



**2024-2025 DELIVERY PLAN**

**'SUPPORTING INDIVIDUALS WORKING ALONE'**

## 2024-2025

Powering Improvement is designed to promote continuous performance improvement in the management of safety and health within the electricity networks sector.

ENA member companies continue to work together in partnership with Trade Unions and the Health and Safety Executive (HSE) to ensure the sector has a pragmatic and inclusive approach to health and safety management at work. Powering Improvement provides a focus between the electricity industry's interventions to deliver a sustained improvement in health and safety performance and management of risk. It creates a platform to encourage collaboration across the sector, best practice sharing and the framework to enable alignment with Government and Regulatory strategies such as HSE's '[Protecting People and Places](#)'.

## GOVERNANCE

The Powering Improvement framework enables its stakeholders to benchmark health and safety risk-based initiatives and programmes. The governance of Powering Improvement remains rightly with the electricity sector National Health and Safety Committee (HESAC) with oversight from the key stakeholders in the tripartite partnership. It will be the final theme of the Third Phase of Powering Improvement, with a continued need to review and refine our approach and maintain momentum.

## STRATEGY

Throughout the initiative, companies have maintained a focus on managing priority risks, that include for example working with electricity, managing occupational ill health, working at height and driving. Although the strategy is focussed on occupational health and safety risk, public safety issues involving both third-party contractors and members of the public continue to be addressed as a high priority.

A continued driver throughout Powering Improvement is that as the electricity sector faces new challenges around constructing the required infrastructure to enable Net Zero, its staff and its people remain the key to delivery.

## OVERARCHING THEMES

- ▣ Leadership – at all levels
- ▣ Worker Involvement – promote effective engagement and consultation.
- ▣ Building Competence (Skills) – workers will be able, aware and empowered.
- ▣ Corporate Memory – lessons are remembered and not repeated.

## VISION

**“Powering Improvement will support the UK electricity industry in its drive to have no life changing injuries or major incidents and to have an engaged and healthier workforce by 2025.”**

## 2024 & 2025 – SUPPORTING INDIVIDUALS WORKING ALONE

**The theme will help to assist, improve, and empower individuals in the following, but not limited to, areas:**

- ▣ Working on the LV distribution systems
- ▣ Managing occupational fatigue and ill health
- ▣ Empowering individuals in the face of violence & harassment
- ▣ Managing road risk & driving
- ▣ Development of a caring culture and individual wellbeing
- ▣ Embracing innovation & new low carbon technology



## AIMS

Recent discussions within the industry have highlighted lone working for a number of scenarios where staff need to carry out high, medium and low risk activities ranging from commuting, network operations, asset maintenance or even simply working out in the public domain for street works activities engaging with members of the public. It is perceived that for the latter, incidences of violence or abusive environments are ever more prevalent which increases risk to employees across the sector.

In addition, improvement is sought in areas where 'lone working' or working in remote and isolated areas is identified as a common practice for individuals working across the electricity sector. There is scope through this year's theme to provide further guidance, support and empowerment to such individuals to ensure that risk is mitigated, and a sense of care is experienced across the working population.

It is the aim of the Supporting Individuals Working Alone theme to produce outputs that will identify and help to empower workers within the electricity sector, enabling member companies to support their workforce in all scenarios, and create a healthy sense of belonging.

Previous Powering Improvement themes will continue to influence this theme going forward, as outputs from 2021's Occupational Health theme and 2022-23's focus on Health and Safety Cultural development will be effectively embedded across member companies throughout 2024 and will be integrated within the theme of Supporting Individuals Working Alone.

## OUTPUTS

- Deliver specific campaigns in partnership with the Trade Unions to support and empower individuals who regularly work alone or in remote environments – this is primarily by giving employees better access and awareness to training and appropriate support mechanisms in the aforementioned areas.
- Deliver and embed the core principles of Leadership Engagement and Just and Fair Culture to better demonstrate care and wellbeing for all employees who work across the electricity sector.
- Deliver processes and tools to embed the core principles of occupational health and wellbeing with particular emphasis on safeguarding mental health and the management of fatigue risks to support individuals working alone across the electricity industry.

## CHAMPIONS



**Cordi O'Hara OBE**  
President, National Grid  
Electricity Distribution

*"I am very pleased to take on the role of a Powering Improvement Champion, particularly this year, as supporting individuals working alone is a crucial step towards making everyone safer at work.*

*After over 20 years in the energy industry, I know that even with the best systems, policies and procedures in place, positive and constructive working relationships are also vital if staff are to continually improve and achieve all they can.*

*We need to remember staff are not just employees but partners in the sector's journey towards net zero. By valuing and investing in our employees, we can cultivate a motivated and engaged workforce that is committed to helping the UK deliver our sustainable future."*

*"I am very happy to be a champion for Powering Improvement this year. Individuals often operate in challenging and potentially hazardous environments, where their safety and wellbeing are paramount. By providing adequate support, businesses can help mitigate the risks and ensure the physical and mental well-being of their employees. This includes implementing robust safety protocols, offering comprehensive training programs, promoting a culture of reporting, and addressing incidents of violence and harassment and regularly monitoring and addressing fatigue-related issues. By prioritising the support of individuals working alone, businesses can create a safer and more inclusive working environment, fostering a sense of trust, confidence, and productivity among the workforce.*

*Working alongside Union Health and Safety Committees and trained union Safety Reps in the workplace pays dividends in ensuring the highest and robust of safety standards."*



**Simon Coop**  
National Officer, Energy  
and Utilities Sector,  
Unite the Union

For further information see  
[www.poweringimprovement.org](http://www.poweringimprovement.org)

## PARTNERS

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

## COMPANIES

Electricity Northwest Ltd  
ESB Networks  
GTC  
National Grid  
Northern Ireland Electricity Networks  
Northern Powergrid  
SP Energy Networks  
Scottish and Southern Electricity Networks  
UK Power Networks

## TRADE UNIONS

GMB  
Prospect  
Unison  
Unite

## GOVERNANCE

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

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

