

SHE at SSEN

Colin Nicol, Managing Director SSEN



Scottish & Southern
Electricity Networks

Who we are

Scottish and Southern Electricity Networks forms part of the FTSE-50 energy company, SSE.

Our electricity distribution and transmission networks carry electricity to over 3.8 million homes and businesses across the north of the Central Belt of Scotland and Central Southern England.



Our network at a glance

over **4,000** employees, working from 85 depots and offices in the heart of the community

106,000
substations

Connected enough renewable electricity to power

4m homes

130,000km of overhead lines and underground cables

100+ subsea cables powering island communities

650,000+ vulnerable customers identified on our Priority Services Register

Last year we gave

£1m to local community projects through our resident communities fund



Scottish & Southern
Electricity Networks

Doing the right thing

Our first priority is to provide a safe and reliable supply of electricity to the communities we serve in Scotland and England.

As an essential service provider, we also have a significant responsibility to wider society.

- A leading real Living Wage Employer since 2013
- As part of SSE plc, first FTSE 100 to receive the independent Fair Tax Mark and have been reaccredited every year since 2014



Fair Tax



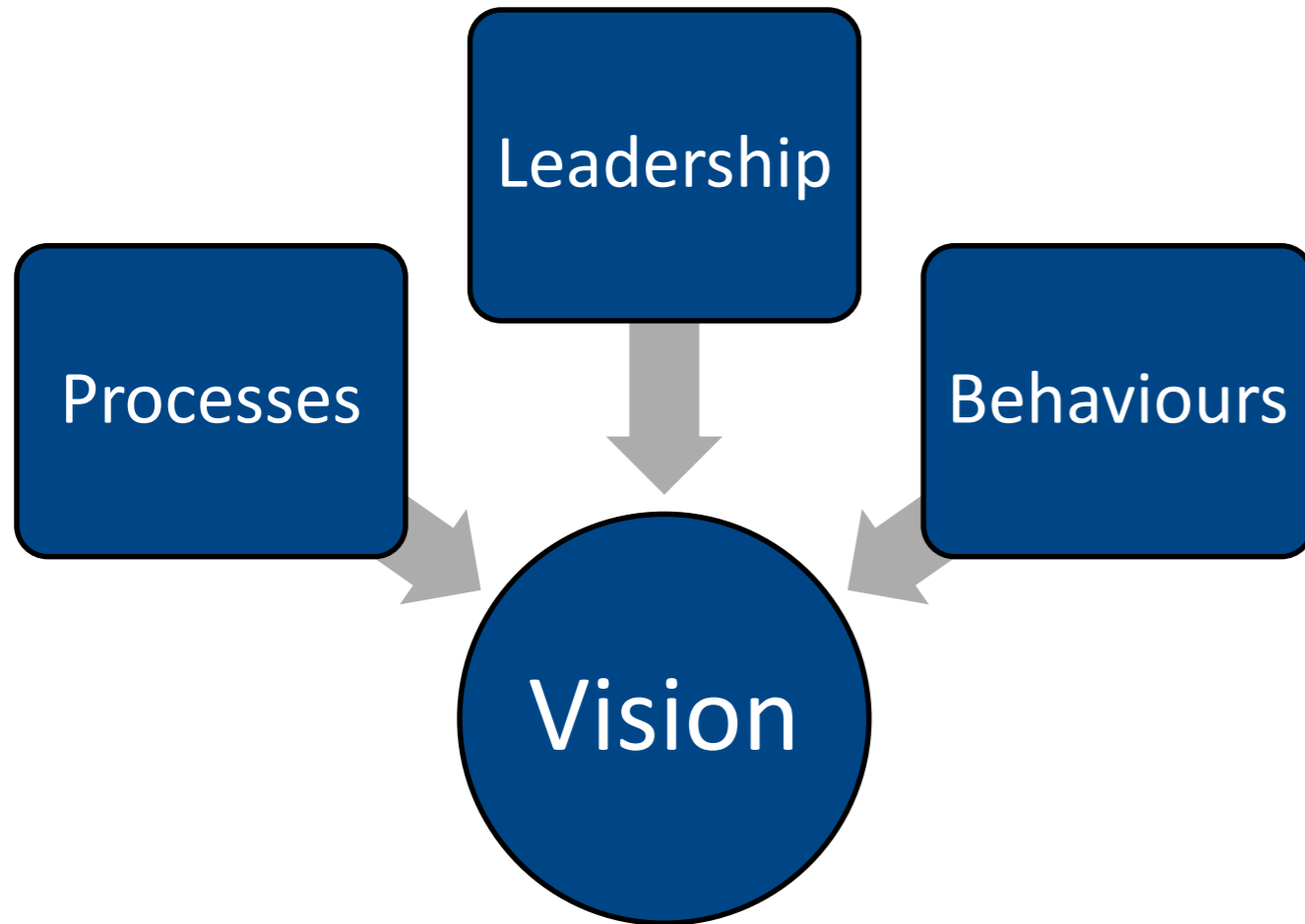


SAFETY – A Personal Story





SHE Strategy



Our Licence



50by20

The evolution of our Safety Family



Old Safety Family



The Safety Family

- 120 positive and negative behaviours
- Hard to read and remember
- Content was irrelevant

Refreshed Safety Family

Safety Family

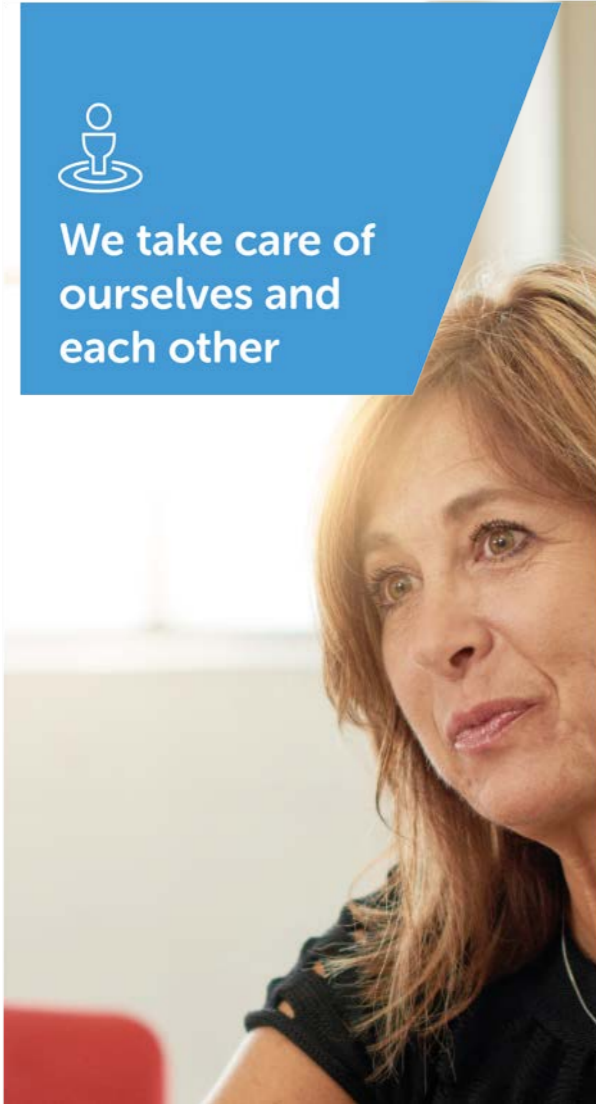


- Produced four positive statements
- Staff involved in the creation of the wording
- Underpinned by our licence and end goal

If it's not safe, we don't do it



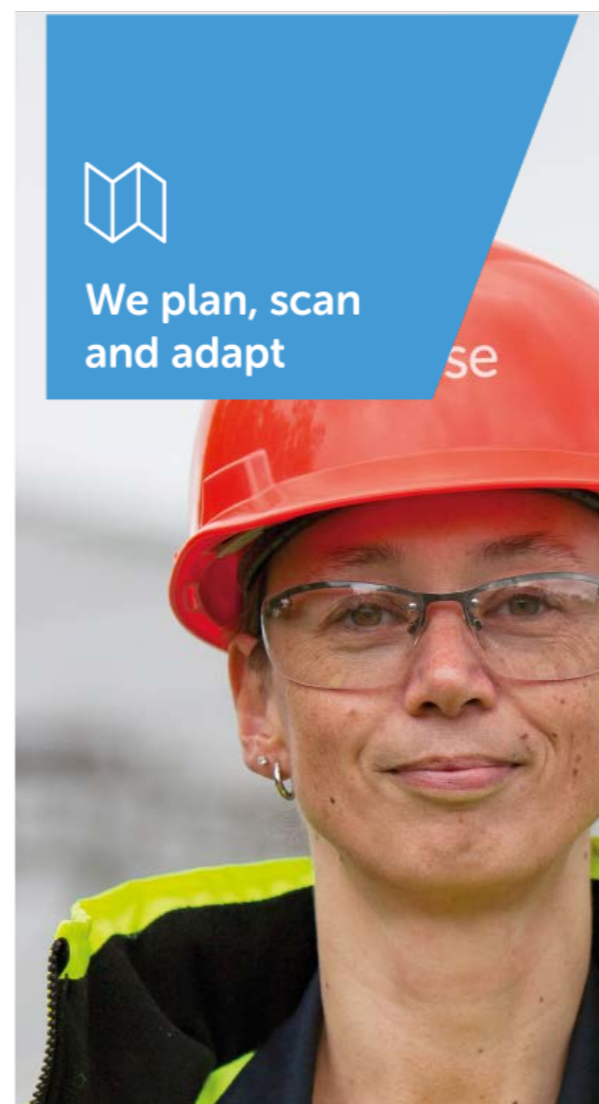
We take care of ourselves and each other



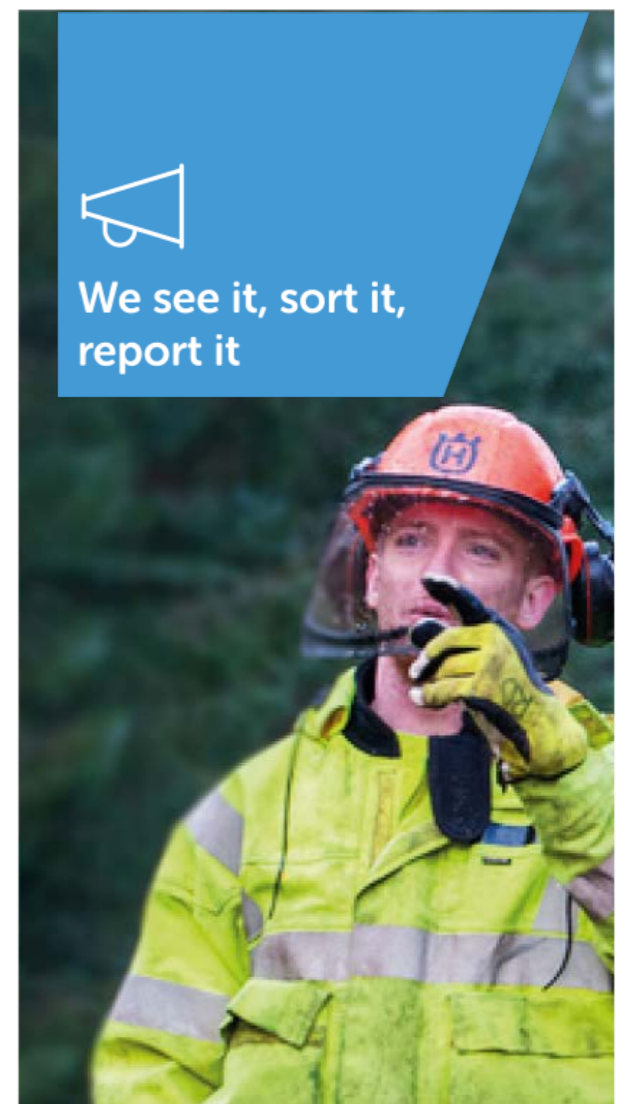
We take pride in our work and workplace



We plan, scan and adapt



We see it, sort it, report it



We all get home safe

Setting up for success



Transformation

Contractor Safety



Working with our contractors to be 'best in class' on Safety

Operational Safety



Ensuring a robust safe system of work

Safety Family



If it's not safe, we don't do it

Occupational Health and Wellbeing



Protecting our team's health and promoting their wellbeing

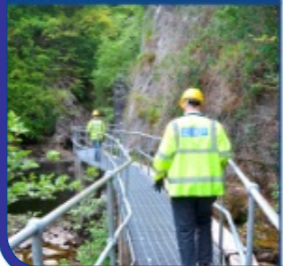
Continuous improvement

Process Safety



Carrying out our duty of care diligently and preventing major incidents

Environment



Protecting the environment and operating in a sustainable way

Crisis Management



Staying well prepared and responding brilliantly when things go wrong

Driving



Creating a company of lower risk drivers

Influencing Behaviours

Understanding Human Factors



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Influencing Behaviours



- The Influencing Behaviours Programme examined the human factors that could impact our safety performance, such as
 - Conscious Overload
 - Immediate Corrective Action
 - Alpha sleep
 - 20 second scan
 - Time v's Risk:
- The programme was delivered to more than **4,600 employees** and **contract partners**.
- 'Influencing Behaviours' training is now be a prerequisite for all new employees, and everyone receives refresher training every three years.
- We have **>70 Influencing Behaviour Champions** across the business to ensure the programme becomes fully imbedded and a part of our culture.



The Future SHE Challenge



Scottish & Southern
Electricity Networks



The electricity networks are evolving into a Distribution System Operator

What does this look like?



We will run our networks with greater efficiency and flexibility, with smarter sharing options and more flexible connection arrangements.



We will facilitate the electrification of transport and heat at maximum pace and minimal cost to UK plc.



This will bring with it SHE challenges.

Skills Gap Challenge



- **20%** of the workforce will retire within ten years requiring **221,000** new recruits
- **85%** of hard-to-fill vacancies are challenging because of skills issues
- **36%** of employers report challenges with hard-to-fill vacancies



**ENERGY &
UTILITY SKILLS**

“Competence is the ability to undertake responsibilities and perform activities to a recognised standard on a regular basis. It combines practical and thinking skills, knowledge and experience. The competence of individuals is vital... especially those with safety critical roles. It ensures they recognise the risks in their activities and can apply the right measures to control and manage those risks.”

Health and Safety Executive

Thank You

