

Powering Improvement – 2016 Delivery Plan

Powering Improvement 2015 - 2020

Vision

By 2020 the UK electricity industry will have delivered a sustained improvement in health and safety performance by applying and influencing best practice approaches utilised in the top performing sectors in the UK and beyond.

Success will be evaluated using leading and lagging indicators such as injury and ill-health data together with feedback from relevant climate and culture surveys.

Strategy

ENA and Energy UK companies will work in partnership with Trade Unions, HSE and Contractors to ensure our industry has a realistic and inclusive approach to health and safety at work. Powering Improvement is intended to provide a focus and line of sight between the electricity industry's interventions to deliver a sustained improvement in health and safety performance and the framework set out in the HSE electricity sector strategy.

Throughout the 5 years we will maintain a focus on managing our priority risks, including working with electricity, working at height and driving.

Although the strategy is focussed on occupational health and safety risks, public safety issues involving both members of the public and third-party contractors will continue to be addressed as a priority. ENA has a dedicated Public Safety Strategy *Our Commitment to Public Safety* that has been running for 8 years.

We will develop and agree a series of relevant and reliable leading and lagging indicators to track and monitor performance.

Overarching themes

Leadership – at all levels. Managers in our industry are genuinely committed to health and safety regarding it as an essential value. Throughout the strategy this commitment will be made clear to front line workers.

Worker Involvement – we will continue to promote effective engagement and consultation;

Consultation on health and safety matters is a two-way process where management and workers will:

- talk to each other about issues;
- listen to each other's concerns ;
- seek and share views and information;
- discuss issues in good time; and
- consider what employees say before decisions are made.

Building Competence

Skills – workers will be able, aware and empowered. Skill sets underpinning safe performance will always be in place. There will be a systematic checking of competence against clear and relevant standards. There is a commitment to the timely delivery of all training to avoid skill or competency gaps.

Corporate Memory – we will work together to ensure that, as experienced workers retire and are replaced, lessons are remembered from incidents and accidents and mistakes are not repeated;

The second phase of Powering Improvement (2015 – 2020) recognises that all workers in our industry have the right to go to work each day and not be made ill by their work. To achieve this everyone in our industry has a responsibility to look after their own and their colleagues' health to avoid the serious consequences of work-related ill health. The industry is therefore fully committed to addressing occupational health issues and to sharing best practice regarding health risk management. This includes sharing lessons learned when things go wrong.

An integrated approach to the management of occupational health will be adopted through the use of awareness programmes, employee engagement, specialist healthcare provision and ongoing support at all levels of the organisation. This will be achieved through the use of suitable health surveillance systems and fitness to work programmes that not only maintain the health, wellbeing and welfare of employees, but also provide business cost benefits.

Annual Focus Area for 2016: Managing Occupational Ill Health

The industry working groups, ENA Occupational Health Committee, Energy UK Occupational Health Forum and the Occupational Health Advisory Group, and the 2016 Champion are responsible for setting out the priorities for health and managing implementation of the 2016 Delivery Plan.

The annual theme provides an opportunity to define and promote health messages not only for 2016, but to 2020 and beyond; this reflects the need for long term planning and management of health, many aspects of which are long term in cause and nature. The industry will look to develop a Roadmap which sets out the 'Journey on Health' to promote both the successes to date and the challenges for the future.

The electricity industry should look to other sectors and professional organisations for advice and resources to promote health messages, including HSE and EU OSHA Healthy Workplace Campaigns.

ENA Companies

- Review the six 2011 Commitments focussing on the Top Three and core industry health risks;
- Ensure that all staff, including new entrants, apprentices and up-skilling employees, receive the same level of training and awareness on health as for safety;
- Review, revise and publish company case studies on specific health issues to promote shared learning;
- Review company approaches to the management of and training in mental ill health and stress.

Energy UK Companies

- Ensure core Health Surveillance and Fitness to Work programmes are functioning effectively;
- Build on contractor engagement and partnership working in the management of health and safety issues to promote health messages and health surveillance throughout the industry supply chain. Supplement supply chain/contractor promotion with health audits and monitoring where appropriate.

Occupational Health Advisory Group

- Ensure wherever possible that all employees have access to accredited services and specialist advice;
- Ensure that the causes of both short term and long term health absences are managed, and suitable guidance published or updated where necessary;
- Industry to promote clear and consistent messages on both occupational and personal health management to young staff and new entrants, including fitness to work standards.

Health & Safety Executive (HSE)

- Industry approach to be aligned with the new Strategy for the GB health and safety system “Tackling Ill Health – Highlighting and Tackling the Cost of Work Related Ill Health” and any subsequent work related ill health strategy;
- Greater awareness of the harm, costs and preventability of work-related ill-health to drive collective action to improve health outcomes, based on proportionate risk management;
- Industry to anticipate and tackle potential health issues and challenges arising from social, economic and technical change, for example the introduction of new technology and the national smart meter roll out.

Government messages

- Industry to have sight of and support Government policy of public health issues, including the new Fit for Work programme and the promotion of rehabilitation;
- Continued engagement with Dame Carol Black and programmes of work addressing the Health of the Working Population.

Aims:

- To encourage collaboration between all Stakeholders including the Powering Improvement Partners and interested parties.
- To focus the attention of Stakeholders on occupational health issues including manual handling, work-related stress and other priority areas identified by member companies.
- To reduce the number of cases of work related ill-health, particularly that caused by manual handling, work-related stress and other priority areas identified by member companies.
- To promote health and wellbeing education amongst the workforce.

Outcomes

- Develop an industry Roadmap illustrating the 'Journey on Health' throughout the Powering Improvement initiative.
- Alignment of industry priorities the new Strategy for the GB health and safety system and any subsequent work related ill health strategy.
- Effectively communicate occupational health messages to all staff through the framework of ENA and Energy UK company HESACs and Powering Improvement Advocates. This to include raised awareness of manual handling, work-related stress, other priority areas and protective measures/programmes.

Outputs

- Companies will conduct a review and reassessment of the top three risks that could impact the health of their employees and implement control measures to facilitate improvements;
- Consistent standards and approaches to the management of work related ill health, including health surveillance and fitness to work programmes, will be shared across the electricity sector by member companies and contractors;
- Companies to review their approach to managing mental ill health against the HSE Management Standards for work related stress and existing mental ill health programmes;
- Identify, collate and publish examples of successful member company initiatives and case studies for inclusion within the 2016 SHE Review.
- Deliver a programme of events, training and health promotion activities by Stakeholders and member companies.

Key Events

2016	HSE Strategy launch
8 th March	National HESAC – Delivery Plan and OH presentation
11/13 th May	ENA SHE Management Conference – OH session
14 th June	National HESAC – OH presentation
6 th September	National HESAC – OH presentation
October	Workshop (initiatives and case studies)
November	Energy UK H&S Conference
Q2 2017	Publication of 2016 Annual Progress Report and SHE Review

Additional ENA and company specific events and health promotion activities will be publicised throughout 2016.