

RoSPA Scottish Higher Performers Forum
3rd Meeting
Glasgow Hilton Hotel
29th September 2005

Attendees

Russell Brownlie	Vice-Chair NOS&H Committee	RoSPA
Rory Reed	Head of Corporate Responsibility	Scottish Executive
I.Roger Taylor	HS&E Manager	Aberdeen College
Mark Russell	Head of Facilities	Dunfermline Building Society
Alan Harwood	HSE Adviser	FMC Technologies Ltd
Ian Peden	H&S Officer	Langside College, Glasgow
Bill Duffy	Network Support Manager HS&E	Scotland Gas Networks
Martin Manzi	HS&E Manager	Scotland Gas Networks
Gena Falconer	Senior H&S Officer	Renfrewshire Council
Bob Steel	EHS Manager	National Semiconductor (UK) Ltd
Douglas Blackwood	H&S Advisor	National Semiconductor (UK) Ltd
Norman Stevenson	Safety Manager	Robertson Construction SCOS
Ian Waldram	Director	SHE Quality Ltd
Errol Taylor	ACE	RoSPA
Roger Bibbings	Occupational Safety Adviser	RoSPA
Karen Lockhart	EH&S Manager	Sun Microsystems
Nick Broom	Group H&S Manager	Stewart Milne Group Ltd
Janice McCann	Director HSE	Mansell
Daryl Wilkinson	HSE Manager	Wood Group GTS Ltd Dundee
Harry King	QHSE Manager	Wood Group GTS Ltd Dundee
Bob Rae	HSEQ Director	ESS
Brian Sweeney	EHS Manager	Devro Scotland
Bob Cummins	Senior H&S Advisor	MJ Gleeson
Karen McDonnell	Training Manager	RoSPA Scotland

The following were unable to attend however expressed support for the Higher Performers Forum;

Sarah Jones	Head of Directors Office	HSE Scotland
Brian Johnston	Health & Safety Team	UKAEA
Kevin Anderson	H&S Advisor	John Dewars
Christopher Powell	Quality Manager	Pennant Vehicle Leasing
Liz Young	HSE Advisor	Napier University
Norman Thompson	Health & Safety Manager	Cemex UK Materials Ltd

Brian Mitchell	Personnel Manager(Health & Safety)	Renfrewshire Council
Richard Locke	Head of Health & Safety	Scottish Water Solutions
Rosina Waterson	Health & Safety Manager	Motherwell College
Alexander Robertson	HSE Advisor	EKC Technology
Gerry O'Neil	Business Improvement Advisor	Mowlem Technical Services
Paul O'Donnell	Safety & Environmental Advisor	Mowlem Building Scotland
John Little	Managing Director	Wood Group
Keith Alexander	Safety Advisor	RDA Scaffolding
Duncan Hardiman	HS&E Manager	AEA Technology Battery Systems
Caroline Duguid	H&S Advisor	The Edrington Group Distilleries
Stephen Firth	Group HSE Manager	Petroleum Manufacturing Services
Su Black	QHSE Manager	Gyrodata Limited
Michela Logan	HSQMEH Manager	Tyco Fire&Intergrated Solutions
Haudi Hayati	HSEQ Manager	Sulzer Wood Limited
Steve Thorley	Rig Manager	GlobalSantaFe

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 practise in relation to health & safety within Scotland. Forum members will 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.

Purpose of Meeting

At the second meeting of the SHPF it was agreed that RoSPA would draft a core document, the 'Scottish Higher Performers Challenge', which a broad array of 'higher performers' would be asked to sign up to. The challenge would present a guide to possible action and a position statement around which participating organisations could rally. It would be promoted not only by health and safety bodies in Scotland but principally by the organisations, which were signatories to it.

The primary purpose of the meeting was to launch not only the 'Challenge' document, but also the Scottish Higher Performers web pages.

Meeting Note

Russell Brownlie advised those present of the emergency arrangements and the meeting agenda, attendees were then invited to introduce themselves. Following the introductions Russell indicated that the response to the meeting confirmed the wide range of collective knowledge and experience present to discuss the 'Scottish Higher Performers Challenge'. When linked to the experience available via Local health and Safety Groups, Industry Specific and Professional Groups we had a reservoir of untapped knowledge which could be used in support of the higher performers concept, the details of which were made available to delegates in the information pack.

In discussing the value of sharing Russell who has helped set up effective Health and Safety Management Systems in several major employer organisations (both Public and Private) during the past 44 years made mention of one world wide organisations who had the motto 'When it comes to Safety we all speak the same language'. In a sense this one of the underpinning themes linked to the SHPF; ensuring that best practice becomes universal practice for the benefit of Scotland and it's people.

Russell also communicated a message of support relating to the launch of the 'challenge' from Sarah Jones, Head of Directors Office HSE Scotland, which also included the minutes of the first Partnership Steering Committee Meeting (posted onto the Higher Performers website, www.rospa.com/occupationsafety/scottish) The Partnership Committee would welcome regular feedback from businesses signing up to the challenge about their activities. SHPF members with a positive message linked to HSC strategy should contact Sarah via the web link.

Sarah requested that SHPF members consider the proposal within the minute that there would be merit in establishing a good neighbour scheme between higher performers and their local colleges- and would welcome support from members for such an initiative. A further suggestion that Forum members should register as users of CHaSPI was also made, www.chaspi.info-exchange.com

Karen McDonnell presented a short paper; Scottish Higher Performers Forum 'Influencing health and safety within Scotland'. This paper refreshed understanding of the central proposition from which the Forum has evolved, introduced the SHPF Challenge, and encouraged those present to engage with the process through 'signing up' and to think more expansively about extending their health & safety outreach. To date the SHPF had been sustained by RoSPA. The SHPF web pages are now live on the RoSPA site. RoSPA is in the process of purchasing a domain name and would provide both an email contact point and commit to updating the 'What's new' section. It was envisaged that RoSPA would remain 'at the hub' however there would be a requirement for proactive involvement by SHPF members, and a need to persuade additional Higher Performers to join. Those present were advised that a meeting between RoSPA and Steve Bell Director Scottish Centre for Healthy Working Lives, had been held as a consequence of which details of the Higher Performers had been circulated to SHAW co-ordinators and safeandhealthyworking advisors. It was hoped

that as a consequence awareness of the SHPF would be raised and further signatories obtained.

Roger Bibbings highlighted that in addition to the RoSPA input, the Forum needs additional resources to remain sustainable. Russell Brownlie had agreed to act as a co-ordinator to assist in taking the project forward, as the Forum grows there will be an increasing requirement to co-ordinate meetings, members were asked to consider how they could contribute support to critical tasks through for example seconding staff to the SHPF. The Challenge document is not intended to be prescriptive, but organic, RoSPA is keen for signatories to promote 24/7 safety, which has the potential to reduce time off work due to non-occupational injuries in the home, at leisure and on the road. Those present were urged to consider nominating 'high profile champions' from within their organisations to promote a positive safety message in the media on behalf of the SHPF, thereby releasing expertise from organisations to the benefit of the wider community in Scotland.

Contributions were then sought from those present;

Alan Harwood of FMC Technologies Ltd and Mark Russell of Dunfermline Building Society outlined how they proposed to take the 'challenge' back to their organisations. Both welcomed the active nature of the challenge and the requirement placed on signatories to report back regularly and share lessons learned via the web pages.

Brian Sweeney had attended the 'Director's responsibility – sharing the evidence' conference, and suggested that there may be merit in bringing together Directors from SHPF members with a view to sharing how they will drive forward the SHPF challenge.

Rory Reed requested that both an enquiry and access point linked to the web pages be established to assist communication between members.

Russell Brownlie highlighted that the Partnership Committee are proposing to develop a register of resources relating to health and safety, which will be a major benefit to SHPF members.

Ian Peden stressed the importance of both safety and health education in schools. Also raised was the critical issue of h&s during work experience/placement, both in selecting placement providers and ongoing issues when undertaking work experience. Roger Taylor suggested that SHPF consider the implications of integrating h&s into education from primary to business school.

Ian Waldram reminded those present that in order to add to the evidence base, baseline assessments require to be made by any organisation prior to putting an intervention in place. This is critical in terms of transferability of learning.

In bringing the meeting to a close Karen McDonnell asked SHPF members to reflect on the implications of becoming signatories and to return copies of the challenge duly signed for her attention.

Russell Brownlie thanked those present for their contributions and encouraged them to drive forward the challenge within their organisations