Scottish Higher Performers Forum
‘Influencing health and safety within Scotland’
22nd Meeting

Hosted by RoSPA
Riverside Suite, Hilton Glasgow

17th September 2015

Attendance

John Johnson FMC Technologies Ltd (Chairperson)
Karen McDonnell RoSPA
Alexander Murray KA Leisure
Tony Priest The Richmond Fellowship Scotland
Ian Armstrong Brookfield Multiplex Construction Europe Ltd
Stenia Walker Sodexo
Steve ? Sodexo
Gordon McKenzie Clark Contracts Ltd
Duncan Stark Ondeo Industrial Solutions
Claire Walsh Robertson Group
Greg Johnston Stewart Milne Group Ltd
Neill Murray Aramark
David Wallace Henry Brothers (Magherafelt) Ltd

Apologies

Robert Atkinson SCHWL
Sarah Jones HSE
Ian Tasker STUC
Lorraine Kinneear FujiFilm Image Colourants
Colin Glencorse KA Leisure
Kyle Bonaccorsi Denholm Industrial Services
Andrew Black Eurest Services
Fiona Murison Stewart Milne Group Ltd
Liz Young Edinburgh Napier University
Norman Stevenson Mackenzie Construction

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, IOSH/HWL Train 2015 update, ScORSA update, RoSPA Big Book of Accident Prevention concluding with a ‘round table’ Meeting the Challenge session.

Meeting Note

JJ welcomed members to the meeting and provided an overview of the emergency and domestic arrangements for the site. He took a few moments to reflect on the RoSPA Scotland Congress held the previous day and the enthusiastic response of the delegates to the programme.

Matters arising

There were no matters arising from the previous meeting.

SHPF Update

Since May 2015 and accounting for previous discussions on how the SHPF could be expanded across the UK, KMcD had hosted a number of meetings with RoSPA Award winners. The purpose of these meetings was to explore the appetite for extending the SHPF model across the RoSPA Awards community. There was broad agreement that an Awards Excellence Forum would add value to the Awards process and it is anticipated that this will be launched in 2016 to coincide with the 60th Anniversary of the RoSPA Awards.

Topics to be considered when developing the forum will be as suggested by SHPF

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

RoSPA was grateful for the support of SHPF in drawing together the Big Book of Accident Prevention, Scotland. This had been profiled at a meeting within the Scottish Parliament hosted by Clare Adamson MSP, Convener for the Cross Party Group on Accident Prevention and Safety Awareness. The Scotland version of the BBAP includes workplace accidental injury and ill-health statistics and presents convincing arguments for prioritising unintentional injury to reduce the burden on the NHS.

Case studies within the BBAP include;
Under 5’s in the Home: Laundry Capsules and Scotland’s Home Safety Equipment Scheme
Water Safety Scotland and the development of a water safety strategy
Driving for Work
SQA Qualification in Road Safety
Scottish Higher Performer’s Forum
Over 65’s in the Home: falls prevention and ProFound
Each of the case studies provides an opportunity for organisations to consider how they can further engage with the unintentional injury prevention agenda.

The RoSPA Scotland Congress had highlighted a new training package recently launched by the IOSH Environment and Waste Management Group, relating to route risk assessment theory and practice. This is a valuable resource for both the Waste Industry and the producers of waste as it encourages organisations to consider the potential hazards on site which might impede the waste collection process.

**PHASS Update**

KMcd provided an overview of the September meeting, papers are downloadable from [HSE Scotland website](http://www.hse.org.uk). Also of interest is the HSE Board paper on HSE activities in Scotland, this provides an insight into the breadth of HSE’s activities in Scotland, and also how the work undertaken by the HSE in Scotland continues to evolve as the policy and stakeholder landscape diverges in a devolved nation. Annex 1 provides an insight into Scotland’s health and safety record.

Mike Cross HSE Director of Scotland and Northern England Field Operations Directorate presented a paper at RoSPA Scotland Congress, ‘The Regulators Perspective’. The review of existing evidence on Scotland’s health and safety system is still in progress, publication of report anticipated towards the end of October 2015. Provided an opportunity to reflect on business attitudes to compliance, and the role of the HSE as a catalyst working with key stakeholders on an evidence basis to improve health and safety performance. Priority sectors are agriculture, construction, waste & recycling.. Where Scotland has the edge on the rest of the UK is bringing together stakeholders via PHASS, and the structure and services provided by the Scottish Centre for Healthy Working Lives. Future developments will include a re-launched Workplace Health and Safety Plan for Scotland, a review of the Scottish Government Concordat with HSE and involvement in the Fair Work Convention.

The most recent PHASS meeting was held on the 18th of June 2015, topics discussed included, Fair Work Convention, Estates Excellence, OH Services (LA perspective), SWITCH and Smith Commission Update.

**Scottish Centre for Healthy Working Lives**

**IOSH/HWL Train 2015**: mentally healthy workplaces, evaluation events scheduled during November 2015, and will include case studies developed in association with a number of participating organisations. There has been a significant amount of interest in this project, KMcd has presented papers in Doha and Cyprus relating to the topic and a paper on psychosocial risks in the workplace has been submitted for the ASSE Conference in Atlanta 2016.

SME focus for all HWL activities, overall aim is to work directly with SME’s or influence supply chain through working with Higher Performing Organisations.
ScORSA (Scottish Occupational Road Safety Alliance)

KMcD provided detailed information on Driving Risks at Work within a Scottish context as part of the Health and Safety Review referred to by Mike Cross. Have suggested that ScORSA and it’s activities are embedded in the proposed Workplace Health and Safety Plan for Scotland.

There are approximately 400 companies currently engaged with ScORSA, free resources A4 desk pads and A6 notepads featuring key driver, journey and vehicle messages, and ‘come home safe’ key rings may be ordered via nrocha@rospa.com. These items for change would support in-house initiatives relating to driving for work in addition to supporting organisations within your supply chain.

ScORSA St Andrews Seminar will be held on 25th November 2015.

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

In relation to driving for work there was a discussion around the EU Working Time directive and recent changes regarding when people are ‘at work’, stipulating that the working day includes driving to and from your place of work. Aramark has adopted this approach to managing driver safety.

Henry Brothers (Magherafelt) Ltd, have a partnership programme with PSNI where drivers undergo a 90min drive equipping drivers with information on what happens if you are stopped by the Police, what the consequences are for drivers depending on what has been contravened, and what sanctions are placed on the organisation.

FMC support Safe Drive:Stay Alive and provide an opportunity for <21year old drivers to attend.

The issue of hands free mobile phones was also discussed, RoSPA standpoint is outlined via...

Meeting the Challenge

**FMC:** The challenges of working in the Oil and Sector in the current economic climate are impacting on the business, health and safety issues linked to management of change. Voluntary and mandatory redundancy, losing key people, loss of identity within the business, all of which have the potential to impact on worker health and safety particular concern about stress related issues.

**Clark Contracts:** The Company strategy for growth is under development, identifying ‘next steps’ for the organisation. Employee reward/recognition scheme under review, any ideas on how to develop /motivate staff would be welcome/how do others encourage teams to move towards a ‘beyond compliance’ approach? Current scheme based on inspection scores. **Aramark** operate an on-line scheme, can award employees via email and award points, these can be accumulated and gifts ordered from an online catalogue. **Robertson’s FM** scheme linked to company core values, with quarterly nominations and an annual award. **Stewart Milne** scheme is designed for those who go ‘above and beyond’ in health and safety terms, provided with a parking space on-site, which has been found to be a great motivator.
Brookefield Multiplex: Revisiting accountabilities within the business, change management process. MD has recently congratulated the organisation for its positive health and safety culture. However there have issues within sub-contractors, wide range of nationalities, communication and culture challenges. For example attitude to alcohol whilst at work, have recruited interpreters to understand why this is unacceptable but the messages will take time to embed. RFM suggested that Derek Scobie at Carey’s may be in a position to share information as they have a significant non-UK workforce.

Sodexo: As of 1st September a global company so again management of change issues to be considered. Justice related linkages across the world benchmarking best practice, will be able to share experiences at future meetings. Staff recognition scheme linked to near miss reporting via postcards these are discussed at safety meeting and vouchers issued accordingly, the staff ‘action’ team attending the RoSPA Awards dinner. On the Spot recognition, cheques issued to say thank you for having a proactive approach and doing the right thing. Sodexo believe this is fundamental to the success of any recognition scheme.

Good neighbours, prisons work very closely with local communities to ensure clean lines of communication. Safety teams moving towards working with communities in relation to key health and safety related topics, eg Gas safety. Sodexo are also developing a ‘Home Safe’ theme underpinned by the principle that people should return home from work unharmed.

Henry Brothers: Family based business, focus on security etc, linked to ‘Build Health’ initiative in Northern Ireland which assists in raising awareness of OH related issues. Organisation working with a broad stakeholder network to tackle these issues using a range of items for change. Have moved into GB so more travel is required to get to work, different legislation, significant challenges around logistics and transportation of materials. Leadership related initiatives paramount, in routine contact with teams and closely managing projects to ensure health and safety performance maintained.

The Richmond Fellowship: Ongoing good neighbours and good neighbourhood initiatives, the organisation is involved in the rehabilitation of offenders. Pro-actively encourage employee feedback in terms of health and safety related innovation, rewarded with I-pad.

Ondeo Industrial Solutions: Operate across a range of sites major projects design and build linked to effluent treatment. Historically have used a number of reward and recognition schemes primarily behavioural safety based, what has worked for other organisations? Have TUPE’d over staff into core business, which has created issues around transferring culture to new staff, reiterating the reasons for ‘doing’ health and safety, some hesitancy to get involved from ‘poor’ sites. RFM, have a toolbox of techniques available locally to ensure that health and safety issues are owned locally. Establish safety groups, providing education across the business, and by this means establish understanding which assists culture to evolve. Brookefield Multiplex, approach based on understanding what the health and safety expectations are from the perspective of each individual.

JJ suggested that each organisation emails KMcD kmcdonnell@rospa.com with 3 tools used within their business to be shared across SHPF members.

Stewart Milne Group Ltd: Family business 850 employees, challenges around business growth and staff churn, bringing new people in has a significant influence on culture. Use behavioural safety based approaches however perhaps too tolerant in terms of deviation from what is acceptable. The organisation has established a Timber Frame Skills Academy, significant issues around nail gun injuries, 3 penetration injuries in one week, written a nail gun competence plan, have withdrawn ‘bonus’ schemes linked to workplace activity to improve safety. A&E Dr attended site to find out where injuries were arising from which has resulted in a study being completed by Stewart Milne, the findings of which can be shared with SHPF.
Adopted a Back to Basics approach signed up an OH provider, engaged with Breathe Freely

**KMcD RoSPA:** Edinburgh office working towards Bronze HWL award. Members encouraged to share OH related initiatives via the HSE’s Tackling Occupational Disease online community. The recent RoSPA NOSHC meeting has discussed a number of issues relevant to the SHPF;

Where and how do members access OSH related information within their organisations?

Worker Memorial Day 28th April, RoSPA/NOSHC Press Release had attracted a significant amount of media attention, Scottish Hazards want to work with RoSPA/NOSHC next year to further raise awareness of the toll of occupational accidents and the impact of long latency disease.

RoSPA has responded to a number of consultations since the September meeting;

- Sentencing Guidelines
- Culpable Homicide (Scotland) Bill
- Working Time Directive
- Inquiries into Fatal and Sudden Deaths etc (Scotland) Bill
- Damage Claims (EU Directive on Safety and Health at Work) (Scotland) Bill underway.

HSE have withdrawn HSG 245, this will be replaced early autumn with some simplified guidance on Accident Investigation. The original HSG 245 will be made available to interested stakeholders, it is hoped that RoSPA can host on NOSHC area of website. RoSPA currently drafting a ‘How to’ Guide on Accident Investigation which will be launched mid September.

SHPF attention drawn to the History of OSH website maintained by Sheila Pantry and encouraged to share any items of interest with the wider health and safety network.

KMcD also highlighted the recent ScOS Lord Cullen Trophy Award Winner ‘Flowers and Fitba’ Taps’ by McKenzie Construction. A significant proportion of staff are related to each other within McKenzie and this short video reinforces the importance of safe working practice and returning home safe each day after work. Lend Lease use a Family Tree with images of staff members at the entrance to some sites to reinforce such messages.

Next meeting : May 2016