

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

**Attendees**

Lee Wallace (Chair)	LW	NGED
Jamie Reeve (Secretary)	JR	ENA
Adele Davies (Via Teams)	AD	HSE
Mark Patterson	MP	SSE
Ed Bettenny	EB	National Grid
Gareth Pearson	GP	NPg
Brian Sinclair	BS	NIEN
Chris Warburton	CW	Prospect
Dan Shears	DS	GMB
Neil Freeman	NF	Prospect (UKPN)
Dominic Fletcher	DF	Unite (ENWL)
Mike Leppard	ML	ENA
Alfie Mayfield (MSTeams)	AM	ENA
Candice Orr	CO	Energy UK

**Apologies**




Andrew Kennedy	AK	ScottishPower
Simon Coop	SC	Unite
Graham Smith	GS	National Grid
Sue Ferns	SF	Prospect
Matt Lay	ML	Unison
David Hall	DH	Unite (UKPN)
Fasar Ali	FA	Prospect (Uniper)
Luke Collins	LC	Unite
Dave Hodgson	DH	ENWL/Unite
Derek Bell	DB	SPEN
Kai Patel	KP	UKPN

Item	Title
1.	<p><b>Welcome, introductions and apologies.</b></p> <p>LW opened the meeting and conducted a round table of introductions.</p> <p>Apologies were received and noted.</p>
2.	<p><b>Minutes and actions of meeting held on 9<sup>th</sup> February 2023</b></p>
	<p><b>2.1. Accuracy</b></p> <p>The notes were agreed as an accurate record of the meeting and will be placed on the <a href="#">Powering Improvement Website</a>.</p>
	<p><b>2.2. Matters Arising/Actions</b></p>
2.3.	<p>Action 3.3 - COVID-19 Summary report, JR informed that a draft had been produced and will be circulated in July for comment/review. Complete</p>
Action:	<p>JR to circulate draft COVID Summary report to HESAC Joint Secretaries and then via wider HESAC Group.</p>
2.4.	<p>Action 3.8- JR to engage with CO offline regarding continued Energy UK engagement at HESAC. Complete</p>
2.5.	<p>Action 4.1 JR to update ToRs as per discussion. No significant comments received. Complete</p> <p>It was noted that other electricity industry bodies as detailed within the ToRS could be approached to participate at HESAC. It was agreed that a joint letter from Chair and secretaries would be drafted and sent (including Safety On, and G+). DS and CW offered to encourage participation via their channels and MP offered to engage internally with colleagues at SSE to support.</p>
Action:	<p>HESAC Secretaries and Chair to draft a letter of invitation to Safety On and G+ to attend the next HESAC to seek whether they wish to be engaged going forward. JR to coordinate.</p>
2.6.	<p>Action 5.1 – It was noted at the last meeting relating to concerns around ‘Live Working’ across the electricity sector and HSE had contacted ENA to inform of some joint work and engagement to discuss solutions. AD informed that the initial person who was leading on the work from HSE had since moved on.</p> <p>It was noted that there is still an aspiration from within HSE to focus on ‘Live Working’ practices across the sector, and an appetite to gauge with industry around ‘what more can be done’. AD informed that Ian Burley (HSE Principal Electrical Inspector) and herself (HSE Utility Sector Inspector) will be coordinating this work on behalf of HSE and seeking to engage Networks in the coming months. LW updated that conversations were ongoing at ENAs SHE Committee and LW would ask Richard Gough (chair of the SHEC) to get in touch with IB to take the action forward.</p>
Action:	<p>LW to update ENA SHE Committee and ask Richard Gough to initiate contact with Ian Burley (HSE) and AD offline.</p>
2.7.	<p>Action 6.1 – Relating to joint work to support reduction in incidents of ‘threats, violence and harassment’ towards staff. On agenda item 4.</p>
2.8.	<p>Action 7.2 – Relating to work associated with the Powering Improvement Steering Group (PISG) and Powering Improvement Culture Subgroup (PICSG)</p>

2.9.	<p>Action 9.3 – Relating to HESAC maintaining a watching brief regarding the ‘EU retained law bill’ JR asked whether there was any further action at this stage. Trade Unions have continued to campaign against the Retained EU Law (Revocation and Reform) Bill. The government has removed the “sunset” clause from the Bill and reduced the number of laws set to be removed from over 4,000 to 600.</p> <p>Nevertheless, there are still concerns that the government is pressing ahead with deeply troubling changes to the Working Time Regulations and other employment laws, and that the bill still grants Ministers wide powers and streamlined mechanisms to revoke, revise or replace any retained EU law remove laws without proper scrutiny.</p> <p>It was noted that this issue and legislative changes in general should remain on the agenda for the next meeting in September for HESAC to review.</p>
<b>Action:</b>	‘Legislative Changes’ agenda item at next meeting.
2.10.	<p>Action 11 - 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. No further action and marked as complete.</p>
2.11.	<p>Action 12 – JR to set up an Ad Hoc 30-minute pre meeting for TUs before HESAC. Marked complete.</p>
<b>3.</b>	<b>Powering Improvement Update</b>
3.1.	<p>JR provided an update on progress of the Powering Improvement Steering Group (PISG) in the absence of PV.</p> <p>The PISG continues to oversee and provide input into the dedicated PI Culture Subgroup focussed on delivering the 2023 PI workplan. Discussions have been held on possible themes for 2023, particular interest appears to be around lone working, supporting workers and ‘Worker Safety’.</p> <p>The PISG are to draft a proposal for the 2024 theme to be shared for consideration at National HESAC.</p> <p>It was noted discussions have started to review the PI Strategy in general. It was noted that there is still an appetite for Powering Improvement to remain post 2024 however the 5 yearly phases are looking likely to be removed with a more enduring strategy to be put in place to replace this moving forward.</p> <p>JR also explained that the PISG were also looking into what events it would facilitate for industry during 2023 and into 2024. It was noted that there was an appetite that local workshops supporting company conferences or initiatives whereby PI could filter messages into would be a focus for 2024 and an opportunity to highlight and promote the work.</p> <p>It was noted that there was an appetite to consider corporate memory more widely as the concept of ‘Corporate Future’ maintains momentum, which is the idea of ensuring that the lessons from the past are captured and become embedded within future learning, strategy and working practices. It was noted that this should feature within the future aims and objectives of Powering Improvement.</p>
3.2.	<p>A central launch event was supported by National HESAC. There was little support for local level Powering Improvement roadshows depending on the content as it was felt that so long as the core principles and</p>

	<p>messages from Powering Improvement are being communicated and infiltrated at company level, the promotion of 'Powering Improvement' as the initiative is not important.</p> <p>JR to feedback to the PISG on the recommendations.</p>
<b>3.3.</b>	<p>BS gave an update on the work being delivered via a dedicated Powering Improvement Culture Subgroup to deliver the objectives as set out within the 2023 Delivery Plan. The Subgroup has representation from all ENA Electricity Network Companies and Trade Unions. The group initially took a review of individual company arrangements as a benchmarking exercise and concluded there were two key areas requiring focus initially. To ensure the work progresses sufficiently, the Sub-group has been split now into two focus groups to concentrate efforts into the two identified outcomes in support of the collective aims of the theme. One outcome is to produce an Electricity Networks guidance package to support and help ensure constructive and effective 'Leadership Engagement' takes place across the sector. It is envisaged that a specific package of material will be developed to be shared with leaders across the sector to support better and more constructive communications to take place during engagements.</p> <p>The other group is focussing on cultural programmes with the view to produce an Industry 'Learning Culture' package which will aim to support a 'Fair and Just' approach and understanding across the sector. This will reach further than simply incident investigation and aim to look and support how both the organisation and its people are held accountable while focusing on risk, systems design, human behaviour, and safety.</p> <p>The two groups meet offline to progress on their specific actions. BS explained that due to the scale and nature of work involved, its envisaged that the focus on 'culture' will expand past 2023 and become an enduring objective. That said there is a good chance that several deliverables will be achieved at the end of 2023.</p>
<b>3.4.</b>	<p>GP provided an update on the 4 key focus areas of the Occupational Health Committee that support the 2021 and 2022 Theme on Occupational Health.</p> <ul style="list-style-type: none"> <li>• The Occupational Health Committee is currently undertaking a review of the Powering Improvement Occupational Health Roadmap which will be looking to relaunch late summer. The main Roadmap has been updated with the next critical steps to conduct a review of all content presented via the map and ensure that it promotes recent best practice advise on the variety of occupational health risk topics experienced within the energy sector.</li> <li>• The Electricity Networks companies across UK and Ireland has launched the EFRIN Project (Exploring Fatigue Risks in Electricity Networks) in partnership with Hull University and the centre for Human Factors. Operational Staff across the UK and Ireland will take part in a series of workshops starting in July which will focus on the principles and understanding of Fatigue. The workshops will be populated with staff from across the UK and Ireland across a variety of operational and non-operational roles and include input from industry trade union health and safety representatives. Feedback and insight from the workshops will help to inform phase</li> </ul>

	<p>2 to support the development and production of a series of Training Packages for managers and frontline staff.</p> <p>It was noted that feedback from the workshops need to be captured and shared as these would help to inform company support.</p> <ul style="list-style-type: none"> <li>• GP noted that the group is also looking to undertake a review of its health management policies and collate information via a maturity matrix. Finally, the group is also undertaking a review of its health matrices and how it collates data both at company level and industry with a view to develop some industry collective metrics. This will support and provide benchmarking to meet the overall aims within the Powering Improvement Strategy.</li> </ul>
<b>4.</b>	<b>Harassment, Threats and Violence</b>
<b>4.1.</b>	<p>TUs had recently referenced 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. JR provided an update on some ongoing work within ENAs Occupational Safety Committee to understand what more can be done to support. It was noted that the group are undertaking an exercise to capture company policy and working risk assessments currently in place by companies and how they are indorsed and a industry view would be captured via a maturity matrix.</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>JR asked whether there was still an appetite to do something coordinated via National HESAC such as a joint statement. It was noted that there are principles which can be highlighted and communicated to support and empower individuals which has the potential to make a difference. Following discussion, it was agreed for the joint secretaries to draft a joint statement for consideration by HESAC.</p>
<b>Action:</b>	JR to draft up a proposed statement to circulate to Joint secretaries.
<b>Action:</b>	ENA, Energy UK and TUs to inform communications team colleagues to seek support.
<b>5.</b>	<b>Members upward feedback on issues of concern or significance</b>
<b>5.1.</b>	<p>MP raised initial concerns around ensuring staff skills and competence in the face of adverse growth requirements across the industry to meet resourcing demands. The companies are committed to the development of skills to accommodate new technologies and future network system management requirements to meet Net Zero targets, as well as maintaining business as usual demands. This is coincided with government ambitions and EU Skills/NSAP work programmes that are aimed at working with asset owners, contractors, training providers, and</p>

	<p>others such as ENA to ensure resources. There is a remit for National HESAC to play its part in supporting any initiatives and ensuring that safety standards are upheld.</p>
5.2.	<p>DS highlighted an issue for noting that relates to Reinforced Autoclaved Aerated Concrete (RAAC) in buildings.</p> <p>Many RAAC panels designed during the 1960's and 1970's are not performing as expected and structural deficiencies are apparent. Some of these defects can reduce structural integrity of buildings and structures. The sudden failure of panels has occurred on a small number of occasions. Concerns exist regarding the adequacy of the end bearings of roof panels due to the risk of incorrectly manufactured transverse reinforcement or incorrect positioning of panels during construction. Assessments of buildings with RAAC panels are recommended to include a balance of risks for the continued use of the building against the benefit of strengthening or replacement of the panels.</p> <p>It was noted that companies may wish to discuss internally as landlord, and tenant of buildings pre-1960, to consider whether there has been use of RAAC.</p>
<b>Actions:</b>	DS to share information with National HESAC.
<b>6.</b>	<b>Lunch</b>
<b>7.</b>	<b>SHE Developments &amp; Updates</b>
7.1.	<p>JR provided an update on behalf of ENA. Main updates are documented within HESAC Paper 902.</p> <p> HESAC 902 - ENA update -June 2023.r</p>
7.2.	<p>CO provided an update on behalf of Energy UK. Main updates are documented within HESAC Paper 903.</p> <p> HESAC 903 - EUK Update - June 2023.</p>
7.3.	<p>CW provided an update on behalf of Trade Unions. Main updates are documented within HESAC Paper 904.</p> <p> HESAC 904 - TU Update - June 2023.</p>
<b>8.</b>	<b>AOB</b>
8.1.	<p>CW highlighted that he had been made aware of HSE cost recovery mechanism used for inspections in the marine renewables sector. It was noted that a consultation is currently in circulation which opened in June 2023 with the main proposal for HSE to recover the full cost of all its regulatory activities in the following three sectors:</p> <ul style="list-style-type: none"> <li>• Oil, Gas and Chemicals Pipeline Systems</li> <li>• Onshore Oil, Gas and Geothermal Exploration and Production</li> <li>• Wind and Marine Energy (Renewables)</li> </ul> <p>The consultation closes on 4<sup>th</sup> September 2023.</p>

	<p>More information can be found here:  <a href="https://consultations.hse.gov.uk/hse/consultation-on-proposed-changes-to-cost-recovery/">https://consultations.hse.gov.uk/hse/consultation-on-proposed-changes-to-cost-recovery/</a></p>
<b>8.2.</b>	<p>LW also took the opportunity to inform National HESAC that this would likely be his second last meeting as he has taken the decision to retire from National Grid Electricity Distribution at the end of 2023. As LW had only recently taken up the role as Chair of HESAC on behalf of the companies in January 2023, he informed that GP has been nominated by the companies to take over the role as Chair to fulfil the remaining tenure on behalf of LW.</p> <p>Members took the opportunity to thank LW for his significant contributions to the HESAC forum and H&amp;S Strategies from SAFELEC to Powering Improvement over the many years he had been involved.</p> <p>Governance and Terms of Reference (ToRs) will be tabled at the upcoming meeting for review and to allow a suitable handover of chairmanship at the next meeting.</p>
<b>9.</b>	<b>Next Meeting</b>
	Thursday 28 <sup>th</sup> September 2023 at ENAs Offices London, SE1 2AU.