

NATIONAL JOINT
HEALTH, SAFETY AND ENVIRONMENT COMMITTEE (HESAC)
MINUTES

Attendees

Lee Wallace (Chair)	LW	NGED
Jamie Reeve (Secretary)	JR	ENA
Adele Davies	AD	HSE
Mark Patterson	MP	SSE
Chris Warburton	CW	Prospect
David Hall	DH	Unite (UKPN)
Neil Freeman	NF	Prospect (UKPN)
Fasar Ali	FA	Prospect (Uniper)
Gareth Pearson	GP	NPg
Mike Leppard	ML	ENA
Alfie Mayfield	AM	ENA
Murdo Allan	MA	ENWL
Luke Collins	LC	Unite
Dave Hodgson	DH	ENWL/Unite
Graham Smith (via MS Teams)	GS	NGET
Kai Patel	KP	UKPN
Derek Bell	DB	SPEN
Candice Orr (MS Teams) joined at item 10.	CO	Energy UK


Apologies



Andrew Kennedy	AK	ScottishPower
Dan Shears	DSh	GMB
Sue Ferns	SF	Prospect
Dominic Fletcher	DF	Unite
Brian Sinclair	BS	NIEN
Matt Lay	ML	Unison

Item	Title
1.	<p>Welcome, introductions and apologies</p> <p>JR opened the meeting and conducted a round table of introductions.</p> <p>Apologies were received and noted.</p> <p>JR and LW introduced new representatives: Murdo Allan (ENWL), Luke Collins (Unite), and Dave Hodgson (ENWL/Unite) who was standing in for Domonic Fletcher.</p> <p>JR asked that a record of thanks was noted for Sue Ferns (Deputy General Secretary, Prospect) who stepped down as Chair of National HESAC in December 2022. Sue led the group throughout COVID-19 and supported the delivery of a number of objectives.</p> <p>JR then took the opportunity to introduce Lee Wallace as the new Company Chair of National HESAC. As per the HESAC governance, the chair will alternate between Company and Trade Union every two years.</p> <p>LW formally welcomed members and formally opened the meeting.</p> <p>LW started by asking that a moment of silence was held in memory of a joiner for UKPN who sadly lost their life due to injuries sustained whilst at work in January 2023. Members noted their thoughts to colleagues, family and friends of the deceased.</p>
2.	<p>National HESAC – COVID-19 Update</p>
2.1.	<p>Members discussed COVID-19 and discussed whether there was any reason for any extended collaborative discussions on the matter. Following a brief discussion and update from members, it was collectively decided going forward that the management of COVID-19 has broadly become part of ‘business as usual’ health management, however the situation would remain closely monitored.</p>
3.	<p>Minutes and actions of meeting held on 29th September 2023</p>
	<p>3.1. Accuracy</p> <p>There were three minor errors noted in previous meeting notes which were corrected by JR. The notes were then agreed as accurate record of the meeting and will be placed on the Powering Improvement Website.</p>
	<p>3.2. Matters Arising/Actions</p>
3.3.	<p>Actions 3.3- Action related to the production of a summary guide to be used for the purpose of ‘corporate memory’ learning. JR took an action to create a summary for COVID-19 – ongoing.</p>
Action:	<p>Summary to be produced and circulated by JR before next meeting.</p>
3.4.	<p>Action 3.5 - Short summary of the previous meeting was put together into a powerpoint (PPT). Action marked complete and to be continued following today’s meeting. To be uploaded to the PI Website.</p>
3.5.	<p>Action 3.9- JR updated that a public safety event was held on 1st November which focused on the avoidance of utility strikes – The previous action was noted to consider the incorporation of ‘zero tolerance for violence against staff’ messaging within collateral shared during the</p>

	event. JR updated that given the delegates present on 1 st November and theme of the workshop, it was felt to not be an appropriate forum to highlight this at – Item relating to ‘Lone working and violence’ is on the agenda for further debate, item 6.
3.6.	Action 3.10 - Wilful interference / Meter tampering and Energy theft were raised during discussions at the last meeting as the industry has seen a significant rise in incidents nationally - ongoing, on the agenda item 6 for further discussion.
3.7.	Action 4.1- JR updated that given a new Chair has been appointed, governance indicates that the Terms of Reference (TORs) are to be re-ratified and approved. To be discussed in agenda item 4.
3.8.	Action 4.2- Energy UK involvement- JR in COs initial absence updated that Energy UK had affirmed their commitment through 2023 to HESAC and Powering Improvement. Energy UK has restructured to support more safety groups and look to provide input into HESAC discussions moving forward. Representation from Energy UK member companies are yet to be determined.
Action:	JR to engage with CO offline.
3.9.	Action 5.1- ENA engaged with HSE in November following a note at the last National HESAC meeting relating to ‘Live Working’; which AD highlighted. HSE colleagues Penny Taylor and Lyndsey Baldwin informed ENA that they would seek to engage interested stakeholders via a dedicated workshop on live working in 2023. AD confirmed this was underway.
3.10.	Action 5.3 - ENA launched a ‘Winter Readiness’ campaign during October - December which included content to promote awareness on and potential dangers of illegal tampering and wilful interference of electricity and gas systems. The scope to promote awareness with internal colleagues within industry being exposed to external situations including violence and threat was not included within the winter readiness messaging however is to be discussed under main agenda item 6.
3.11.	Action 10.1- JR to complete dates canvassed for 2023. Action marked complete.
4.	National HESAC Terms of Reference Review (ToR)
4.1.	<p>Technical content - The group discussed several items relating to the current draft ToRs. Including:</p> <ul style="list-style-type: none"> • HESACs commitment to environmental aspects • Engagement between regulators (HSE, Ofgem...) • Third Party engagement (Contractors, additional associations across the sector and invitees to HESAC) • Membership and representation at HESAC (GMB and Energy UK tbc) <p>Following discussion, it was agreed that where there are natural parallels from a SHE perspective they would be flagged at HESAC meetings. Main delivery on Environmental topics would be focused on via other channels (ENA SHE Committee, Environment Comm.) Discussions ongoing</p>

	<p>internally through ENA on future management of environment and sustainability risks.</p> <p>With regards to Contractor participation at HESAC, it was noted that this would be better channelled through industry working groups, for example, ENAs Occupational Safety Committee.</p> <p>JR and LW to engage offline to consider wider stakeholder engagement for National HESAC to consider.</p>
Action:	JR to update ToRs as per discussion.
Action:	All HESAC members to provide comments on Feb 2023 iteration of ToRs and circulated to secretary by the end of the month.
Action:	JR/LW to consider future engagement with other electricity industry stakeholders and involvement through National HESAC.
5.	Members upward feedback on issues of concern or significance
5.1.	<p>Member companies highlighted areas of specific focus when it comes to incidents. Broadly, the discussions focussed on jointing, operational errors and live working.</p> <p>Following discussion ENA took an action to channel further debate via its new operational safety committee to consider how to progress and feed back to the HESAC in due course.</p>
Action:	JR to discuss with operational safety committee
6.	Lone Working and Violence
6.1.	<p>CW highlighted that membership through TUs had recently mentioned that some members had referenced in recent forums a perceived increase in the number of cases whereby staff are being exposed to challenging situations with an increased perception of being exposed to threats or sometimes violence during their daily activities serving customers in the public domain. It was noted that there are potentially contributing factors to this relating to the current social and economic climate and energy crisis which may impact workers in the energy sector. Companies appreciated this as a concern reporting that this is an important issue which requires an appropriate level of intervention. It was discussed that illegal energy theft activity was increasing, particularly with the ever more prevalent cannabis cultivation and perceived further increase from the energy crisis all contributing to the potential for threats and violence towards staff to increase.</p> <p>It was noted that as asset owners in the energy sector, deterrence was not an area of which companies could be overly influential however from a safety perspective and ensuring the welfare of staff working in the sector and those external (such as emergency service providers), promoting best practice advice and guidance would be of value and companies were keen to continue to proactively support and engage with TU support.</p> <p>Following a discussion relating to Lone Working and Violence to staff it was agreed that broad principles could be shared in the form of a joint statement which can be communicated to support and empower staff to</p>

	<p>de-escalate in situations and indeed feel supported to remove themselves from challenging situations when they do not feel safe.</p> <p>The wider learning regarding best practice for this could be convened through internal channels within ENA.</p>
Action:	JR to work with CW to draft a joint briefing note that can be shared and communicated with frontline staff to support and empower (emphasis on Lone working).
Action:	ENA to coordinate best practice sharing via occupational safety committee on the topic of lone working.
7.	Powering Improvement - Update
7.1.	<p>Powering Improvement Steering Group.</p> <p>JR gave an update. Work is progressing well with the Powering Improvement Strategy Steering Group (PISG) who are now beginning to focus their attention on the theme for 2024 and consider what the PI strategy will need to look like from 2025 and beyond.</p> <p>Discussions were held around the topic of environment and whether this could filter within the PI strategy moving forward, it was felt this would be appropriate only where relevant and where there are obvious parallels with health and safety.</p> <p>Further debate was had around PI and the tenure of the strategy, currently 5-year increments. It was noted that the PISG could consider doing 2-year cycles (One year to plan and another to execute) or to consider aligning with other market regulatory strategies.</p> <p>Regardless, National HESAC were keen that the PI strategy remained in place for the electricity sector.</p>
7.2.	<p>Culture Subgroup</p> <p>A second meeting of the PI Culture Subgroup which focuses on delivery outputs as per the 2023 PI Delivery plan is taking place on 15th February.</p> <p>JR noted that a 'culture questionnaire' has been issued with feedback from all Network companies included to be discussed on 15th with findings to help determine priority areas for the group's deliverables over the course of 2023. JR noted that the work of the group feels to be more enduring than focused to one year, given the challenges around cultural and organisational development. Progress is good and updates will continue to feature through to HESAC in due course.</p>
Actions:	Discussion to be continued on 1 st March PISG, feedback to be re-laid to HESAC in due course.
8.	Lunch
9.	SHE Developments & Updates
9.1.	<p>ENA - Referencing paper HESAC 895, JR provided an update on the top items from the paper.</p> <p></p> <p>HESAC 895 - ENA update - February 21</p>

<p>9.2.</p>	<p>Energy UK - CO not present. Email provided with a brief update, read to all members by JR. New H&S subcommittee in place for Energy UK, agreed unanimously as a positive thing. Input to be determined for HESAC moving forward.</p>  <p>HESAC 896 - EUK Update - February 2</p>
<p>9.3.</p>	<p>Trade Unions - Referencing paper HESAC 897, CW provided and update on the top items from the paper. Focus on lone working and violence, hybrid working, events, training and EU Retained Law Reform Bill.</p>  <p>HESAC 897 - TU Update - February 2</p>
<p>Action:</p>	<p>HESAC agreed to monitor situation related to EU Retained Law moving forward and any implications that arise.</p>
<p>10.</p>	<p>Learning Points from Accidents/Incidents 2022</p>
	<p>JR explained the collection and distribution of anonymous health and safety bulletins at ENA. JR then spoke through each of the 4 circulated and anonymised Powering Improvement bulletins.</p> <p>It was noted that the bulletins were useful and should continue to be promoted through HESAC however the content and format of the bulletins may need to be revised to ensure messaging and learning points are clear.</p> <p>The purpose of the bulletins it was reaffirmed was for them to be highlighted at local HESAC/Company safety forum level to generate healthy discussions on incident learning to promote improvement and improve corporate memory learning.</p>
<p>11.</p>	<p>AOB</p>
	<p>HSE- AD highlighted a query relating to Overhead power lines and safety related diversions which are being delayed. Confirmation wanted on the timescale of how long it should take. Members noted this was due to a number of factors but ultimately the guidance and parameters around wayleaves are clear in this regard.</p> <p>AD also enquired if members are using AI technology for RAMS within the industry. It was noted for consideration.</p> <p>AD also highlighted a query relating to Network Harmonics and a video she had been shared through internal colleagues. AD took an action to seek if any further response was needed and to follow up with HESAC separately if required.</p>
<p>Action:</p>	<p>AD to follow up on Network Harmonics query with Ian Burley and feedback to HESAC if required.</p>
	<p>LW noted thanks from members who have since stepped down from HESAC Commitments including Mike MacDonald, Sue Ferns, Bud Hudspith, David Spillett and Bill Gant. This included feedback via GS from Bill Gant who has since retired from National Grid and wanted to note his personal thanks to HESAC colleagues.</p>

HESAC 899

12.	Next Meeting
	29 th June 2023 at ENAs Offices London. JR asked whether a room for TUs would be required prior to the meeting. This was agreed.
Action:	JR to set up 30-minute meeting for TUs pre HESAC on 29 th June.