

**Scottish Higher Performers Forum
'Influencing health and safety within Scotland'
13th Meeting**

Hosted by the Halcrow Group, Glasgow

31st May 2011

Attendance

Karen McDonnell	RoSPA
Sarah Jones	HSE Scotland
Alan Crawford	Telford College
David Patrick	Morgan Sindall
J.R.Brownlie	Consultant
Robert Atkinson	SCHWL
John Johnson	FMC Technologies Ltd
Alan Crawford	Telford College
Billy Byrne	Balfour Beatty
Norman Stevenson	Robertson Group Ltd
Peter Campbell	Halcrow Group
Nigel Valvona	Halcrow Group
Julie Harkins	South Lanarkshire Council
Fraser Allan	CBES Ltd
Kevin Maguire	John Wheatley College
Jack Gillespie	Applus RTD UK Ltd
Neil Murray	Aramark Offshore and Remote Sites

Apologies

Mary Ellen Powell	Scottish and Southern Energy
Andrew Kennedy	Scottish Power
Ian Gray	BASF The Chemical Company
Karen Lockhart	Strathclyde Fire and Rescue
Douglas Blackwood	National Semiconductor (UK) Ltd
Kelly Wardale	Norland UK Services
Robert Murphy	Black and Veatch Corporation

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 Nigel Valvona Halcrow Group Health & Safety Director 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 Halcrow Building. He thanked Halcrow for providing both the venue and lunch for the meeting.

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.

The number of organisations eligible to participate in the SHPF had increased by 30, as a consequence of participation in the RoSPA Award scheme.

Since the September meeting a number of connections had been established between forum participants the Scottish Chamber of Safety and IOSH networks in Scotland. Case study development remains at the core of HSE activity across the UK and this is mirrored by SCHWL, RoSPA and IOSH. SHPF members are participating in both the Health Risks at Work and ScORSA initiatives.

Fraser Allan of CBES Ltd and Jim Bradley of Livingston Designer Outlet are participating in the 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 in September](#)

Worker Involvement Progress

The RoSPA report '[Worker Involvement : What works](#)' is accessible via the HSE Scotland website and the RoSPA website.

KMcDonnell provided an insight into the [Worker Involvement- HSE 'do your bit'](#) stakeholder event held in March 2011. The event had provided an opportunity to review 'do your bit' and through syndicate activity identified the potential next steps, issues discussed were;

- Most appropriate route(s) to market for training product
- Appetite for this training in the current climate
- Potential alternative funding streams for delivery of courses
- The combination and type of qualifications/skills/knowledge/experience that is required by a facilitator to deliver a tailored joint training workshop

HSE Update

The meeting was addressed by Sarah Jones, Head of Director's Office HSE Scotland, who provided an overview of FOD (Field Operations Division) forward plans in light of the content of 'Good Health and Safety, Good for Everyone'. Forward plans may however be influenced by the availability of resource.

HSE will place greater emphasis on reactive work where resources will be deployed to ensure all incidents falling within HSE selection criteria will be investigated, those falling out with these selection criteria will not be investigated. Efforts will be made to close out existing fatal investigations so that COPFS may bring them to court quickly.

Focus will be on areas of greatest risk and HSE will undertake a programme of interventions in high risk sectors including; construction, waste and recycling and specific areas of the manufacturing sector for example wood products and fabricated metal products.

HSE will target on the basis of evidence, inspections will be undertaken following a RIDDOR report or complaint or immediately following a single topic visit (inspection of LPG installation) where it is judged that there is need to test wider health and safety risk management arrangements. Where an organisation is identified as a poor performer inspection will also follow. HSE will work in partnership with industry to promote safe and healthy workplaces and support supply chain interventions.

The [Lofstedt Review](#) and [RIDDOR consultation](#) in addition to the [Scottish Affairs Committee Inquiry into Health and Safety in Scotland](#) were also mentioned in discussion.

There followed a short question and answer session;

Closure of the HSE Infoline , all queries to be addressed through the HSE website, HSE inspectors to signpost organisations and individuals to website. Positive comments were made regarding the HSE website, the new SME '[Health and Safety made simple](#)' toolkit being of particular value.

No feedback available on whether OSCHR was being used to find consultants within Scotland. Consultants are being listed by county which is not beneficial within Scotland, SJ has advised that Scotland data would be easier to interrogate if presented by local authority area. Some of those present holding the designation CMIOSH, questioned why there should be a requirement to register given that they are already recognised as competent.

Cost Recovery, HSE will be charging for work with duty holder where a material breach is found, a consultation relating to cost recovery will take place over summer 2011, and introduced from April 2012.

PHASS Update

The meeting held on the 9th of March in Inverness was the 2nd of the new style PHASS meetings, commencing with lunch followed by a themed open meeting. Chaired by Hugh Roberston HSE Board member, '[Creating Healthier workplaces](#)', [managing the prevention of occupational disease](#) was attended by over 40 delegates and guests. Following the five short presentations group discussions around the topics were facilitated by PHASS members.

68% of the attendees heard about the event through HSE, 40% of attendees believed that the aims of the event had been met (to help businesses who want to learn more about controlling risks to health in the workplace and to share experience on: managing the prevention of occupational disease; implementing appropriate health surveillance; and selecting good occupational health services).

The next meeting is scheduled for 18th August 2011 where the hosts will be Adam Smith College Kirkcaldy, the topic on this occasion will be '[Health and Safety Training: achieving competence and genuine worker involvement](#)'. Local marketing to support the event will be undertaken by HSE , SHPF members within the Fife area are encouraged to attend and can seek further information from HSE via the hyperlink above.

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.

To date there are 230 champions and 130 participating organisations registered with SCHWL and 1800 HR@W packs issued.

The Toolkit has been evaluated by Frontline, however the results are not statistically significant, irrespective of this the toolkit has been widely welcomed as a useful self starting tool however time constraints and the current economic climate have restricted the activities both champions and participating organisations.

RoSPA have also been involved in speaking with individual champions about the development of a 'champions network' and identified that there is an interest in champions coming together to share experiences and develop business to business learning opportunities.

The Toolkit will be web-based from the end of July 2011, and a VLE tool is currently under development which will be used by students across Scotland. An element based on the topic 'good work good health' is being developed for inclusion in the latter.

REHIS are to raise awareness of the availability of the toolkit within their membership at their annual training seminar in October 2011, and will issue copies of 'At the gatehouse' to delegates.. The RoSPA research is being used to identify how to work effectively through Champions and also to create case studies relating to how to be a 'successful' champion and participating organisation.

All SHPF members have the potential to become champions and encourage participation within their supply chain. Participating organisations may also be signposted to the SCHWL Advisers network for additional support.

There was broad agreement that this resource could be widely used by SHPF, any members with specific interest in using either 'At the Gatehouse' or the full toolkit should contact Robert Atkinson. robert.atkinson@nhs.net

Scottish Occupational Road Safety Alliance (ScORSA)

This project had evolved from the SCHWL/RoSPA MORR events, an example of a multidisciplinary approach bringing together OHS and Road safety disciplines. The website promotes occupational road safety focussing on the business benefits of effectively managing the risk and provides organisations with an opportunity to influence Scotland's road safety statistics. Organisations who sign up gain access to free resources; MORR guide, driver handbook, risk assessment model, gray fleet guide etc . SCHWL advisers and a network of Road Safety Advisers across Scotland are also signposted for those organisations who require additional support. SCoRSA is referred to in the Scottish Government's Road Safety Strategy towards 2020, as is the medium term goal that 'all contractors working for the Scottish Government to have a MORR policy in place'.

RoSPA is funded through their Scottish Government Road Safety Grant to support and develop ScORSA, additional funding has provided during 2010-2011 has been used to develop a [ScORSA Toolkit](#) which will be of interest to SHPF members. This consists of free training materials to assist organisations and individuals to understand the range of issues associated with driving for work.

RoSPA is co-ordinating a number of local [ScORSA Toolkit launches across Scotland](#) which will be of interest to SHPF members and in particular their supply chains.

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

Meeting the Challenge

Nigel Valvona Halcrow Group Health and Safety Director

Addressed the group on the Groups' SHEQ Strategy and the value of collaboration (copy of presentation attached). As a global company with 6000 staff across 60 offices worldwide Halcrow has set a baseline standard for health and safety performance across Europe, Middle East and Africa, the America's, Asia and Australasia. The organisation must as a minimum meet the health and safety requirements of the country they are operating in. The global structure of the SHEQ team was explained and how this enabled Halcrow to develop a strategic approach to health and safety within an operational environment explained.

Halcrow work proactively within a Consultants forum, which brings together a number of global players (employing approx 50,000 staff in total) in the field of engineering consultancy. Collaborative working between these organisations recognises that health and safety has no commercial boundaries. Good practice and experience is shared and the opportunity to benchmark taken. An overview was provided of the mechanism used to influence health and safety both internally within individual organisations and externally where forum members working together have a 'much stronger' voice in terms of health and safety

The reasons why the forum had made a difference were outlined

- Top commitment from each organisation
- A 'doing' group rather than a large committee (4 members)
- Focus on key objectives
- A good profile and reputation within the industry
- Trust between participants to share experiences both positive and negative
- Adopted a global health and safety agenda.

John Johnston FMC Technologies Ltd

**How do SHPF members demonstrate senior management/director level leadership?
Do they really 'catch someone doing something right and congratulate them?'**

Morgan Sindall, undertake cultural audits monthly these are undertaken by senior staff (non-health and safety practitioners) this assists in demonstrating commitment. Whilst there are five elements within the cultural audit, this is not a physical conditions check. Also hold an annual 100% safe action day.

CBES Ltd, operate similar initiatives, 'lessons to be learned' discussions within wider management team, the most recent reviewing accidents and near misses. The Shell approach to demonstrating commitment was discussed, (post meeting note Shell operate [12 life-saving rules of interest](#) to wider forum. Critical to show an interest in employee's, understanding of safety related issues, 'how should a scaffolding look?'

Balfour Beatty, committed to [zero harm across business by 2012](#), driven by senior management as outlined within '[Expectations for managing Health and Safety](#)'

This stimulated discussion around the table, 95% is a positive 'score' pushing for the extra 5% is laudible however a zero target is not realistic for the wider world of work. Setting realistic targets and planning for incremental improvement is the norm.

Many large organisations are essentially 'speed dating' between an array of key sub contractors and have developed business to business models which include sustainability, health and safety etc. Morgan Sindall base their approach around a [people, planet, profit model](#) across the eight companies within their group.

What does 'zero' mean, inside and outside the business, within Halcrow all senior directors encouraged to write up safety conversations, supported by prompt cards to lead dialogue. Cards lead either a positive safety conversation or an 'opportunity for improvement' conversation, these are jargon free.

Zero to 1 accident/near miss is failure for the majority of organisations?

It was agreed that the key to this type of initiative is to link back to the core values of the organisation and their senior team who are pivotal in ensuring delivery of strategic objectives.

AoCB

SCHWL will be launching an on-line [RPE selection tool](#) towards the end of July 2011.

RoSPA have introduced a campaigns e-bulletin, '[Stand up for Safety](#)' and a '[Safety gone sane](#) blog to encourage the sharing of information around our key issues, SHPF members are encouraged to participate.

IOSH launched their ['Life savings'](#) campaign, which encourages employers not to 'just calculate risks, but count the savings', this is supported by a 6 point action plan which is attached for reference.

Next meeting of the SHPF will be on the 21st of September 2011 to coincide with the [Scotland Safety and Health Forum](#). Full details of the meeting will be circulated mid august.

The Chair extended his thanks to those who attended and to Peter Campbell of Halcrow for facilitating this meeting on behalf of the SHPF.