking out for other people, and their own well-being and mental health."

Driving

Examples were given of how employees can apply a good behavioural safety culture

to their driving - and in particular, the risks posed by issues of fatigue and crossing into 'Alpha State' - when someone reaches a very relaxed state whilst awake. The brain begins to emit Alpha waves instead of Beta, which is what you emit when fully awake.

In acknowledgement of the importance of breaks to avoid Alpha State, 10 minute breaks were given every hour of the presentation.

Health and safety assistant, **James Wilmshurst**, said: "We're trying to promote a good safety culture, which is not only specific to our work sites, but also incorporates commuting to and from home."

Don't forget the life-saving rules - never use a mobile phone while driving.

(Setting Standards cont'd [next page](#); see smartphone advice cont'd [p7](#).)



Suttles Setting Standards (continued from front)

It allows all employees to give feedback, both positive and negative, regarding the existing culture in the business and engages them to promote change within the company.

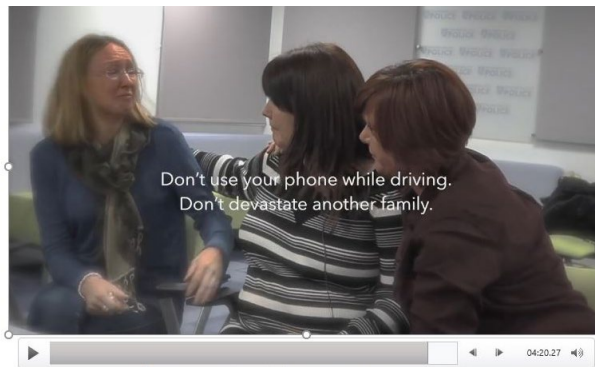
This is the first in a series of behavioural programs that Suttles will be running over the next 18 months, with a focus on behaviours and risk perception.

Director **Liam Tucker** said: "We as a company want all our employees to know that we take safety seriously.

"The leadership team want to produce a very positive safety culture,

Key 'Setting Standards' points

- **Communication:** different barriers we may encounter and the importance of clear communications
- **Mental health:** don't be afraid to ask our colleagues if they're okay
- **Driving-based behaviours:** different perceptions and fatigue can play a massive part, Time Vs Risk
- **Risk perception:** we all have different perspectives, for younger people perceived risk is lower



DRIVER USING MOBILE PHONE KILLS FAMILY ON A34

**SUTTLES
SETTING
STANDARDS**



During Suttles Setting Standards, we asked you - *what do we need to develop?*
This is what you said...

Office to Site
Communication
(all areas of the business)

Longer buddy
system for
new operators

Leadership team
to visit site
more often

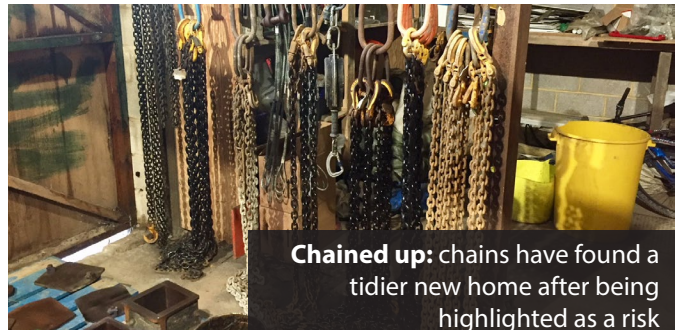
More holiday

Identify future
leaders in all
areas

Improve water
supply at CAQ

Feedback from close call exercise

Employees were tasked with carrying out a mock site audit at Dawkins Road, Poole. This consisted of checking for close calls and potential hazards in the vicinity. Over 50 unique issues were raised in the exercise.



Chained up: chains have found a tidier new home after being highlighted as a risk

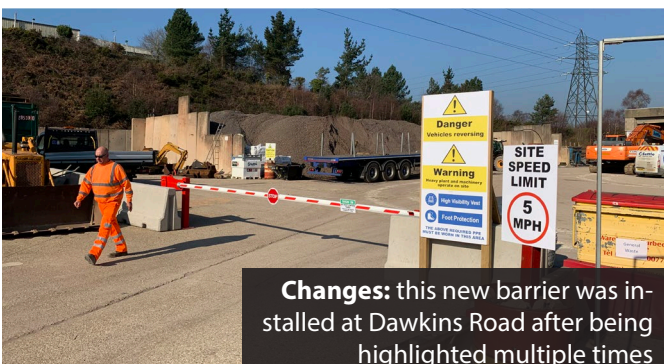
More than 313 close calls were captured during the in-house audit. These were collated and control/close out measures have started

to be implemented, such as the installation of a new barrier at the entrance to the Dawkins Road yard, with revamped signage, and

COSHH and flammable containers are now in place. Propane and oxygen bottles have also been secured.

On the back of these

events, we also set up a close call reporting email at closecalls@suttles.co.uk (See Close Calls round-up cont'd [p10.](#))



Changes: this new barrier was installed at Dawkins Road after being highlighted multiple times



Locked away: gas canisters were secured away after being identified as close calls

Chestnut Nursery (continued from front)

February.

Although not the usual type of works **Projects** would undertake, it was a great way to showcase the capabilities held across the group and collaborative working. More than 80 tonnes of gabion material from **Swanworth Quarry** was used for the project.

Greendale site manager, **David Neil**, said: "**Suttles** were very flexible and easy to deal with - they just got straight on it.

"Supervisor **Aiden 'Turk' Edwards** installed the baskets and was very impressive."

For more information visit www.chestnutnursery.org.uk

PROJECTS SITE MOVE COMPLETE

Suttle Projects completed a move to Dawkins Road Industrial Estate, Hamworthy, in Poole back in October.

As well as a new and freshly decorated

two-storey base of operations, the new site provides expanded capacity for plant machinery and has a recently renovated workshop at the rear.

ACHIEVEMENTS AND ACCREDITATIONS

Director, **Liam Tucker**, has gained a qualification from the National Examination Board in Occupational Safety and Health (**NEBOSH**).

Liam had to complete 12 days of learning and 30 hours of study time before sitting two exams and a practical exam in order to acquire the globally recognised accreditation.

He said: "I've had a passion for health and safety over the last few years, wanting to ensure our people are our top priority and that their health, safety and well-being is at the top of our list.

"This now allows me to apply my knowledge with confidence in understanding the laws and regulations for the tasks our people carry out every day. As a business it allows us to demonstrate that we have all capabilities in-house without relying on a source from outside of the business."

Liam also celebrated 10 years at the company at the end of last year, having joined as a site foreman, when he assisted with river works at Prospect Business Park,

Swanage.

Asked about his favourite moment from his time at **Suttles** so far, Liam said: "I don't have anything specific, but being able to go to **Bauma** [an international trade fair for construction machinery, held in Munich, Germany] was pretty impressive."

Commercial manager, **John Harley**, has added another qualification to his name - an MSc.

John graduated from a Masters in Construction Law at Kings College London in January. He said: "As our companies are expanding, it is important that we have in-house knowledge of construction law and an ability to resolve any disputes quickly.

"The course provided readily-applicable knowledge that has immediately improved the commercial department."

John thanks the company for the time



Con-grad-ulations:
John Harley MSc

and money invested in achieving his qualification.

NEW HYDREMA

Suttle Projects took delivery of their first **Hydrema** dump truck to enhance their capability in earthworks schemes.

It went on its first outing at the beginning of February at Beaulieu, where it was deployed to move material as part of an embankment stabilisation scheme.

It has a raft of safety features including a proximity warning, 360-degree in-cab camera and (cont'd p8)



Maiden journey: the first truck to leave DKR



New plant: Graham Hedges takes the helm

Health & Safety



Be proactive.

To report a close call contact closecalls@suttles.co.uk

New Year, New Calendar

Our new Safety Health Environment and Quality calendar launched in January, with a focus on drinking less, alcohol and drug addiction.

In February, with a focus on the Fleet Operator Recognition Scheme (**FORS**), we looked at driver safety, and briefed out a reminder on the importance of completing vehicle checks, how to do them, and provided tips on how to plan a safe journey, and what to do in the event of a breakdown.

Welding

The Health and Safety Executive (**HSE**) have issued a Change in Enforcement Expectations for Mild Steel Welding Fume, meaning they

will no longer accept any welding undertaken without suitable exposure control measures in place, as there is no known level of safe exposure, and welding fumes have been linked to some types of cancers.

Measures to be in place are:

1. Make sure exposure to any welding fume released is adequately controlled using engineering controls typically LEV (Local Exhaust Ventilation).
2. Make sure suitable controls are provided for all welding activities, irrelevant of duration. This includes welding outdoors.
3. Where engineering controls alone cannot control exposure, then adequate and suitable RPE (Respiratory Protective Equipment) should be provided to control risk from any residual fume.

4. Make sure all engineering controls are correctly used, suitably maintained and are subject to thorough examination and test where required.

5. Make sure any RPE is subject to an RPE programme. An RPE programme encapsulates all the elements of RPE use you need to ensure that your RPE is effective in protecting the wearer.

Latest SHEQ Alerts

8/11/18 – **DKR employee hit head on stairs.** Horse play and jumping down the stairs at Dawkins Road led to this preventable minor injury
22/1/19 – **x3 MHR**

Incidents. An alert was briefed out after three minor injuries occurred in two weeks. In one incident, an employee suffered back pain after pulling a metal manhole cover from the conveyor belt. A magnet should have been used. During maintenance work on the crusher, an employee caught his head on a protruding metal lever while reaching for a nut. In the third incident, an employee cut their hand after slipping

while tightening a nut.

Safety Tip: Do Not Disturb While Driving

Using a phone or sat nav while driving is dangerous and illegal.

You can get six penalty points and a £200 fine if you use a hand-held phone when driving. You'll also lose your licence if you passed your driving test in the last two years. You can get three penalty points if you don't have a full view of the road and traffic ahead or proper control of the vehicle.

The law still applies if you're stopped at traffic lights, queuing in traffic and supervising a learner driver.

Modern smart-phones are a tantalising lure, offering a world of entertainment and distraction at one's fingertips, but phone manufacturers are now taking measures to prevent their use among drivers whose attention should be fully directed on the road and traffic conditions.

iPhone

Included in iOS 11 and above, Do Not Disturb While Driving is an optional feature



FEBRUARY 2019



Safe Vehicle

- Are you happy that your seat/head restraint/mirrors are positioned correctly?
- Are you confident that your vehicle isn't overloaded?
- Do you know how to secure your load properly and have you got enough straps to do so?
- Do you know what to check when completing your defect report book?



that can prevent smart-phone use and incoming calls while driving to avoid distraction.

It can be toggled to automatically activate (if the iPhone detects fast movement consistent with being in a car), when connected to car Bluetooth, and manually.

To set this up, tap on the Settings app on the home screen. Then select Do Not Disturb, and activate it at the bottom of the screen.



Android

Although most Android phones don't have this feature built in, the **Driving Detective** app can add the same functionality:

<https://play.google.com/store/apps/details?id=mk.com.vasilev.drivingdetective>

For more information visit www.gov.uk/using-mobile-phones-when-driving-the-law

Network Rail Digital Comms Action

After a serious incident in which an overturned mini digger nearly struck a banksman, the use of radio communications to enforce an agreed exclusion zone is being enforced on work sites.

Guidance issued from **Network Rail** states: "Whenever On Track Plant (OTP), On Track Machines (OTM) or non-rail mounted plant is used on Network Rail construction sites (rail or civils) full digital duplex communications are to be provided (by the Principal Contractor) and used. "All construction staff are to be made aware of the importance of maintaining an exclusion zone around all plant because of dangers of inadvertent plant movement."

FORS

Suttle Stone Quarries carried out additional **FORS** training to reinforce their position in maintaining the Bronze accreditation which they have already achieved.

Employees are also being briefed on vehicular safety throughout the year in the SHEQ calendar.

Both **Projects** and **Quarries** have a new audit in the coming weeks.



Safety Advice

Action required following a serious incident



Control of Mini-diggers and use of Digital Radio communications

Issued to: All Network Rail line managers, safety professionals and RISQS registered contractors
Ref: NRA19-01
Date of issue: 01/02/2019
Location: National
Contact: James Adshead, Principal Health and Safety Manager, IP Track james.adshead@networkrail.co.uk



Suttle SHEQ CALENDAR 2019



Know Your Colleague

Joe Paine
Managing director
Suttles



OUR very own managing director, **Joe Paine**, has reached the national finals in his ploughing class for his

performance in ploughing matches.

Joe ploughs with a **1954 Ferguson** tractor and plough. He inherited his interest from his Dad, who also competed at a national level, during his childhood at California farm, which is also the site of **Suttles' California Quarry** in Swanage.

He competed several times as a teenager and has rediscovered his enthusiasm for the pastime.

Ploughing matches have various classes for different types of tractor and plough, and most matches have between 50-100 competitors. The Ferguson

class will often have an entry of 10 ploughmen. Ploughing is judged in nine criteria including neatness, uniformity, and straightness over a set time period.

This autumn is Joe's third season. He has qualified for the national ploughing finals in the Ferguson class to be held in Lincolnshire in October this year.

"It brings me a lot of fun from my collection of six Ferguson and Massey Ferguson tractors," Joe said.

"They've been gradually worked on to make sure that they are reliable and work well in matches," he added.

Joe's distant ambition is to become a national champion in his class.

Tom Paine



monitoring system, and it won't start if the driver isn't wearing a seatbelt.

Lifesaving rule:
Never enter the agreed exclusion zone unless directed by the person in charge



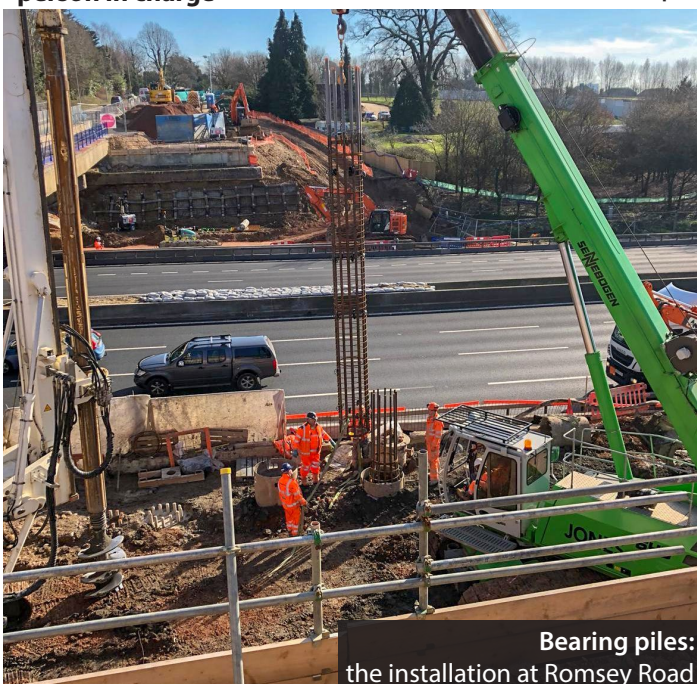
ROMSEY ROAD ROTARY PILES

As part of extensive £19m works being undertaken for a bridge replacement scheme at **M27 Romsey Road**, **Projects** are installing 900mm dia. 23m deep,

fully reinforced, rotary bored bearing piles for the new bridge abutments.

Director, **Alistair Maidman**, said: "The north abutment is particularly challenging, with overhead powerlines limiting headroom to 14.6m and motorway closures required for access of piling plant."

discovery, kindhearted **Matt Davies** has given the fox his excess lunch. This has resulted in Doris being comfortable enough to stand just a metre away from someone when at first she would not come near us. Doris' visitations have also proved a hit with customers. *Tom Paine*



Bearing piles: the installation at Romsey Road

DORIS THE FOX

A **FURRY** recurring visitor to the **Manings Heath Depot** has proved a hit with employees and customers. **Doris** the fox, also known as Foxy, has been making a daily appearance over the last few months. Since first

NEW PLANT AT SWANWORTH

Suttles fleet director, **Jimmy James**, took delivery of some new items to enhance our capability to produce and supply stone products.

Two new lorries were delivered to the quarry - both 8-wheeled Volvo

tippers - and replaced two similar trucks from 2010. The new vehicles are more reliable, environmentally friendly, and present Suttles as a modern, forward-thinking business.

The third new arrival to Swanworth is a Volvo EC300 excavator. It allows us to move an older Doosan excavator to the Bournemouth Beach groynes replacement project for the winter. We now have an all-Volvo fleet Swanworth, including two excavators, two loading shovels and two all-terrain dumpers.

Tom Paine

FRESHFORD MILL

SCOUR protection works proved an outstanding success for **Projects** last year.

In particular, a scheme at Freshford Mill near **Bath** was carried out between August and September to protect a new housing development.

The project required the construction of a combi-pile flood wall - a wall that has been made from sheet piling and steel tubing for extra strength. These were drilled and fixed into the underlying rock.

Technical director, **Alistair Maidman**, said: "It was hugely difficult because the rock at the site was very hard and shallow."

He added: "It demonstrates our capacity for

engineering and innovation."

Tom Paine



Primates Simon, Eveline and Thelma (c) Monkey World



Lorry driver George Brown dropped off the tubes

MONKEY WORLD DONATION

Rather than sending unused plastic tubes in the new yard at Dawkins Road to landfill, **Projects** donated them to **Monkey World** for the primates to enjoy in their enclosures.

It was the idea of engineer **Antonio España Zamora**, a supporter of the ape rescue centre at Wareham, who even sponsors one of the chimpanzees.

BOURNEMOUTH BEACH VISITOR

As part of her training and in order to get a better grasp of the work **Projects** undertakes, admin assistant **Stephanie Lamb** recently checked out the progress of an installation of new groynes at Bournemouth Beach, where she met the team hard at work on a bracing winter



The new Volvo EC300 loading a truck at Swanworth

evening.

A total of four groynes have now been completed at Bournemouth, with the remaining two very close to completion, in this second and final phase of the works.

ICE TO SEE YOU

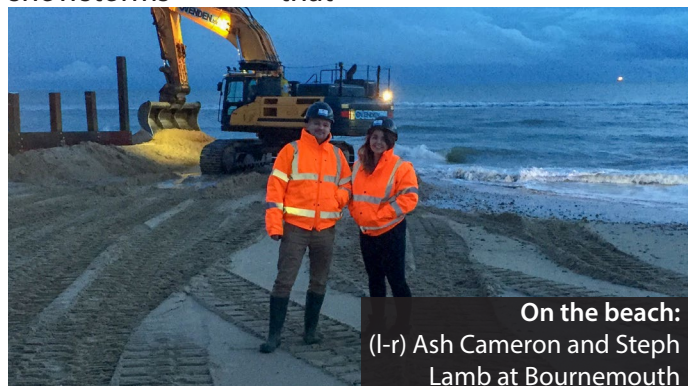
FROSTY the snowman proved to be a very short-lived visitor to Mannings Heath Depot.

He appeared during snowstorms that

brought school and business closures and travel chaos across the country at the beginning of February.

Frosty wears a **Suttles** beanie, a sculpted physique and toothsome, aggregates smile.

Site areas were gritted and salted during the cold snap and employees were advised to top up their windscreen wash.



On the beach: (l-r) Ash Cameron and Steph Lamb at Bournemouth



Now we see you: Frosty at Mannings Heath Road



Dead 🦴🦴🦴

January Close Calls reached a fantastic 48 IN TOTAL!

- Data collected from close calls identified that in January the most close calls were identified at midday on the lead up to lunch
- 77% were low threat levels, but 23% were deemed to be medium - these included falls from height, dangerous driving and slips, trips and falls
- 71% of close calls were a threat to employees with 8% being a threat to the public
- 10 close calls were put in for the use of PPE. This should be an area of focus throughout our sites as it is a basic requirement before starting and during works. A toolbox talk will be given to all employees
- 11 are within the misc category, since Suttles Setting Standards we have started to get important close calls regarding our processes, this is valuable information to adapt how we approach things
- A small number of close calls identified speeding through various yards across the business, it's vital to stick to the speed limits

Top Scores by Site

Bournemouth Beach Groynes	14
Swanworth Quarry	10
California Quarry	5
Dawkins Road	6
Beaulieu	4
Winterbourne Abbas	4
Mannings Heath Road	3
Romsy Road	1
Coffle End Scour	1

Close calls by category

Other (misc)	11
PPE	10
Equipment/Plant	5
Slip, Trip, Hazard	5
Storage of materials	5
Welfare Facilities	3
Access/egress	3
Fall of material/equipment	2
Induction/Briefing	2
Movement of plant	2

SCOUR PROTECTION BEDFORDSHIRE

Projects have been installing scour protection at two **Network Rail** bridge structures in **Bedfordshire**.

Director, **Alistair Maidman**, said: "At our first site, we put together a temporary works procedure for entering the watercourse and installing the rock armour.

"The water is 4m deep and featured significant flows, especially following the melting snow recently. All the temporary works, cofferdam and piling barge, have

been designed by our in-house design engineering team."

JORDAN AWARD

Site supervisor **Jordan Roberts** was praised by a client at Halfway Bridge for his attitude, work ethic and commitment to health and safety. The project, for **Balfour Beatty** and **Sussex Highways**, was to in-



Freshford Mill

stall **Concrete Canvas** on three culverts. He was presented with a vouch-

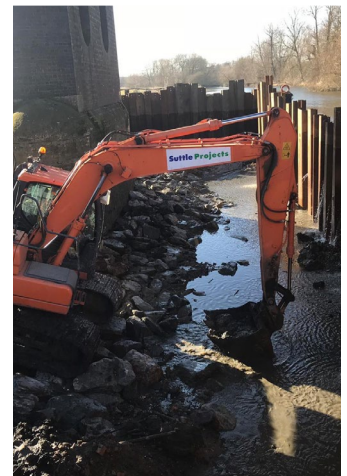
er for his efforts. Well done, Jordan!



(l-r) **Jordan Roberts** and **Liam Tucker**



The temporary works at Bedfordshire



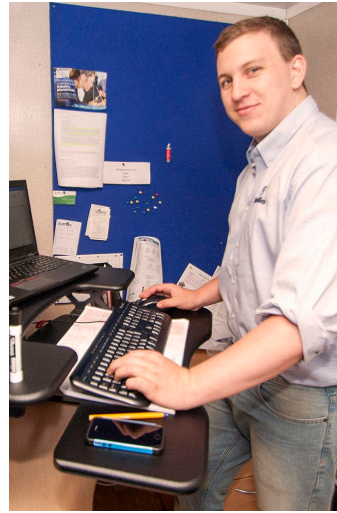
TODAY IT'S
A CLOSE CALL

TOMORROW IT'S
AN ACCIDENT



REPORT CLOSE CALLS  closecalls@suttles.co.uk

We are stone experts and specialist civil engineers



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