

Hub H&S Group Survey June 2016 Analysis

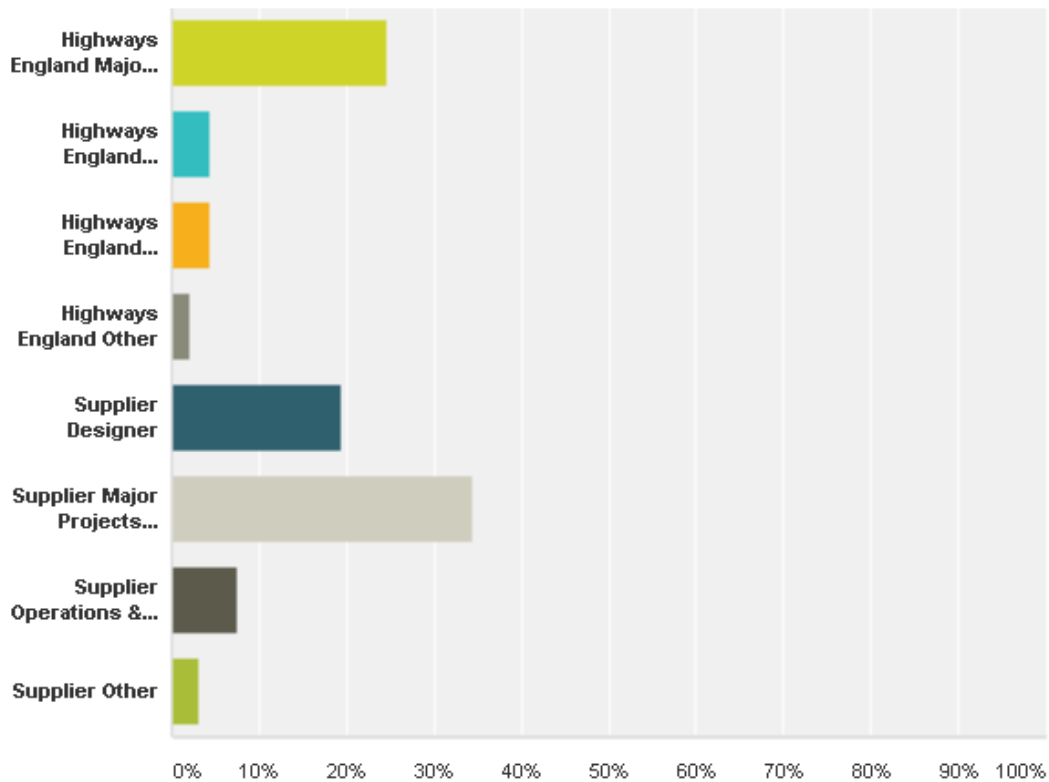
Q1

Customize

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Who do you work for ?

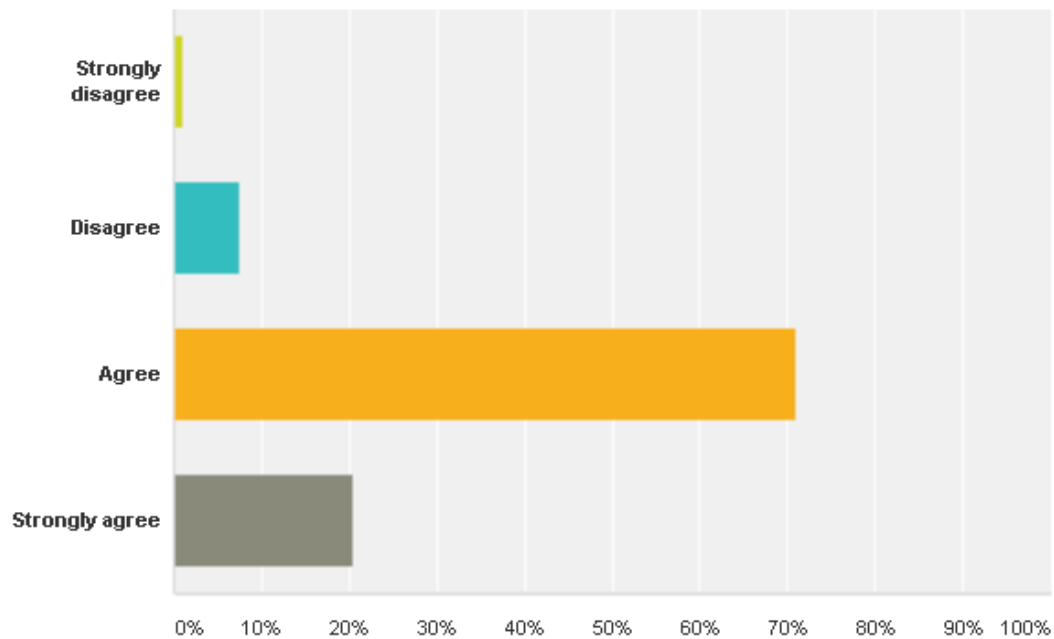
Answered: 93 Skipped: 0



Answer Choices ▾	Responses ▾	
▾ Highways England Major Projects	24.73%	23
▾ Highways England Operations	4.30%	4
▾ Highways England Professional & Technical Solutions	4.30%	4
▾ Highways England Other	2.15%	2
▾ Supplier Designer	19.35%	18
▾ Supplier Major Projects Contractor	34.41%	32
▾ Supplier Operations & Maintenance Contractor	7.53%	7
▾ Supplier Other	3.23%	3
Total	93	

The hub H&S group outputs have been very effective in improving safety standards (e.g. improved engagement, raising the bar guidance, campaigns, website, briefings, conferences).

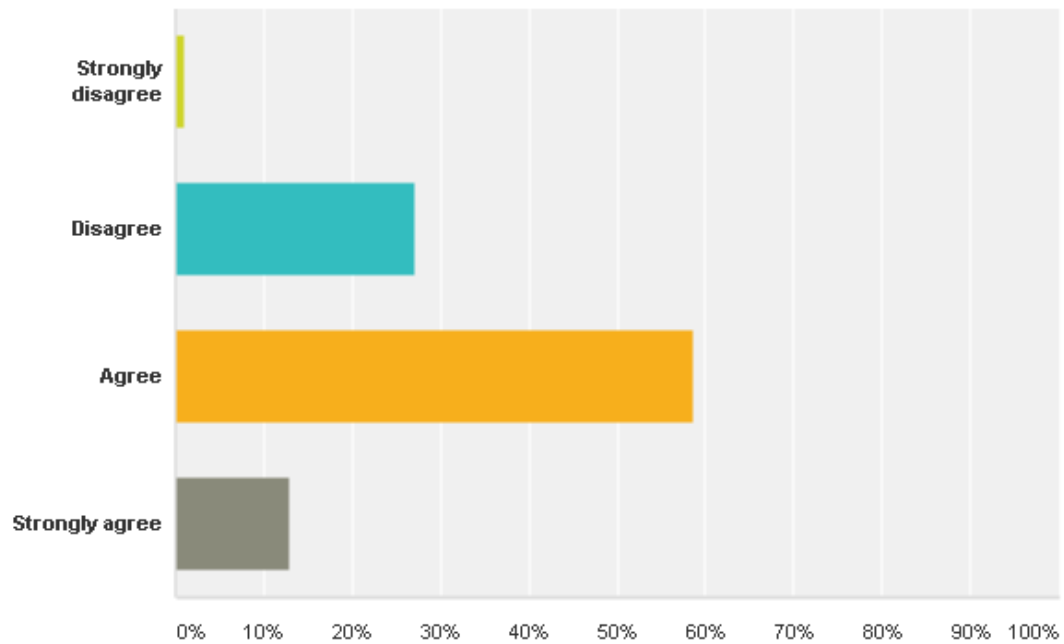
Answered: 93 Skipped: 0



Answer Choices ▼	Responses ▼	
▼ Strongly disagree	1.08%	1
▼ Disagree	7.53%	7
▼ Agree	70.97%	66
▼ Strongly agree	20.43%	19
Total	93	

**The group communicates and engages well
with all stakeholders in the construction and
maintenance community.**

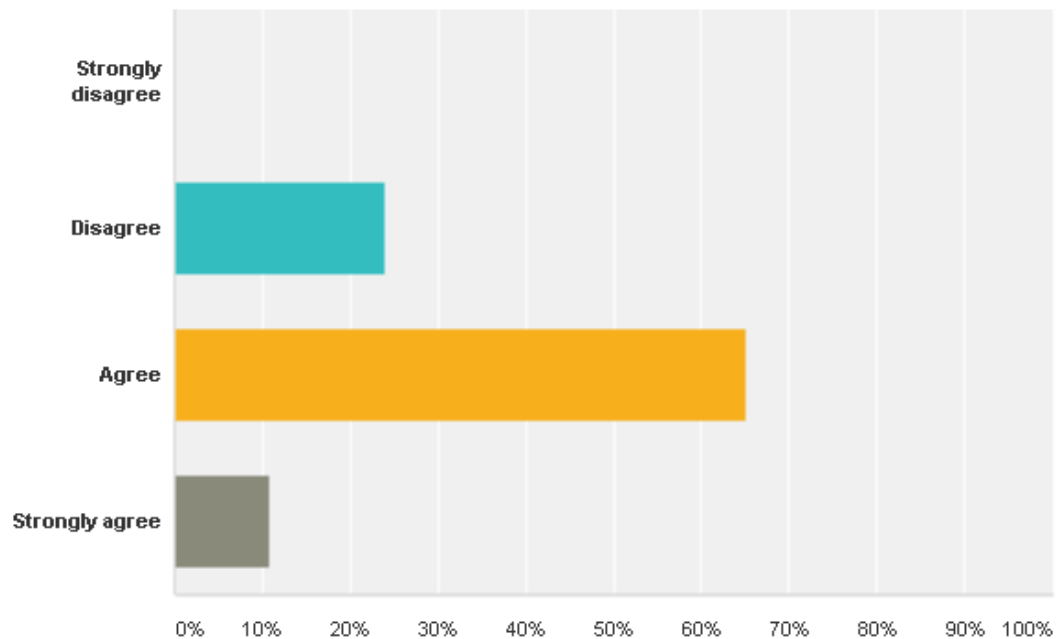
Answered: 92 Skipped: 1



Answer Choices ▾	Responses ▾	
▾ Strongly disagree	1.09%	1
▾ Disagree	27.17%	25
▾ Agree	58.70%	54
▾ Strongly agree	13.04%	12
Total		92

The appropriate people are represented in the group (Major Projects Principal Contractors, some Principal Designers and some Operations Service Providers).

Answered: 92 Skipped: 1



Answer Choices ▼	Responses ▼	
▼ Strongly disagree	0.00%	0
▼ Disagree	23.91%	22
▼ Agree	65.22%	60
▼ Strongly agree	10.87%	10
Total		92

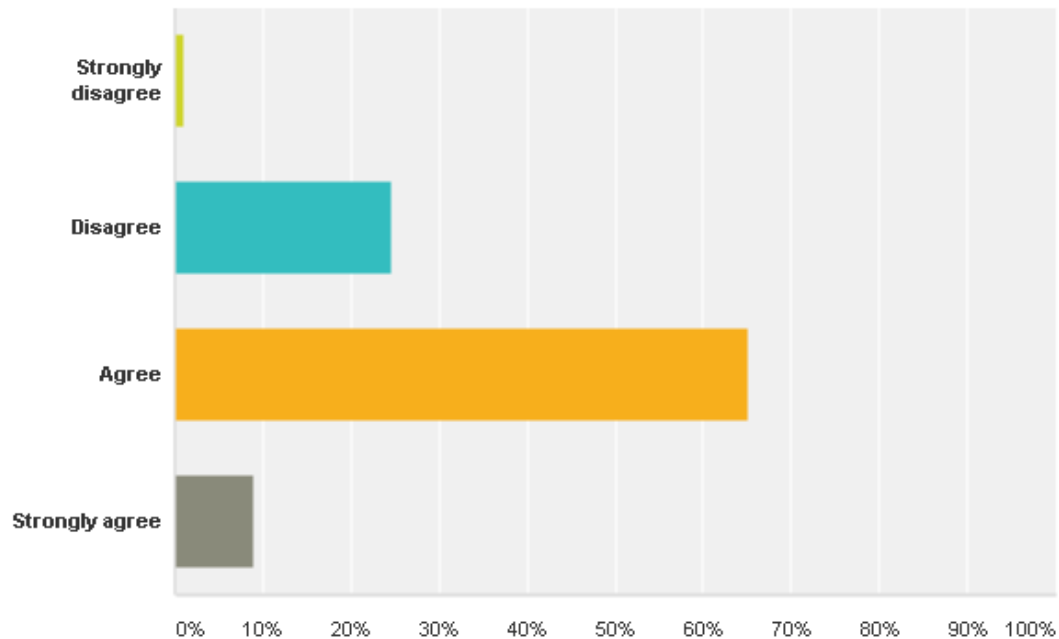
Q5

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**The group effectively addresses the needs
of its customers (i.e. Highways
England Major Projects and Operations).**

Answered: 89 Skipped: 4



Answer Choices ▾	Responses ▾	
▼ Strongly disagree	1.12%	1
▼ Disagree	24.72%	22
▼ Agree	65.17%	58
▼ Strongly agree	8.99%	8
Total		89

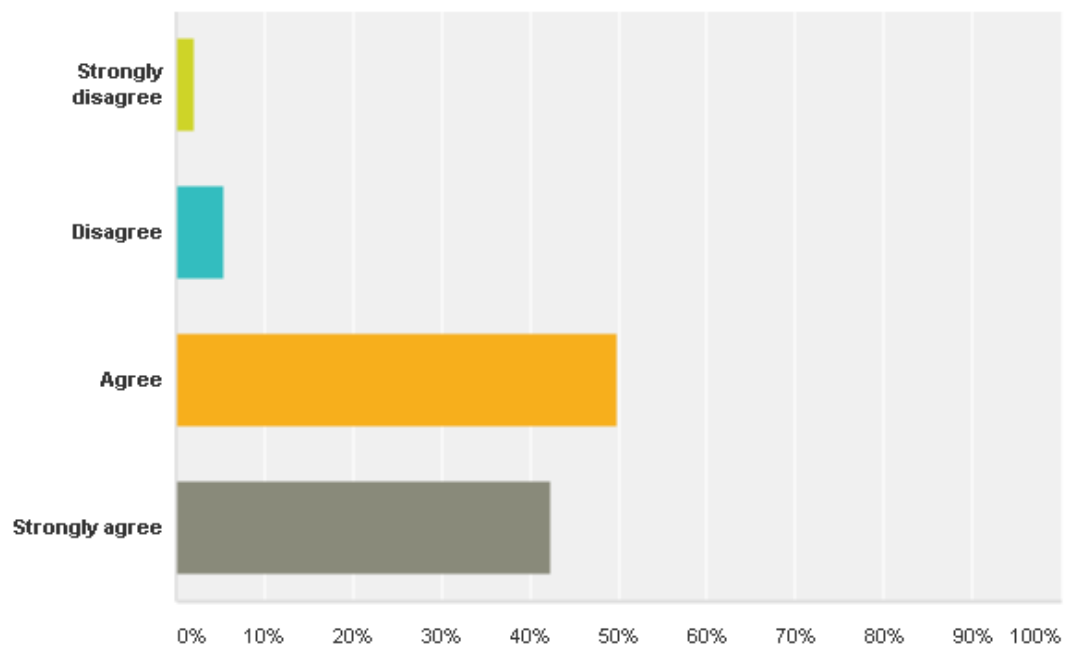
Q6

Customize

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The group should have the autonomy to address new issues as they arise.

Answered: 92 Skipped: 1



Answer Choices ▾	Responses ▾	
▼ Strongly disagree	2.17%	2
▼ Disagree	5.43%	5
▼ Agree	50.00%	46
▼ Strongly agree	42.39%	39
Total		92

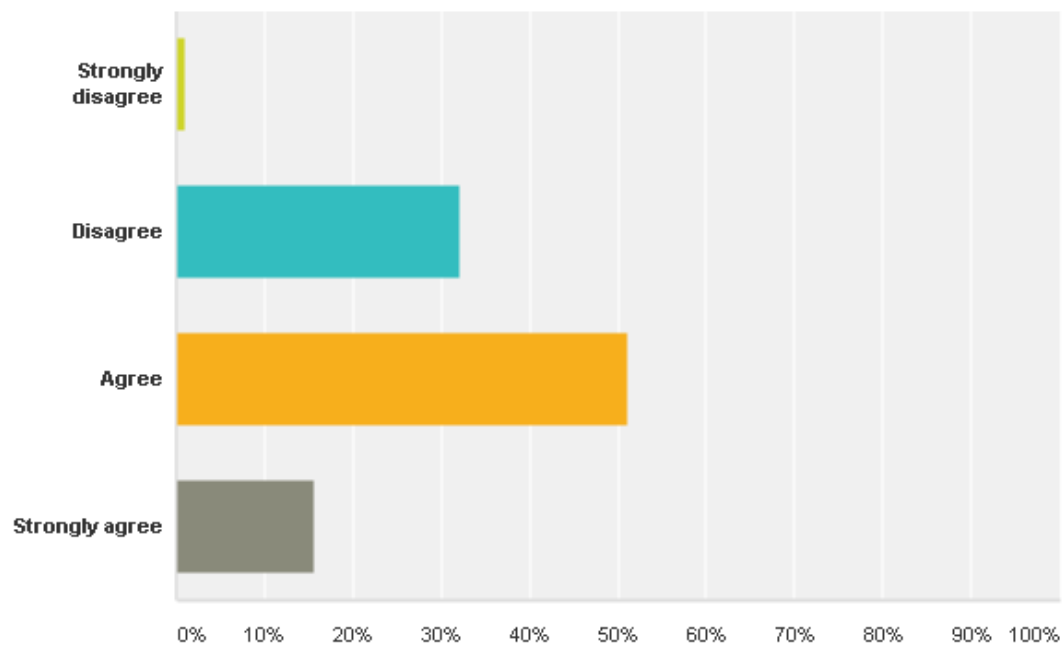
Q7

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I feel able to contribute or challenge the groups outputs.

Answered: 90 Skipped: 3



Answer Choices ▾	Responses ▾	
▼ Strongly disagree	1.11%	1
▼ Disagree	32.22%	29
▼ Agree	51.11%	46
▼ Strongly agree	15.56%	14
Total		90

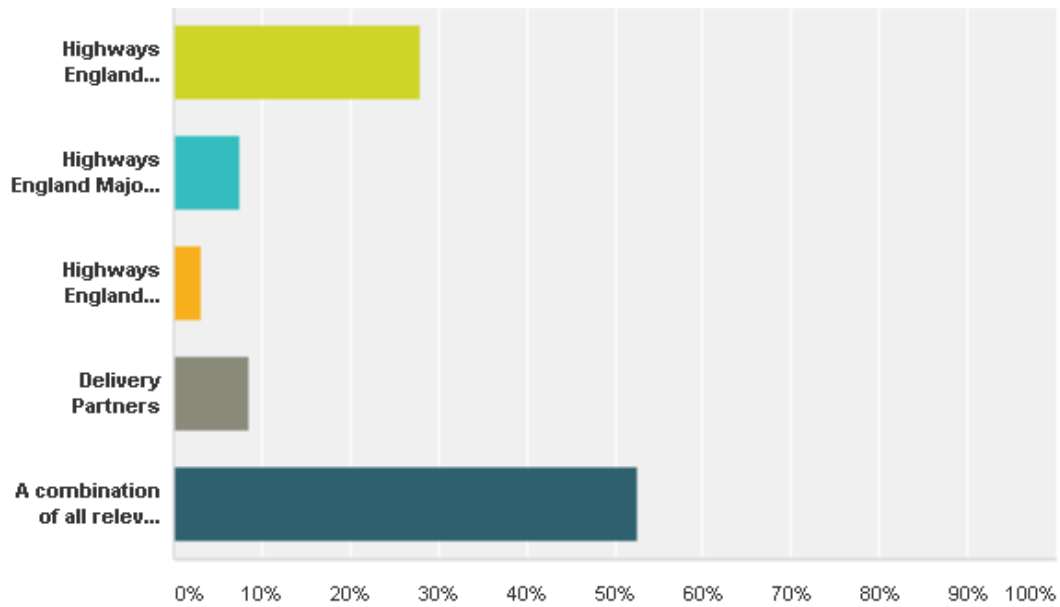
Q8

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Who should the group be led/sponsored by ?

Answered: 93 Skipped: 0



Answer Choices ▾	Responses ▾
▾ Highways England National H&S Team	27.96% 26
▾ Highways England Major Projects	7.53% 7
▾ Highways England Operations	3.23% 3
▾ Delivery Partners	8.60% 8
▾ A combination of all relevant stakeholders (e.g. the Collaboration Board)	52.69% 49
Total	93

What positive impact has the group achieved for you ?

Answered: 66 Skipped: 27

RTB Initiatives

RTB documents are good

It has enabled very effective briefing and consultation on Road Worker Safety and Incursions innovations.

Nothing directly

I have been able to share my health and safety knowledge and experience of many years with members of the group and with the various projects and schemes through development of the Raising the bar standards, H&S campaigns, and at H&S conferences. With key learning then passed onto my own Employer / and site based personnel whom I represent

provided consistent and industry leading standards for all to work to.

Raising my awareness of new initiatives, lessons learnt and best practice and then being able to share these with colleagues from across the business.

addressing day to day issues and working collectively

Raising positive Health and Safety best practice

Nothing noticeable

The overall ambition to collaborate in improving safety and well being

To be honest not something I can answer as I am not really aware of any significant initiatives, although I am sure there must have been some!

Highways England Toolkit collection

improved flow of information

Giving a clear message of the importance of Health and Safety to Highways England and the expectation that all should give it the highest priority. Useful insights and reports on topical and relevant issues.

Helped me understand current issues and opportunities

It was good to find out it was in existence.

Spelling out a consistent standard of what 'good' looks like.

None

standardisation of best practice across major projects

It has helped to increase H&S awareness of issues as presented by major projects

A consistent higher standard of Health and Safety amongst its suppliers, especially in MP. It has also created a strong sense of community amongst its participants.

We take the learning and information and share within our wider industry network including through our STOP Think! cascade publication

Reviewed RtB documents

They have produced documents in a easy to read and understand we pass this information to our company via a link through our company newsletter.

Improving standards & continual improvement of the Raising the Bar documents.

Raising the bar

structured guidance and the sharing of good practice e.g. raising the bar.

Monthly briefings.

Good best practice is shared across the industry.

Hopefully the HE passport system - but this is long awaited

allowed me to identify things like the campaigns and the major projects stuff that I didn't know about

Raised awareness

The Hub provided continual H&S improvement when little else was being done elsewhere.

Constantly reminds me to be vigilant as regards H & S issues

Highlighted some H&S issues

Involvement with raising the bar documents

Greatly improved communications between ALL parties, this also improves coordination of works activities... Thank you

Bought a tangible H&S focus to HE

Opportunity to discuss, shape and deliver the plan and other initiatives, encouraged to contribute, open dialogue and discussion, one team

Relationship building

Helping me to raise the standard of HS&W within Operations and our supply chain

A unification of requirements across all Delivery Partners

Sharing of best practice

Informative bulletins and alerts. Great comms

Broken down organisational barriers.

The raising the bar documents are very useful in getting to a single place of the truth on good practice.

An increased level of learning and awareness

Continual focus on Health & Safety to keep this top of everyone's agenda.

Minimum requirements in the Raising the Bar series of documents creates a basic expected standard.

It keeps safety at the top of the agenda

Good quality campaign information made available

Engaging designers in the issues of construction

the widespread use of raising the bar, and the challenge to up the ante

RTB outputs and improvement and alert distribution

Increased the overall H&S awareness within the HE site team.

Providing focus on particular risks through quarterly campaigns

Communication of H&S key issues

Awareness of issues

Developed common minimum standards across HE projects

.

Enabled traffic management health and safety issues to be addressed
campaigns

Very little exposure unfortunately.

Sharing of safety alerts

Better engagement.

Q10

Export ▼

What single thing would you change to improve the groups effectiveness ?

Answered: 67 Skipped: 26

review the number of safety forums that are in place and make sure they provide a coordinated input to the HUB H&S Group

Engage with Tier 2 more effectively

Nothing.

Wider sharing across the industry of strategy, action plans, initiatives and lessons learnt.

Focus on the major hazards present on each highways scheme, by visiting schemes with other members of the Hub H&S Action Group, to recognise and promote safe practices to be followed by ALL. The goal would be to ensure that standard operating procedures are adopted by all schemes, including maintenance, to reduce and control, those major hazards, i.e. working adjacent to and above live traffic

Make all the H & S information/outputs more accessible (e.g. we cannot access the Share link in the 5 Year Plan update) to improve knowledge share. Also why are all leads for initiatives/working groups selected from contractors?

More NDD input and design for maintenance influence opportunity

I would like to know what HE Operations engagement is planned. Who represents Operations in the decision making

It's visibility and impact. We are aware of a five year H&S plan and we see improvements in H&S across the industry all of the time but the clear linkage between them isn't necessarily obvious.

Reduce the volume of information to be more concise

Very much improved communication systems

Greater awareness of the group.

nothing

Take a better look at other industries H&S

There are many forums and depending on when people started on their project not everyone is aware of this forum. There is a focus through the Supply Chain portal but this is more externally focused - we should seek to make sure that HE staff are fully up to speed with their obligations so that they can ensure these are taken forward by the supply chain - a bit of a disconnect. H&S is a priority, and it seems that with every initiative or team another group is developed as they do not have visibility of what is already in place. More promotion of the work being undertaken, what is under investigation, what issues are the subject of a research project, what issues need to be researched. Hopefully this will give a backward, present and forward look approach. Then brand it and circulate it to everyone on the HE portal and the Supply Chain Portal, have the hub the central point for all H&S and any groups that are being set up should have some form of confirmation from the Hub to confirm communications back and forth - maybe the Hub can set out the Terms of Reference for any subsequent groups so that work is not duplicated. At the moment it is not clear, our suppliers are aware of the outputs and projects than the HE staff, if we are to be leading on this for HE then we need to be engaged.

More visibility. The ability to interact with the group and propose areas of focus.

For it to actually meet occasionally.

Need stronger powers as perception that HUB only relates to major projects and NOT NDD works

There has been little or no engagement with the wider highway maintenance community

Greater representation by designers and maintainers

Not sure but perhaps more cross sector learning exchange such as water, energy or rail sectors

More authority to make decisions

I have had no engagement with them, so a wider spread engagement would be better

The questions are not easily answered, for example Q2 "the group has been very effective....." On what basis is the effectiveness measured? What are the output measures? Have you established a robust connection between your work and improved safety? Q5 are the customers really MP and Operations? Surely customers are those doing the work who are most at risk and road users affected by the work?

less paperwork,

Smaller group of people who positively contribute. More structure to the meetings i.e. less on the agenda more focus on the relevant issues. Shorter meetings with the emphasis on improving Health & Safety. Funding for the members & time given to the members to review & revise documents.

More effective and visible communication.

Too many forums duplicating effort blurring the focus. confused as to what forum I should attend and prioritise.

More workshops to be held for the wider Major Contractor site based Health and Safety staff. 3 x a year possibly to provide updates rather than just via emails.

Group reacts and considers in general reactive KPI/ incidents and not proactive KPI's. The group take too long to agree and action solutions this needs to have time limits say 8 weeks to resolve and issue resolution. Too much time taken on asking opinions and not undertaking actions.

more visibility. Newsletter; email or similar; to advise progress on standards/topics, changes to docs/working practices

get maintenance service providers more involved

Cascade through business partners in H&S team

Be more aligned with the needs of the business (5YP), as in inform the HE H&S plan contents (evidence), support project delivery of the H&S plan. But recognise it needs to fit with a strategic/national approach across all H&S forums. There is a need to adopt similar national forum approaches for the other CDM duty holders (PD and Client) and for the Ops Dir. (former NDD).

Even more regular updates.

Appoint local reps who are kept well informed about the groups work and able to communicate this effectively

Needs to have a joined up approach with Operations (NDD), include operational issues in the raising the bar documents.

1. More on site audits would be an improvement. 2. Joint incident investigations, an open book approach, so all concerned can learn from incidents.

Make it focus on OD as well as MP and become the H&S delivery arm of HE

The 5 year plan needs to look at the early stages of "works" ie, Project briefs, optioneering, design considerations, the role of OD SDM's

More best practice sharing

Better communication and publicity about the work of and the outputs from the Hub

This group should be the single voice of the Client. There seems to be a competing Northern Hub which gives mixed messages

Wider engagement with Tier 2/3 suppliers

an equal spread of members across all the disciplines, so that design is given equal status with on site activities.

None. Keep up the good work

Involve regional H&S forums in problem solving.

Align the communications with a structure chart. There is a lot of different output with respect to H&S&W and it is not easy to understand how all of this communication data links to each other.

Reduction on paperwork and "printed" matter to review

More involvement of NDD colleagues and maintenance contractors.

Rotate the location of meetings around the country, other H E offices, to help spread of attendees.

Higher profile within HE

Greater dialogue in whole life issues.

ensure the raising the bar standards are included in the commercial negotiations

Effective agenda that is stuck to with not too many chiefs

Increase their effectiveness by accelerating improvement and not having to wait for HE senior management permission.

I think it is easy to be critical of the work that others do, there is also a risk of initiative overload. The group may be more effective by splitting responsibilities and sharing between the group. i.e. a Principal Contractor rep takes responsibility for sharing with the wider community and likewise with Designers. Trying to direct all things through a collective can lead to lack of direction and communication problems.

Targeted communication across all levels/grades to develop and encourage the correct behaviours and culture.

Better Communication

reduce paperwork volume all round. Get on with highlighting action to solve immediate issues, to an even greater extent. too much time wasted talking on peripheral and theoretical.

More timely communication on issues.

Get ALL tier one suppliers to participate. The current group is restricted.

Align it better and more formally with HE Business objectives and via National H&S Team

Better communication to the industry

Re-evaluate the stakeholder list and ensure everyone who can work on a scheme is involved from the beginning.

none

Stronger sponsorship.