



BHAW Health & Wellbeing Kilbourn Award

Employer: AkzoNobel

Area: BHAW

Theme: All BHAW Concerns



The objective of the Kilbourn Awards are to motivate all employees to continuously learn and grow in areas that will deliver manufacturing excellence and provide employee recognition by enabling a faster and clearly visible way of showing skills and competence.

Vision Statement:

In 2020 and beyond we will implement and encourage investment into the Kilbourn Awards, as an output of the Kilbourn Academy, by encouraging engagement with processes that deliver manufacturing excellence and recognising individuals that consistently enable improvements to our site.

The Kilbourn Academy is an expansion of the Ashington Cultural Principle 'a diverse environment that motivates people to learn and grow' and is the catalyst that will ensure we have a safe and competent team. Within this, all employees have their own skills matrices which ensures they are competent to perform their role and these skills matrices can also be used to enter targets to upskill an employee into their next role. As well as this, there are a set of common skills that all employees in Ashington are required to have in order to uphold our cultural principles and ways of working. For these critical competencies, it is important that we can assess the skills of each employee quickly and efficiently against their peers.



As an extension of the Kilbourn Academy, a 'Kilbourn Academy Awards' structure has been designed to motivate employees to take a more proactive approach to their development in ways which will also positively impact Ashington processes and drive manufacturing excellence. The personal beneficial aspect of this process is internal recognition of development amongst your peers as well as a recognised criteria which is used in future progression decisions. To create investment in the process, collectable 'badges' have been designed to recognise individual levels of achievement. The structure puts each individual entirely in control of their own success by defining criteria for each level of the award and enabling them to track their own progress towards each level via their MDI's alongside their peers. This also encourages friendly competition between the workforce.

Initially ten awards were identified, each with a knowledge check and three measurable levels of achievement, which link directly to Ashington processes that drive continuous improvement, support manufacturing excellence and are achievable for the teams. This has been developed to include a further four areas as per the latest update.

This process will be initiated through the robust delivery of the following processes;

- Ongoing monthly review of progress per employee from line leader and update of skills matrices on MDI
- Annual reward and recognition for the most 'developed' employees within previous 12 months

""The Kilbourn Awards have allowed me to demonstrate our cultural principle of 'learn and grow'. It gives me a structured way of ensuring I continue to develop and mature in my role. I have always enjoyed the BHAW activities and being able to work towards 25 hours of physical activity through the many different options of lunchtime walks and football fitness has been great. I have led football fitness, and it has really helped my confidence, and more importantly I do feel loads more fit! It has also been a great way to meet other people from work that you don't usually get to see" - Dan Wardle "

The BHAW Health & Wellbeing badge has been a superb addition to our Kilbourn Award structure. This has been a badge that anyone can apply for, they just have to be able to complete the necessary hours of participation. The site Management Team recognised the importance of the BHAW at work programme, and to continue to boost engagement supported this new badge. A healthy work force is a more productive workforce, and this has been recognised in the way the BHAW Health & Wellbeing badge has brought the site together.

There are 3 standards to all of our Kilbourn Awards: bronze, silver, and gold. It is important that the



grading of the badges be correct, and that they aren't too easy or too difficult to attain.

Bronze - It was recognised that it was important to get people active, so the goal of 25 hours of official physical activity, with the ability to demonstrate a health improvement was set as our base level. There were lots of different ways team members could collect their hours, with Football Fitness taking place on a weekly basis, YOUR Transformation conducting daily lunchtime walks, and the opportunity to participate in activities such as bike rides, walks and runs organised by team members. **28 team members completed the bronze award.**

Silver - The organisation of those events was a key contributor to the silver award standard. Leading 3 BHAW activities allowed team members to plan an event or mental health campaign and receive credit towards their badges. Again, this brought team members together, with excellent feedback about the friendships that were being made through these activities. **15 team members completed the silver award.**

Gold - The tiered approach continues with gold badge owners having to lead 5 BHAW events, and being trained as a Health Advocate which continues to promote and strengthen our site BHAW team. **1 team members completed the gold award.**

All planned group activities had an activity-based risk assessment conducted, with any risks mitigated. Employees led hikes up the Cheviot, mountain bike trails through Kielder, runs and swims in Newbiggin, and paintballing in Newcastle. We also had an Anxiety and Stress campaign, the creation of FLUNCH (Fun - Lunch!), and a Health & Social club created.

The first year has been a success, with 44 people completing a BHAW award. The idea is that those who have completed bronze will move on to silver, and silver to gold. The reaction from the team has been very positive, and we will look to expand the scope and type of activities that are planned as we move forward. It will be another exciting year for the BHAW Health & Wellbeing Award 2024!

""It has been great to be able to share my passion of cycling with my colleagues, as well as getting credit for it with the BHAW badge! I was aware of a few other keen cyclists on site; however I was most pleased by the folks who would have just cycled for fun, and showing them some new local routes they could take. I am already thinking of a cycling event for next year. What a great addition to the Kilbourn Awards." - Brain Robson"

""I often feel it is difficult for teams who don't work together to build relationships, this is why we came up with FLUNCH, which was a fun



lunchtime filled with games, food and drink, and lots of laughs. It was a great success and I really loved seeing people who don't usually get to socialise with one another getting along. I hope we can do our FLUNCHtimes on a quarterly basis in 2024!" - Nicole Lopez "

"As an experienced hiker I was really pleased to be able to lead some great walks with my team members from A-Shift. These hikes allowed us to take hours off our 25-hour goal, but they were also beautiful and a challenge. I got great feedback from the group who did the walks, they particularly enjoyed Linhope Spout in Ingram Valley, and climbing Cheviot. The BHAW badge was my favourite to complete." - Paul Martin"

"I wanted to try and think of something different to do for my organised event, and I remember in the past enjoying paintball as a team building activity. 9 colleagues joined me for an afternoon of trying to shoot people! It was good fun and I got great feedback from those who came to play. Many saw the newsletter article and asked if I would be planning a future event, so it looks like we'll have even more in attendance in 2023" - Chris Flynn"

