

ScottishPower Energy Networks



Leadership

Like most organisations in the energy sector, ScottishPower regards health and safety as a closely held value. Indeed, we would go as far as saying it is part of our organisational DNA. We continue to lead on health and safety, giving it space at the start of executive meetings all the way through the organisation. We have found that critical to any form of success is the desire to “go the distance”. What we mean by that is maintaining the health and safety “heartbeat”, whether that is at the start of meetings, our weekly scheduled Safety Calls (across our three license areas of SPM, SPD and SPT) or our various employee engagement forums. It is all too easy to let basic standards slip when priorities appear to alter.

Further to this, we are embarking on a consultation exercise with the key leaders within our organisation with the following reminder and ambition.

- *To further develop a positive H&S culture*
- *Address and control known or emerging risks*
- *Improve overall health and safety performance*
- *Protect employees, contractors, customers and the public*
- *Safeguard our business reputation*
- *An update on Directors’ responsibilities*
- *Listening to a wide range of internal and external stakeholders*

Finally, we are undergoing a reorganisation to optimise our shape for delivery of RIIO ED1. From a health and safety perspective this is an opportunity to refresh on standards, expectations and responsibilities. To this end we have drafted a simple document to communicate this to complement a wider engagement plan that will be rolled out to all Districts over Q1 2015:

LINE MANAGEMENT HEALTH AND SAFETY FUNCTION ROLES AND RESPONSIBILITY

Introduction

An organisation that seeks to establish a best in class health and safety culture, system and performance, must ensure that the function of health and safety is managed at the front end and as part of line management roles and responsibility.

Health and Safety should not be seen as an additional duty, but should be incorporated into daily activities/tasks and functions.

Line management definitions

Line manager roles and responsibilities apply to any person who has responsibility for any number of staff.

There are management functions that will have specific roles and responsibilities, for example District Managers, Depot Managers and Team Leaders.

Management responsibilities

SPEN's three strategic anchors are fully linked with health and safety at the forefront. It is the responsibility of all line management to ensure that those employees they are responsible for are fully aware of the hazards, risks and control measures associated with the plant, equipment, asset, chemical or substance that is being operated/used.

This may be achieved through formal training, local training, communications, procedures, guidance material and SPEN formal auditing processes.

It is also a key role of Leadership in Health and Safety to promote safe working environments and employee engagement.

Management Systems

Management shall ensure they are familiar with those procedures relevant to their work activities as specified in the SPEN internal Health and Safety procedures. These provide a range of management responsibilities and operational guidance and set out arrangements for legal compliance.