



**ANNUAL PROGRESS REPORT
AND SHE REVIEW 2016**

**MANAGING OCCUPATIONAL
ILL HEALTH RISKS**



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.

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INTRODUCTION

The five year 'Powering Improvement' strategy was first launched in 2010 and brought together electricity companies, trade unions and the Health and Safety Executive (HSE) with the aim of making the UK electricity industry a world leader in occupational health and safety. 'Powering Improvement' is designed to promote continuous improvement in the management of health and safety risks within the UK electricity industry, and in 2015 the strategy was re-launched to build on the success of the first phase.

The aim is to improve occupational health and safety performance through vision, leadership, direction and co-ordinated action into the future. The first phase of the strategy ensured alignment with HSE's strategy "The Health and Safety of Great Britain: Be part of the Solution", which was launched in 2009 and is founded on the principle that the effective management of health and safety is essential to the operation and reputation of a successful business. The 'Powering Improvement' strategy continues to align with the new GB Strategy 'Helping Great Britain (GB) Work Well'.

ENA and Energy UK companies and the industry's trade unions, Prospect, Unite, GMB and Unison, together with HSE support the following principles:

- > All workers in our industry have the right to go to work each day and not be injured or made ill by their work;
- > We recognise the importance of cooperation between all groups that make up the electricity industry: generation, transmission, distribution, contractors, trade unions as well as government, regulators and other workers' representatives;
- > We recognise that everyone in our industry has a responsibility to look after their own, their colleagues', and the public's health and safety;

- > We recognise the serious consequences of work-related accidents and ill health – both personal, economic and reputational;
- > A safe, healthy and competent workforce is essential to any business;
- > We are fully committed to addressing occupational health issues as well as safety ones;
- > We are committed to sharing best practice regarding health and safety risk management. This includes sharing lessons learned when things go wrong;
- > We aspire to exceed compliance with H&S legislation to strive for continuous health and safety improvement and to provide the leadership and resource to make this happen.

This Annual Progress Report and SHE Review is the second edition within the second phase that summarises progress of the electricity industry's health and safety strategy 'Powering Improvement', and reports on progress with the 2016 annual theme 'Managing Occupational Ill Health Risks'.

BACKGROUND POWERING IMPROVEMENT FIRST PHASE 2010-2015

Powering Improvement is the electricity industry's Health and Safety strategy and contributes to the delivery of the new GB Strategy 'Helping Great Britain (GB) Work Well'. Three overarching themes have consistently run throughout the duration of Powering Improvement:

- > Leadership
- > Improving competence
- > Worker involvement

To maintain momentum throughout the five years, each year of Powering Improvement has focused on a specific theme, which was identified as a priority area for the electricity industry. Each theme has been led by a senior champion from one of the Powering Improvement partners. In 2011 Powering Improvement focussed on occupational health and wellbeing and was championed by Jane Willis (then Director of Cross-Cutting Interventions, HSE) and John Crackett (Managing Director, Central Networks). During this year a number of outputs were set and achieved including high level commitments for each organisation to successfully manage occupational health risks. ENA's Occupational Health Committee, Energy UK's Occupational Health Forum and the Occupational Health Advisory Group identified and tackled the industry top 3 health risks (Musculoskeletal Disorders [MSDs], Mental Health [Stress] and Public Health Issues [Cancer, Diabetes etc.]) through effective management and initiatives. Each company reviewed their approach to the management of stress, developed policies for the rehabilitation of individuals back into the workplace and considered a fast-track physiotherapy approach to the management of MSDs. They raised awareness of the importance of workforce involvement, specifically health & safety representatives and other workers' representatives, in the management of occupational health and supported them in

carrying out health related activities to support the delivery plan throughout the year. In addition, ENA's Occupational Health Committee developed guidance and supporting material to help companies deliver the six commitments and make them a reality. Furthermore, a Health Needs Assessment Tool was produced to help companies understand and assess their health and wellbeing needs, a Health and Wellbeing Framework was developed to assist companies in the management of their occupational health issues, and a suite of good practice occupational health case studies were reviewed and updated. All of these materials are available on a dedicated Powering Improvement website, which also includes associated supporting material.

POWERING IMPROVEMENT SECOND PHASE 2015-2020

The first year of Powering Improvement 2015 – 2020 focussed on Working with Contractors, but also featured the official launch of the second phase of the strategy and the promotion of continuing work being undertaken in support of the themes from the first phase 2010 - 2015.

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 10 years.

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

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 has been adopted through the use of awareness programmes, employee engagement, specialist healthcare provision and ongoing support at all levels of the organisation. This is 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

Following the successful first phase and after consultation with the strategy partners, it was agreed that a similar approach would be adopted for the second phase and a year should be dedicated for addressing 'Occupational Health'. In line with the first phase each year has a dedicated theme; 2016 was dedicated to 'Managing Occupational Ill Health Risks'. This theme provides an opportunity to define and promote health messages not only for 2016, but into 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 working groups, ENA Occupational Health Committee, Energy UK Occupational Health Forum and the Occupational Health Advisory Group, together with the 2016 Champion, were responsible for setting out the priorities for health and managing the implementation of the 2016 Delivery Plan, which is available on the Powering Improvement web site.

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 those 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 with the new GB Strategy for the 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 is to include raised awareness of manual handling, work-related stress, other priority areas and protective measures and 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.

CHAMPION

To ensure continuity from the first to second phase of Powering Improvement each theme is led by a senior champion. In 2016 Geoff Earl (Director of Safety, Health and Environment for Northern Powergrid, Company side Chair of Electricity Industry's National HESAC and Chair of ENA's Occupational Health Committee) was appointed as Champion.



At the start of 2016 Geoff said: "I am extremely honoured to champion the Industry's focus on Occupational Health in 2016. It is my firm belief that every employee and contractor

working in our industry has the right to go home uninjured and in good health at the end of each working day. I emphasise "good health" and remind colleagues that absence through ill health accounts for approximately 300 times more working days lost than absence as a result of injuries caused by workplace accidents. We all agree that accidents are unacceptable and I hope that as a result of our focus year on occupational health, industry partners will work together and share strategies and tactics to effectively tackle the causes of ill health. This time next year, I hope we will look back and say that we really have emphasised Health with a capital "H" to feature just as prominently alongside as Safety with a capital "S".

Geoff made a tremendous commitment to help drive the delivery of Powering Improvement 2016 and, through his influence within the above roles, and the dedicated work carried out by the Powering Improvement Steering Group and industry fora, a number of significant outputs were achieved.

ACHIEVEMENTS

OCCUPATIONAL HEALTH SPONSORS LEAFLET

ENA's Occupational Health Committee published a leaflet in March 2016 that was distributed at all levels of the electricity network companies. This was intended to illustrate the aims and objectives of the 2016 theme, but more importantly recognise the individual champions and sponsors of occupational health initiatives in the separate organisations to provide transparency on the companies' initiatives. The leaflet is available on the Powering Improvement website.

ROAD MAP

One of the main outputs for 2016 was the design and production of an industry Occupational Health Road Map. The aim of the roadmap is to produce an active living repository for resources and information that interested parties can contribute to and access during the Powering Improvement Initiative 2015-2020. It is a resource tool freely available via the Powering Improvement website for anyone who wishes to use the tool to browse, learn and gain best practice guidance and advice on successful initiatives designed to tackle the industry's occupational ill health risks.

The tool was developed throughout 2016 and is designed to be an integral feature on the existing Powering Improvement website. It will be launched at the ENA SHE Conference in May 2017.

The ENA Occupational Health Committee also reviewed and revised the top industry risk areas, which proved to be consistent with those identified in 2011 (Musculoskeletal Disorders [MSDs], Mental Health [Stress] and Public Health Issues [Cancer, Diabetes etc.]).

Each Company reviewed their approach to the management of stress and reviewed policies for the rehabilitation of individuals back into the workplace and raised awareness of the importance of workforce engagement in the management of occupational health.

ENA's Occupational Health Committee reviewed the guidance and supporting material for the six commitments from 2011 to ensure their continued relevance. They also reviewed the existing Health and Wellbeing Framework, which was developed to assist companies in the management of occupational health issues, and which now also features as an integral element of the roadmap. A suite of good practice occupational health case studies were produced (as documented in this SHE Review). A dedicated Powering Improvement website, which includes associated supporting material for the initiative, continues to be updated regularly.

INDUSTRY POWERING IMPROVEMENT WORKSHOP

A dedicated Powering Improvement Industry Workshop was hosted by ENA in London on the 19th October 2016 as part of the 2016 theme of 'Managing Occupational Ill Health Risks'. The workshop was attended by around 40 industry people from ENA & Energy UK Member Companies, Trade Unions (Prospect, Unite, Unison and GMB) and the HSE. There were a number of presentations given at the workshop; Deborah Jamieson (Department for Work and Pensions), Geoff Earl (Director of SHE at Northern Powergrid and the 2016 PI Champion), Anna Rowland (National Grid), Stephanie Schreiber (Business In The Community), Geoff Cox (Health and Safety Executive) and Dr Greg Irons (Occupational Health Advisory Group). The event provided an opportunity to highlight many of the initiatives within the industry, discuss routes to further improving the management of health risks and consider future challenges in this field from new materials and ways of working.

OTHER HEALTH RELATED WORK

Key health risks are being addressed through individual company initiatives and occupational health and wellbeing programmes to both raise awareness and ensure effective controls are in place within the businesses.

In 2013 the EU passed a Directive on occupational exposure to EMFs which replaced the earlier 2004 Directive. It is closely based on the guidelines published by ICNIRP and member states (including the UK) had three years to bring it into effect. In the UK this was effected through the Control of Electromagnetic Fields at Work Regulations 2016, which came into force on 1 July 2016.

The ENA EMF Strategy Committee developed an industry risk assessment, ENA SHE Standard, information sheet and training video to highlight and support the requirements of the new Regulations to demonstrate how companies within the electricity sector are sufficiently complying with the exposure limits in the Regulations.

OTHER POWERING IMPROVEMENT WORKSHOPS AND EVENTS IN 2016

A series of events were held in support of this initiative particularly by Energy UK and ENA member organisations, stakeholders such as the trade unions and the HSE all with a direct focus on occupational health.

SHE MANAGER GROUP SEMINARS

ENA Safety, Health and Environmental Managers Group held a seminar on Managing Occupational Health in February 2016 to discuss the potential outputs for the year and discuss how to further support the initiative. This has been followed up by the collation of high level case studies and initiatives that will be included as part of the SHE Review.

UTILITY WEEK H&S CONFERENCE

The occupational health and wellbeing of employees in the electricity sector is a priority for companies carrying the same importance as safety, according to Geoff Earl who spoke at the Utility Week Health and Safety Conference on the 30th November 2016. Setting out the importance of the issue, and in his capacity as the 2016 Champion of the Powering Improvement strategy, Geoff told delegates that across the industry working days lost to sickness and ill health far exceed those from accidents.

Collaboration is at the heart of the Powering Improvement strategy and 2016 brought together a wide range of stakeholders to build the case for occupational health improvement in an industry that has already seen significant progress in safety performance. A workshop on 'Managing Occupational Ill Health' considered interventions and control measures that should form part of a mature response to the health risks within the

electricity industry to ensure the physical and mental wellbeing of all employees in a healthy workplace. These have fed into the design of the Occupational Health Roadmap, which was presented at the Utility Week Conference and will form the basis of the Powering Improvement approach going forward.

HEALTH AND SAFETY EXECUTIVE LAUNCH EVENT

The strategy, 'Helping Great Britain Work Well', was formally launched at an event in London on the 29th February 2016. HSE received input from various sectors from across the UK including the Utilities sector and held a series of invitation-only events in cities around Britain in early 2016, which ENA and Energy UK attended on behalf of the Electricity Industry.



The then HSE chair Dame Judith Hackitt said these events had shown "strong support" for the strategy's aims. "We have spoken to hundreds of people directly and reached millions more through social media," said Hackitt. "But what we have seen is more than just 'support', there is a huge amount of energy and a desire to get involved in driving improvement in all parts of the system."

The work of Powering Improvement was subsequently recognised as a case study in the strategy when it was launched in February 2016 as an example of the 'Acting Together' theme.

CASE STUDY: POWERING IMPROVEMENT IN THE ENERGY INDUSTRIES

Energy Networks Association (ENA), Energy UK and four trade unions with support from HSE, launched their Powering Improvement initiative with the purpose of making the energy industry world leaders in health and safety performance. A review highlighted both the challenge and progress in achieving reductions in the number of incidents and injuries and the initiative helped contribute to a 40% reduction in fatal, major and lost-time incidents.

Powering Improvement provides an overarching framework of support to individual company programmes and is proving effective in helping achieve the further step change required in the drive towards leading performance.

Powering Improvement was illustrated as having helped increase the profile of occupational health and wellbeing in electricity companies through providing a platform to share knowledge and allow visibility of best practice in the electricity industry.

HSE COMMITMENTS

HSE held an event at the Imperial War Museum on the 24th November 2016 to launch the 'Commitments' publication as part of the 'Helping GB Work Well' strategy. The event celebrated over 100 commitments made by industry, trade unions and other groups to play their part in improving health and safety in their workplaces and industries.



Opening the event, HSE Chair, Martin Temple said: "Today we can see that it's starting to have effect through the commitments you have made. Since the strategy was published in February 2016, there are more than 100 positive initiatives towards the outcomes we all want to see. In this historic venue, I think the following words of wisdom from Winston Churchill are apt: 'Healthy citizens are the greatest asset any country can have.'"

He added: "Improving work-related health will not happen overnight but it needs as much emphasis as safety. Around 1.3 million workers were suffering from a work-related illness last year and 26 million working days were lost as a result. The economic costs to society are equally stark – totalling around £9bn each year for new cases of work-related illness. The 'Commitments' publication is the first crystallisation of some exciting initiatives that are already underway". Through its outputs and collaborative efforts, Powering Improvement was illustrated in the 'Commitments' publication as an example of 'Sharing Success' and 'Managing Occupational Health'. It has ensured commitment through the appointment of an industry champion for occupational health and wellbeing, and ensured effective outputs through dedicated industry task groups that have assisted companies in the delivery and communication of best practice and experience.

COMPANY WORKSHOPS

Many of the electricity network operators have been carrying out a number of contractor engagement workshops throughout 2015 & 2016, including a focus on occupational health. Not only are effective health and safety messages infiltrated into the business through employee engagement, but it also allows initiatives to cross over to the contractors who carry out a substantial amount of work on the networks.

ANNUAL ENA SHE MANAGEMENT CONFERENCE

The 27th annual Safety, Health and Environment (SHE) Management Conference took place in Belfast, Northern Ireland in May 2016 to address key health and safety issues in the UK electricity industry. However, with the focus in 2016 on health, the conference promoted employee health and wellbeing as an important priority.

The conference, hosted by NIE Networks and organised by ENA, seeks to foster co-operation between industry stakeholders and promote best practice in managing safety, health and environment challenges. In 2016 senior speakers from across the sector focussed their attention on the health and wellbeing of employees in the industry with discussions on occupational stress, nutrition, shift working and approaches to mental health.

ENA Chief Executive David Smith said:

"The well-established history of the SHE Conference demonstrates the collaboration between companies, employees and the Health and Safety Executive which has delivered a significant improvement in the electricity industry's health and safety performance since privatisation.

In our sector, where physical risks tend to be apparent to employers and employees, I am pleased that this year's conference will address a number of health risks, such as workplace stress and mental health. Whilst they may be less visible they are no less important."

Nicholas Tarrant, Managing Director at NIE Networks (pictured) said:

"We're delighted to be hosting the Safety, Health & Environment conference in Belfast for the first time in almost 20 years and welcoming utility colleagues from the UK and Ireland. At NIE Networks safety and health are part of our values. We have business priorities which need to change and be dynamic, but health and safety

must always remain constant. These forums are important ways to share knowledge so that we can constantly improve our performance for the benefit of our customers, employees and contractors."



Kevin Coyne, National Coordinating Officer for Unite the Union said:

"The greatest health challenge to the industry at present is workplace stress. It is a major problem for our members and we are delighted to see that ENA is committed to taking on that challenge. We now need to see the clear evidence that action on workplace stress is at the top of the industry's, and every energy company's, health agenda."

Keith Morrison from HSE Northern Ireland said:

"Electricity compares favourably to other sectors in health and safety performance, and works hard to save lives and prevent injury of employees, contractors and the public.

Occupational health is often overlooked and I am delighted to see the focus that this conference has placed on issues like mental health and work related stress."

ENA SHE Management Conference 2016 – NIE Networks, Belfast, Northern Ireland.



ASSET MANAGEMENT WORKSHOPS

As well as workshops specifically focussed on the theme of occupational health, a number of other workshops continue to be carried out on Asset Management and Corporate Memory, an area that will be a specific focus in 2017 and predominantly focusses on the health of the assets within the industry.

SCOTTISH POWER

Successful corporate memory and asset management workshops were held in Hoylake on the 22nd March and Cumbernauld on the 23rd March hosted by Scottish Power.

ESB NETWORKS

Another similar workshop was held at ESB Networks in Dublin, Republic of Ireland on the 2nd June 2016. The Workshop was attended by over 50 ESB staff including senior management and operational field staff.

NORTHERN POWERGRID

The last successful asset management workshop of 2016 took place on the 24th November at the Leeds Marriott Hotel, hosted by Northern Powergrid, which featured presentations from several companies focussing on learning from previous incidents across the industry.

SHE REVIEW 2016

CASE STUDIES



2016 was split into three sections with a real enhanced focus on three areas of occupational health within SSE, rather than dipping into 12 topics.

Although the three areas chosen were the predominant health risks such as Musculoskeletal Health, Drug and Alcohol Awareness and Mental Health, other occupational health risks were covered and threaded throughout the year as well, such as Hand Arm Vibration risks and controls, and Fitness for work / Physical health.

CAMPAIGN 1 – MENTAL HEALTH

Key Areas:

- > Stress at home
- > Stress at work
- > The challenge of change
- > Depression
- > Ruminative thinking and conflict resolution
- > Promotion of Counselling Services
- > Scottish Association for Mental Health (SAMH) to work with employees
- > 'Challenge of Change' programme shared with employees
- > Work to create supportive and health friendly environments
- > Manager support to remove stigma of mental health; manager training and employee awareness training backs this up.

CAMPAIGN 2 – DRUG AND ALCOHOL AWARENESS

- > A general Drugs and Alcohol Awareness campaign – called 'Stay in Charge'
- > Sponsored and delivered by senior managers within Networks Business
- > To encourage employees to think about the impact of drugs and alcohol to their working life
- > The campaign is intended to be thought-provoking rather than centred on enforcement and controls and will include signposting to tools and support for employees
- > Publicising the Drink Aware app - <https://www.drinkaware.co.uk/tools/app/>

CAMPAIGN 3 – MUSCULOSKELETAL

Key areas:

- > Operational staff activities
- > Office based staff activities
- > Value of DSE Assessments
- > Musculoskeletal Disorders
- > Ergonomics
- > Booklet created for issue for all office / operational staff
- > DSE assessment days across all networks locations
- > Video or slides with help from Local Safety & Health Group members for work-related situations and encouraging staff to offer ideas of how to reduce injury
- > Future plans in place to support with targeted physiotherapy for our employees

SSE has a big focus on occupational health and wellbeing. They train managers in Mentally Healthy Workplaces and employees are offered mental health awareness. All this is supplemented with monthly health themes and local Healthy Working Lives groups which carry out local health awareness initiatives, such as running clubs, smoking cessation groups, etc. Finally, SSE has recently revised their company benefits plan to offer a range of tailored health benefits to all staff.



NIE Networks primarily used sickness absence records from previous years to assess the top occupational health risks to the company. This, along with advice from our Occupational Health Consultants, indicated that mental illness related conditions such as stress, anxiety and depression were the number one issue we needed to focus on. This was followed by musculoskeletal disorders and the third, after some benchmarking with other ENA member companies, identified a lack of health surveillance for our fork truck operators.

MENTAL ILLNESS RELATED ISSUES

NIE Networks embarked on a series of mental illness related awareness training programmes throughout 2016. All courses were facilitated by external independent advisers and comprised of some one-to-one and group discussions. These included;

- > Personal resilience
- > Mental Toughness
- > Mindfulness

MUSCULOSKELETAL DISORDERS

NIE Networks worked along with a professional physiotherapist and our occupational health consultants to devise a programme called "How Healthy is your back". This was initially delivered to office based staff at NIE Network's annual Health & Safety Workshops in February 2016.

HEALTH SURVEILLANCE FOR FORK TRUCK OPERATORS

In line with the HSE guidance we carry out health surveillance for fork truck operators at age 45 and then every 5 years after, and all operators age 60 and over on an annual basis moving forward. This initiative will now form part of a regular health surveillance programme.

WORK RELATED ILL HEALTH

Whether the employee is at work or absent from work due to ill health, NIE Networks strategy is to engage with the employee at the earliest stage.

HEALTH SURVEILLANCE

NIE Networks works closely with its Occupational Health Advisors in developing its annual health surveillance programme.

HR and Health, Safety and Environment work closely in determining the annual programme and the company keeps up to date with changes to legislation and best practice. As part of the annual health surveillance, and in line with best practice, our occupational health advisors conduct the relevant health screening where required.

FITNESS TO WORK PROGRAMMES

Working in conjunction with their Occupational Health Advisors the company has a range of fitness to work programmes including phased returns, building up to contractual hours over a period of time (normally 4 weeks), temporary or permanent redeployment, implementation of adjusted duties to assist with an early return to work, funding of referrals to specialist/scans in order to get to a diagnosis stage and referral for physiotherapy. Occupational health reviews are built into fitness to work programmes.

NIE Networks is committed to ensuring a safe and healthy working environment. As a company we actively promote good working practices to seek to prevent mental ill health at work and facilitate mental wellbeing through the early

identification and speedy resolution of problems, which may affect the performance and/or behaviour of employees.

We also ensure that appropriate guidance and support mechanisms are in place to provide practical assistance and advice for those who have or have had mental health problems.

In conjunction with our Occupational Health Advisors and Welfare Provider, NIE Networks works in partnership to implement any rehabilitation programmes that are made to assist with a return to work. Medical, welfare and counselling services that are designed to promote mental wellbeing within the workplace are provided along with assistance and support for individuals or groups of staff suffering from the negative effects of stress.

There is an increased focus on occupational health statistics with such information being reviewed on a quarterly basis at the Health and Safety Management Committee (HSMC). Occupational health related matters are discussed, reviewed and actions taken. The HSMC is attended by a number of senior managers across the company, including the Managing Director.

NIE Networks also uses a number of data sources to assist in identifying any issues/problem areas. They include exit interviews/questionnaires, employee surveys, focus groups, return to work interviews, PPRs (performance appraisals), and analysis of sickness data including a review of sickness against sickness reason.

Information is communicated to employees through a number of methods including the monthly briefing process which includes a section on health and wellbeing. Quarterly health and wellbeing newsletters are sent to employee home addresses aimed at signposting employees and updating them with useful information and the provision of guidance/tips etc. In addition, regular feedback and engagement is encouraged from employees and there exists a 'Wellbeing Blog' on the company's intranet, "The Wire", to encourage employees to share information, get involved and provide feedback.

ANNUAL OCCUPATIONAL HEALTH & WELLBEING WEEK

Every year since 2013 NIE Networks have organised and delivered a full week of events and initiatives under the theme of 'Occupational Health & Wellbeing'. As Occupational Health was the PI theme for 2016, we tried to make 2016 bigger and better with more health checks, presentations and events during the week at all our office locations throughout Northern Ireland. Attendance numbers were up this year with almost 600 employees attending events through the week (up almost 200 from 2015).



Western Power Distribution (WPD) commenced its 'Switched On To Health' campaign at the end of 2015, and this has continued to run throughout 2016 and indeed into 2017 and beyond.



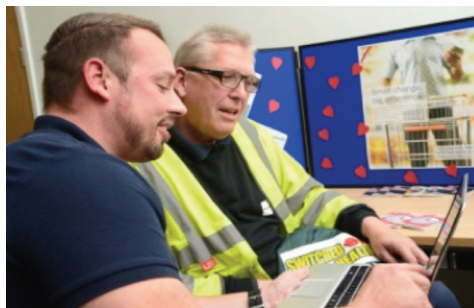
It was delivered by Occupational Health in conjunction with safety colleagues during 2015/2016

- > 35 sites were visited
- > 60 presentations were delivered which included:
- > Informing employees about WPD's top 3 health risks within our business; Musculoskeletal, Mental Health and Cardiovascular;
- > OH data to support these trends;
- > Interventions for issues identified and explained, i.e. Employee Assistance Programme and the company physiotherapy service;
- > Safety examined other issues within the workplace i.e. HAVs, skin, hearing, colds and flu;
- > Information on physical and mental resilience;
- > Toolkit bag which included leaflets to help; support the health and interventions provided by WPD;
- > Work life balance clip ('The time you have, in jellybeans' (you tube));
- > 65,000 jellybeans! (10 for each employee representing a day in their life, in conjunction with the work life balance clip).

ACTIVITIES

4 areas looking at:

- > Musculoskeletal – Light Chaser challenge, back care advice, workstation exercises, driving ergonomics etc.



- > Mental Health - WWW (wailing wall and wishing well) - Identification of issues and resolutions which may affect the mental wellbeing of individuals. Booklets and Factsheets on managing mental health.



- > Safety – latest PPE. Leaflets on Health Surveillance, Hand Arm Vibration (HAVs) etc.
- > Cardiovascular - Information leaflets from British Heart Foundation on cardiovascular issues e.g. smoking cessation, healthy lifestyles, blood pressure etc.

Over 600 heart age calculations were also performed at this stand, identifying the cardiovascular risk factor of individuals and appropriate individual advice given to reduce the risks.

Following on from these sessions WPD has initiated accessibility for all employees to a corporate gym membership, utilisation of the Employee Assistance Programme has increased, WPD has reviewed and improved the physiotherapy service provided, and has reviewed and replaced the WPD existing mental health policy and standard technique.

Health is integral to everything we do at Western Power Distribution even to the inclusion of everyone we work with. During 2016 health was featured at each of WPD's four annual contractor conferences using the 'Help GB Work Well' framework. WPD are committed to identifying and tackling the causes of stress related illness in the workplace, understanding that excessive stress resulting from personal or domestic causes may manifest itself in the work

environment. In WPD each episode of mental health lasts on average 33 working days (2016 data, 40 days in 2015). This does not include time lost due to presenteeism or other illnesses (which may be initially caused by mental health problems). Ultimately, and more importantly, the biggest cost of a mental health illness is to the individual. Because of this, in November 2016 WPD began delivery of a 3 hour workshop in Mental Health via 23 presentations across all areas of the business. Feedback so far has been exceptional and the next stage will be to design tangible information from these workshops to be delivered to all individuals within the business.



Headline sickness absence across Northern Powergrid for the year ending 2016 was 2.93%. This was an increase of 13% over 2015 levels and resulted in the annual target of 2.70% being exceeded. Both short term and long term sickness absence increased over 2015 levels to 10,063 and 8,725 days lost respectively. The largest increase in days lost through sickness was attributable to the combined musculoskeletal causations of back strains and limb disorders, which combined to account for 3,110 working days lost; up by 48% (back strains) and 19% (limb disorders) over 2015 levels. Stress/anxiety accounted for 3,029 working days lost, a rise of 32% over 2015 levels.

Annual sickness absence rates have been at or around 3% for the past five years and, with an ageing workforce, significant attention to health and wellbeing is an essential element to this plan in order to maintain sickness absence levels below the 3% level. Analysis shows that 45% of the working days lost due to sickness absence are attributable to employees in the 51 to 60 years old demographic. The plan continues to target proactive interventions at this age group whilst seeking to ensure other groups receive appropriate health surveillance and attention to maintain their health throughout their working lives. The second company stress survey initiated in 2015 was progressed in 2016. The survey is

being undertaken on a targeted basis at those areas of the business where intelligence indicates that stress levels may be more prevalent and is being compared against the analysis from the survey undertaken in 2011/12.

The Northern Powergrid Health & Safety Committee (HESAC) continues to dedicate an agenda slot to review analysis of sickness absence and specifically sickness due to stress related circumstances. Although, according to national statistics, stress is a major cause of working time lost due to sickness, the analysis within Northern Powergrid has demonstrated that the number of cases was relatively low compared to the national average. However, absence durations were longer than the average for all other causes of sickness absence. The HESAC will monitor the data and discuss periodically through 2017.

A review of our compliance with the Working Time Directive highlighted instances where staff work long hours, particularly during major incidents. Whilst no specific accidents can be attributed to fatigue, Northern Powergrid are conscious fatigue can be a major factor in contributing to lapses of concentration.

MENTAL HEALTH AND WELLBEING

A targeted stress survey was carried out with those areas of the business considered most at risk being the first to participate. The survey utilised the HSE Management Standards technique and was a repeat of a survey carried out in 2010. The results showed the situation to be holding steady with neither improvement nor deterioration. The survey resulted in action plans which were mainly centred on better communications including:

- > Communication of roles and responsibilities
- > Clear targets
- > Better guidance on priorities from managers – workload management
- > Meaningful face to face one-to-ones
- > Regular team briefs

We made available to managers a video titled "Performance and Wellbeing for Managers", which gives good advice on how to recognise the symptoms of stress in both themselves and their staff. Feedback has indicated that the videos were valuable and should be repeated annually.

A variety of training products have been utilised to better enable managers and supervisors to detect and deal with mental health issues as quickly and effectively as possible. A group of administrative supervisors attended a two day face to face training course delivered by ACAS and a second group of managers will undertake the HeadTorch TM training course, which is a product designed to deliver skills and knowledge via distance learning over a longer period. The two products will be evaluated and further training delivered via the most effective method.

The Powering Improvement year focussing on Occupational Ill Health also saw our Annual Health and Safety Conference and our Annual Trainees' Safety Conference feature strong content on occupational health topics. Experts delivered health and wellbeing related material to 330 managers, safety representatives, contractor representatives and front line employees. The inclusion of this content to raise the profile of health is to recognise that Health is equally as important as Safety in our organisation. Topics delivered included:

- > Strategies for identifying and dealing with stress in the workplace – Prof. Sayeed Khan
- > Mindfulness - Sean Gillgallon
- > Occupational Health Duties – Duradiamond Healthcare
- > Disability and Inclusion – Martine Wright
- > Avoiding Musculoskeletal Complaints – Graham Curlewis
- > Employee Assistance Programme - Validium

To aid the general wellbeing of all our staff Northern Powergrid have partnered with Validium and have continued to promote their Employee Assistance Programme. Validium are a professional and independent employee assistance provider supporting over 350 organisations in the UK. Validium offers access to a confidential, 24-hour, 365-days-a-year resource delivering the highest quality clinical support for emotional issues and expert guidance for practical issues. The EAP allows employees to address any of their issues or concerns in a confidential space outside of the working environment. The following services will be available under the EAP:

- > legal guidance
- > health, wellbeing and family-care information
- > financial information
- > debt counselling
- > telephone, face to face and e-counselling

Throughout 2016 we have endeavoured to include at least one topical and relevant health or wellbeing item in each of our end of month safety brief. Topics covered were selected on the basis of either internal Northern Powergrid trend analysis (ergonomics and vibration), seasonal hazards (such as sun exposure and hydration) or Government (Public Health England) campaigns, including key ones around diabetes, blood pressure and heart disease.

FATIGUE MANAGEMENT

In 2016 we developed a comprehensive fatigue management policy, consulted widely via our Company HESAC and are currently preparing to implement the policy throughout the business. Workshops are scheduled through Q2 2017 to communicate the policy and processes for monitoring and control via our managers and supervisors.

Prior to the development of the new policy, Northern Powergrid did not have a declared maximum number of continuous working hours at which management action would be taken to control the onset of fatigue, both short term and cumulative over multiple working days.

Nominally the new policy introduces a general principal that beyond the 16 hours continuous working point, a clear and agreed management plan must be in place to manage the health and wellbeing of workers through to their rest period, and that cumulative fatigue is also controlled via management intervention if necessary. Key principles underpinning the procedures for fatigue management within the company are driven by the defined criteria laid down in the Working Time Directive. The Directive sets out the acceptable limits over a specified 'time frame' of 52 weeks; the timeframe used within Northern Powergrid is 26 weeks. Within this timeframe there is the possibility that working patterns trigger actions required to address the possibility of an individual becoming fatigued through exceeding the limits outlined in the overall allowed timeframe.

The defined criteria will establish the action level which, if exceeded, will trigger specific management action in all circumstances to address potential fatigue factors. The triggers for establishing when fatigue issues may become a factor, due to an individual's working hours or where fatigue may ultimately become a safety issue, will be dependent of the role and activities performed by each individual. The management systems in place must routinely monitor hours worked and must ensure both reactive (time sheet recording) and proactive (scheduling) system's provide suitable and timely information to allow fatigue issues to be recognised and action to be taken. Office based staff working normal office hours will not require any time monitoring unless exceptional, one off circumstance prevails.

The normal time recording requirement will normally apply to operational staff undertaking regular overtime and standby duties. For the purpose of management control covered by this policy, working time is defined as time spent at work and 'on-the-clock'. This includes any travel time to and from the work site or depot. All other time is personal time which would constitute as being rest periods. Whilst the rest periods are outside the control of the work environment, it must be realised that the level of rest and effective recuperation will vary significantly on

the time of day and individual circumstances, and fatigue action plans may be required and triggered at any point of the working time.



HEALTH & SAFETY ESSENTIALS

During 2016 Scottish Power wanted to raise the profile of "Occupational Health" within health and safety to ensure that equal attention, knowledge and awareness was given to the "Occupational Health" aspects of work as they are to "Occupational Safety".

A key strategic initiative which supported this was the launch of the Health & Safety Essentials. The ScottishPower Health and Safety team worked hard to engage with colleagues across ScottishPower to create a simple set of guiding principles to promote positive behaviour and attitudes to reduce accidents and keep employees safe.

“HEALTH” INTO HEALTH AND SAFETY

“Health” is one of the 5 key Health and safety essentials launched by the Health and safety Director Doug Wilson. This Health essential sets out the following key principles:

PUTTING THE H&S ESSENTIALS INTO PRACTICE...



We follow our processes, rules and procedures



We promote health and wellbeing, in and outside work



We only undertake work we are competent to do



We look out for each other and work as a team



We think before we act, assess and control the risks

EDUCATION AND TRAINING ON HEALTH RISKS

The Health Essential was promoted at every opportunity to ensure awareness and education regarding the health risks at work. This included specific health sessions being delivered at Apprentice and Graduate Inductions, Responsible Persons training, Team Briefs, Health Fairs, and Manager Direct and Health Express Bulletins throughout 2016.

ScottishPower identified the top health risks: Musculoskeletal Disorders (MSDs), Mental health and sedentary lifestyle (obesity, poor diet and fitness) through a review of sickness absence data. A project plan was developed to address each of the 3 key risks as follows:

- > MSD and physical activity plans
- > Building emotional resilience to ensure positive mental wellbeing
- > Wellbeing Plan and Cardiovascular awareness

WE PROMOTE HEALTH AND WELLBEING, IN AND OUTSIDE WORK



Know the health risks we may be exposed to at work and ensure that we are aware of the controls in place that help protect us.

Don't ever come to work under the influence of drugs and alcohol

Healthy behaviours help us stay fit for life and fit for work.

WHAT DID SCOTTISH POWER DO:

- > Early referral process for employees with MSD issues;
- > Conducted Review Physiotherapy Triage process;
- > Review Manual Handling Training as part of “Health” into Health & Safety;
- > Implementation of new on-line workstation assessment process;
- > Developed and delivered MSD Road Shows;
- > Developed Education and Awareness Presentations;
- > Promotion of Physical Activity;
- > Building Emotional Resilience to Ensure Positive Mental Wellbeing.

WHAT DID THE COMPANY DO:

- > Conducted a review of the Corporate policy on the Management of Stress supported by advice and guidance from Occupational Health and HR;
- > The importance of early intervention was promoted to ensure managers to refer to Occupational Health as soon as they are aware of any stress or mental health issues. Referral times were monitored between first day of absence and appointment with OH;
- > Face to face manager and employee training through the Emotional Resilience workshops enabled managers to explain how different levels of stress can affect performance both positively and negatively, and gain an appreciation of the causes of stress;
- > Mentally Healthy Workplace module made available to employees and managers to learn how to manage stress and mental health issues at work.

A Wellbeing Plan was put in place which had 2 key elements which focus on lifestyle factors to reduce the risk of cardiovascular disease and cancer. ScottishPower continued with its successful partnership with Cancer Research UK to raise awareness of the risk of cancer from poor lifestyle and behaviours.



HELD CAMPAIGNS AND ACTIVITIES FOCUSED SPECIFICALLY ON THE FOLLOWING LIFESTYLE ISSUES:

- > Smoking cessation
- > Raised awareness of Lifestyle Risks
- > Know Your Numbers campaign
- > Health screening kiosks
- > Health Awareness road shows
- > Managing health risks

The “Green Card “or Personal Health Risk Profile (PHRP) documents screening that is carried out within the Occupational Health Monitoring appointment. This includes ‘Fitness for Role’ assessment against company medical standards, legally required health surveillance required and as assessed by the Activity Risk Controls (ARC) and also lists primary surveillance i.e. information on workplace hazards and how to identify problems for immediate reporting.



Musculoskeletal and mental health issues remain the main reasons for management referrals to occupational health and for sickness absence in UK Power Networks. Through occupational health partners and health and wellbeing campaigns,

UKPN has remained focussed on these two areas as well as providing focus on lifestyle risks such as alcohol, overall fitness and cardiovascular health.

Key focus areas include:

- > Incorporation of aspects of mental health first aid training into our standard emergency and full first aid refreshers courses; this has been very well received;
- > Providing Wellbeing Champions and other interested parties with Mental Health First Aid training and supporting an individual to become a recognised trainer;
- > Ensuring managers who are supporting people through organisational changes are trained in how to deal with such situations and can offer support to those directly or indirectly affected;
- > Offering teams bite sized learning on wellbeing and resilience;
- > Promotion of Employee Assistance Programme services for all employees and their dependents;
- > Introduction of optional musculoskeletal assessments as part of routine Fit for Work assessments leading to fast track physiotherapy treatment in a bid to reduce the number of future chronic cases.

Streamlining of management referrals for concerns regarding workstation and vehicles ensuring assessment, physiotherapy treatment and any adjustments are implemented more efficiently.

As part of UKPN's regular review of occupational health standards and performance, data on fitness for work and health surveillance outcomes is reviewed as well as assessment standards. Each year Fitness to Work (FFW) job demand assessments take place to ensure the standards set are appropriate for specific roles.

The introduction of hand held devices throughout the business has led to a review and revision of DSE training and assessment processes which are being supported by the introduction of musculoskeletal assessments as part of the routine FFW assessments.

Focus during the year has been on providing manager and wellbeing champion training, as well as raising awareness to all employees of the support available from independent service providers (EAP, OH). It has been a year of technological change and organisational change and our trade union partners have been encouraged to undertake stress management surveys across the business. These are now complete and a joint task force is now in place to review the issues raised.

Throughout 2016 we continued with positive health and wellbeing messages and professional advice to encourage our employees to consider sustainably healthier lifestyles, as well encouraging their partners, friends and family to do the same.

UKPN continue to maintain pledges made under the Department of Health's Responsibility Deal to demonstrate UKPN's commitment to support the health and wellbeing of their employees as well as encouraging others to do.

Once again, and in line with other utility based industries, musculoskeletal and to a much lesser extent mental health and cardiovascular issues, remain the key reason for management referrals, which helped us to develop key campaigns to provide focus and support.

Health and Wellbeing Campaigns included:



nationalgrid

NATIONAL GRID'S TOP THREE HEALTH AND WELLBEING RISKS:

Musculoskeletal and mental wellbeing remain National Grid's main reason for absence and underperformance due to health issues and we continue to focus our efforts in these areas. We have an enduring mental wellbeing campaign that is now in its 5th year and this will continue to grow and develop over the coming years. Our focus for mental wellbeing this last 12 months has been in the following areas:

1. Supporting and advising line managers to have constructive conversations with staff;
2. Promoting care pathways for employees and managers to follow to resolve or find support for mental health issues;
3. Increasing the number of employees who have completed Mental Health First Aid Training (over 500 now trained);
4. Integrating good mental wellbeing practice into HR leadership capabilities framework.

For musculoskeletal issues we have concentrated upon reviewing and improving our approach to DSE and workstation assessments and support.

We have refreshed the training and assessment process and revitalised the network of DSE Champion Assessors. The new process has been trailed and is due to launch in April 2017. The third risk relates to public health issues as more consistently we are starting to see chronic health conditions associated with weight impacting upon employees' ability to undertake their role effectively.

This year we have undertaken a substantial health engagement programme around diabetes, investigated and introduced a care pathway for employees with significant weight issues managed through Occupational Health, and we are looking to get employees more active by running a 300 unit fit bit trial that hopefully will translate into a company wide programme for 2017.

REVIEW HEALTH SURVEILLANCE AND FITNESS TO WORK PROGRAMMES

In 2016 we reviewed our occupational health risk profiles across our operational field based workforce. We do this every 5 years and then adjust our Fitness for Work and Health Surveillance programmes to reflect current risk status and any developments that may have occurred. This includes reviewing established data, site visits, discussions with supervisors, operatives and trade union safety representatives. A risk matrix is then completed for each job role and the type and frequency of medical assessment is established.

MANAGING MENTAL WELLBEING

We currently have a UK Mental Wellbeing Steering Group which drives the mental wellbeing programme in National Grid. This year we have focussed upon the following areas:

1. Supporting employees and line managers to manage mental wellbeing through change (Gas Distribution sale);



2. Developing mental wellbeing management pathways outlining the process that managers or individuals can take to address mental wellbeing issues using internal and external resources;

3. Building a range of mental wellbeing resources to improve conversations, undertake Management Standards type risk assessments, and the introduction of a Wellness Action Plan;

4. Working with HR to review their leadership capabilities matrix and range of employee / manager based policies to be more reflective of good wellbeing practice.

National Grid's Mental Wellbeing Campaign continues to develop and is an enduring programme that will run for several years. Its aims are to address the stigma and discrimination in the workplace, improve line manager capabilities to manage their own and their team's mental wellbeing, revise HR policy and practice and to create a common understanding and language around mental health to encourage more wellbeing conversations. Specifically in 2016/17 we are supporting the business with their management of change approach, ensuring that mental wellbeing is central to change, increasing the number of managers and employees that have undertaken Mental Health First Aid training, and developing mental wellbeing as a line manager capability. We ran specific promotional events on the Time to Change day (February), during Mental Health Awareness Week (May) and on World Mental Health Day (October).

OTHER CAMPAIGNS IN 2016:

We focused on educating and risk assessing our workforce for Type 2 diabetes. This was a year long campaign that aimed to increase awareness of the signs and symptoms, its impact upon employees and their performance, ways to manage or minimise the risk of contracting the disease and then the telling of employee life experiences of living with or discovering that they had it. 943 employees were identified as having medium or high risk of developing Type 2 Diabetes.



The Electricity North West Health and Safety value is "To protect our people, our customers and our environment". To achieve this Electricity North West have commenced the implementation of their Health, Safety and Environment Strategy for the RII0-ED1 period 2015-2023.

During the year we have focused on Mental Health, Musculoskeletal issues and Drugs and Alcohol as the key occupational health risks. The focus areas were decided upon by carrying out thorough analysis of sickness absence monitoring and feedback from surveys carried out. These have included both internal and external surveys and direct staff feedback. Mental Health: A series of articles have been published through Safety Team Briefs to highlight key areas covering:

Stress triggers

- > Identifying signs of stress
- > Coping with stress and when to get help
- > Accessing help for family/ relationship concerns, Life Essentials, Financial/ Legal issues
- > When stress turns into depression
- > Cognitive Behavioural Therapy & support

Musculoskeletal Health: As part of the ongoing health surveillance plan, approximately 200 operational staff attended wellbeing assessments specifically for musculoskeletal related health. Ongoing improvements are under development to improve our approach and support to individuals within operational and office roles, these include:

- > Online awareness training for office staff on musculoskeletal risk and good practice
- > Online awareness training for staff in operational roles on musculoskeletal risks and good work practices
- > Improved Display Screen Equipment (DSE) Assessment

Drugs and Alcohol: The company have launched a series of safety initiatives which started with the company-wide Safety Golden Rules which emphasise the importance to comply with the Drugs and Alcohol policy. Additional initiatives have included:

- > Management Tool Box Talks to raise awareness
- > Team Briefs to raise awareness
- > Christmas campaign on driving the day after drinking

HEALTH SURVEILLANCE

We continue to carry out our health surveillance programme. Before the start of the latest cycle, we reviewed our role profiles against the type of health surveillance that is needed for the present tasks undertaken.

To determine best practice, the business and our contract partners benchmarked against a blue chip manufacturing company to understand how they approach and carry out health surveillance and wellbeing initiatives within their organisations. Their overall aim regarding health is to ensure all employees are 100% fit upon retirement.

DRUGS AND ALCOHOL

We have communicated that our drugs and alcohol policy is to help and support employees who may have a drug or alcohol issue and acknowledge they have a problem. We have also implemented a testing regime including with cause and random testing.

MANAGEMENT STANDARDS FOR WORK RELATED STRESS

We have carried out a comprehensive audit and review across the company which aligned with the stress management standards. This has allowed us to identify areas of good practice and areas where improvements can be made and review the control measures in place to address our workplace pressure and stress policy. In addition to training managers to identify early warning signs amongst employees, information on stress and mental wellbeing was made available to enable individuals to recognise early trigger points and techniques to alleviate symptoms. Interventions were widely published through team safety briefings.

RIGHTSTEPS

As part of our wellbeing programme Electricity North West has teamed up with Rightsteps, part of the Turning Point group, to introduce support initiatives for colleagues suffering from mental health issues.

Rightsteps provide access to Cognitive Behavioural Therapy (CBT) for colleagues experiencing issues such as stress; anxiety or depression; panic disorders; low self-esteem or confidence; obsessive compulsive disorder or other mental health conditions. It has been proven that CBT can help people create coping mechanisms in order that they can stay in work or return to work sooner and therefore we are keen to support colleagues by being able to offer this. Accessing CBT through the National Health Service can sometimes take months. Our collaboration with Rightsteps ensures that colleagues are contacted by a qualified practitioner within 48 hours and be in the process to access telephone sessions using CBT and self-help techniques quickly. Through this process, we believe that we will be able to help to either minimise the chances of being absent from work, or support you in returning to work sooner and be better prepared.

The programme focuses on support in improving colleague health. The service is confidential and has been used by a couple of our colleagues recently. The feedback from these individuals has been excellent, suggesting it really helped.

EMPLOYEE ASSISTANCE PROGRAMME

We have also promoted to our staff the benefits of using the employee assistance programme. The service is provided through our preferred supplier, Health Management, HM Assist and provides a confidential free phone and electronic access, 24 hours a day, 365 days a year, specialist advice on a range of matters such as:

- > Family / relationship matters
- > Life essentials – child and dependant care, housing and education etc
- > Financial advice
- > Legal advice

The service is also available to immediate dependant household family members who are ordinarily resident at the same address. It also provides the opportunity for employees in certain circumstances to receive in-person or via telephone counselling sessions; HM Assist clinicians are experienced in providing solution-focused therapy that enables employees to maintain or regain control of their lives.

MENTAL HEALTH AWARENESS SESSIONS

To promote mental health awareness we have carried out a number of informal sessions hosted by MIND to raise awareness of mental health and well-being.

BRITAIN'S HEALTHIEST WORKPLACE SURVEY

During 2016 we took part in the Britain's Healthiest Workplace Survey with Vitality. The results have helped us to understand the health and wellbeing profile of our colleagues. These results will assist us in planning what areas to address in our future wellbeing initiatives.

All of these case studies have been condensed deliberately for the purpose of this SHE Review. If you wish to find out more about the specifics, please visit the 'Occupational Health' area on the Powering Improvement website.

APPENDIX 1

POWERING IMPROVEMENT COMPANIES

Powering Improvement is managed and directed by the National Health and Safety Committee (HESAC), comprised of representatives from Energy UK and ENA electricity member organisations, the industry trade unions and the Health and Safety Executive (HSE).

DETAILS OF ENA COMPANIES FORMALLY SUPPORTING POWERING IMPROVEMENT

Brookfield Utilities
Electricity North West
ESB Networks
Mutual Energy
National Grid
Northern Powergrid
Northern Ireland Electricity Networks
ScottishPower Energy Networks
Scottish and Southern Electricity Networks
UK Power Networks
Western Power Distribution

DETAILS OF ENERGY UK COMPANIES FORMALLY SUPPORTING POWERING IMPROVEMENT

Alstom
British Gas
Centrica
Doosan Power
Drax Power
E.ON UK
EDF Energy
ESB
GE
Manx Electricity
RWE npower
ScottishPower
SSE

DETAILS OF TRADE UNIONS FORMALLY SUPPORTING POWERING IMPROVEMENT

GMB
Prospect
Unison
Unite

APPENDIX 2

CHAMPION

Geoff Earl Northern Powergrid

MEMBERS OF THE POWERING IMPROVEMENT STRATEGY STEERING GROUP

Peter McCormick	Powering Improvement Coordinator (Chair)
David Lefever	HSE
Peter Vujanic	UK Power Networks
Lee Wallace	Western Power Distribution
Richard Gough	Scottish and Southern Electricity Networks
Sarah Page	Prospect
Bud Hudspith	Unite
Jamie Reeve	ENA
Mike Leppard	ENA
Tanisha Beebee	Energy UK

MEMBERS OF ENA OCCUPATIONAL HEALTH COMMITTEE

Ian Lawless	Electricity North West
Andy Buxton	National Grid
Geoff Earl	Northern Powergrid (Chair)
Hal Steele	NIE Networks
Charlotte Mitchell	Scottish and Southern Electricity Networks
Mark Campion	Scottish and Southern Electricity Networks
Vicky Phillips	Scottish Power Energy Networks
Debbie Sharples-Mangan	Western Power Distribution
David Hallam	Western Power Distribution
Dawn McDonald	UK Power Networks
Sharon Wigfull	UK Power Networks
Sarah Page	Prospect



Debbie Sharples-Mangan (WPD)
David Hallam (WPD)



Geoff Earl (NPg)



Charlotte Mitchell (SSE)
Mark Campion (SSE)



Vicky Phillips (SPEN)



Sharon Wigfull &
Dawn McDonald (UKPN)



Ian Lawless (ENW)



Hal Steele (NIE Networks)



Andy Buxton (National Grid)



Jamie Reeve &
Mike Leppard (ENA)





For further information see
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.

Energy UK is the trade association for the UK electricity generation companies.

TRADE UNIONS

GMB
Prospect
Unison
Unite

GOVERNANCE

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

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

Executive decisions on behalf of Energy UK companies rest with the Energy UK Health and Safety Forum, Safety Leaders Group and ultimately the Energy UK Board.

