

**Scottish Higher Performers Forum  
'Influencing health and safety within Scotland'  
14th Meeting**

**Glendronach room, Glasgow Hilton**

**21st September 2011**

**Attendance**

Karen McDonnell	RoSPA
J.R.Brownlie	Consultant
Robert Atkinson	SCHWL
John Johnson	FMC Technologies Ltd
Douglas Blackwood	National Semiconductor (UK)Ltd
Robert Murphy	Black and Veatch Corporation
Gary Cummings	Glaxo Smith Kline
Alan Crawford	Telford College
Roger Bibbings	RoSPA
Tom Mullarkey	RoSPA
Fraser Allan	CBES Ltd
Allan Crawford	Scottish Government
Craig Beacom	Halcrow
Kyle Bonaccorsi	Denholm
Kathleen Braidwood	RoSPA
Colin Mann	Scottish Woodlands Ltd

**Apologies**

David Patrick	Morgan Sindall
Irene Swatgor	Glaxo Smith Kline
Mary Ellen Powell	Scottish and Southern Energy
Andrew Kennedy	Scottish Power
Sarah Jones	HSE Scotland
Billy Byrne	Balfour Beatty
Norman Stevenson	Robertson Group Ltd
Peter Campbell	Halcrow Group
Maira Runciman	Black and Veatch
Colin Beattie	Aberdeen College
Peter Gresty	EM&I CSS
Drew Russell	Coca Cola

## **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 Scotland and PHASS update, reports on progress linked to both Health Risks at Work; do you know yours? and the Scottish Occupational Road Safety Alliance, a paper from Roger Bibbings relating to LEAP concluding with a 'round table' Meeting the Challenge session.

## **Meeting Note**

Russell Brownlie (Chair) welcomed members to the meeting, and provided an overview of the emergency and domestic arrangements for the Glasgow Hilton.

## **Matters arising**

There were no matters arising from the previous meeting.

## **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. KMcD stressed the importance of sustaining this community of interest in health and safety matters within Scotland and reinforced the opportunity for organisations to sign-up to the SHPF challenge. In the current climate agreeing common approaches to tackling common health and safety related issues is even more important.

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 have signed up to use the ScORSA toolkit.

Fraser Allan of CBES Ltd and Jane MacDonald of FMC Technologies had presented papers at the August PHASS meeting in August. Robertson Facilities Management, Balfour Beatty Scottish and Southern, the Scottish Government and Scottish Power are presenting papers at the Scotland Occupational Health and Safety Forum today.

## **HSE Update**

Sarah Jones, Head of Director's Office HSE Scotland, was unable to attend however KMcDonnell tabled the attached paper on behalf of HSE.

## PHASS Update

The event was chaired by HSE Board member, Hugh Robertson. Speakers were:

- **Hazel Harvey, Executive Director Membership, Institution of Occupational Safety and Health (IOSH)** - Hazel provided an insight into competence, IOSH membership and the Occupational Safety and Health Consultants Register (OSHCR) reinforcing the importance of accessing competent advice.
- **Harry Cunningham - TUC Education Officer** - Who provided an overview of training available for safety representatives
- **Fraser Allan, Head of HSEQ , CBES Ltd** - a member of RoSPA's Higher Performers Forum. Provided an overview of how CBES Ltd have used their extensive suite of in-house training programmes, and formal/informal on-site contacts to improve the competencies of their own staff and those of their contractors to the benefit of both parties.
- **Jane Macdonald, HSE Adviser, FMC Technologies Ltd**, a member of RoSPA's Higher Performer's Forum, who gave an insight into their team, based approach to worker involvement and how this has been harnessed to assist in the development of new approaches to training within the organisation.

50 guests, including duty holders and PHASS members attended.

### Aims

The aims were to assist businesses who want to learn more about how to provide effective health and safety training in the workplace, the need for competent health and safety advice and the benefits of involving employees in managing health and safety. 95% of attendees completing evaluation forms believed the aims were partially or fully met.

### Follow up

e-mail with information, for example, about:

- Health and safety courses and the employer programme available in Fife - Fife Council
- Link to details about the local Fife Safety Group
- Link to the Scottish Centre for Healthy Working Lives website
- Link to HSE Scotland website and specifically the What works in worker involvement report by RoSPA for HSE - which includes Scottish case studies

The next meeting of PHASS will be held on the 10th of November, and will review the experience of the new approach to PHASS and agree key elements of future partnership delivery across Scotland's Health and safety community.

## **Health Risks at Work: Do you know yours? Robert Atkinson**

Partnership project between HSE, SCHWL, RoSPA, SCoS, targeted at the non-safety professional providing them with support to identify common health risks and health hazards with the potential to cause long latency disease. There are 250 champions currently linked to this project. As reported at the May meeting the toolkit will be available to students attending college in Scotland from October 2011. SGUK are keen to take the HR@W across the UK.

All SHPF members have the potential to become champions and encourage participation within their supply chain. Those present who were not already involved in this initiative should contact Robert Atkinson. [robert.atkinson@nhs.net](mailto:robert.atkinson@nhs.net)

## **SCHWL**

Robert advised of the availability of a Sickness Absence Monitoring tool, RPE selection tool and also that SCHWL are piloting an SME networks project. This is sector based and focussing on green field sites. SCHWL are embarking upon some market research targeting 50,000 sme's which will assist them in developing new services etc.

## **Scottish Occupational Road Safety Alliance (ScORSA)**

Kathleen Braidwood RoSPA provided an overview of ScORSA and the associated [ScORSA Toolkit](#) which consists of free training materials to assist organisations and individuals to understand the range of issues associated with driving for work. An overview of [RoSPA's Young Driver at Work Research](#) was also provided, this work is being expanded within a Scottish context, funded by SCHWL and there will be an opportunity for SHPF members to get involved

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

## **LEAP**

Roger Bibbings provided an overview of the proposed Leadership and Engagement Academy Programme, seeking the involvement of volunteers from SHPF members in a pilot programme. Our approach will be to develop an experience based business to business learning model for individuals interested in learning by doing. Invitations to participate will be circulated following this meeting, a flyer which could be used to persuade your organisation to get involved is attached for information.

Next meeting of the SHPF will be in May 2011, SHPF members are requested to consider whether they have suitable facilities to host this meeting ie a room to seat 25 people board room style with tea and coffee.

The Chair extended his thanks to those who attended and to RoSPA for hosting this meeting.