



POWERING IMPROVEMENT

Culture Subgroup Outputs

Promoting a Positive Health and Safety Culture

Powering Improvement Culture Sub Group

The theme for 2022 and 2023 was for companies and their trade unions to work collectively and collaboratively across the industry to support staff and promote positive health and safety cultural development practices. In support of the overall aims of Powering Improvement, the theme's focus was also on improving overall engagement across the sector and encouraging staff at all levels of organisations to contribute to the development of health and safety policies and practices leading to an engaged and healthier workforce.

The aim was to reinforce the sector's culture of involving safety reps in strategic decisions affecting safety and engaging them in the cycle of delivery. Effective safety reps do improve the quality of safety management with positive impact on safety, health, and company efficiency.

Throughout the theme for 2023 of 'Promoting a Positive Health and Safety Culture' the sector has compared, contrasted and evaluated member company surveys and other engagement mechanisms and shared learning to help identify opportunities to drive improvement. Throughout this review of previous initiatives, along with learning captured from other sectors, we have been working hard to develop outputs that can be implemented across the sector and into business as usual.

Leadership Engagement

One of the focusses has been on Leadership Engagement where Powering Improvement has developed material led by industry experts in collaboration with our Trade Union partners which will aid Leaders at all levels across the sector to promote safety in a positive way and help develop their own engagement techniques when conducting visits with their colleagues.

** Click the images below to view the content*

Just and Fair Culture

The other output focus on Just and Fair culture in the form of an aide memoire for companies to self-assess current cultural programmes, and to assist in setting bases to improve our journey of improvement. The aims of the materials developed through the 2023 theme will act as industry best practice to help enable organisations to examine themselves as they relate to the 5 key subcultures that comprise an effective safety culture.



CULTURE OUTPUTS LAUNCH WEBINAR

On the 27th of June 2024 the two outputs were launched via a webinar, attended by over 100 people. The work was introduced by the chair Brian Sinclair, with a background on Powering Improvement and its importance in the electricity industry provided by Jamie Reeve. The individual outputs were then presented by Dr Triona Tammemagi and Emma Williams.

View launch recording here



THE SPEAKERS



Brian Sinclair

Head of Health and Safety,
Northern Ireland Electricity
Networks, PICSG Chair

Brian Sinclair currently holds the position of Head of Health and Safety for Northern Ireland Electricity Networks. He began his career in 1991 as a proud graduate and advocate of NIE Networks apprentice program for more than 30 years, Brian has demonstrated a commitment to nurturing talent and fostering growth within the organisation. Brian was inspired to join the electricity industry for a career that serves the people of Northern Ireland. He also wanted opportunities for professional development, in particular, in the overhead lines side of the business. Brian first focused on live line Hot Glove work before becoming a Senior Authorised Person up to and including 33kV, later moving into management and leadership roles. Brian's career trajectory has been characterised by rapid progression and leadership excellence, with notable contributions in areas such as Fault & Emergency response and Construction Work Delivery. Specialising in Health and Safety for the past eight years, Brian has emerged as a stalwart advocate for a fair and just organisational culture, emphasising the importance of aligning processes with values.

Jamie Reeve is the Head of Safety, Health and Environment for Energy Networks Association (ENA). Jamie is an experienced and qualified Health and Safety Professional and joined the Energy Sector in 2013 from the Construction industry where he was a qualified civil engineer working for a multi-utilities company.

He has a proven track record in developing strategies to advance collective SHE activities across the Energy Networks Sector having worked for Scottish and Southern Electricity Networks (SSE) as a Regional SHE Advisor. He joined ENA in 2020 and is responsible for managing the ENA's energy sector SHE function to ensure that it effectively and efficiently meets member companies' needs, as well as directing work for the Electricity Industry's H&S strategy, 'Powering Improvement'.

In his role at ENA, Jamie also supports the facilitation and promotional works associated with public safety initiatives across the networks sector, such as the Utility Strike Avoidance Group (USAG) where Jamie is an active member and the Farm Safety Partnership through the National Farmers Union (NFU). Jamie is also a Board Director at Street Works UK representing ENA membership.



Jamie Reeve

Head of Safety, Health and
Environment,

Energy Networks
Association (ENA)



Dr Triona Tammemagi PhD

Safety Culture, Leadership & Engagement Manager

Dr Triona Tammemagi is a behavioural psychologist in ESB, Ireland's leading sustainable energy company, comprising Power Generation, Networks, Supply, and International divisions.

Triona's background is in Cognitive Science and Behavioural Science and her PhD research examined the effects of goal setting and feedback on performance.

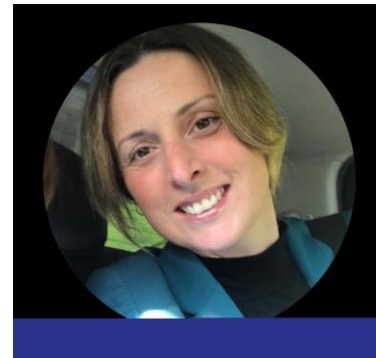
Triona has 25+ years applying psychology principles in clinical, educational and applied settings to improve leadership skills, staff communication, motivation, and performance.

Triona joined ESB in 2012 working in the area of safety culture, and continues to apply behavioural psychology, particularly around Human Factors, examining variables that impact on safety behaviour and implementing interventions to improve and maintain a robust safety culture.

Emma has cultivated a distinguished career over six years in Health and Safety Management within utility companies. Throughout this period, she has consistently demonstrated an exceptional ability to deliver results and achieve outstanding performance.

Her engineering background and NEBOSH certification ensure she is well-versed in the technical aspects of health and safety. Emma is dedicated to her own professional development and is equally passionate about fostering the growth of her colleagues. She believes that engaging employees is crucial to achieving safety goals and fosters a culture of open communication and collaboration.

Emma's combination of technical expertise, professional dedication, and passion for safety makes her a pivotal figure in the realm of Health and Safety Management. Her track record speaks volumes about her capability and commitment to excellence. Emma's career is a testament to her ability to lead, influence, and drive positive change in health and safety practices, making workplaces safer and more productive for everyone.



Emma Williams

Health and Safety Delivery Manager, Northern Powergrid

Powering Improvement Culture Sub-Group Members

Kelly Gorstridge



Triona Tammemagi



John Tidyman



James McCullough



Nigel Ross



Ben Coulson

Emma Williams



Francesca Cogan



Michael Crawford



Carly Jukes



Chris Warburton



Luke Collins



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.

TRADE UNIONS

GMB
Prospect
Unison
Unite

GOVERNANCE

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

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

