

Phase 3 2020-2025
Launch Event Report
25th February 2021



Supporting UK electricity industry in its drive for no life changing injuries or major incidents and for an engaged and healthier workforce by 2025.



Generation

⚠ RISK ALERT

Embedding continuous improvement and health and safety best practice across all generation sites and to support the wellbeing of all staff and contractors.

Transmission

⚠ RISK ALERT

Transforming how the networks operate and supporting the development of an engaged and healthier workforce.

Distribution

⚠ RISK ALERT

Delivering electricity to customers via smart, innovative, and reliable network solutions and keeping colleagues healthy and safe at work.

Retail meters

⚠ RISK ALERT

Ensuring the industry delivers a safe service and rollout of smart meters for both customers and workers by prioritising health and safety.

A virtual event was held on Thursday 25th February 2021 to launch the new five-year phase of the UK Electricity Industry's Powering Improvement health and safety initiative (2020-2025 and Beyond). The event saw Electricity supply, network and generating companies joined with trade unions (GMB, Prospect, Unison and Unite) and HSE to endorse the next 5 years of the programme and its aims.

Powering Improvement's last five-year phase was particularly successful across the sector, in which network companies saw accident and injury rates fall by nearly 25%. Since the programme began in 2010, those same rates have fallen by more than 50%. Across energy suppliers and energy generators as well the Powering Improvement programme has helped build on the good progress made and continued the reductions in incidents and accidents.

This year, efforts remain concentrated on maintaining good health and wellbeing of staff across the industry. This is a high priority for companies as working days lost to sickness and ill health far exceed those from accidents. The focus over the next five years remains on making sure that all staff can return home safely.

In 2020 the COVID-19 pandemic introduced a number of additional direct and indirect risks to all industries, but Powering Improvement enabled collective and collaborative efforts across the sector to manage these issues.

The commitment to safety and good health at work within the electricity industry will continue through the next phase of the Powering Improvement initiative, ensuring companies, trade unions and the regulators continually engage to ensure the impacts of health and safety risks are limited and that people within the sector can all go home engaged and healthier at the end of a productive day.

Speakers and Panel Members

- David Smith (Chief Executive) **Energy Networks Association**
- Audrey Gallacher (Deputy Chief Executive and Director of Policy) **Energy UK**
- Sue Ferns (Deputy General Secretary) **Prospect**
- Mark Patterson (Director of Safety Health and Environment) **SSE**
- Richard Gough (Director of System Operations) **Scottish and Southern Electricity Networks**
- David Spillett (Head of Safety, Health and Environment) **ENA**

Presenters

- Graeme Smith (Technical Safety Assurance Manager) **Uniper**
- Michael Murphy (Safety Specialist) **ESB Energy**
- Graham Smith (Safety, Health and Environment Manager) - **National Grid**
- Lee Wallace (Head of Safety, Health, Environment and Training) **Western Power Distribution**
- Kim Marie Mortimer (Head of Health and Safety Technical Compliance and Assurance) **OVO Energy**

Event Speakers and Presenters

Part One

David Smith (Chief Executive) **Energy Networks Association**



David Smith formally opened the event on 25th February 2021 to launch the latest strategy which is available to view via the [Powering Improvement Website](#). David welcomed all members and delegates to the event.

“Powering Improvement provides an overarching framework of support to individual company programmes helping achieve the drive towards world leading health and safety performance in the UK electricity industry.

Governance for the initiative is provided via the National Electricity Industry Health and Safety Committee (National HESAC) comprising of Powering Improvement stakeholders - Energy Networks Association & Energy UK its members, industry trade unions, GMB, Prospect, Unison, Unite and our regulators (HSE). The key to its success has been this partnership approach to tackling the health and safety challenges facing the industry;

COVID-19 introduced a number of additional direct and indirect risks to all industries in 2020, the Powering Improvement Initiative enabled collective and collaborative efforts across the sector to manage these issues.

Since 2015, the industry has enhanced its communication and engagement channels, bringing employers, employees, trade unions, regulators and contractors together. The work achieved over the first 2 phases has had a positive impact for our direct employees as Electricity Networks companies have seen a 50% reduction in the number of people injured within the workplace over the last 10 years.

Throughout the second phase, efforts were made to ensure new staff, new technologies and new working practices were safely introduced alongside existing assets and infrastructure.

In networks alone, fundamental principles have been developed as the industry adapts to new ways of working and it's evident that collaboration through the PI strategy and its platforms have supported a downward trend in our accident rates. The areas focussed on include The “Live Working? Stay Safe!” initiative, and engaging the Health and Safety Laboratory (HSL) to examine the leadership, competence and behaviours of staff.

Increased emphasis on Occupational Health Management has been a focus throughout the Initiative as we continue to prioritise our top risk areas: mental ill health and wellbeing; public health issues (Cancer, Diabetes etc.); fatigue; & MSDs (Musculoskeletal Disorders).

The collaboration and partnerships have helped companies to monitor risk, provide relevant support and advice and supported the industry to tackle important issues affecting

individual employees and the public as a whole through improved toolkits, initiatives and best practice sharing.

The commitment within the Electricity Networks Sector will continue to ensure the impacts of health and safety risks are limited and that people within our industry go home safe and well at the end of the day to their families and loved ones.

Keeping our staff and the public safe and well will continue to be critical for the electricity industry which is why Powering Improvement is so important. Working across such a wide range of companies and partners including trade unions and HSE is so important and the only way we'll continue to see health and safety levels improve.

In the next five years, Powering Improvement will continue to support the electricity industry in its aim to be as safe as possible and to have an engaged and healthier workforce. On behalf of ENA and its members continued support to the Powering Improvement initiative is strongly encouraged as we enter this next phase.”

Audrey Gallacher (Deputy Chief Executive and Director of Policy) **Energy UK**



Audrey joined David Smith in welcoming delegates to the event and reiterated the importance of managing occupational health and safety across the UK electricity sector and highlighted the strengths of using the Powering Improvement Initiative platform to continue to strive for excellence. Audrey explained that health and safety across the sector has continued to be an enduring priority for the member organisations and there is a need now more than ever to continue to collaborate and share best practice wherever possible to drive for an improved health and safety performance ensuring we keep both our staff and members of the public safe and well.

Building on the successes of the first 2 phases of Powering Improvement (2010-2015 & 2015-2020), Audrey was confident that the next phase will be crucial yet just as effective at supporting the industry's downward trend in health and safety performance. Audrey explained how, although the aims and objectives set out within the latest phase 3 of the strategy appear ambitious, the benefit of continuing to work collectively and collaboratively across the sector allows us to achieve more. The benefit from not only engaging with other companies across the sector, but importantly working with our trade union colleagues in partnership has been and continues to be key to support engagement with our staff, public and our regulators to help the industry to drive improvement in a clear and consistent manner.

Audrey echoed points raised by David Smith and reiterated Energy UK's retail and generation member companies full commitment to the Powering Improvement Initiative explaining how Energy UK member companies are becoming increasingly more aware of the strategy and embracing Powering Improvement as a platform to collaborate. An example being most recently through the COVID-19 pandemic where the UK Electricity Industry National HESAC forum allowed transparent communication between ENA and Energy UK member companies with our industry trade unions to take place to address

common issues and concerns. The outputs of those discussions including working collectively and collaboratively to jointly communicate to the workforce, members of the public and the regulators demonstrated efficiency in the way the industry can operate which is a clear benefit of what the Powering Improvement Initiative can provide.

Audrey finally took the opportunity to highlight the importance of leadership to drive any strategy forward, thanked David Smith and colleagues at ENA for their role in driving the Powering Improvement Strategy over the last few years and also thanked individuals within Energy UK including Mark Patterson (Chair of Energy UKs Safety Leaders Group and Powering Improvement Champion 2021) for his determination and efforts to highlight Powering Improvement within Energy UK and its membership to help gain the much needed support the initiative deserves and gather momentum for the next phase.

Graeme Smith (Technical Safety Assurance Manager) **Uniper** (Chair of Energy UK Safety Rules Committee) & Michael Murphy (Safety Specialist) **ESB Energy**



Graeme Smith of Uniper and Michael Murphy of ESB provided a presentation on safety rules that have developed throughout the generation industry over many decades.

Graeme introduced the session to explain his role within Energy UK as the Chair of the Generation Safety Rules Committee. Graeme provided some background to Generation companies and how they had needed to develop their own safety management systems over the years particularly since privatisation in 1990 and indeed within the UK before privatisation how generation

companies operated under one standard (Central Electricity Generating Board (CEGB) was responsible for electricity generation, transmission and bulk sales in England and Wales from 1958 until privatisation of the electricity industry in the 1990s).

Generation companies separated like many companies across the UK Electricity Industry in 1990 however unlike the Distribution companies within the UK did not adopt at that time a common set of safety rules to provide a minimum standard to maintain safety from the system. This meant that the existing systems in place became fragmented over the years as some companies went onto develop their own rules and some did not, however the continued collaboration and engagement through industry forums such as ENA and Energy UK, meant there was always opportunity to learn from each other across the sector. It was clear over more recent years that there was scope for more collective working, Generation companies began to look at the differences in how they would maintain and operate to achieve safety from their systems and yet in reality, the issues and incidents were not occurring operationally, it was however the more occupational safety hazards that accompany the generation process that were introducing the larger risk.

It was felt that safety cultures had improved particularly in relation to process safety across the generation companies however there was a need to look at the other risks and contributing factors (general occupational safety hazards) and how they may be incorporated into the general safety rules approach and safe systems of work processes. Convened through Energy UK and known as 'safety from the system +', the generation

companies have developed and adopted a set of overarching safe systems of work principles, a more holistic process to managing safety risks. The process involves identifying an issue at the source, implementing measures to reduce the risk, including developments in the planning and design process, including the elements of 'safety from the system' that need to be maintained and overall returning to suitable, safe and sufficient service, a cradle to grave type of approach which is something that has not been apparent in the generation sector since privatisation. Through Powering Improvement and the work within Energy UK, it is hoped that a single booklet will be produced to issue to all staff in the sector to demonstrate how generation companies approach safety.



Michael Murph, safety specialist of ESB Energy then provided a presentation on how this work has helped ESB to evolve their safety performance and indeed their own safety culture through the introduction of a holistic set of safety rules across its business. Michael explained how similar to other companies since privatisation and even before then how the various operational stations across the UK and Ireland, the company had a range of alternate ways of working for ensuring safety from the system which had been developed in isolation over many decades. Two separate businesses notably coming together from a safety perspective more recently was ESB generation operating in the republic of Ireland and ESB International, the International arm had

adopted a set of CEGB rules while the republic of Ireland had its own set of bespoke rules. It was recognised that one company (ESB) should also be operating under one set of rules and ultimately one safe system. During this time, ESB had identified 3 different IT systems across its business managing items of safety, 2 sets of safety rules, and no central owner of the rules or the training, this was also met with a multitude of interpretations and applications of these rules across the business.

Michael then went on to demonstrate how, through very challenging discussions and work programmes across Ireland, UK and Europe, ESB went on to develop one single set of rules that would be adopted by the entirety of its business. There were a multitude of factors that needed to be considered as part of this merger process, and the solution included one holistic 'Safe System of Work'. Integrating 'safety from the system', the more general safety (hazards from an occupational perspective) and the process of setting to work under one process. This was achieved through modelling their rules on the collective principles outlined by the industry, learning from previous incidents and fatalities and reducing the room for error through suitable sufficient training models and assurance processes for compliance. This also included looking at the hazards introduced through the work activity and indeed the hazards that can be introduced through different working environments.

Graham Smith (Senior Safety, Health and Sustainability Business Partner) - **National Grid**



Graham Smith took the opportunity to highlight how Powering Improvement has benefitted National Grid and its own internal health and safety campaigns.

Having worked collaboratively over the years through Powering Improvement on a variety of themes including Asset Management; working with Contractors; human factors and Occupational Health and Wellbeing, Graham went on to highlight how the collective working and sharing helped to inform internal policies within National Grid. Graham took the opportunity to highlight that in 2020, the need for collaboration and sharing of lessons when it comes to the management of health and safety across the

electricity and other industries was more important than ever. COVID-19 introduced and continues to introduce a variety of risks and challenges for companies to deal with, however through the engagement and platform of Powering Improvement, 2020 allowed the UK Electricity Industry to be able to work collectively and collaboratively between companies, trade unions, contractors and the regulators to overcome these significant challenges to ensure there was a minimal effect to the way the industry provided and continues to provide an essential service to its customer and the public.

The pandemic demonstrated a renewed vigour for occupational health and in particular mental health and wellbeing across the industry. Within National Grid, Graham provided examples of how they are supporting their staff through training, guidance and campaigns to help their people to remain fit, well and importantly mentally healthy. The use of occupational health specialists have been coordinated to support staff and made available to staff where needed for support. National Grid continue to make efforts to ensure that support for mental health and wellbeing is given the same if not better focus and is given the same passion as is given to reducing physical injuries at work.

Graham then went on to talk about the work carried out through Powering Improvement on the Health and Safety Laboratory (HSL) on its research into the cultural assessment of Senior Authorised Persons and Competent Persons across the industry and how this work and the findings of the research helped National Grid to shape their own safety culture.

National Grid will be using the learnings of Powering Improvement Phase 2, the initial learnings from the tackling of COVID-19 and the work achieved on mental health and wellbeing to better inform staff in 2021 through a series of focussed workshops and engagements.

Sue Ferns (Deputy General Secretary) **Prospect**



Sue spoke on behalf of her organisation, Prospect and its members but also spoke on behalf of the trade unions across the sector. Sue firstly took the opportunity to thank ENA and Energy UK for hosting the event and on behalf of the trade unions was happy to echo points previously raised on the importance of the Powering Improvement Strategy, bringing together both companies, trade unions and the regulator together to work collaboratively to tackle common issues that affect the industry.

Sue raised what she felt were five key points in ensuring the strategy is effective over the next phase to drive to zero accidents and good health.

1. The importance of a transparent and cohesive tripartite arrangement between all stakeholders of the Powering Improvement Strategy is crucial, HSEs involvement over the previous phases have been invaluable as have the efforts of both companies and trade unions at driving outputs of the strategy to make about positive change in the industry. It is important that efforts are made to ensure this arrangement is maintained.. The collaboration at a strategic level across the industry ensures that the local health and safety forums are suitably informed and the devolution of responsibility is a key factor at tackling local issues whilst maintaining a common goal for tackling issues that affect the sector as a whole.
2. It is important the strategy continue to focus on preventative measures to deliver improvements in health and safety performance, and the trade unions are very happy to see the focus in the first year of the third phase of PI on occupational ill health. It is clear that the Electricity Sector maintains a positive improvement each year on safety performance however the same cannot be said for health as it has gradually become one of the main causes of absence. Through the strategy, the trade unions support the aims of the first year of the third phase and want to support the companies by implementing preventative measures to help the industries drive in improving health performance across the sector.
3. The key areas to focus upon over the next five years, particularly in the first year will be on mental ill health and fatigue (A) which are two very important topics for trade unions and their members along with this is the importance of ensuring and maintaining competence across the workforce particularly for key safety critical roles such as SAPs and CPs. In a recent Prospect survey of members, Sue highlighted that 22% of staff had admitted to feeling too tired in work with 66% of those staff not feeling confident to tell their employer about this. Sue suggested that through collaborative working and engagement, we need to work together to generate positive cultures across the companies that support empowerment, to help staff make informed health and safety decisions for themselves as individuals and to provide better support both physically and emotionally for our employees.
4. Better health within the workplace supports workforce satisfaction and productivity. It is also essential that we listen to our employees and provide them with the correct skills, knowledge and support to carry out their work safely. The HSL study already referenced has provided the industry with an array of recommendations that are already starting to be looked at by companies, through the PI strategy it is important we continue to work at this through continued engagement with staff to correctly embed change for improvement.

5. Finally, training and delivery of outputs from PI is crucial. We need to collectively ensure we continually monitor progress and embed any outputs of PI as it will be judged on its impact to deliver improvement.
The metrics set out within the strategy will support the industry to deliver positive outcomes.

In summary, Sue also wanted to take the opportunity to emphasise the invaluable contributions made by safety representatives working across the sector who provide a line of sight between company and national health and safety discussions, and importantly help the sector to better understand the roots to issues and provide suitable ways of addressing them to support companies on delivering better health and safety cultures.

Lee Wallace (Head of Safety, Health, Environment and Training) **Western Power Distribution**



Lee gave a perspective as an active member of the Powering Improvement Strategy Steering Group but also on behalf of Western Power Distribution, how PI has provided support to them to help shape their own internal agenda and improve performance from a Health, Safety and often Environmental perspective.

On reflection of the previous phases of PI and indeed the last 5 years, Lee explained how from a WPD perspective, frontline staff may not always recognise 'Powering Improvement' as the industry strategy, however what they will recognise are the key focus areas and themes that PI embeds within each individual organisation and indeed what WPD have continued to use to shape their own internal health and safety campaigns – 'Switched on to Safety' & 'Switched on to Health'.

In 2015, working with contractors across the sector was an important theme and one which WPD used as an opportunity to work better with their existing contractors. WPD started in 2015 and continue to run a series of annual workshops with their contractors providing an opportunity to share learnings from incidents but also to share best practice and work collectively to drive improvement and consistency on health and safety.

In 2016, was a key year for the industry to start looking at occupational health and providing better support to staff across the sector. The PI theme also helped WPD to shape its own initiative 'Switched on to Health' and devise its own calendar and strategy for provided better informed and targeted support to cater for its staff and their individual needs. The last 18 months and the issues associated with the pandemic have certainly been a challenge, however Lee highlighted the importance of working collectively and collaboratively to overcome issues, particularly ones that affect us all.

The foundations that PI have provided over the last decade allowed companies to work together with welcomed support and engagement from trade unions and the industry regulators. We need to continue to be mindful of and build upon the existing mechanisms in place, particularly from a mental health perspective to ensure we provide suitable support to our staff across the sector.

2017 was also an important year for PI as it focussed upon Asset Management, highlighting some of the key processes that have been developed and utilised by the industry for many years and ensuring we maintain a corporate memory across the industry. WPD continue to run a series of asset management workshops with its staff and contractors to maintain the knowledge and skills identified through the work of that year and theme.

2018 & 2019 – Human and Organizational Factors theme from a WPD perspective was crucial as it allowed the company to better understand the thoughts and perceptions of its own staff through a safety and climate survey. Out of the survey carried out on its staff, a 32 point action plan was developed and implemented, a series of workshops were held during 2020 to review the steps put in place through and gather feedback which has been positive to date.

The third phase of PI will be equally important, and something Lee explained as being a great opportunity for all its stakeholders to refresh and work together to bring about more positive change across the industry. Although each company, whether generation, transmission, distribution or retail, will each have their own issues and concerns to manage, it is important we all continue to engage through the collective PI strategy, building upon existing foundations to support one another on common issues that affect the health and safety of our staff across the industry. Lee thanked members for the opportunity and was happy to work on what is and continues to be an excellent initiative.

Kim Marie Mortimer (Head of Health and Safety Technical Compliance and Assurance)
OVO Energy

As a relatively new organisation, Kim Marie presented on how Powering Improvement will help and support OVO Energy and its own internal Health and Safety campaigns.

OVO Energy over the years has worked well at providing and striving for excellence for its customers and the community it serves however there is a real opportunity now through Powering Improvement to improve the health and safety of its staff and to deliver a change in its health and safety culture.

Kim explained how OVO are now looking at its top risks areas and thinking of new ways to address them, looking at addressing risk in a holistic way. This can be achieved through inspiring employees and empowering staff to make better decisions through better instruction, information training and supervision, but also through tackling other contributing factors such as and individuals psychological health and wellbeing, to help an individual to be less at risk to other hazards. Two areas that OVO want to focus on in particular are Musculoskeletal disorders (MSDs) which continue to be an issue for its workforce and Fatigue. OVO is looking at ways to inspire staff to make the right choice to improve themselves and seeking to develop a culture of collective responsibility. Through improved incident and injury investigation and health case studies, you can then gather a better understanding into the cause of injury and ill health and then provide better and more targeted support to those individuals which will then make a collective difference.

Kim Marie took the opportunity to highlight a video that is currently used by OVO energy to provide support and awareness to staff in a recent winter campaign – the video

highlights a series of top tips which helps to empower staff to make an informed decision to support themselves along with tools and advice available to staff.

<https://www.youtube.com/watch?v=Ce63-NhJhSw>



David provided some feedback from the presentations given, explained that they all demonstrated the work we have done through Powering Improvement from ENA, Energy UK and our Trade Unions, it's also clear the industry fully endorses the strategy and a collective drive to deliver improvement in Health and Safety performance across the electricity industry.

- *Graeme Smith of Uniper & Michael Murphy of ESB Energy talking about a collective project that has developed principles for a Safe System of Work for Generators across the UK to improve their*

processes to manage risk.

- *Graham Smith gave us a view from a Transmission perspective on how Powering Improvement has supported National Grid's own Health and Safety initiatives.*
- *Lee Wallace of Western Power Distribution gave us a perspective from the UK's largest Distribution company on their experiences of Powering Improvement and how it fits in with their internal strategies 'Switched onto Safety' & 'Switched on the Health'*
- *Kim Marie-Mortimer then finally gave us a view from OVO Energy a reasonably new organisation in the metering world who are looking at new ways to approach safety and the challenges ahead.*

David thanked the presenters and encouraged everyone to get behind the initiative and support it on delivering against its aims and objectives.

Mark Patterson (Director of Safety Health and Environment) **SSE**



Mark Patterson was announced as the 2021 Powering Improvement Champion. Mark will support the Powering Improvement Strategy Steering Group to deliver on its outputs for 2021 on the theme for Managing Occupational Ill Health Risks.

Mark explained how everyone at this event will have their own examples and each company and individual will all have things that we can, quite rightly, be really proud of.

- What we do as an industry is amazing at the best of times!

- We provide the electricity that keeps the country going.
- We provide the electricity so that people keep themselves, and their families safe and warm.

Mark iterated how what we do as an industry is amazing at the best of times, however the last year through the pandemic did not always feel like the best of times. Nevertheless, Mark explained how in coming together as an industry, we continued to look after our teams so that they could provide the vital energy that kept hospitals, schools and social care going.

“Those presentations have reminded us all of our common sense of purpose, in our companies and as an industry. At a really basic level it’s simple:

- *we all care about the people that we work with;*
- *we all want to get home safe and well, and*
- *we have real pride in the service that we provide to the UK.*

That common sense of purpose really gives us something to build on.

Powering improvement gives us a platform to continue to work together to deliver a goal that we can all get behind. What compliments this is Powering Improvements long term vision for 2025 and beyond which is simple – no life changing injuries and an engaged and healthier workforce, with last year reminding us just how important that is.

In the year ahead there are many things that that the ENA Electricity Networks Companies and the Energy UK Retail and Generation Companies are working on ,but we all recognize why we wanted Powering improvement to focus on Occupational health and well-being for the next year and within the overall strategy. Building on the work we have all been doing to look after the health of ourselves teams, families, colleagues and friends in the last year.

We have 4 things on the agenda for the year ahead all focusing on Occupational Health and wellbeing:

- 1. General approach on OH – build on roadmap set out in 2016, we are committed to ongoing improvements.*
- 2. Mental ill Health Management (Stress, Anxiety and Depression) We have all been a lot more open about life’s struggles in the last year. Maybe we are all a little kinder and more patient and understanding. We can help to ensure that we keep on looking out for each other. It comes back to that basic point – we care about the people that we work with.*
- 3. Occupational Fatigue – There has been some great work done to address fatigue and it’s impacts we need to keep pushing on that. And finally*
- 4. Musculoskeletal Disorders – we can continue to pull together in each part of the industry to help to address issues in this area.*

As an industry, we have always pulled together on Safety, Health and the Environment. There is a lot to get after.....We have clear long term goals. One thing is absolutely clear. The last year has really helped us see the value when we pull together....COVID-19 gave us an impetus to collaborate even more.

In ENA, Energy UK and together as an industry and as individual companies working in partnership with our trade union colleagues, we really

- *Took care of the people that we work with;*
- *We made sure they got home safe, and*
- *We provided a service to the UK that everyone depended on*

We have really pulled together to deal with COVID-19. That work gives us a really strong base to build on for this 3rd phase of Powering Improvement, both for the year ahead and out to 2025.

As Champion for this year, I want to support the Powering Improvement Initiative and help the industry deliver on its collective aims and outputs to drive improvement in Occupational Health and Safety management.”

The Third Phase of the PI Strategy is now available to view on the Powering Improvement website: Poweringimprovement.org

Part Two – Panel Session

Panel Members

- Audrey Gallacher (Deputy Chief Executive and Director of Policy) **Energy UK (AG)**
- Sue Ferns (Deputy General Secretary) **Prospect (SF)**
- Mark Patterson (Director of Safety Health and Environment) **SSE (MP)**
- Richard Gough (Director of System Operations) **Scottish and Southern Electricity Networks (RG)**
- David Spillett (Head of Safety, Health and Environment) **ENA (DS)**

Audrey opened up a panel session where a series of Questions had been asked by event delegates.

1. How does Powering Improvement support the work towards dealing with COVID-19?

We have proved through Energy UK and ENA over the last 18 months how well we can collaborate as an industry. Greater engagement through the fortnightly calls across the sector and more engagement and a better relationship has been built with regulators and companies. 20 years of collaboration through SAFELEC2000 and into Powering Improvement over the last decade provides a history of examples of how working collectively will make a big difference. It's evident through the calls/meetings we have held over the pandemic has demonstrated how working together will help any industry to successfully

2. Powering Improvement has progressed through a considerable journey since SAFELEC (previous industry H&S Strategy) and many other challenges in the industry, what do you consider is the greatest success and what future challenges to the Strategy's success do you anticipate?

Reflection was made on the history of the Electricity Industry, how companies through ENA and Energy UK (The Electricity Association and AEP as they were previously known) recognised that the industry was part of the problem, in 2000, the number of incidents and fatalities occurring across the industry was used as moment to open the discussions with Trade Unions and Regulators to work together on health and safety to develop a strategy to drastically reduce the numbers of people being hurt. From SAFELEC to Powering Improvement

3. The 2020-2025 Strategy's intention is to consider Mental Health Issues and Psychological Safety. In context of how the world is changing what would be your top mental health and wellbeing priority be in these areas?

Covered within the delivery plans for Powering Improvement and its commitments in 2021 onwards 'Managing Occupational Health.

4. How will Powering Improvement contribute to improved workforce resilience?

Given we have the 2020-2025 Strategy and its deliverables now, flexing Powering Improvement to incorporate new and emerging risks particularly now as the markets pivot to increased EVs and renewables to meet Net Zero Targets is now increasingly more important. These need to be considered moving forward through the Powering Improvement Strategy and future themes and focus areas.