



Nippon Yakin Kogyo Co., Ltd.

## Introduction of a health and safety instructor system

**Category:** People  
**Sub-category:** Safety training

### Challenge

At Nippon Yakin's Kawasaki plant we have implemented a Safety First action to reduce accidents and improve the health of our employees by keeping their minds and bodies in good condition. We have developed and implemented a systematic health and safety education programme.

Under Japanese law, the education of foremen is defined in Article 60 of the Industrial Safety and Health Act. However, Nippon Yakin is worried about the shortage of trainers and the content of the education programme which is becoming routine. We are also concerned that our health and safety system, where employees can easily consult and get advice from other colleagues, is insufficient.

We believe that foremen are the key to establishing safe workplaces and nurturing those people is the most important health and safety task for us.

## Action

We have asked existing foremen to be lecturers and nurture trainees. By introducing the lecturer's own real-life experiences, trainees can learn in an interesting and practical way. Lecturers also become conscious of their responsibility and actively support Nippon Yakin's safety and health programme.

Our actions have included:

- Choosing a foreman from each workshop
- Supporting trainees to obtain the safety and health trainer licence
- Appointing lecturers and identifying them through distinctive badges (eight appointed in 2011, one in 2012, none in 2013, and three in 2014)
- Implementing foreman lectures and follow-up lectures (20 two hour lectures have been held every year since 2012)..

## Outcome

Trainees receive their education (based on real experiences) from a trainer they know. As a result, employees understand the importance of the foreman in our health and safety activities.

Health and safety trainers also organised a 'trainers' club' to exchange information and ideas and improve their own knowledge twice a year. Through the trainers' club, we have raised the knowledge of health and safety across the entire plant and expanded the number of good case studies available to employees.