

**Scottish Higher Performers Forum
'Influencing health and safety within Scotland'
21st Meeting**

**Hosted by Wincanton Logistics
Eurocentral**

28th May 2015

Attendance

John Johnson	FMCTI (Chairperson)
Karen McDonnell	RoSPA
Robert Atkinson	SCHWL/NHS Health Scotland
Ian Armstrong	Brookfield Multiplex Construction Europe Ltd
Peter Campbell	CH2M Hill
Lorraine Kinnear	FujiFilm Image Colourants
Sarah Jones	HSE
Liam Gallagher	CBES
Greg Johnston	Stewart Milne Group
Claire Walsh	BAE Systems Naval Ships

Apologies

Sandy Fowler	CJ Lang
Brian Topping	Aberdeenshire Council
Kelly Mathieson	CBRE Global Workplace Solutions
Kyle Bonaccorsi	Denholm Industrial services
Eddie Paton	BAE Naval Ships
Liz Young	Edinburgh Napier University

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 Update PHASS Update, progress report from SCHWL, including the IOSH Train 2015 initiative, RoSPA/NOSHC Health and Safety Needs of Apprentices report, ScORSA update , concluding with a 'round table' Meeting the Challenge session.

Meeting Note

JJ welcomed members to the meeting, and thanked RA for providing the venue, and provided an overview of the emergency and domestic arrangements for the site.

Matters arising

There were no matters arising from the previous meeting.

SHPF Update

Since September members of the SHPF had been involved in developing the programme for the [2016 RoSPA Scotland Congress](#), attended [the CPG on Accident Prevention and Safety Awareness](#), members wishing to attend CPG should contact elumsden@rospa.com, next meeting scheduled for the 8th of June.

KMcD reported that the [RoSPA Awards Excellence Forum](#) had been launched in April 2016, making a contribution towards the HSE's new strategy [#HelpingGBworkwell](#). 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.

KMcD taking forward suggestions made at previous meetings about extending the influence of the SHPF/Awards Excellence Forum.

- Share resources/case studies via website
- Twitter account, take action points away from meetings and promote
- Linked in
- 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'.

Action: members to consider drafting blogs to be shared with the wider community.

PHASS Update

SJ referred to the PHASS meeting held on 1st March 2016, the draft notes of which are available on the [HSE Scotland web pages](#). [Martin Temple](#) has been appointed as the new chair of HSE

- New [HSE strategy](#) launched
- [Fair Work Convention/Framework](#)
- Scottish Health and Safety Action Plan under development, details included in draft minute. PHASS members asked to consider specific actions they could deliver. Post meeting a new 'map' of Scotland's Health and Safety System made available, workplace at the centre and features the RoSPA Scottish Higher Performer's Forum.
- Focusing on linking to liaison bodies in Scotland with regards to agriculture (Scottish Farm Safety Partnership), waste/recycling ([SWITCH](#) and ZERO Waste Scotland), construction (Site Safe Scotland)

- Strengthening partnership working in particular sectors; [Scotland's Rural College](#) in relation to Occupational health, Worker Involvement in the Offshore Oil and Gas Industry, Worker Safety Advisers, Scottish Social Care Providers Forum, Scottish Manufacturing Forum and also through supporting the development of an OHS network for SME's (IOSH/HWL pilot under consideration/development)
- Encouraging ScOS to re-design their awards scheme and modify criteria to ask businesses to demonstrate how they have contributed to the delivery of the Scottish Action Plan.

KMcD mentioned that Judith McNulty Green had recently joined the IOSH Policy team, she is currently developing an understanding of how the health and safety network 'works' in Scotland and the shape of the devolved administration.

Healthy Working Lives

RA reinforced the value of the Scottish Action Plan and that as a 'rolling' plan it would have longevity and allow the partners to promote the lessons learned.

HWL are continuing to support businesses however currently undergoing a period of reorganisation, reinvention and refocus as a consequence of a reduction in funding.

Considering how to bring SHPF members and HWL Award winners together as there would be a mutual benefit.

Currently in conversation with IOSH, in relation to extending the IOSH/HWL Train 2015 '[Mentally healthy Workplace](#)' [Three case studies](#) have been developed which demonstrate the benefit to companies and individuals involved in the project.

[RoSPA Inquiry into the Health and Safety Needs of Apprentices](#)

KMcD explained the background to the inquiry (published 2nd August) and interim findings. Discussed theme with meeting further insights as follow;

- GJ, Stewart Milne, wear yellow hats and are 'never on their own', buddy with 'mature' apprentices.
- CW, BAE Systems Naval Ships, communicating OH advice to apprentices and people in new roles fundamentally important
- IA, Brookefield Multiplex, have had situations where graduates have all the prerequisite technical knowledge but lack the 'soft skills' to effectively engage with people on-site. Build the case for bringing together OHS and HR practitioners within organisations.
- [SGUK Locher](#) project: Learning Occupational Health by Experiencing Risk, is an interactive approach to engage students and help them learn about managing health risks and protecting their health in the workplace. It is aimed at students undertaking vocational courses and who are about to enter the world of work for the first time. Following a learning by doing approach, Locher has been picked up in the HSE strategy as an example of good practice.
- PC, perhaps could work with the [Engineering Council](#) in relation to conclusions and recommendations?
- JJ, Reinforces the value of having links between business schools and colleges. FMCTI proactively encourage graduates to visit schools and provide insights into what it means to work for FMCTI and what the working environment is like.
- If any of the SHPF interested in piloting a Locher project please contact robert.atkinson@nhs.net.

Health Risks at Work: do you know yours?

Available on-line via the Healthy Working Lives website this toolkit continues to be promoted as a 'step into' occupational health. [SGUK](#) continues to champion across the UK and KMcD has mentioned at conference and IOSH branch events, very well received.

Links with the IOSH No Time to Lose campaign, merits ongoing publicity as provides underpinning knowledge and demonstrates the benefits of partnership working.

Members shared experiences of engaging with occupational health services and the importance of sharing safety critical information. Where should this information be held, a core health passport would be beneficial, could this be integrated into the CSCS card for example? The Rail Industry hold details within the [Sentinel card](#)

ScORSA (Scottish Occupational Road Safety Alliance)

Continues to be funded through RoSPA Road Safety Grant, recently trialled 0.5 day workshops targeted at SME's to provide an insight into Driving Risks at Work and the business benefits of effectively managing these. There is a role for individual practitioners to take ownership of the issues and encourage multidisciplinary working within their organisations.

There is huge interest from the New Accession Countries linked to IOSH network and links have been established.

EUOSHA funding secured to support the delivery of seminar and webinar in November 2016, to be kept up to date with SCoRSA activities subscribe to our free newsletter

<http://www.scorsa.org.uk/newsletter/index.htm> should you wish to be included in the circulation list please advise nrocha@rospa.com

PC CH2M: highlighted partnership working in relation to the A9 project has resulted in the development of a joint code of practice, seeking to improve design standards to reduce layby accidents. Encourage parking off road through provision of parking at view points with facilities eg toilets.

Discussed [country road](#) driving, around 55% of road deaths in Scotland happen on country roads, and driving too fast for the conditions is the most common cause.

The merits of refreshing the Highway Code across the driving population, could fit with the EUOSHA Healthy Work at All Ages campaign, or could run a short campaign via ScORSA members.

RA highlighted an 'Alcohol Brief Intervention' model which can be used by line managers to speak to people about alcohol and the workplace. Glasgow City Council are currently focussing on Driver Health, and working with HWL on the development of a 'Driver Health Brief Intervention', proposed that this could be piloted at the ScORSA seminar in November 2016.

Discussed the role of the line manager as communicator of this and other topics, need to develop skill sets as required. Concerns about distracted driving, and indeed distracted pedestrians (mobile phones, head phones and Pokemon!)

LK suggested that people need to understand that the [human brain is challenged by driving and using mobile devices](#) for example. Promoting this type of message might aid understanding?

Network Rail for example has established a baseline of no Bluetooth in cars.

Suggestions also that 'Executive' drivers in organisations need to have a clear understanding of the issues, undergo a risk assessment and have access to support to improve standards as required.

Meeting the Challenge

IA Brookefield Multiplex: Increase in staff numbers from 200 to 900, responsible for OH& wellbeing on a UK basis. Has taken HR@W model to London, however the support network is lacking in comparison to what exists in Scotland. Currently building core values for multi site operations developing/refreshing interventions accordingly. CW offered to share information in relation to UK wide projects, Time to talk opportunities very valuable.

PC reflected on the positive benefits of having access to HWL and the wider support network, has been beneficial in terms of involvement in major London based projects: Battersea PS, Olympic Build and London Docklands.

GS, Stewart Milne: Highlighted the skills shortage across the industry, using the ELCAS Forces into Industry route to attract mature apprentices. Re-developed supervisors approach to induction, building in a conversation about expectations and establishing 'contracts' between teams.

Introduced 'Yellow hats', as identifiers, established partnership working between teams and Stewart Milne. Improved communication central to success, introduced how to have a conversation with supervisors, if employee deviating from agreed standard. 'How did you explain health and safety to ?'

Education with respect to silica dust for example, know that roof tiles contain silica, provided cutting decks with dust suppression, yet can see that dust is blowing about.

Constant challenge in relation to prospective employees having the right card for the trade they are applying for.

LG CBES: Recently joined as Fleet Safety Coordinator, 1200 vehicles. CBES have established a driver risk rating across the business and have routine tracker utilisation reports. The onus is on the manager to deliver feedback on a 1 to 1 basis, this has reduced accidents by 60%. Ongoing challenge in the service industry sector is the balance between contact with client/customer and safe driving.

PC CH2M: Responsibility for HSE in UK North area of business.

With regard to fleet safety the business has introduced fleet vehicle labels in SE England to encourage best practice. June is safety month during which the top 10 incidents of the last 12 months are considered. There are different risk factors for different businesses and the approach taken is modified accordingly. A real focus on 'work family members' and their value, the 'build a bridge for prosperity' initiative allowing volunteers to experience team work in communities.

Heavily involved with HSE and CDM regulations, the Consultants H&S Forum working with wider industry to drive standards up and improve practice accordingly.

LK Fujifilm: Manages all aspects of H&S on an Upper tier COMAH site. Key concerns;

The impact of an aging workforce in terms of occupational health and safety, a multidisciplinary approach is required with HR colleagues.

Training and competence of managers, bespoke training validated content provides insights into how to interpret MH, COSHH, REACH. This will underpin the delivery of COSHH/PPE related initiatives.

Access to OH support that is a good fit for the business.

SJ HSE: Policy Adviser, partnership working at the core of HSE strategy as demonstrated by SPLASH in Scotland and a similar initiative in Wales. Health and Wellbeing is high up on the agenda, in particular how does the NHS manage stress at an organisational level?

CW BAE Systems Naval Ships: 3 months into role, engaging with SMT.

Absence management focus, current process 4 weeks absence then referred to support, concerns about the gap created during weeks 0-3. Needs a more cohesive coordinated approach to ensure have the ability to interpret results. Establishing best practice in absence management, accuracy and consistency, 1 to 1 verbal supported by documentation and circular communication.

People need to understand the 'what and why' of OH and thereafter manage expectations. Establish with HR colleagues what can /should be shared.

KMcD RoSPA: Edinburgh office achieved Bronze HWL award. RoSPA report as submitted to PHASS appended.

JJ FMCTI: FMC involved in merger currently, cause for concern within workforce. Focus on safe systems of work against a background on 3 broken bones and loss of a limb during 2015, atypical when compared with previous years.

Contractor fall from 5 ft, a ssow failure resulting in a broken collarbone.

Issues:

- Fear, need to feel empowered to stop working if people feel unsafe.

- The value of quick fixes? Review ssow, embed and ensure all take ownership

- The right kind of supervisory support.

- During periods of uncertainty people keep quiet

- No assumptions, ask the questions, 'show me'

- Check it! Engage in conversations to ensure the currency of knowledge

- Verify understanding, of for example maintenance plans

- Are maintenance plans current?

AoB

KMcD to take forward the suggestions made in terms of expanding Awards Excellence Forum with Birmingham based team. There is real value in participating but we need to 'sell it'.

Next meeting : Thursday 15th September 2016, 0830-1030hrs