



Stakeholder Forum 2021

Edinburgh International Conference Centre

Thursday 02nd December 2021

09:00 – 14:30 (GMT)

In partnership with the
 **energy**
institute

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Section 1: Introduction

SafetyOn was formed to demonstrate leadership and a focus on health and safety for all those working in the Onshore Wind Sector across the UK. The collaborative initiative brings together leading onshore wind developers, contractors and manufacturers to ensure health and safety is at the core of everything we do as an industry.

A key objective of SafetyOn is to be inclusive of the diverse range of participants across the onshore wind sector – SafetyOn has therefore developed a membership structure that can support this objective and ensure a consistent message is relayed and understood by the Onshore wind community.

The purpose of the SafetyOn annual Stakeholder Day is for SafetyOn members to present work in progress and key deliverables to the industry as well as plans for future workstreams. These include the incident data work programme, development and implementation of SafetyOn good practice guidelines and the SafetyOn Safe by Design programme.

The Stakeholder Day allows SafetyOn to receive feedback and direction from the onshore wind farm industry in the UK. It is also an opportunity for SafetyOn Tier 1 members to further engage with the SafetyOn Tier 2 membership and for all interested parties to be involved in shaping the direction of health and safety in onshore wind.

The SafetyOn Stakeholder Days are held annually and attended by representatives from SafetyOn Tier1 and Tier 2 member companies and industry stakeholders. The event provides a platform for important discussions regarding health and safety in the onshore wind industry in the UK and include panel sessions with senior industry representatives.

Section 2: Agenda

Time	Topic
09:00	Registration, refreshments and networking
09:30	Welcome, introduction to Stakeholder Day Lindsay McQuade, Scottish Power Renewables, Chair of the SafetyOn Board
09:40	2021: Overview of Deliverables and Outputs David Goodfellow, Nordex/SafetyOn TAC Chair
10:00	What do the numbers tell us? SafetyOn's Incident Risk Profile Jessica Ferguson, RES / Emma McIvor, Energy Institute
10:20	Decommissioning in onshore wind Bob Johnstone, Keltbray
10:40	WTSR training - implementation of HF e-book Ian Ord, WOR
11:00	Coffee Break
11:30	Looking Ahead: 2022 Work programme Karl Sollis, Dt Windtechnik and Beate Hildenbrand, Energy Institute
11:45	Table discussion based on the following questions 1) How can SafetyOn continue to provide effective leadership for the industry? 2) What enables implementation of Good practice Guidance?
12:00	Lunch break
13:00	Producing Mental Energy - how the energy industry can focus on its most energetic resource - its people Guest speaker: Mandy Rutter, Independent Consultant, Mental Health, Trauma, Resilience, Human Aspect of Business Continuity
13:20	Q&A / Panel discussion covering topics including: corporate strategy to mental health/ COVID and post COVID effects/ people engagement
13:40	HSE vision for 2022+ Guest Speaker: Jane Gordoys, HM Inspector of Health and Safety, HSE
14:00	Panel/ Q&A Session: Your opportunity to quiz members of SafetyOn and key stakeholders about where we are, what we are doing and where we are going.
14:20	Summary of the day, outlook and next steps Don Mackay, EDF Renewables, SafetyOn Board
14:30	Close of Stakeholder Forum

Section 3: Overview

Around one hundred delegates from across the UK onshore wind industry attended the Stakeholder Forum. Delegates that attended the event were from 17 Tier 1 member companies, 27 Tier 2 member companies and included representation from the UK regulator as well as 10 other organisations.

The Forum was opened by Lindsay McQuade, CEO ScottishPower Renewables, and outgoing Chair of the SafetyOn Leadership Board (LB) who welcomed participants to this year's 'in person' event after having held the last Stakeholder Day virtually due to the COVID-19 pandemic. David Goodfellow from Nordex and outgoing Chair of the SafetyOn Technical Advisory Committee (TAC), outlined the progress of the work done by SafetyOn in their current work programme and highlighted published guidelines and achieved deliverables including the SafetyOn/RUK guidance for industry regarding COVID-19. (<https://safetyon.com/work-programme>). This was followed by Jessica Ferguson from RES and Emma McIvor, Energy Institute with a joint presentation on the SafetyOn H&S incident data. With incident data routinely gathered from Tier 1 members in a generalised format since the beginning of 2020 and analysed in detail for 2021, SafetyOn is now in the position to contextualise the data to create a risk profile for industry to underpin ongoing work as well as to identify new topics.

Within the following two presentations Bob Johnstone Managing Director - Decommissioning, Keltbray and Ian Ord, Managing Director, Watson Ord Renewables provided practical insights in how the SafetyOn work can be used and implemented in industry and help to make a change and improve health and safety. The focus was on decommissioning in onshore wind and the implementation of the SafetyOn Human Factors e-book in the Wind Turbine Safety Rules (WTSR) training.

Karl Sollis from Deutsche Windtechnik and TAC Vice Chair and Beate Hildenbrand, Energy Institute provided an outlook for 2022. Presented was the process of how future SafetyOn work topics are identified, taking into account the incident data but also expertise and knowledge from Tier 1 and Tier 2 members as well as from wider stakeholders. New topics in 2022 will include mitigation of hand injuries, organisational factors, welfare in onshore wind while progressing and finalising the work on electrical safety and lifting management.

The first part of the day was concluded with a table discussion focusing on the two questions i) How can SafetyOn continue to provide effective leadership for the industry? and ii) What enables implementation of Good practice Guidance. The outcome of this session is summarized in Section 4.

The second part of the day was kicked off by Mandy Rutter, Independent Consultant, Mental Health, Trauma, Resilience, Human Aspect of Business Continuity with a dynamic session on 'Producing Mental Energy – how the energy industry can focus on its most energetic resource – its people' which was followed by a panel discussion.

Jane Gordoys, HM Inspector of Health and Safety from The Health and Safety Executive (HSE) presented the HSE vision for 2022+

This was followed by an interactive panel discussion where questions provided by delegates via the Slido App were addressed and discussed. Feedback from this session is presented in Section 4.

Section 4: General feedback from interactive sessions

4.1 Table discussion

The purpose of the interactive table discussion was to discuss the prompter questions in smaller Groups, to obtain different expert opinions, allow for networking, and to provide shared knowledge.



- 1) **How can SafetyOn continue to provide effective leadership for the industry?**
- 2) **What enables implementation of Good practice Guidance.**

Findings from the interactive sessions have been summarized into the following categories:

4.1.1 How can SafetyOn continue to provide effective leadership for the industry?

- **Tier 2 engagement (3)**
 - Involve Tier 2 in current workstreams
 - More engagement sessions
 - Improve engagement between Tier 2 Groups
- **Communication & Visibility (4)**
 - Communicate to Tier 2 on how to be included in workstreams
 - Sharing platform on implementation of SafetyOn guidance – become the “go to” for safety query
 - Online question area – occasional webinar
 - Increase visibility – digital footprint/ frequent communication
- **Consistency across industry (2)**
 - Consistency across industry – support smaller ‘players’ to adhere industry standards
 - Aim for consistent standard across industry
- **Produce relevant guidance (1)**
- **Representation of key stakeholders (1)**
- **Be proactive (1)**
 - use data/ integrate science
- **Industry collaboration (3)**
 - Academia, Government, Unions, etc.
 - design consultancies
 - specialist contractors

4.1.2 What enables implementation of good practice Guidance?

- **Make reference in contracts and training (2)**
 - Use standards identified by SafetyOn at contract stage, i.e. reference standards in tender packs
 - Incorporate into industry training (e.g. site induction training) even if just a link to SafetyOn
- **Audit profile (1)**
- **Regular review process (1)**
 - What is the review frequency? how are we reviewing/digesting regs changes?
- **Clarity on difference from HSE guidance – which guidance should take precedence (1)**
- **Communication (7)**
 - Established briefing/ consultation process to workforce for new/updated guidance/process
 - Simplification of documentation
 - Use technology as far as possible/ translate documents to guidance videos/ 360' camera surveys
 - Accessible Available
 - Notify on change/ communication to Tier 2 and beyond
 - Publish updates on variety of platforms
 - Video summaries on social media (only works if create awareness/ include “who are safetyon” in induction

4.2 Mental health Q&A session

The panel included the Leadership sponsor for the SafetyOn workstream Human/Organisational Factors, Jason Welch from Deutsche Windtechnik, the TAC lead for this workstream, Ewan McMillan from ScottishPower Renewables and workstream group member Emily Gardiner from DNV.

How can human factors, emotional stress, fatigue best be monitored?

Metrics are hugely important, but some things cannot be measured. It is about knowing your employees through working together, and then starting to recognise when you see changes in behaviours. It's about encouraging open dialogue to understand better how people are feeling. It is difficult to find a metric that reflects mental health. What is really important about mental health is positive relationships, empowerment, feeling that you belong, are accepted and the people around you welcome your contributions.

Mental health has not been discussed until relatively recently, is there more we can be doing for the next generation?

Young people have a different level of stigma and shame around mental health. They are taught from a young age on the effects of mental health. We need to listen to young people on their thoughts

around mental health, we need to engage and get involved with them. What are the factors that are causing you to feel the way you feel and how can we change those, as opposed to changing you to deal with those factors.

[What can we do to influence the micro stigmas that impact people everyday; e.g. pressure to participate in work functions?](#)

There are micro stigmas that need to be influenced, some people may not participate in work functions and the stigma around that is being encouraged. Fundamentally it's about leading by example and saying no, these are my boundaries, and I won't compromise on them. That then makes it easier for others to do the same.

[How do you exercise effective resilience and train that to our staff?](#)

Resilience is not a permanent state, but it is renewable. It doesn't have to be called resilience, it can be called wellbeing or health. The attitude of keep going is not right, there needs to be good quality breaks and rest.

4.3 Panel/ Q&A Session

The panel included Lindsay McQuade, Chief Executive Officer, ScottishPower Renewables, Julian Martin, Managing Director, ENERCON Services UK, Anders Falkjell, Head of Operations, Fred Olsen, Jessica Ferguson, HSQE Advisor, RES, David Goodfellow, Regional Head of Quality and HSE, Nordex Group and Angus Long, Technical Sales Director, Skanwear. Throughout the event delegates were asked to provide any questions via Slido.

[How do you see SafetyOn developing over the next five years?](#)

The onshore wind industry is expected to grow over the next five years and as we grow, we need to ensure that we keep improving the standards of health and safety so that all our workers are safe. There will be some barriers and new challenges that we need to overcome. SafetyOn have created a great brand that has been recognised and we can see it will become a go to point for all health and safety matters by leveraging the expertise among its members and close collaboration with Tier 2 members. More work needs to be done to communicate and make the work that we do more meaningful to the frontline workers out in the field.

[The CfD process was mentioned, economics are key; lowest cost of energy for good reason but how can we watch for cutbacks on safety and health?](#)

Economics are key, reaching levelized cost of energy, accessing taller turbines to capture better yields and making processes more efficient. We need to ensure that health and safety is kept at the forefront of these discussions. SafetyOn are producing industry agreed upon guidance which will provide that minimum requirement which is expected within the industry. Active engagement with the HSE and understanding their views on the risks will also help us ensure that we are not putting cost at the forefront.

[How can a safety culture be passed down across the whole supply chain?](#)

It starts off at having the right people leadership level and passing it down at all levels within an organisation. There also needs to be an effort in the contractor selection and making the right decision not to go solely based on price but to also consider whether the contractor makes health and safety a

priority. We need to work with contractors and support them to develop their own safety procedures so that you are building a culture together rather than imposing it on them.

[How is SafetyOn preparing for multi technology generation parks including wind, PV, battery, Hydrogen?](#)

It makes economic sense to have multi generation sites making best use of the infrastructure and there is also an efficiency when mobilising workers to carry out work on site. But there are also interface risks with the different technologies. SafetyOn was primarily established to manage onshore wind health and safety, but it is becoming increasingly difficult for us not to consider the interface risks. SafetyOn have an electrical safety workstream which is best positioned to consider the interface risks particularly with AC / DC systems when batteries are involved.

[The incident collection and analysis cover incidents, but what about any ill health data e.g. work related diseases \(mental health, lung diseases MSDs etc\)?](#)

Currently we are not considering work related diseases, we are looking specifically at incidents. We have had this conversation especially while looking at back injuries often they are not one off but rather long-term exposure. Once we have a handle on the data we are collecting, it would make sense to be looking into that. Mental health is a lot more difficult to measure, it is complex and very difficult to break down and will need not just H&S professionals but HR and psychologists to come together.

[Do we see SafetyOn guidelines being tied into contracts and expected as minimum standards within the wind industry?](#)

As we have gone through each of the workstreams we have been clear that we are not developing standards. The expectation is that companies take that away and implement within their own business. The guidelines are written in a way that it directs the reader to consider the identified risks and provides examples of good practice which can be drawn upon.

Section 6: Next steps

SafetyOn appreciate the active involvement of all those who attended the inaugural stakeholder forum. All feedback and questions received on the day will be reviewed carefully and followed up. This will help us to shape the format of SafetyOn, inform its future work programme and helps us to organise the next stakeholder event.

The 4th SafetyOn Stakeholder Forum will be held in Quarter four of 2022. Date and venue to be confirmed.