

**Scottish Higher Performers Forum
'Influencing health and safety within Scotland'
15th Meeting**

Hosted by the Scottish Government at Victoria Quay

28th May 2012

Attendance

Karen McDonnell
J.R.Brownlie
Robert Atkinson
John Johnson
Robert Murphy
Lynn Young
Neil Cameron
Kathleen Braidwood
Alan Amos
Sarah Jones
Billy Byrne
Peter Campbell
George Guy
Steve Million
Neil Murray

RoSPA
Chair SHPF
SCHWL
FMC Technologies Ltd
Black and Veatch Corporation
Scottish Government
Scottish Government
RoSPA
Edinburgh Building Services
HSE Scotland
Balfour Beatty Construction Ltd
Halcrow a CH2M Hill company
RWE NPOWER
RWE NPOWER
Aramark Offshore and Remote Sites

Apologies

James Bertram
Graham Campbell
Steve Fanning
Craig Cunningham
Jack Gillespie
Fraser Allan
Ken MacLeod
Malcolm McGregor

Scottish Police Services Authority
Renfrewshire Council
Renfrewshire Council
Compass Group UK& Ireland
Applus RTD UK Ltd
CBES Ltd
Sturrock Power
BASF-the chemical company

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, progress report from SCHWL, an update on Driving Risks at Work from a ScORSA /RoSPA perspective, 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 Victoria Quay. He thanked Lynn Young H&S Advisor, Scottish Government for co-ordinating arrangements.

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.

Papers had been presented at RoSPA Scotland Congress by;

Roberston's Facilities Management
Balfour Beatty
Scottish & Southern Energy
Scottish Government
Scottish Power

HSE /PHASS Update

Sarah Jones, Health and Safety Executive , Policy (Scotland) and Partnership Team Manager , presented an overview of the Estates Excellence (EE) project which HSE and partners will be taking forward in Scotland. (paper appended to minutes). SHPF were asked to consider getting involved particularly if they are located near the Bellshill/Rig End area. There was an overall positive response to this initiative, with the following specific questions raised;

FMC have a site with 240 employees in Bellshill, and would take EE details back to health and safety team and identify how much support they would be in a position to provide.

Black and Veatch, have a broad array of training packages which could be made available to complement the portfolio of courses used in the EE pilot project.

Halcrow, asked what the time commitment from partners would be, SJ explained the delivery methodology which provided an indication of the likely commitment.

EBS, commented that the time duration for the training sessions suggested that they were more of a 'toolbox talk' and raised awareness of the issues as opposed to providing training. This matter had been discussed and agreed at the recent EE working group meeting.

Anyone wishing to get involved should contact sarahjones@hse.gov.uk

Scottish Centre for Healthy Working Lives

Robert Atkinson, OHS Development manager provided an overview of activities delivered by SCHWL, targeted at sme's and encompassing health & safety, occupational health and wellbeing issues. Services are provided via a website, free advice line and face to face support for sme's.

Projects include;

Involvement in the delivery of Estates Excellence

Development of an on-line assessment tool linked to the [ScORSA Toolkit](#), which can be made available to students entering further education.

[Health Risks at Work](#) toolkit had its national launch at the recent H&S Expo in Birmingham, SGUK are supporting this initiative across the UK. On-line assessment tool will be available later in the summer. A short dvd 'Introducing Health Risks at Work' has also been produced.

Continue to support the [Certificate of Professional Development in Workplace Health](#), which is available through the Centre for Lifelong Learning at the University of Strathclyde, Glasgow
[HSE RPE Selector Tool](#) is available to download from SCWL website, high hit rate and dwell time, worth a visit.

Developing an asbestos tool for use by apprentices.

Working with [Scotland's Colleges](#) in relation to mental health seminars

Providing an OH advisory and referral service for sme's (<50 employees) SCHWL fund the first 10 employees, however the organisation must agree to provide the same service(s) for the remaining staff.

Working with the [Scottish Business Crime Centre](#), safety and security issues for organisations within Clydebank Shopping Centre.

Working with IOSH Scotland to deliver a Leadership/Worker Engagement Seminar, during 2012-13

Anyone wishing further information related to any of the above projects should contact

robert.atkinson@nhs.net

Driving Risks at Work

Kathleen Braidwood RoSPA provided an update on the following topics;

ScORSA Toolkit

ScORSA Driving Risks at Work Seminars

SCHWL VLE

MORR Survey

SCHWL Young Drivers at Work

And

Young Drivers at Work-Scotland- Black Box Technology.

Any members of the SHPF who wish to get involved in the Black Box Technology project should contact, kbraidwood@rospa.com

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

Meeting the Challenge

FMC, will include the Health Risks at Work Toolkit in future suppliers awareness days, also including in future supplier audits. Run IOSH Managing Safely and Working Safely in-house, linked to [Safety Group Fife](#), and offer places on in-company courses to other local organisations.

Aramark Offshore and Remote Sites, also involved in supply chain initiatives. Have been exploring Human factors issues working with Stepchange. Current focus on Supervision and Supervisory Skills, what is required and how do you develop these within your team.

Balfour Beatty Construction Ltd, are currently involved in leadership training for senior managers. MD proactively visits sites to undertake inspections, encouraging suppliers to do likewise. Constantly reviewing best practice and re-setting as minimum standard for the organisation. Competency development is a critical focus for the organisation, eg provision of presentation skills training for supervisors. In terms of Occupational Health issues the organisation is much improved encompassing the requirements of directly employed staff, will move onto address the needs of the supply chain in due course.

Black and Veatch Corporation, currently refreshing coaching and presentation skills, senior management provide a very positive example for the wider organisation. Standardising the induction process across the organisation, and have engaged an OH provider. Believe that the balance of activities across safety, behavioural safety and occupational health demonstrates that the business does care about those who work on their behalf.

Edinburgh Building Services, deliver IOSH Managing Safely, refresher, and Working Safely in-house. Undertaking a HAVS review across the council, internal and external agencies involved. The EE project is of particular interest from both an organisational and personal (CPD) perspective. Have looked at commercially available HAVS diagnostic tools however the number of staff plus the array of equipment used poses significant cost implications.

Halcrow a CH2M Hill company, have a new owner since the last meeting of the SHPF, integrating business (21 activities in total). Operate from an international perspective, encouraging 360 walkabouts, sharing information and best practice. Defibrillator in every office environment and provide European emergency response training. Operate a consultant's forum across the business which encourages cross-disciplinary sharing of best practice. With regard to CDM 2014, interested in how revised document will influence design activity. It was highlighted that, OSHA have a requirement that employees report the use of prescription drugs to their employer.

HSE, Fee for Intervention most likely introduced before the end of 2012. Relates to HSE activity and will only apply where there is a material breach of legislation, does not apply to Local authority enforcement. Proactive inspections have been cut by a third, (33,000 to 22,000), those that are undertaken are delivered in association with strict criteria.

Scottish Affairs Committee, no report as yet.

HSE reorganisation, Field Operations Directorate, 3 divisions; Southern England, Midlands and NE England & Scotland.

RWE NPOWER, Readdressing health and safety following a re-structuring, focus on maintaining standards linked to employee led safety (behavioural safety related). Identifying critical behaviours demonstrated by management team and considering how these can be taken across the organisation. Now have a German parent company who like the UK 'health and safety model' and would like to achieve this UK standard across their entire business.

Scottish Government, Challenge of current economic climate and the provision of support to Non Governmental Departmental Bodies. Proactive in a cross governmental health and safety related group which encourages, shares and engages on key health and safety related topics. Have researched and piloted a lone worker protection tool which is now used by 250 rural staff, mobile phone based. System is managed externally, successful in highlighting near misses and avoiding accidents. Minimal cost £12 per person per month

RoSPA, discussion around suggested topics for RoSPA Scotland Congress.
Safety and economic resilience-where are we now? (Scottish economy)
Informing the every-day safety success- a learning legacy (London 2012 lessons)
Estates Excellence- creating and accessing a valuable local learning resource
Telematics –can use of monitoring systems improve driver behaviour in the under 25's
Legal case study

Since the meeting the [programme has been agreed](#).

The Chair extended his thanks to those who attended and to the Scottish Government for hosting this meeting.

Date and time of next meeting: 19th September 2012, 0800hrs, Hilton Glasgow Hotel, Glasgow.