



**WAYLAND
FARMS LTD**

Wayland Farms Limited
Little Melton Food Park
Little Melton
Norwich
Norfolk NR9 3NP

Tel 01603 813830
Fax 01603 812091

Our reference: 2015/1387770/S E H

Wayland Farms
RMS/NFU0563-2

Your reference:

Dear Ms Lake

Mr Peter Buckle (deceased) v Wayland Farms Ltd

We write further to Regulation 28: Report to Prevent Future Deaths dated 3rd
November 2015.

In relation to your concerns detailed in the Report we confirm that since Mr Buckle's
accident the
following measures have been implemented:

New Programmes:

Wayland Farms Limited has put in place new programmes to deal with health and safety since the accident. We refer to Page 2 of the Health & Safety Executive's Fatal Incident Report dated 28th April 2015 in this regard (copy attached marked Exhibit "1"). A training program based around behavioural safety with the aim of improving the safety culture within Wayland Farms Ltd has been completed, this was a blend of theory and practice in both an engaging and thought-provoking way to enable smarter decisions and actions in relation to tasks and situations occurring that fall outside of what is expected to be the normal procedure or activity.

This program called "stop and think" has been designed to help the worker understand the significance and importance of planning for key decisions' when activities or procedures have a need to be amended due to a change in circumstance. The significant element of this program being the worker is asked to stop and contact their Unit Manager at the critical point; the decision and task planning is then carried out as a dual role with both levels of competence, the objective being to prevent the worker taking quick or hasty actions in an "act now, think later" way. Management



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further training ensuring that there is an emphasis on the necessity for communication cascading from the manager to the workers.

Training:

The Solicitors on behalf of Wayland Farms Ltd, Robin Simon LLP, have also offered to speak to the directors and managers in addition to training being provided by Wayland Farms Health & Safety and Environmental Manager. It is believed that an external person speaking to the directors and managers will assist in emphasising and ensuring that manager understand their responsibilities, following which the managers can then reiterate and enforce health and safety issues with employees.

Disciplinary Action:

Wayland Farms Ltd acknowledges that disciplinary action needs to be taken where there is a breach of health and safety procedures.

Written Documentation:

Wayland Farms Ltd acknowledge that there needs to be greater written documentation in relation to safety communications, and risk assessments regarding what happens when things change in the course of the work being undertaken. Wayland Farms Ltd plan to take steps that safety critical communications are confirmed in writing as and when carried out.

Plan of Action/Further Re-iteration:

It is apparent that the measures referred to above are being undertaken on a continual improvement basis with enhanced focus since the Claimant's accident. With regards to enforcement and the associated training, It is anticipated that operational directors will have received the legislation update and guidance pertaining to this during the last 2 weeks in January 2016. A new Health and Safety Audit has just been completed and a trial completed in December 2015. The new Audit incorporates staff interviews to validate the knowledge and understanding of the information, instruction, training and supervision provided by Wayland Farms Ltd. The new Audit will be carried out per unit annually, and will incorporate 10% of staff being interviewed.



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If you have any queries please do not hesitate to contact us.

Yours sincerely

Glenn Dams
Managing Director

Charles Bowes
Director