



Hilson Filtration Products Ltd

CASE STUDY

IN SUMMARY

In July 2018, H&S standards at Hilson Filtration Products were at an all-time low. Just four months later, following support and guidance from Moorepay, the HSE conducted an unannounced visit and Hilson passed with flying colours.

Making payroll & HR easy

Vas Mistry, Managing Director, has designed and modified bespoke machinery that helps produce hundreds of cages every day. While his employees are responsible for operating the machinery, Vas is responsible for their overall safety on site.

MOOREPAY CASE STUDY:

HILSON FILTRATION PRODUCTS LTD

“I’M SOMEONE WHO WANTS EVERYTHING DONE TODAY. TOMORROW IS NO GOOD. ESPECIALLY WHEN IT COMES TO HEALTH AND SAFETY.”



About Hilson

Hilson Filtration Products manufacture filter cages for the OEM, reseller and end-user dust control markets supplying 95% of all cages in the UK. Based in Ashton-under-Lyne, Tameside, it employs 25 staff and has a £2.5m+ annual turnover.

H&S at an All-Time Low

In 2010 during the economic downturn, the company went into administration. Employee numbers dropped and the focus on H&S slowly lapsed.

When Vas eventually took over as Managing Director in 2016, H&S standards in the factory had been neglected.

“We didn’t have up-to-date health and safety policies, we needed an asbestos report, the electrical boards hadn’t been tested since we moved into the building, all of my staff needed training and their employment contracts had expired” comments Vas.

To make matters worse, an employee had an accident, trapping their hand in a ring press. When Hilson were deemed responsible for the injury, Vas made it a priority to improve their health and safety standards.

Guidance and Support

Health & Safety Advisor at Moorepay, Edwin Esevohare, stepped in to work with Hilson in July 2018. Following a detailed risk assessment, Edwin and Vas quickly chose to focus on re-training employees.

Edwin notes that “our biggest challenge was altering how people perceived risk. We needed to reorient their mindset. And that’s not easy to do.”

All employees, particularly those on the shop floor, needed to increase their awareness of the everyday risks they faced using hand tools and equipment, operating machinery, and loading or unloading vehicles.

“I need my staff to be involved in risk assessments and think ‘what’s going to happen if I do this and can I hurt myself or others, is it safe?’ – they do a very manual job, handling cages, packing and welding them. I can’t always be looking over my shoulder. They need to take responsibility for their own safety and develop skills to look after themselves and other work colleagues, and I know I’ve got to support that” Vas says.

“As part of this, one of the first changes we made was the attitude towards PPE, Edwin played a key part in this mindset shift. He explained that employees must wear the PPE their employer provides - if they don’t, and they have an accident, the employee can be sued. And this drove change.”

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HSE Visit Unannounced

Just four months after Edwin had stepped on-board to support Hilson, the HSE conducted an unannounced visit. They reviewed various documentation and completed a walk-around of the premises. But Vas said he wasn't perturbed by the visit, and thanks to Edwin's help, he felt confident that everything was in order.

Vas was right to be confident. Not one single breach of health and safety regulations was identified, there were just two minor recommendations to review.

All-in-all, HSE were impressed, particularly with the schedule of training Edwin and Vas had put together for the subsequent twelve-month period.

“All my employees have had basic health and safety training, and training for equipment handling and risk assessment. And there's more training to come, that Edwin will deliver next year.”

Total Turnaround

From ineffective H&S practices, to a clean bill of health from the HSE, all in just a four-month window. How did Hilson manage it?

“I'm someone who wants everything done today. Tomorrow is no good. Especially when it comes to Health and Safety.” Vas Mistry, Managing Director.

Expert advice from Edwin, combined with the Hilson team's determination to document and implement that advice, was a recipe for success. Together, Hilson and Moorepay will strive to maintain, as well as continuously improve, the standards they have set to keep Hilson's employees safe.

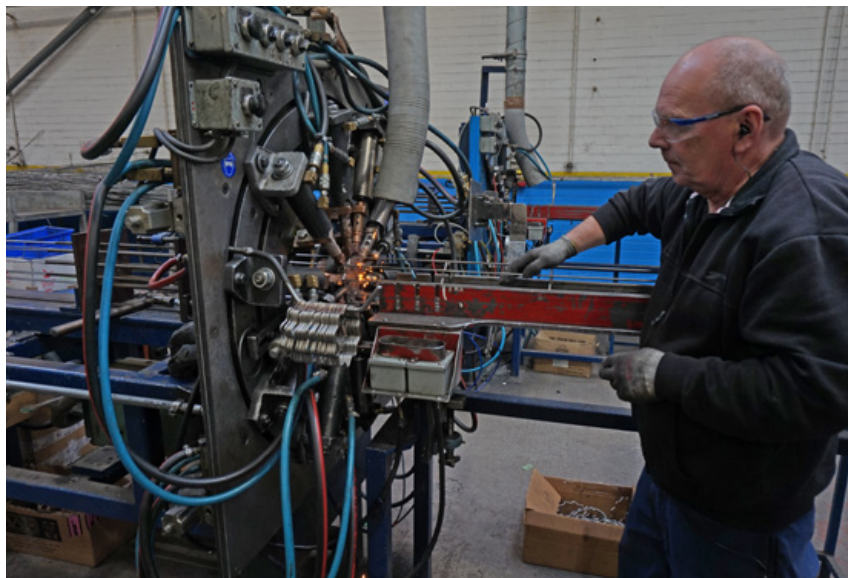
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BENEFITS

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- Tailor-made H&S training programme
- Embedded health & safety culture



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