

A large, stylized black letter 'e' with a blue circle inside, serving as a graphic element for the title.

POWERING IMPROVEMENT



**2011
OCCUPATIONAL
HEALTH AND
WELL-BEING**

STRATEGY

ENA and AEP member companies and trade unions commit to work together as partners together with the Health and Safety Executive to bring about continuous improvements in the management of both safety and occupational health in the electricity sector in the 5 years leading up to 2015.

We will do this by supporting the priorities in the HSE strategy, in particular the themes of leadership, worker involvement and improving competence, to proactively manage the risks that cause real harm and suffering in our sector. The vision is that implementation of the Powering Improvement strategy will make the UK Electricity Industry a world leader in health and safety performance.



The UK Electricity Industry will be a world leader in health and safety performance by 2015.

OCCUPATIONAL HEALTH AND WELL-BEING

2011 is the second year of the Powering Improvement strategy and the annual focus is on occupational health and well-being. The intention is to bring about a sustainable reduction in the numbers of work related ill health incidents. By the end of the year ENA and AEP member companies will:

- > be aware of their significant work related health risks
- > know where to access the information, support and advice they need, enabling them to take action to prevent and effectively manage work related ill health risks
- > have plans in place ensuring those best placed to do so are tackling the causes of work related ill health

At the core of the year are 6 high level commitments:

1. To discuss and clarify at board level the commitment to successfully manage occupational health risks
2. To identify the top three health risks and ensure they are being effectively addressed
3. To ensure that health surveillance and fitness for work assessments are being delivered to national and legislative standards
4. To review approaches to the management of stress and identify opportunities for improvement.
5. To develop policies for the rehabilitation of individuals back into the workplace and consider a fast-track physiotherapy approach to the management of MSDs
6. To raise awareness of the importance of workforce involvement, specifically health and safety representatives and other workers' representatives, in the management of Occupational Health and support them in carrying out health related activities to support the delivery plan throughout the year

POWERING IMPROVEMENT'S 3 OVER-ARCHING THEMES:

Leadership

The key to success in the promotion of Occupational Health will be the commitment of the leadership of ENA and AEP member companies.

The 6 commitments are aligned with activities that have been shown to have a demonstrable impact on improving the occupational health performance of organisations and will be supported by training and guidance materials developed by ENA's Occupational Health Committee under the direction of its SHE Committee.

Competence

Throughout the year ENA's Occupational Health Committee will develop and signpost guidance and other information to support each commitment area by gathering together and making available best practice material sourced from member companies and trade unions.

The aim will be to provide support material for Safety and Health professionals in each of the businesses as well as practical guidance for line managers and safety representatives. Where possible this will utilise existing material such as the ENA Health and Wellbeing Framework, and the competency guidelines for managers produced by the British Occupational Health Research Foundation.

In addition a number of training and awareness workshops will be organised throughout the year for safety managers and safety representatives addressing occupational issues relevant to our sector.

Involvement

Opportunities will be sought throughout the year to engage the workforce in considering occupational health issues relevant to themselves and colleagues. The year will start with raising awareness via company and union channels.

Trade Union Health and Safety representatives and other workers' representatives will be empowered and supported to actively contribute to the delivery of the 2011 plan.

For more information see:

www.poweringimprovement.org



PARTNERS

Energy Networks Association (ENA) is the industry body for the UK electricity transmission and distribution companies.

Association of Electricity Producers (AEP) is the trade association for the UK electricity generation companies.

TRADE UNIONS:

GMB
Prospect
Unison
Unite

GOVERNANCE

Powering Improvement is managed and directed by National Health and Safety Advisory Committee (HESAC) (comprising representatives from AEP and ENA member companies, the industry trade unions (GMB, Prospect, Unison and Unite) and HSE.

Executive decisions on behalf of ENA member companies rest with the ENA SHE Committee and ultimately the ENA Board.

Executive decisions on behalf of AEP companies rest with the AEP Health and Safety Forum and ultimately the AEP Board.