

**Scottish Higher Performers Forum  
'Influencing health and safety within Scotland'  
17th Meeting**

**Hosted by the Scottish Government at Victoria Quay**

**1<sup>st</sup> May 2013**

**Attendance**

Karen McDonnell  
Robert Atkinson  
David Partick  
John Johnson  
Robert Murphy  
Lynn Young  
Billy Byrne  
Kyle Bonaccorsi

RoSPA  
SCHWL  
Morgan Sindall  
FMC Technologies Ltd  
Black and Veatch Corporation  
Scottish Government  
Balfour Beatty Construction Ltd  
Denholm

**Apologies**

J.R.Brownlie  
Kathleen Braidwood  
Sarah Jones  
Elizabeth Young  
Fiona Cavens  
Laurence Hilton  
Ken MacLeod

Chair SHPF  
RoSPA  
HSE Scotland  
Napier University of Edinburgh  
Premier Foods  
BAE Systems Munitions Limited  
Sturrock Power

## **Background**

Since September 2004, RoSPA has assisted the development of a 'Scottish Higher Performers Forum' (SHPF), the principle objective of such a forum being to establish a community of best practice in relation to health and safety within Scotland. Forum members commit to extending their influence out-with 'traditional' boundaries, to think more expansively in relation to health, health promotion and safety related issues, and through the Forum make input to the Partnership on Health and Safety in Scotland (PHASS)

## **Meeting Purpose**

Agenda circulated prior to the meeting incorporated: SHPF, HSE Estates Excellence update, progress report from SCHWL, a Strategic influencing paper from a RoSPA perspective, concluding with a 'round table' Meeting the Challenge session.

## **Meeting Note**

KMcD welcomed members to the meeting, and provided an overview of the emergency and domestic arrangements for Victoria Quay. KMcD advised that Russell Brownlie was unwell and that she would send him the group's best wishes for a quick recovery. She thanked Lynn Young H&S Advisor, Scottish Government for co-ordinating arrangements.

## **Matters arising**

There were no matters arising from the previous meeting.

## **SHPF Update**

K.McDonnell expressed concern at the low turnout for the meeting and led a discussion around how to increase attendance.

- Vary geographical location
- Produce a quarterly newsletter
- Themed meeting with a site visit
- HWL to promote via their award winners
- Invitations to HWL award winners via HWL advisers
- Publicity via RoSPA website for those organisations that attend
- Blog; 'how we became a higher performer', 'what did I get from the SHPF meeting'.

RoSPA had continued to raise awareness of the SHPF out- with the SHPF community, including HWL Award winners ensuring that where appropriate information was communicated to POOSH Scotland and PHASS.

SHPF had provided speakers for both the Scotland 2012 Congress and Legal Update Seminar in early 2013. Members had also participated in the Estates Excellence Pilot, Black Box Technology Project and contributed MORR and cycling for work policies which are now posted on the ScORSA website.

## **HSE /PHASS Update**

KMcD presented highlights from the recent [HSE Board meeting](#) in Glasgow.

2011/12 20 workers fatally injured up from 14 the previous year, average for the past 5 years was 23 worker deaths per year.

MSP's recognise HSE's efforts to encourage more sensible communication of risk and have offered to help where they can. KMcD highlighted the proposed formation of a Cross Parliamentary Group focussing on Injury Prevention and Safety awareness.

Scottish visits to sites as part of the post-Gill (ICL) inspection programme to high risk underground pipe work have been completed. Over 350 notices served in a programme of some 550 visits. The equivalent figure for the rest of Great Britain were around 1900 notices at approximately 3600 visits by HSE.

HSE have met their planned number of proactive inspections to high risk sectors and poor performers in 2012/13.

UK Scottish Affairs Committee has yet to report on their investigation into Health and Safety in Scotland, and is now undertaking a separate enquiry linked to [blacklisting](#).

PHASS supportive of the next Estates Excellence project, and an initial scoping meeting has been held in Aberdeen. This project will be based on the Bellshill model but will engage with a smaller number of organisations (60) with fewer than 80 employees. The intention is to involve local elected members and landlords. It was agreed that Northfield, Mastrick and St Machar were suitable areas. Areas of deprivation can link to return to work, up-skilling through provision of training places for unemployed. There will be an opportunity for SHPF to get involved locally, a number of our members had participated in the Bellshill project including FMC and Scottish power.

JJ provided an insight into the difficulties experienced in gaining access to the organisations and believed to improve engagement there should be an opportunity for relationship building with target audience. FMC may have supply chain links to the Aberdeen project and will participate accordingly.

JJ suggested that if participating organisations were permitted to use the EE logo they may be more keen to engage.

IOSH NE has committed to get involved coordinating via Glenys Neville.

DP suggested that key information relating to EE project is circulated to SHPF members Explained how Morgan Sindall interact with supply chain 'speed' meetings ratio 1:40, adding value to relationship with supply chain. It is difficult to 'sell something that is free.

Anyone wishing to get involved should contact [kmcdonnell@rospa.com](mailto:kmcdonnell@rospa.com)

### **Scottish Centre for Healthy Working Lives (Healthy Working Lives)**

Robert Atkinson, OHS Development manager advised that HWL had relocated to Glasgow, and whilst they had been subject to budget cuts this had provided an opportunity to work differently. More core training will be available and adviser activity will be streamlined. Services will be increasingly focussed in areas where there are inequality gaps.

HWL are participating in an expert group which is exploring the likely shape of a Health and work Service for Scotland. This is likely to entail the utilisation and possible re-design of existing services and projects to match the framework for this service, as proposed by the DWP in the recent response to the Sickness Absence Review.

Talking Heads linked to [Road Risk and Young Drivers](#), plus Attendance Management have been developed

ScORSA VLE This has now been piloted and should be available on-line for the end of August.

HWL are also producing a VLE around the topic of violence and aggression.

Proposals to review the NHS Health Scotland MORR policy are under development.

HWL are working with IOSH Scotland to deliver a series of 3 workshops across Scotland aligned to the topic of Leadership and Worker Involvement.

Anyone wishing further information related to any of the above projects should contact [robert.atkinson@nhs.net](mailto:robert.atkinson@nhs.net)

## **Road Safety**

Kathleen Braidwood had drafted a paper encompassing the following topics;

### **Drink Driving Limits in Scotland;**

SHPF were asked to share examples of drink/drug policies.

DP suggested that Network rail would be in a position to share Substance Misuse policies, and perhaps data linked to testing regimes. JJ provided an overview of zero tolerance for the offshore industry, model policies and procedures may be available from this source also.

There was a short discussion around alcolocks however limited information available from within the group. If you use alcolocks please could you provide information on how these evaluate to [kbraidwood@rospa.com](mailto:kbraidwood@rospa.com)

### **Black Box Technology**

KB provided an insight into the project and the issues associated with getting organisations to engage. RoSPA are interested in any good practice examples of young driver at work interventions. RoSPA have produced a policy paper on [Road Safety and In-Vehicle Monitoring \(Black Box\) Technology](#).

### **Cycling through Employers**

2011 saw an increase in the number of cycling casualties in Scotland and at a summit called by the Transport Minister Keith Brown RoSPA were asked to work with Cycling Scotland and partners to identify ways to influence employers and also through retailers. One of the outcomes of this grouping so far is a '[Cycling for Work](#)' page for the ScORSA website which provides information, risk assessments for businesses that encourage cycling commuters of that employ courier riders/cycling for work purposes.

### **St Andrews Seminar**

RoSPA are seeking a speaker to participate in the **ScORSA St Andrews Seminar on 27<sup>th</sup> November 2013**. A business perspective relating to the promotion of MORR within the supply chain would be of interest to the ScORSA community.

### **ScORSA Roadshows**

We would like to hear from any organisations if they are able to assist by:

- Providing examples of good practice in influencing the supply chain
- Providing copies of MORR policies as case study examples
- Suggesting a speaker for the roadshows
- Being a pilot organisation for us to work with to help influence their supply chain in terms of MORR.
- We would like to hear from organisations that have a cycling for work policy which you are willing to share through the ScORSA website.
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## ScORSA Activities

- Participating in the RHS Road Safety Village.
- Have free resources available desk pads and notepads featuring key driver, journey and vehicle messages, these may be ordered via [nrocha@rospa.com](mailto:nrocha@rospa.com), and would support in-house initiatives relating to driving for work in addition to supporting organisations within your supply chain.

Details of SCoRSA activities are encompassed within a monthly newsletter <http://www.scorsa.org.uk/newsletter/index.htm> should you wish to be included in the circulation list please advise [kbraidwood@rospa.com](mailto:kbraidwood@rospa.com)

## RoSPA in Scotland

One of the most significant recent developments at strategic level is the Scottish Government Cross Party Group on Injury Prevention and Safety Promotion. RoSPA Scotland will provide the secretariat. This group will ensure all aspects of safety are considered by senior politicians from all parties in the Scottish Government, and will meet 4 times pa.

From an **Occupational Safety** standpoint, KMCD is co-ordinating a POOSH Scotland response linked to the proposed Health and Work Service-Scotland. Planning is in progress for the RoSPA Scotland Congress 18<sup>th</sup> September, a sample of SHPF members will be approached to assist in shaping the content of the event.

## Home/Community Safety

Scotland's Home Safety Equipment Scheme, Scottish Government have provided £265,000 to deliver a pilot scheme involving 800 families, who will be provided with advice and appropriate safety equipment for their homes. This project is being evaluated by the University of Edinburgh and will run to the end of June 2014.

A report relating to Local Authority approaches to managing water safety in Scotland will be published shortly.

Liquitabs project, awareness raising project in Glasgow will see all 16000 new born children over the coming year receive advice and practical tools to ensure there is a safe storage area within their homes to keep cleaning products away from young children.

**Go Safe Project** : RoSPA are participating in this initiative and have commissioned an author to write a series of short stories on home safety which will be used as part of an electronic learning tool for primary school children

Details of Home/Community Safety activities are available from [elumsden@rospa.com](mailto:elumsden@rospa.com)  
RoSPA produce a weekly update on Home/Community Safety activities, Homeward, if you would like to be included in the mailing please contact [jhenderson@rospa.com](mailto:jhenderson@rospa.com).

## Meeting the Challenge

**Denholm**, now have ISO9001, 14001 and 18001. They are supporters of Clic Sargent and find this a valuable way of securing employee involvement in on-site initiatives. Eg the use of hazard anticipation and detection cards has improved significantly.

**Morgan Sindall**, provided an insight into how safety related intelligence is gathered within the organisation, and how this is tailored to deliver appropriate interventions. 'You said –We did'

boards linked to staff suggestions, the 'Close call' reporting system used within Network rail was also highlighted.

**Scottish Government**, provided an overview of the development work linked to the lone/remote workers monitoring tool and its positive benefits.

MORR is a key issue within the organisation given the number of people who require to drive for work, Scotgov had share their MORR risk assessments via the ScORSA website and they also appear in the Road Safety Strategy to 2020. Looking at Cycling for Work as an issue and Interested in sharing SHPF members experience. The major consideration is however the Stress and mental Wellbeing agenda across

**Morgan Sindall**, RoSPA award winners for 16 years, linked to Good Neighbour initiatives including Considerate Constructors, also HWL Gold award winners.

Work with supply chain through routine 'Speed dating' where senior managers are available to discuss face to face current and emerging issues linked to work based activity.

MORR, all vans have black boxes fitted, company cars also have black boxes but currently limit data collection to mileage only. Grey Fleet drivers receive a car allowance.

Business Information Modelling has a high profile assisting with project management, DP working with a PhD student to build health and safety developments into the process.

CSR and sustainability agenda driven by employer and involving contractor's, have a 'Give and Gain' week and are working with the Prince and Princess of Wales Hospice to raise £30k.

**FMC**, Have established a Greenshields Fund, a registered charity operating within Fife (initially), 1-1.5% of cost of each Christmas Tree manufactured is donated to the fund. Any organisation based in Fife can apply, £26k spent on smoke detectors and insulating homes.

IOSH Managing Safely offered quarterly, spaces offered to supply chain and others eg CHAS Kinross.

Have 17 health and safety awareness teams, now measuring the difference these make. Safety related behaviours under scrutiny, where personal choices/decisions have had the potential to undermine health and safety related performance.

FMC also offer work placements in HS&E of 2 weeks duration which are project based

**Balfour Beatty Construction Ltd**, Undergoing a major restructuring, 6 h&s teams into 1 National resource. Currently refining policies and procedures, Zero Harm remains embedded into business. Clear communication with supply chain, outlining expectations and routine assessment of standards.

**Date and time of next meeting:** Hilton Glasgow Hotel, Glasgow.