

Leadership 2014 – Case Study

Western Power Distribution



Various Leadership Initiatives in WPD

A series of Safety Conferences have also taken place involving TU Safety Representatives, Safety Team Advisors together with Senior Managers. These will be a part of continued programme for promoting and raising the Behaviours Safety Profile within each Network Service business area. Each conference is led by the Network Service Manager and themes include review of accidents, accident cause and effect, opportunities for learning, and a range of other points of discussion.

On-going SHE Meetings also take place at WPD together with TU and business representatives (these are over and above the safety conferences).

Round business presentations are being and have been given to all staff on the Behavioural Safety initiative – *'More Cheese, less Pickle'*. Interactive sessions take place with all staff and are led by the Safety and Training Manager. The session outlines how we can improve safety by understanding how behaviours affect outcomes, this also links to the Powering Improvement theme for 2013 on Human and organisational Factors- Behavioural Safety and Personal Responsibility.

A review of line Manager Site Safety Visits has been completed. The review has resulted in an amendment to WPD policy to include a 10% of total visits are to be completed by a separate line manager. A further 10% of visits by the Safety Team will be completed outside of their normal area of work/operation; this enables Site Safety visits to be more representative and effective. All Craft Team Managers are now undertaking bespoke Site Safety Visit Refresher Training courses.

All WPD 'People Managers' are to undertake training for the IOSH General Safety Certificate Qualification. The training programme has started with completion expected during Q3 2015, the course aims to ensure that health and safety requirements are appreciated by people employed as managers, and to enable them to review their own departmental systems for safety, introduce new controls or implement changes as appropriate to ensure health and safety in the workplace.