



# SAFELEC 2010

**FOURTH PROGRESS REPORT  
(1 January 2004 – 31 December 2004)**

**Issued June 2005**





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## Forward

*Peter McCormick*  
*Network Services & Safety Director, CE Electric UK*  
*Chair, ENA Safety, Health & Environment Committee*



We are now half way through the 10 year SAFELEC 2010 Programme. The progress achieved last year towards the agreed numeric targets has been disappointing compared to the achievements of the previous year. Progress towards some targets have plateaued whilst in a number of cases, such as falls from height, the figures have actually worsened. In addition, there still remains the challenge of capturing data for contractors.

ENA Member Companies remain fully committed to achieving the numeric targets and we will be working in partnership with employees, Trade Unions, contractors and the HSE to examine why the improving trend has plateaued. We are working with the Trade Unions and HSE through an action plan to secure improvements.

Furthermore, it is important not to solely concentrate on "numbers" (important indicator that these are) but remember that the overall aim of SAFELEC 2010 is to improve the already high standards of health and safety management within the industry. In addition to the numeric targets there is a whole raft of non-numeric targets where ENA Member Companies are working to share good practice and some good examples are included in this Report.



**Mike Clancy**  
Electricity Sector Trade Union Council



This fourth progress report upon SAFELEC 2010 serves as a timely reminder of both the progress and the continuing challenges that exist if the stretching demands of the programme are to be achieved. The SAFELEC 2010 programme illustrates that whilst the Electricity Supply Industry faces commercial pressures that sometimes produce divergent corporate interests, it can still unite around the common purpose of ensuring the highest standards of health and safety are delivered.

In this endeavour the Trade Unions are equal partners and whilst inevitably there may be times when our debates at various levels in the industry disclose some tension, we are fortunate in having a long history of working together to ensure that safety is the number one priority in these complex and dynamic businesses.

We can take pride where we are making progress towards the targets within the programme. However several of the indices for 2004 demonstrate that we need to redouble our efforts where progress has slowed or declined. The long term nature of the SAFELEC commitment means that progress needs to be consistent and it is to be hoped that when we report upon 2005, that last year was not the beginning of an adverse pattern for the safety performance of the industry.

On behalf of the Trade Unions representing members in the industry I commend the report as essential reading for all those involved in the delivery of a safe working environment.

**John Bouckley**  
Head of Utilities Section



This year's figures will be disappointing to all those working in the industry. Despite significant effort, and some excellent initiatives addressing a wide range of health and safety issues, the incidence rate of fatal and major injury accidents has increased to above the original baseline. This represents an unacceptable level of human suffering, and unnecessary financial loss.

On a more positive note, it is pleasing that the figures for the incidence rate of cases of ill health continue to fall, especially as this is an area that is often difficult to address.

I would ask the industry to look again at all aspects of their health and safety performance, not just the reactively reported indicators covered by this report, with a view to establishing why current efforts are not producing the hoped for outcomes. The findings should then be used to determine future action, and ensure that resources are being effectively targeted.

The very significant rise in the rate of major injuries from falls from height is of particular concern to HSE, and companies will need to demonstrate they are doing all they reasonably can to eliminate such accidents.



## 1. BACKGROUND

This Report is the Fourth of a series of annual reports charting the progress of the Electricity Industry towards meeting the Government's targets for improving Health and Safety as set out in their Revitalising Health and Safety and Securing Health Together initiatives. The Report also summarises progress towards the specific collective Electricity Industry targets agreed under SAFELEC 2010.

In June 2000 the Government launched Revitalising Health and Safety (RHS) and Securing Health Together (SHT). At the heart of the initiatives were a number of targets:

- To reduce the number of working days lost per 100,000 workers from work-related injury and ill health by 30% by 2010;
- To reduce the incidence of fatal and major injury accidents by 10% by 2010;
- To reduce the incidence rate of cases of work-related ill healthy by 20% by 2010;
- To achieve half the improvements under each target by 2004.

In response to these initiatives, the Electricity Industry committed to the Government's headline targets and also agreed a range of Industry-wide collective targets related to specific issues.

## 2. PROGRESS TOWARDS SAFELEC 2010 TARGETS

### 2.1 Numeric Safety Targets

#### (a) Headline Numeric Targets

##### **NOTES:**

##### **Contractors**

*ENA Member Companies are committed to include contractor data within SAFELEC 2010 targets. Data collected over 2004 has improved but there continues to be difficulties in collecting all contractor data. Therefore employee and contractor data are reported separately against all targets throughout this report.*

##### **Working days lost**

*'Working days lost' include weekends and bank holidays and this has been applied consistently throughout this report.*

##### **Reporting scope**

*In addition to Networks reports ENA Member Companies have provided data for other business streams (excluding Generation which will be reported separately by the Association of Energy Producers (AEP)).*



**Employee and Contractor totals**

The employee and contractor employee totals show a reduction from base year 2002 due to the separation of 'Generation Company' reports which are being covered by the Association of Energy Producers (AEP) from 2003 onwards.

**Data Collection**

SAFELEC 2010 accident data continues to be reported through the ENA web based interface. This internally developed IT facility has significantly improved the reporting culture, consistency and accuracy of reports.

ENA Member Companies provide ill health data through manually completing a template.

- (i) To reduce the number of working days lost per 100,000 workers from work-related injury by 30% by 2010.

	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Working days lost per 100,000 workers			12,610	10,553	10,715						
Employees			56,572	33,859	29,250						

The working days lost rate for 2004 shows a slight increase of 1.5% from 2003 but remains 15% below the base year rate.

	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Working days lost per 100,000 workers			12938	31,327	25,811						
Contractor Employees			13,766	8,507	14,850						

The working days lost rate for 2004 shows a decrease of 17% from 2003 but remains significantly higher than the base year 2002. This may be partly due to the improved quality of data capture from contractors.

- (ii) To reduce the incidence rate of fatal and major injury accidents by 10% by 2010.

	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Incidence rate of fatal and major injury accidents per 100,000 workers			95	65	123						
Employees			56,572	33,859	29,250						

The incidence rate for 2004 shows an increase of 89% from 2003.



	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Incident rate of fatal and major injury accidents per 100,000 workers			305	223	148						
Contractor Employees			13,766	8,507	14,850						

The incidence rate for 2004 shows a reduction of 33% from 2003.

**(b) Work at Height**

**(i) Aim to reduce rate of major inquiries from falls from height by at least 5% by 2004 and at least 10% by 2010.**

	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Rate of major injuries per 100,000 workers			12	6	31						
Employees			56,572	33,859	29,250						

The rate of major injuries for 2004 shows an increase of 416% from 2003.

	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Rate of major injuries per 100,000 workers			65	59	34						
Contractor Employees			13,766	8,507	14,850						

The rate of major injury for 2003 shows a decrease of 42% from 2003.

**(ii) Aim to reduce rate of reportable injuries from falls from height by at least 15% by 2004 and at least 30% by 2010.**

	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Rate of reportable injuries per 100,000 workers			25	26	51						
Employees			56,572	33,859	29,250						

The rate of reportable injuries for 2004 shows an increase of 96% from 2003.



	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Rate of reportable injuries per 100,000 workers			64	35	67						
Contractor Employees			13,766	8,507	14,850						

The rate of reportable injuries for 2004 shows an increase of 91% from 2003.

(c) **Slips, Trips and Falls**

(i) **Aim to reduce rate of major inquiries from slips, trips and falls by at least 5% by 2004 and at least 10% by 2010.**

	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Rate of major injuries per 100,000 workers			34	27	34						
Employees			56,572	33,859	29,250						

The rate of major injuries for 2004 shows an increase of 26% from 2003.

	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Rate of major injuries per 100,000 workers			80	24	34						
Contractor Employees			13,766	8,507	14,850						

The rate of reportable injuries for 2004 shows an increase of 91% from 2003.

(i) **Aim to reduce rate of reportable injuries from slip, trips and falls by at least 15% by 2004 and at least 30% by 2010.**

	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Rate of reportable injuries per 100,000 workers			117	115	85						
Employees			56,572	33,859	29,250						

The rate of reportable injuries for 2004 shows a reduction of 26% from 2003.



	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Rate of reportable injuries per 100,000 workers			221	82	121						
Contractor Employees			13,766	8,507	14,850						

The rate of reportable injuries for 2004 shows an increase of 47% from 2003.

## 2.2 Numeric Occupational Health Targets

### (a) Headline Numeric Targets

- (i) To reduce the number of working days lost per 100,000 workers from work related ill health incidences by 30% by 2010.

Because of the difficulties in defining what is "work-related", member companies have provided a 'total working days lost' figure for all **ill health absence**.

	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Working days lost per 100,000 workers			847,297	741,218	699,032						
Employees			45,337	33,859	37,196						

The working days lost rate for 2004 shows a reduction of 5% from 2003 and an overall reduction of 17% from base year 2002.

(Note: The number of employees covered by 'ill health reporting' is slightly higher than those captured under 'safety')

	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Working days lost per 100,000 workers											
Contractor Employees											

It has not been possible to include ill health data from contractors in this Report due to the difficulties in capturing this data experienced by Member Companies.









## 2.3 Non - Numeric Targets

### (a) Industry - wide Collective Safety Targets Related to Specific Issues

#### Contractor Safety - Standards of Competence

##### Target

*The target is to improve levels of basic electrical safety competence for contractors leading to improvements in safety performance across the Industry. This will be achieved by:*

- i. Promoting an Industry-wide scheme*
- ii. Sharing best practice with contractors*
- iii. Sharing best practice within the Electricity Industry on management of contractors*
- iv. Seeking "best in class" external comparators to share best practice.*

##### Progress

ENA Notes of Guidance 020 – 'Basic Electrical Safety Competence for Contractors' was issued in September 2002 and each ENA member company is applying these standards within their induction training before contractors are allowed to work in close proximity to the electricity supply networks.

In **National Grid Transco** a common assessment and passport scheme is being developed in conjunction with ENA and Energy Utility Skills, which will require all contractors working in the High Voltage (HV) environment to undergo a basic electrical safety assessment every three years.

Last year, **CE Electric UK** organised a safety conference for contractors and also hold bi-monthly safety forums with their contractors.

**Scottish & Southern Energy** are developing a partnering approach with their main contractors. Contractors were included in activities arranged as part of the 2004 European Health and Safety Week.

**EDF Energy** report good progress towards capturing lost day incidents from major contractors. They now capture data from nearly 3000 contract field staff. The rate of direct and contact field staff is similar and falling. The company captures nearly 3 times more data than at the start of the year. Balanced Score Cards incorporate a range of performance measures including some SAFELEC 2010 data and utility/cable strike rates have been introduced.

**United Utilities Electricity** is an active member of the recently established ENA Training and Competency Task Force. As part of its drive to improve the health and safety performance of its contractors, UUE has reviewed contractual requirements with its contractors. These new contracts will establish more robust systems for the management of both occupational health and safety by contractors. The requirements will include ensuring that contractors' staff are fully trained and competent. In addition, the company has set clear guidance on health and safety performance. A new approach to training in basic electrical safety has moved to an assessment rather than a formal classroom approach. On an on-going basis, UUE maintains its regular review meetings with its contractors to review health and safety performance standards. European Week for Safety and Health in October 2004 gave a valuable opportunity to work jointly with contractors to share common issues around the theme of 'Building in Safety'.

**ScottishPower PowerSystems** Strategic Health and Safety Advisory Committee reviewed contractors' performance and is considering inviting them to quarterly meetings to exchange best practice. Two seminars with major contractors were held during European Health and Safety Week focusing on operational safety issues.



## Model Distribution Safety Rules

### Target:

*The target is to ensure that the suite of distribution safety rules documentation is reviewed as fit for purpose and is maintained as best practice, and part of the Industry's safe systems of work.*

*This will be achieved via participation in the ENA Safety Health and Environmental (SHE) committee and any relevant Task Force.*

### Progress:

A Task Force was established comprising employer and trade union membership which reviewed the rules. A revised version of the guidance was issued in January 2005.

In **Central Networks**, a new set of Distribution Safety Rules were introduced into the West Region where over 2,200 people were trained. The West and East of Central Networks now operate to the same set of Safety Rules but with different detailed procedures in place, which are now in the process of being integrated. This is crucial to ensure consistent safe working practices for the network and will allow greater flexibility for staff to work on the system in the future.

In **NIE** a complete review of the Electrical & Mechanical Safety Rules commenced in April 2004. This review is considering changes to legislation, working practices and best industry practice.

## Hot Glove Working

### Target:

*Companies will commit to continue to share best practice to maintain and improve the existing high safety standards, achieved in participation in the SHE Committee and its Task Force. Guidance will be issued and implemented on PPE and the justification for Hot Glove Working.*

### Progress:

The SHE Committee Task Force has met regularly throughout the year. An opportunity was taken to review the Terms of Reference of the Task Force and it was agreed that the scope would be increased to include all high voltage overhead line live working (e.g. short and long stick working in addition to hot glove working). The Task Force continues to openly share information between members and has recently established a Task Force to rationalise and expand on existing SHEC Notes of Guidance.

## Tower Working

### Target:

*Member Companies will commit to sharing best practice, and lessons learned from near misses. The SHE Committee Task Force will be asked to consider and suggest if there are any specific initiatives and targets in this area to improve safety performance. The existing guidance will be reviewed.*

### Progress:

ENA members have been keeping a "watching brief" on tower working throughout the year. The Tower Working Task Force will review the impact of the new Work at Height Regulations in 2005.

**Western Power Distribution** have conducted a complete review of equipment and procedures for working at height on Steel Towers.

During European Health and Safety Week, **National Grid Transco** gave staff who would not normally be involved in working at heights the opportunity to experience the sense of what it feels like to work on one of NGT's 22,000 towers. Staff were given the opportunity to book a session in a MEWP with a training instructor.



## Wood Pole Working

### Target:

*Member Companies will commit to continue to share best practice, and lessons learned from near misses. The SHE Committee Task Force will be asked to consider and suggest if there are any specific initiatives and targets in this area to improve safety performance.*

*Contribute to the "national debate" on how to make work on wood poles safer and ergonomically acceptable e.g. work with HSE and academics to develop practices for safe working on poles.*

### Progress:

ENA members have been keeping a "watching brief" on pole working throughout the year. The Pole Working Task Force will review the impact of the new Work at Height Regulations in 2005.

**Western Power Distribution** have conducted a complete review of equipment and procedures for working at height on Wood Poles. A new pole choke device has been introduced. Senior managers have made presentations to all climbing staff to remind them of the requirements for the use of this equipment.

A major review of owned and hired MEWP usage has been completed. This has resulted in a significant number of new MEWPS entering service across the company.

**NIE** trialled and introduced CimbSafe equipment to promote safer working at heights in their external business. A progressive implementation in their internal business has started.

**EDF Energy** have trialled fall restraint equipment that can be used by fitters to safely work at height on substation structures with a view to introducing new procedures and equipment during 2005.

## Accident Reporting Arrangements

### Target:

*The ultimate aim is to achieve comprehensive consistent reporting within the Industry, including accidents involving contractors.*

*The Trade Union side of HESAC will report any specific problems that are brought to their attention. Contractors themselves should similarly be encouraged to report issues and concerns.*

### Progress:

Discussions are continuing on how best to collect contractor data particularly for cases of ill-health. ENA will continue discussions with AEP regarding how best to ensure that there is consistency of reporting across the networks and generation sectors.

In **Central Networks** the "SHEQ Watch" hazard and near hit reporting system was relaunched and during the year there were just under 2000 safety issues reported. E.ON UK, the parent company of Central Networks, launched a new incident reporting system which is designed to improve reporting consistency and improve information gathered during incident investigations. The web-based application was developed in-house.



## Work at Height on Plant and Structure

### Target:

*ENA Member Companies will consider initiatives to achieve improvements in line with the headline Industry Targets:*

- i. Aim to reduce rate of major injuries from falls from height by at least 5% by 2004 and at least 10% by 2010.*
- ii. Aim to reduce rate of reportable injuries from falls from height by at least 15% by 2004 and at least 30% by 2010.*
- iii. ENA Health and Safety Group will be asked to analyse the pattern of accidents from falls from height within the Industry to feed into the debate*

### Progress:

ENA members have been keeping a "watching brief" on working at height in substations throughout the year and will review the impact of the new Work at Height Regulations in 2005.

**Western Power Distribution** have conducted a complete review of equipment and procedures for working at height on Substation Structures and have introduced a new temporary anchorage point for substation structures. Senior managers have made presentations to all climbing staff to remind them of the requirements for the use of this equipment. A major review of owned and hired MEWP usage has been completed. This has resulted in a significant number of new MEWPS entering service across the company.

**United Utilities Electricity** has an on-going working group to ensure the company embraces ENA guidance. The group has recently issued its policy, procedure and working guidance to reflect this.

In **Scottish & Southern Energy** alternative access methods have been implemented following field trials to help reduce reliance on stepladders and ladders.

## Occupational Road Risk

### Target:

*To work alongside RoSPA and other relevant parties to share best practice inside and outside the Electricity Industry.*

### Progress:

ENA has become a member of the Occupational Road Safety Alliance with a view to disseminating information to ENA members on good practice initiatives introduced in other industry sectors.

**Central Networks** launched portable satellite navigation systems within the Customer & Network Operations business, for staff regularly using cars or commercial vehicles as part of their job. These units have been customised to contain the location of all main locations and network equipment, to enable staff to quickly, effectively and safely travel to their places of work. In response to the high level of road traffic accidents occurring within the business, a new driver awareness initiative was launched. All staff (including non company vehicle drivers) were provided the opportunity to be included in the first part of a road risk management package. Its success was mirrored by the 92% completion rate. The interactive road risk assessment was based around a number of predetermined criteria i.e. the environment, type of roads used and commuting times. Management information was utilised to identify team members that required additional support. In addition an ongoing programme of driver related initiatives has been put in place to run throughout 2005.



**Western Power Distribution** adopted "Driving Safety" as its company theme for the European Health and Safety week last year. Managers and staff focussed on road transport issues such as vehicle loading and weights, reversing, speeding and daily safety checks. Local initiatives and events were conducted at each local depot in the South West and South Wales, which were supported by Safety Team members. A bespoke range of posters and windscreen stickers / tax holders was designed and, together with the company Transport team, a new Transport Handbook was launched during the week to all Team Managers. Overall, it was a very successful week that succeeded in raising staff awareness of road safety issues.

**Scottish & Southern Energy** have produced a second video entitled "Slow down...Stay back" and introduced a training programme concentrating on driving skills and accident prevention. The company held a Road Safety Day involving vehicle checks, seminars and various driving tests.

**United Utilities Electricity** is now in the third year of a four-year programme to assess the risks to all employees that drive on company business and the programme is currently on target to be completed by the end of next year. Any employees found to be in high-risk categories are invited to attend both theory and practical driver training as appropriate. Further initiatives are planned aimed at reducing the number of RTAs and the total miles driven by employees.

Adopting the learning from Scottish & Southern Energy, **National Grid Transco** produced an edited version of SSE's video (with permission from SSE). The NGT video is called 'Get Home Safely.' In May an updated version of a Safe Driving booklet was produced, followed in October by a further booklet on Safe Cycling, aimed at cycle commuters.

### Slips, Trips and Falls

#### Target:

*ENA Health and Safety Group will be asked to analyse the slips, trips and falls accidents from the last 10 years to discover whether any root causes can be identified. One aim will be for Member Companies to share best practice, including any novel initiatives introduced. A Task Force will be established to facilitate this sharing of best practice and the setting of numerical targets to meet the headline Industry Targets:*

- i. Aim to reduce rate of major injuries from slips, trips and falls by at least 5% by 2004 and at least 10% by 2010.*
- ii. Aim to reduce rate of reportable injuries from slips, trips and falls by at least 15% by 2004 and at least 30% by 2010.*

#### Progress:

The business-led working group within **United Utilities Electricity** continued to meet regularly throughout the year to identify and deliver focused initiatives to reduce the numbers of slips, trips and falls. As part of its work it has introduced a reward scheme specifically aimed at and supported by a targeted communications campaign.

In United Utilities Electricity, Slips, Trips and Falls was one of six key safe behaviours that were focussed on as part of its behavioural safety campaign during the year resulting in a specific short video being produced highlighting the behavioural aspects of slips trips and falls.

The **Scottish & Southern Energy** Annual Safety and Environment Conference focussed on the importance of personal behaviour and attitude in preventing slips, trips and falls. There was a targeted poster and awareness campaign as part of the company Safety week which included random footwear and sole tread inspection by supervisors.



In **EDF Energy** slips and trips are the major cause of both non-injury and injury incidents. Incidence data has been analysed and work has started to produce a 15 minute awareness DVD that will be shown at Team briefings during late 2005. The rear steps to jointers vans have been redesigned and new depot management procedures have been introduced to improve the yard house keeping at both manned and unmanned sites.

## (b) Occupational Health Targets

### Stress

#### Target are to be achieved by:

- *Documenting and sharing best practice initiatives across the Electricity Industry;*
- *Defining approaches for dealing with and minimising the impact of stress problems in the workplace.*

#### Progress

ENA Member Companies contributed to a research project managed by the British Occupational Health Research Foundation entitled "Reducing Stress and Promoting Rehabilitation through Work Reorganisation". This project is now completed and the final Report has recently been issued. ENA's Occupational Health Task Force will be considering the results.

In **United Utilities Electricity** in line with the HSE Stress Management Standards, the 'Online Pressure Management System' tool has been made available to all employees to assess their sources of workplace pressure. Managers receive Stress Management training to facilitate team-led solutions and also to help them support individuals suffering from the effects of workplace pressure.

**Scottish & Southern Energy** have continued development of their workplace attitude programme to help create a positive work programme. There is an ongoing review of the HSE Stress Management Tool.

In **National Grid Transco**, pilot programmes are being undertaken of a Stress Standard. The Standard contains practical tools, which managers use to make assessments of both team and individual stressors.

### Musculo-Skeletal Disorders

#### Target are to be achieved by:

- *Identifying high risk areas for the Electricity Industry*
- *Documenting and sharing*

#### Progress

Information on good practice initiatives for managing the risks of musculo-skeletal disorders was provided by ENA members and was disseminated out to all member companies.

In **United Utilities Electricity** a cross-business steering group continues to support and monitor the initiative started in 2002 whereby all manual handling assessments and employee training were carried out by in-house teams. The importance of this training is reflected by being one of the key risk reduction initiatives last year. With regard to display screen equipment, an on-screen training and assessment tool introduced in 2002 has become embedded in the business and modules have been completed by all those staff at risk. With regard to Manual Handling a limbering up video has been developed by operational staff aimed at reducing the risk of injury when excavating or climbing. This builds on the principle of warming up before undertaking sport.

In **Scottish & Southern Electricity** there has been a review of manual handling training to ensure that staff are trained within their operating environment.

During European Health and Safety week, **National Grid Transco** used a life size manikin of the HSE model depicting 'lifting weights at different heights'. Accompanying this was behavioural change video encouraging employee to 'break the cycle' of poor work practices which lead to musculo-skeletal injuries.



## Occupational Health Data

The target is to provide the development of better systems for collecting occupational health data and is to be achieved by:

- *Documenting and sharing best practice;*
- *Contributing positively to Government and HSE initiatives.*

### Progress

In **United Utilities Electricity** the levels and causes of sickness absence are reported monthly to the Board as a key performance indicator with target reductions set. The ENA Occupational Health Task Force is currently developing guidance on the collection and analysis of occupational health data to help promote consistency across ENA companies.

**National Grid Transco** undertook a review of current sources of data and are developing improved systems of reporting, collection and analysis.

## Rehabilitation

The target is to develop initiatives for improving rehabilitation and is to be achieved by:

- *Documenting and sharing best practice across the Electricity Industry;*
- *Contributing positively to Government and HSE initiatives*

### Progress

ENA Member Companies contributed to a research project managed by the British Occupational Health Research Foundation entitled "Reducing Stress and Promoting Rehabilitation through Work Reorganisation". This project is now completed and the final Report has recently been issued. ENA's Occupational Health Task Force will be considering the results.

In **United Utilities Electricity** a Rehabilitation/Redeployment Forum made up from a group of senior managers from across the business meets regularly to review long term absence cases, the skill set of the absentees and to maximise opportunities for redeployment. In appropriate cases, a "Return to Work" course is offered to help facilitate a successful return to work and/or redeployment.



### Other SAFELEC 2010 Initiatives:

**United Utilities Electricity** maintained its approach to health and safety management first introduced in 2002 through the Strategic Risk Reduction model. In support of the programme, a further 30 initiatives were introduced in 2004 in addition to those introduced in the previous two years. Some examples of these include:

- Key Safe Behaviour – a series of 6 videos were developed in a novel approach to managing risk perception;
- Improving Field Plans – to ensure quality data is received and made available in a timely manner and to link this with a review of procedures relating to work adjacent to Major Accident Hazard Pipelines;

Specific initiatives have been introduced to reduce further the harm to health from occupational risk, examples of which include:

- Occupational Health Role Profiles – have been developed along the same principles of Safety Role Profiles to identify the risks to health by role and the control measures required to lessen the risk
- Health Screening and Surveillance – a comprehensive programme enables the pro-active management of occupational health risks
- Wellbeing – aimed at developing employee lead programmes to develop a fitter more motivated workforce.

**Central Networks** launched a SHE Calendar. Each month the calendar focuses on a specific issue which, together with promotions, aims to increase staff awareness in their working and home lives. A wellbeing strategy was launched addressing work-life balance as a response to the need to improve attendance and safety performance. As part of this strategy, a voluntary health check programme has been made available to all employees. This has proved popular with over 2000 appointments completed or requested. In addition, in June a health and safety conference was arranged with over 200 delegates. The conference included a 'Wellbeing Fayre' which encouraged delegates to consider their wellbeing through such attractions as sports and massage.

**EDF Energy** implemented an Incident and Injury Free programme. The aim of this programme has been to obtain sign on from Networks Senior Managers that it is possible through good leadership to produce a working environment that in time will be free of injury. In 2004, some 200 senior managers attended a two day safety commitment workshop, 20 Safety leaders were trained to deliver a half day incident and injury free workshop to all their staff and all operational supervisors have attended two half day skills workshop sessions. It is hoped that staff will take the incident and Injury free culture into their homes, thereby helping to reduce the general non work related absence as well.

The senior management team and lead safety representatives have also attended a one day fit for work training module to help them appreciate the good business sense of having sound occupational Health support and how using such services can impact on their staff absence rate. EDF Energy organised a one day Fit, safe and responsible conference for some 400 delegates that were nominated from the various Safety, Health and Environment Forums that are active across the Company.

**CE Electric** intend to conduct pro-active workshops with TU Representatives to jointly resolve specific safety issues.



**ScottishPower PowerSystems** have an Occupational Health Action Plan, which sets out a programme for the completion of tasks for each business unit. To continue existing good practices, there are three key tasks:

- The completion of a Risk Register.
- The identification of control measures and confirmation that the control measure are being implemented, adhered to and are fit for purpose.
- Monitoring processes based on the identified risks.

The original 'At Risk' Register was last reviewed in 2002 and health surveillance appointments are managed by HR. Approximately 720 employees who were identified as being at risk from occupational asthma are included on the register and receive annual surveillance appointments.

Over the past twelve months, Power Systems has further developed this register with an assessment of occupational health risks being made for Trade Specific designations. Group Occupational Health has identified six risk elements, which need to be considered. The main risk areas for Power Systems have been identified as:

- [Hand Arm Vibration Syndrome \(HAVS\)](#).
- [Respiratory](#).
- [Skin](#).
- [Hearing](#).
- [Musculo-skeletal](#).
- [Stress](#).

As a result of this exercise, a further 300 employees have been identified as being at high or medium risk from various occupational health risks and require surveillance to meet statutory requirements.

**NIE** have developed a comprehensive Group Safety & Risk Plan which sets out Health, Safety, Insurance and Risk objectives and how they will be achieved. The Plan targets and objectives are closely aligned with those of SAFELEC 2010. This highly visible plan has been supported and approved by the NIE Executive.

Following the development of a designated Safety, Health and Environment directorate, **National Grid Transco** have moved further towards their goal of Zero injuries and zero work related ill health. Initiatives have focused on reducing lost time injuries through behavioural change programmes. Zero progressions or new cases of Noise Induced Hearing Loss and Hand Arm Vibration Syndrome have been the focus this year for reducing incidence of work related ill health. Health Surveillance data provides evidence of success.



### 3. NEXT STEPS

SAFELEC 2010 is a "live" initiative and it has always been recognised that the issues and targets identified should be continually reviewed to ensure that the initiative addresses the relevant health and safety issues faced by the Electricity Industry and leads to a real improvement in standards. As part of this process we are working with the Trade Unions and HSE through an action plan to ensure that these improvements are achieved.

In 2005 efforts will be focused on ensuring that progress towards the numeric targets is back on track. In particular, last year's accident figures for falls from heights indicate that this will be a priority issue. The Work at Height Regulations came into force on 6 April 2005 and we will be using these new Regulations as a basis for reviewing procedures in this area. In addition, work will continue to address the management of work-related stress with the intention of improving the number of working days lost. HSE's new Management Standards in this area will assist in this.



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