



J&A International Limited **Health and Safety Report 2008**

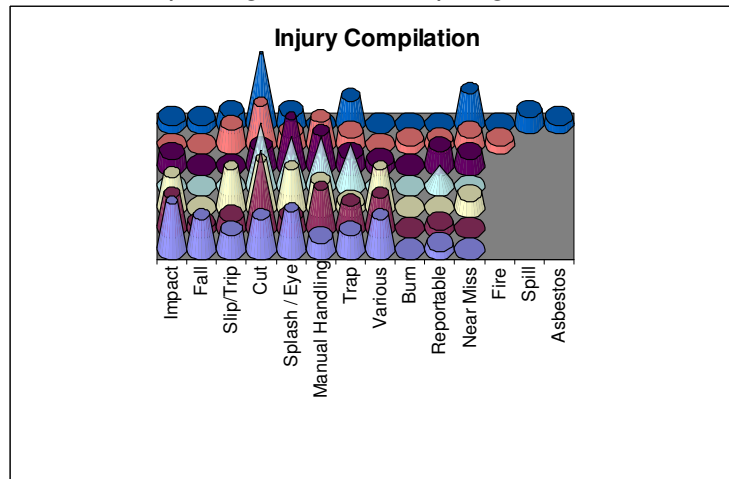
J&A continued to improve Health and Safety during 2008.

Accidents & Incidents for the Year:

2008	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Department													Total
Screen Room		3			2		1	1	1	1		1	10
Canteen							1						1
Maintenance			1									1	2
Transfers					1			1		1			3
Print							1			1			2
Emblem Print		1							1				2
Customer Service		1											1
Embroidery				1									1
Finishing													0
IDT						1							1
Stores & Despatch				1									1
IT													0
Fire													0
Spill			1				1						2
Asbestos							1						1
Exercise										1			1
Total 2008													28

There were a total of 28 incidents during 2008.

Additional items added to the reporting table were Spillages and Asbestos.



Types of injury:

Incident Type	2002	2003	2004	2005	2006	2007	2008	Totals
Impact	7	5	5	2	2	0	1	22
Fall	5	1	0	0	0	0	1	7
Slip/Trip	3	2	6	3	0	3	2	19
Cut	5	11	7	9	3	6	10	51
Splash / Eye	6	2	6	7	7	2	2	32
Manual Handling	2	6	4	7	5	4	0	28
Trap	3	4	1	6	2	2	4	22
Various	5	5	6	1	1	0	0	18
Burn	0	0	0	0	0	1	0	1
Reportable	1	1	0	3	3	1	0	9
Near Miss	0	0	2	0	2	2	5	11
Fire						1	0	1
Spill							2	2
Asbestos							1	1
Total	37	38	37	35	22	23	28	

Most frequent injury is a cut with a total of 10 incidents. An increase on the previous few years. There were no major cuts.

Over the past 7 years a cut is the most frequent with 51 incidents.

Compiled over the past 4 years show a trend in the Screen Room Department. This is easily the area with the most incidents.

Compilation of Department Incidents						
Department with Incident	2005	2006	2007	2008	Total	
Transfers	12	4	2	3	21	
ScreenRoom	9	4	9	10	32	
Maintenance	4	0	2	3	9	
Embroidery	2	2	0	1	5	
Emblems / Ink Mixing	2	4	4	2	12	
Canteen	1	0	1	1	3	
Fastrac	4	4	2	0	10	
Print	0	4	0	2	6	
IT	0	0	1	0	1	
Customer Service	0	0	0	1	1	
Stores & Despatch	0	0	0	1	1	
IDT	0	0	0	1	1	
Exercise	0	0	0	1	1	

The Screenroom is an area waiting to be refurbished.

Frequency Rates

Calculated by: -

No of Accidents in Calendar Year(28)
Total No. of hours worked during period (260000 hrs)
X100,000

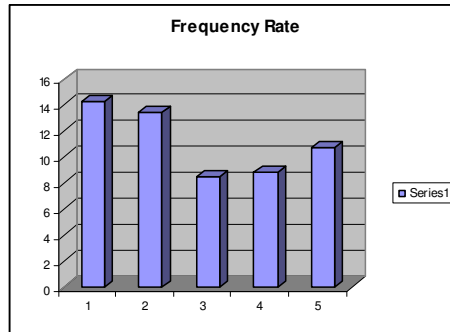
Our rate to year ending 31st December 2004 was 14.23 accidents per 100,000 hours

Our rate to year ending 31st December 2005 was 13.46 accidents per 100,000 hours

Our rate to year ending 31st December 2006 was 08.46 accidents per 100,000 hours

Our rate to year ending 31st December 2007 was 08.84 accidents per 100,000 hours

Our rate to year ending 31st December 2008 was 10.76 accidents per 100,000 hours



An increase on the previous year of 1.92

Incident Rate

Accidents per 100 employees

No of Accidents in Calendar Year(28)
Number of Employees 120
X100

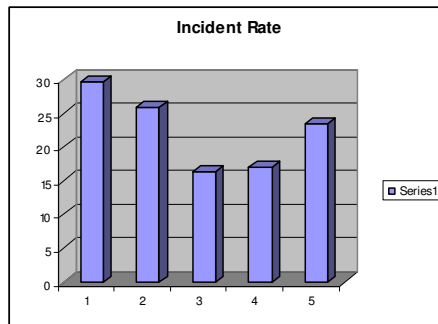
2004 Our incident rate was 29.6 accidents per 100 employees.

2005 Our incident rate was 25.9 accidents per 100 employees.

2006 Our incident rate was 16.29 accidents per 100 employees.

2007 Our incident rate was 17.03 accidents per 100 employees.

2008 Our incident rate was 23.33 accidents per 100 employees.



An increase of 6.3 incidents per 100 employees.
The increases were due to better reporting of near misses and additional categories added.

Reportable Accidents

During the subject period, J&A did not have any reportable accidents for 2008.

Total cost of accidents and Downtime

The total cost for accidents during 2007 was £3951 with 385 hours downtime.

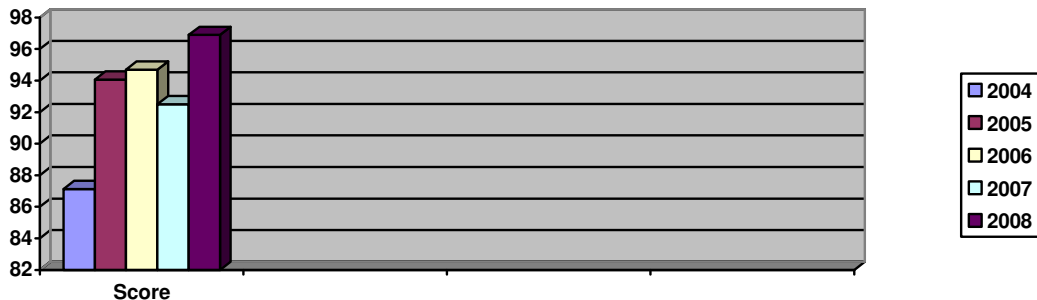
The total cost for accidents during 2008 was £43.65 with 5 hours downtime. A good decrease.

Results of audits and inspections.

External audit

This was conducted by the British Safety Council and they awarded Five out of Five Stars. This maintained the same amount of stars as the previous year with an increased percentage score.

2004 -4 Stars -87.13%
2005 -5 Stars -94.07%
2006 -5 Stars -94.7%
2007 -5 Stars -92.5%
2008 -5 Stars – 96.90%



Additional recommendations were raised and the majority will be implemented before the next audit.

Internal audits

These were carried out in 13 areas. Non Conformings found were corrected and improved. Training needs to be carried out for new safety representative to carry out this function in 2009

Inspections by Team Leaders completed monthly, raised actions within each department. These were extended to Managers and Directors completing checks of areas.

External Visits

There have been no external visits regarding Health & Safety during 2008.

Safety Plan

The Safety Plan was approved at the start of the year and was run mainly to schedule.

The 2009 Safety plan is being reviewed and then needs to be approved by the board of Directors.

Safety Committee & Safety Training

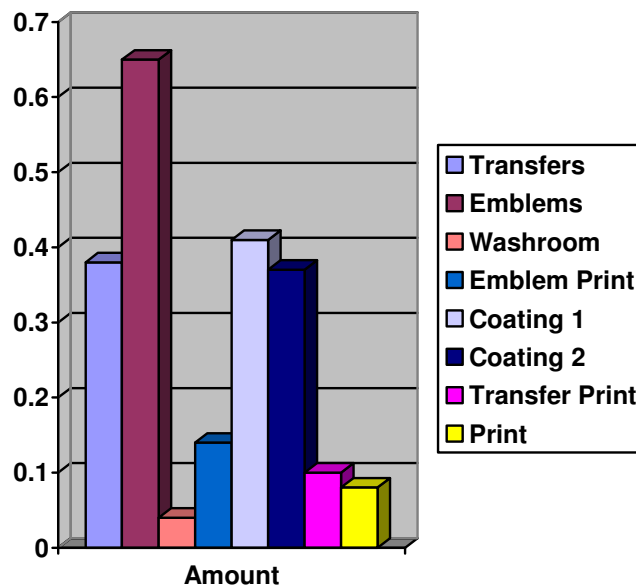
New members are joining the committee in 2009 and will need additional H&S Training.

J&A is to continue to be a registered centre for the British Safety Council Level 1 Foundation in Health & Safety.

Health Surveillance

Airborne monitoring levels for 2008: Any value below 1 is below the WEL level.

Screen Washroom -0.04
Emblem Print – 0.14
Coating 1 – 0.41
Coating 2 – 0.37
Transfer Print – 0.1
Print – 0.08



All results are well below this level. An extraction fan was added next to the coating area which will improve these results even further.

Skin Assessments

2008 we used a combination of visual techniques and dermal hydration technology to check individual's hands. There was a good improvement in employees awareness and condition of hands.

Stress

Stress surveys were carried out in Transfer Department, with no concerns.

Spirometry

The local surgery carried out Spirometry testing for some employees. If necessary the employees were advised to see their GP if any grey areas were shown to be present.

Audiometric

Hearing tests were carried out for staff affected or possibly affected by noise. If concerns were raised the staff were referred to their own GP.

Well Persons Clinic

Not offered in 2008 but to be scheduled for 2009.

Objectives for 2008

Objective: To reduce Accidents & Incidents

Target: To reduce accidents and incidents year on year.

There was a big increase in the amount of 'near miss' reporting which increases the total amount.

These incidents do not have an injury associated to them but do have the potential to have. They are valuable information to stop incidents occurring.

Target NOT ACHIEVED but as a direct comparison this would have been achieved.

Objective: To use less chemical

Target: To reduce the amount of chemical used.

An excellent reduction in the amount of chemicals used.

Target ACHIEVED

Objective: To maintain British Safety Council Award

Target: To maintain 5 stars

Achieved 96.9%

Target ACHIEVED

Objective: To improve the Screen Room Area

Target: To improve the working environment.

A temporary improvement was completed in October, improving Safety.

A full improvement of the screen room area is under review.

TARGET NOT FULLY ACHIEVED

Objective: To receive car checks from occupational drivers

Target: To receive monthly checks from drivers

6 missed.

A big improvement on last year.

TARGET NOT ACHIEVED

Objective: To produce a training needs chart

Target: To have a training needs chart available

The training records are all being updated and put on the J-File system. This is around 70% completed.

Quarterly meetings are then going to be held with Team Leaders to ensure training is recorded and updated.

TARGET ACHIEVED

Objective: To complete H&S requirements in the Service Office

Target: To complete service office requirements.

All completed.

TARGET ACHIEVED

Objective: To complete Building checks

Target: To complete monthly building checks.

Building checks completed but on a bi-annual basis.

TARGET NOT ACHIEVED