



From stale and boring to engaged and enthusiastic – transforming a H&S Committee

“Rinse and repeat,” was the common phrase used to describe the Health and Safety Committee at Gallagher prior to 2018.

The Waikato-based company was finding the traditional and outdated approach to the way the Committee was running meant it was boring, visibly stale, focused on lag indicators, and reactive.

The company, which manufactures and markets animal management, security, fuel systems and contract manufacturing solutions, challenged itself to completely disrupt the status quo, and think about safety differently.

It wanted to reimagine the way the Health and Safety Committee operates to achieve improved engagement and safer outcomes.

Senior leaders gave committee members the permission to be radical and transform what it means to be involved in the Committee. Everyone involved in the Committee was invited to co-design the future over the next six months – using design thinking methodology and experiential learning.

The first thing to go was the name; and the Gallagher Health and Safety Forum was born.

As well as that, the new Forum:

- Co-designed a new vision
- Experienced autonomy, responsibility and accountability
- Developed a range of work-stream initiatives with clearly defined actions – led by Forum members
- Created collaborative and agile project teams, linked to the workstreams.

The transformation has led to a noticeable increase in engagement including attendance levels, willingness to contribute, creation of new ideas, and connection to the wider businesses.

Take a look at this video to hear how the Gallagher Health and Safety Forum members found the experience and what it means to them: <https://vimeo.com/449530759/097bcf8fce>

To get in touch with the Gallagher team to learn more, contact richard.downey@gallagher.com