

Scottish Higher Performers Forum
‘Influencing health and safety within Scotland’
Notes of the 8th Meeting

Held at the Glasgow Hilton Hotel

Wednesday 25th September 2008 at 1230hrs

Attendance

J Russell Brownlie	NOHSC
Karen McDonnell	RoSPA
Alan Crawford	Scottish Government
Ian Lavery	Glasgow City Council
Sarah Jones	Head of Directors Office HSE Scotland
Owen Hanratty	Strathclyde Fire Station
Andrew Kennedy	Scottish Power plc
Norman Stevenson	Robertson Group Ltd/SCoS
Allan Brown	Spirit Aerosystems Europe Ltd
Gerard Yuill	Balfour Beatty
Errol Taylor	Deputy CEO RoSPA
George Mackie	MD Robertson Construction Central Ltd
Bob Gray	MD Robertson Construction Tayside Ltd
Andy McLeod	MD Robertson Construction North East England Ltd
Frank Reid	MD Robertson Construction Northern Ltd
Raymond More	MD Robertson Construction Highland Ltd
Sean O’Callaghan	MD Robertson Construction Eastern Ltd
Mike Parker	MD Robertson Construction Lothian Ltd
Bob Cummins	Scottish water Solutions
Tom Mullarkey	CEO RoSPA
Roger Bibbings	Occupational Safety Adviser RoSPA

Apologies

Roger Taylor	Aberdeen College
Colin Beattie	Aberdeen College
Mary Ellen Powell	Scottish and Southern Energy
Billy Byrne	Balfour Beatty
Gena Falconer	Aberdeen City Council
Alan Harwood	FMC
Charles McBreen	North Ayrshire Council
Robert Hendry	Robertson Group Ltd
Robert Atkinson	SCHWL
Mark Russell	Dunfermline Building Society
David Jones	Sun Micro systems
Alan Walkinshaw	OKI Ltd

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 ; Guidance for LA elected members, SHPF Update, Scottish Action Plan on Health and Safety Update, SCoS Business Benefits of Occupational Health Initiative, Business to Business Mentoring Toolkit, AoCB

Meeting Note

Russell Brownlie (Chair) welcomed members to the meeting, and provided an overview of the emergency and domestic arrangements for the Glasgow Hilton Hotel. He introduced those present from the Robertson Group Ltd and expressed thanks for their interest in the SHPF and their demonstration of commitment through signing up to the [SHPF Challenge](#)

Matters arising from previous meeting

The Public Services Specialist Group linked to IOSH have circulated draft guidance for elected members which is supported by a PowerPoint presentation and can be used for training purposes. It had been anticipated that this might be available autumn 2008. Ian Lavery has provided feedback on behalf of CoSLA requesting that Scottish Legislation and frameworks be reflected in the final document.

SHPF Update

K.McDonnell presented a short paper to update members in relation to activities undertaken since the last meeting. The central proposition underpinning SHPF was reviewed, and the core 'commitment to communicate' reinforced.

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 members participated in the RoSPA/SCHWL 'Work related road safety' seminars, which had been attended by over 300 delegates. 1:1 follow up is ongoing 45% of those contacted have taken some form of action as a result of their attendance and are also interested in the Scottish Occupational Road Safety Alliance (SCoRSA). The next meeting of which is scheduled for 22nd of October 2008, SHPF members will be updated on progress towards establishing an action plan in due course.

Scottish Water Solutions recently launched a 'Health and Safety' Bus, funded by its partner organisations. The bus is fully equipped to deliver on-site training programmes across Scotland, Bob Cummins reported that training for up to 2000 contractors would be provided during its first

year of operation. The total cost of the project being £90k, £35k of this relating to the purchase and fit out of the vehicle.

Robertson Construction have produced a Site Safe DVD which will be used to induct and train contractors and staff.

National Semiconductors HWL Team are launching a 'Child Safety' initiative encompassing home and road safety in Autumn of 2008.

As ever there had been some flow of information to RoSPA from SHPF, but more unsolicited information is required. To encourage information there would be a 'round the table' discussion under AoB.

PHASS : Implementation of the Scottish Action Plan on Health and Safety

The meeting was addressed by **Sarah Jones**, who has returned to her post as Head of Directors Office HSE Scotland following her secondment to the Scottish Government co-ordinating the Scottish Action Plan on Health and Safety.

Significant progress has been made in the last 12-18 months, facilitated by the networks established through partnership working encouraged by the Scottish Action Plan on Health and Safety. This is outlined within the [letter submitted to Ministers](#) following up the action plan in September 2008 and discussed at the recent meeting of PHASS. A number of work strands were ongoing with a particular focus on help and advice for small businesses. Roger Bibbings highlighted the availability of the Workplace Health Connect Evaluation, which may also be of value in identifying appropriate routes forward.

The Chair congratulated Sarah on her success in co-ordinating the Action Plan implementation and hoped that funding would be provided by the Scottish Government to take forward initiatives evolving from its implementation.

For Business by Business Support: Business to Business Mentoring

K McDonnell provided an overview of a proposed mentoring toolkit, one of the outcomes from the series of seminars held earlier this year. It is anticipated that SHPF and ScoS groups may consider entering into mentoring agreements with SME's, within their supply chain or membership.

A mentor was defined as an empathetic and experienced h&s practitioner prepared to offer advice and guidance, it was observed that many of those attending this meeting did indeed fall into this category and would be ideally placed to participate. The mentor would provide support, develop, stimulate and challenge the mentee. It was suggested that this would assist SHPF members to 'meet the challenge' and contribute to improvement both in compliance and health and safety performance for both organisations involved in the mentoring arrangement.

Additional benefits would include; improved networks, managed career development, CPD and communication of standards/best practise. This approach also provides a model for low cost development of individuals. A tool kit would be circulated in late October which would include mentoring guidelines, and a mentoring agreement which KMcD would be pleased to discuss with SHPF members.

Business Benefits of Occupation Health: The SCOS Initiative

Norman Stevenson, ScoS provided an overview of the proposed programme it had originated from comments made by Stewart Campbell at the 2008 SCOS Conference. "I've said this before to the Chamber – If you want to make your mark in the safety field in Scotland, you must do something completely different, and I would strongly suggest that it had a Health theme because this is what the Government at Westminster and the Scottish Government are interested in"

Launched on 20th June 2008

Keynote Speech	Lord McKenzie of Luton
Speakers	Bob Rajan, HSE
	John Price, HSE
	Paul Stollard, HSE
	Robert Atkinson, HWL
	Karl Simons, SCOS

Set up a Working Party

Robert Atkinson	Healthy Working Lives
Dr. Karen McDonnell	RoSPA
Claire Allinson	SCOS
Bob Rajan	HSE

1st meeting attended by Norman Stevenson and Sarah Jones Head of Directors Office HSE Scotland

Very productive, with a variety of options discussed. The delivery method (seminars; toolbox; dvd; printed material) linked to Scottish Safety Groups and possibly Scottish Higher Performers supply chains. The target audience would most likely be the small/medium business, however this would be agreed through consultation with appropriate stakeholders.

SHPF to be updated on progress.

Meeting the Challenge

'Round the table' exercise offered the opportunity for those present to highlight activities undertaken since last meeting.

Alan Brown, Spirit Aerosystems Europe Ltd Working with and mentoring tenants in relation to HSE matters is starting to bear fruit. Within the business he is leading 'back to basics' QHSE training and assisting employees in meeting the 'change challenge'.

Andrew Kennedy, Scottish Power; Working with SCHWL achieved gold standard. Have formed an occupational health academy to tackle absence, working closely with contractors in relation to occupational health risk assessment encouraging adoption of standard promulgated by Scottish Power.

Sarah Jones, HSE Scotland; Highlighted current consultation on [Sentencing Guidelines and a Scottish Sentencing Council: Consultation and Proposals](#), the aim of this consultation is to deliver more consistent and transparent sentencing in Scotland. The document outlines proposals for the introduction of a new system of sentencing guidelines and a Scottish Sentencing Council to develop that system.

Owen Hanratty, Strathclyde Fire and Rescue Service; There has been a restructuring of the health and safety team blending fire officers with health and safety practitioners from within and out-with the Fire Service, this has been very beneficial.

Bob Cummins Scottish Water Solutions; provided an overview of the Driving Safety 24/7 initiative. The bus with trainer will cover SWS sites across Scotland and provide training to contractor's staff as appropriate to the work being undertaken.

Alan Crawford, Scottish Government, producing an in-house video 'Choices', profiling, slips/trips, posture, stress and MORR. Agreement has been reached on the provision of mandatory fire safety training across Scottish Government properties. Risk Assessment will be the theme of the HSLO conference in October.

Ian Lavery, Glasgow City Council, Major stress management programme ongoing, H&S team heavily involved in contractor vetting related to Commonwealth Games bids.

Roger Bibbings, RoSPA, Provided an outline of the RoSPA SME Initiative (hyperlink to site) and highlighted the considerable success in bringing pre-qualification issues (as part of improved communication with SME's) to the attention of Government departments and other stakeholders, within the BERR 'Improving Outcomes from Health and Safety' Report published in August 2008.

Introduced the topic of nature of health and safety support available from independent consultants (one of the speakers at RoSPA Congress had mentioned two clients who had paid for h&s services which were either not required or inadequate) and how their competency could be assured.

Also raised the potential for developing an Accident Prevention Awareness package for small firms.

Tom Mullarkey, CExec RoSPA, Outlined the RoSPA/BNFL scholarship scheme, £500k to undertake research into health and safety related topics, will fund PhD students and contract based research. This will be an ideal opportunity to add to the evidence base...what works? He requested that SHPF members consider topics for further consideration and also to advise KMcD of research fellows/institutions who may be interested in becoming involved.

The meeting closed at 1400hrs, next meeting scheduled for May 2009, date to be confirmed.