

## Personal Statement/Profile

**Influencer:-** every person involved in managing, supervising, planning and controlling work has at least 1 formal safety and health management qualification to IOSH Managing Safely and/or CITB SMSTS from 6 day courses with addition to standard syllabus for company specific application of safety management systems. 1425 management and supervisory staff have been/are now properly qualified to undertake their safety management duties and responsibilities with no excuses.

**Innovator:-** created, implemented and monitored for effectiveness, a unique, new operatives on-site risk assessment and safety planning tool for 3,000 peripatetic and outdoor workers, usually not controlled by supervision, who are engaged in every business and industry sector in the UK economy. The simple 1 page risk assessment technique can be used for virtually any risk management situation or need in any business or industry - fact. Also I have a significant and lead role for the invention/creation of common 3 safety products commercially available in the UK and abroad for low height work access and high work rescue.

**Implementer:-** lead role in team for the successful accreditation to ISO 9001 – ISO 14001 – OHSAS 18001 – implemented for £1.5bn hard facility management joint venture contract for the MoD. 1<sup>st</sup> in the world to prepare ISO 45001 OHSMS system 2017 into 2018

**Improver:-** made a significant positive and legendary contribution to leading and lagging safety performance over 20 years to a business start with 1265 people, £45m turnover, £500k loss to 4,000 people, £450m turnover, £40m profit. TRIR down 99% - hazard spotting up 10,000%

**Infectious enthusiasm,** passion, resilience and personality to achieve not just best in class, but the very best you/we can be, by any metric anywhere.

## Professional Experience

Self-employed safety, health and CDM consultant	RSVP Safety Services Ltd.	July '14...
PriDE Safety Manager and Lead CDMc	SSE Contracting Ltd (PriDE) Secondment from SSEC.	2010 – 30/06/2014
Performance & Special Projects Manager	Scottish & Southern Energy plc (SSE)	2007 - 2010
Contract Safety Manager and CDM Planning Supervisor	Southern Electric Contracting Ltd (PriDE) Secondment from SSE.	2004 - 2007
Regional Safety & Environment Manager - England & Wales	Scottish & Southern Energy plc (SSE)	2001 - 2004
Group Safety Manager	SSE Contracting Group	1999 - 2001
Company Safety Manager	Southern Electric Contracting Ltd	1994 - 1999
Skills Training Centre Manager	British Coal Enterprise	1993 - 1994
Mine Statutory Undermanager	British Coal	1990 - 1993
Mine Safety Officer	British Coal	1990 - 1990
Mine Deputy	British Coal	1984 - 1990
Mine Worker	British Coal	1974 - 1984

### Academic Qualifications

Post Graduate Diploma Occ. Safety & Health	University of Greenwich	2004
NEBOSH National Diploma Occ. Safety & Health	Key Consultancy	1994
NEBOSH National Certificate Occ. Safety & Health	Astra Training Services	1993
2nd. Class Certificate of Competency - Mining Law	Durham Technical College	1985
HNC Mining Engineering	Durham Technical College	1984
Mining Technician	Durham Technical College	1981
Mining Craft Course	Wearside College of FE	1976

### Recent Vocational Qualifications & Courses

ENWS City & Guilds Managing Legionella in Hot & Cold Water Systems	City & Guilds NHS Training Centre	2009
ISO 9001:2000 Lead Auditor	Lloyds Register Training	2002
ISO 14001 Lead Auditor	Lloyds Register Training	2002
COSS & PTS	Network Rail	2002
British Coal Staff Development	British Coal Staff College	1992
Noise Measurement & Acoustics	British Coal Staff College	1990

### Professional Membership –

Institution of Occupational Safety & Health (IOSH)	Chartered Practitioner
Chartered Institution of Personnel & Development (MCIPD)	Chartered Member
Occupational Safety & Health Consultants Register (OSHCR)	Member

### Main duties and achievements:

#### **RSVP Safety Services Ltd. - Owner and Director.**

Developed triennial H&S training plan for the Wessex Group – a 3 year rolling programme of health, safety and environment awareness training for the operational workforce of 300 – savings of 50% on previous budget with a measurably better training outcome.

Developed OHSAS 18001 / ISO 45001 conforming H&S Management Systems Manual for the Wessex Group.

**MDA Space & Robotics Ltd** (formerly Neptec UK) – consultant H&S advisor – develop new OH&SMS suitable for the space research & development industry including robotics, lasers, hazardous chemicals and the wellbeing of highly skilled employees.

#### **PriDE - Safety Manager and Lead CDMc 2010 – 30/06/14**

Transferred back into PriDE to allow 4 full time safety team staff plus 1 CDMc consultant to leave.

Improved safety performance both leading and lagging indicators by 67% from 2010 to June 2014.

ISO 18001 and ISO 14001 accreditations both achieved, lead role in working party on PAS99 integrated management system, expected award late 2014.

Built up and managed team of 10 CDMc consultants for the contract from RLB, Capita, Gleeds and

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Interserve Consulting. New and refurbishment works increased spend from around £10m p.a. to £75m p.a. from 2010 to 2014. 6 major projects completed at RAF Brize Norton working both airside and technical side.

Lead CDMc for around 75 CDM notifiable projects per annum – value range from £250k to £50m.

Hard facility management and energy savings contract for 9 years value circa £1.5bn, 1,000 persons employed or contracted, 7700 assets including 220 listed buildings, 150 SSSI's.

Developed and run PriDE contractors safety workshops for 120 construction, design and maintenance contractors.

PriDE developed SHE management documentation is now standard within 70% of PriDE contractors QA systems.

Created and implemented the 'RSVP' concept of planning and controlling safety management from design to delivery and commissioning. 'RSVP' being relevant; specific; valuable; proportional.

Liaison with senior client directors and first report to PriDE board.

### **SSE plc – Performance & Special Projects Manager 2007 - 2010**

Research, develop, introduce and monitor the effectiveness of new safety ideas and initiatives into SSE group to improve compliance with legislation and SHE performance.

Main SHE initiatives and topics covered are:

- Business SHE Risk registers completed and recorded.
- Safe Driving Advisors employed and new driver assessment and permit to drive system planned and implemented, progress ongoing.
- COSHH risk assessment system through web based access system Sypol adopted.
- Point of Work risk assessments created for specialist activities, ongoing project to develop others for whole of SSE's business.
- CDM training course with supporting documentation developed and introduced to Power Systems managers and team managers.
- Control of Vibration at Work Regulations 2005 compliance project started and ongoing via SSE's main site plant provider.
- Ongoing responsibility for the PriDE contract (see below).
- Back to Basics risk assessment and safety awareness courses developed, implemented and ongoing across the whole of SSE's business.
- Company specialist asbestos and CDM advisor, started to create an asbestos management plan for SSE's businesses.
- Assisted SEC in introducing their Tri-Ennial training programme, and re-introduction of formal and accredited SHE training to CITB SMSTS level.
- Integration of Slough Heat & Power into SSE's business.

Managed a small team of Safe Driving Advisors and Safety Auditor Advisors.

### **PriDE – Safety Manager & CDM Planning Supervisor 2004 – 2007**

Bid for and were awarded the South East Regional Prime Contract for the MoD & Defence Estates originally £400m - grown to around £100m p.a spend. 1000 staff TUPE plus up to 500 contractors deliver the facility management contract. 96 sites and 7500 assets including mechanical, electrical and buildings maintenance, grounds maintenance, minor new works and core works. PriDE is a 50:50 joint venture between SEC and Interserve.

Integrated and created a hybrid safety management system from SSE, Interserve, MoD and commercial

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publications to guide, advise and manage the contract. Many of the standards, reports, methodologies and initiatives I developed and introduced have been adopted by the other UK Prime Contracts and SSE.

Introduced 'Zero Time' Incident reporting across the contract, now been adopted by SSE in the Half Hour reporting regime.

Researched asbestos and legionella management across the military estate finding systematic breaches, whole system reviewed, recreated and introduced. PriDE models adopted across the whole military estate.

Every member of staff in supervisory, managerial and controlling role has received formal, accredited and recognised safety qualifications to CITB SMSTS standard.

Responsible to the development and practical application of the CDM regulations across the contract as well as providing CDMc function to the contract. Access to specialist expert consultants from outside PriDE to assist in the delivery of the statutory duty.

Core works projects, designed, developed, constructed and commissioned include:

- New Boiler House refurbishment at Prince Philip Barracks, Deepcut
- Runway resurfaced, air ground lighting overhauled and aircraft landing systems installed at RAF Brize Norton.
- 2 x New instructors colleges and 5km HV ring main constructed at Pirbright.
- Up to 20 x CDM notifiable projects on the go at any one time.

New CDM forms, systems and procedures adopted by SSE. These were reviewed by the HSE during CDM compliance site visits to PriDE sites and commentary was "the best example ever seen of a simple but effective management systems".

### **Scottish & Southern Energy plc - Regional Safety & Environment Manager** England & Wales 2001 - 2004.

FTSE 100 Company, £5bn Turnover, 10,000 employees, 5.25 million customers, national cover throughout UK. Diverse portfolio of business streams from power stations and hydro electricity generation onto transmission, distribution and supply of electricity. 4 major customer service centres and a 3500 strong Mechanical & Electrical Contracting subsidiary business of SEC Ltd and Thermal Transfer (TT). SSE consistently achieve the best performance in Health, Safety & Environment management in the UK utility sector and are in the top 10 in the whole UK economy.

Report to Group Safety & Environment Manager, responsible for 4 man Safety & Environment Audit team.

Special project leader for major contract activities, Joint Venture companies and acquisitions including review due diligence processes, develop, implement and monitor effectiveness of Safety Management Systems. Work with JV teams (Fluor Daniel & Interserve Defense) in bids for contracts worth £750m for Network Rail and MoD.

SEC Contractor Assurance Case Manager working on Network Rail infrastructure. Developed and had accredited Assurance Case 2003.

Successfully integrated NEOS Networks telecommunication company into SSE after acquisition.

Principal company S.H.E. trainer, 800 from SEC & TT trained in company safety management and risk assessment system 2002 and, 1900 trained in environment management and driver safety 2003. Developed and deliver full week SEC & TT Apprentice Induction intake 75 per annum, 250 apprentices and trainees. Principal contractor assessor and 2<sup>nd</sup> party safety & environment auditor.

### **Group Safety Manager – SSE Contracting Group**

S.H.E. Manager & Senior Advisor to a 4,600 person Contracting Group consisting of SEC 3000 people, MPB a Utility Contractor with 600 people and Thermal Transfer (TT) a Mechanical Contractor with 1000 people including 500 contractors in 96 locations UK wide. National group based UK wide.

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Project Managed successful integration of S.H.E. Management systems for the three companies including policies, performance measurements, operating an advice line and support, monitoring and audit processes including the Group Safety Database.

Responsibilities for safety advice and guidance to Scottish & Southern Energy assets and facilities in England and Wales including 3 major Customer Services Centres, Simple2.com, the Electricity Distribution Network, Power Generation and Major Projects Division.

Developed Rail Contractors Assurance Case for Network Rail. Project S.H.E. Director for a £250m JV project SSE/Fluor to rebuild Electricity Distribution Network (Southern Power Upgrade) for Network Rail in Southern England over two years.

Senior Safety advisor to SEC E&I Division on complex Petro-Chem, Process and Pharmaceutical projects across UK.

### **Company Safety Manager/Advisor** SEC 1994 to 2000

S.H.E. Manager/Advisor to a 2,750 person (250 apprentices), £150 million UK nation-wide company at 65 locations. Peripatetic and outdoor workers provide every type of electrical contracting and engineering service, primarily to end user clients.

Developed the company Safety, Health and Environmental (SHE) Management System including: policies, planning mechanisms, organisation structure, safety systems and procedures, risk assessments, safety training regime, monitoring system, reporting, analysis, audit, communication and controls for this diverse business.

Implementation of the above Safety Management System reduced lost time injuries by 77% in real terms to achieving "World Class Performance". Near-miss/hazard reporting system introduced in 94' growth to over 10,000 hazard reports per annum to one of the best performers in this technique in the World.

Answer direct to Company MD and Board of Directors. Personally present S.H.E. performance reports to Board of Parent Company, Scottish and Southern Energy plc.

Developed and successfully introduced a bespoke unique risk assessment system for peripatetic and outdoor workers. Now lecture on the system to University of Greenwich Post and Undergraduates programmes and various professional institutions. Represent company in national and local forums including trade bodies, professional institutions, HSE, Environment Agency and many others. Several technical and safety papers published in trade/professional magazines.

Manage, direct and run a team of eight Training and Safety Advisors monitoring and policing the effectiveness of the company SHE Management system and providing formal S.H.E training including SHE assessment of sub-contractors and suppliers and provision of "Good Neighbour" advice and guidance to smaller companies. Set and manage budgets for salaries, costs and overheads for the department. Select, appoint and develop staff.

Every person in a management, engineering or supervisory function (about 600) has gained a formal Health and Safety qualification fully accredited, IOSH Managing Safely, including the Directors!! Monthly tool box and desk safety talks developed and introduced as part of informal SHE training plan. As a professional trainer, most SHE training is developed and carried out in-house.

### **Skills Training Centre Manager** British Coal Enterprise 1993 1994

Run all aspects of skill training centre with 12 trainer/lecturers taking 150 mature trainees in re-skilling after Coal Closure programme. Most training is to NVQ standards. Introduced BS5750 to training centre management process. Colliery closure programme caused move to Reading and SEC for new career.

### **Mine Statutory Undermanager** British Coal Corporation 1991 1993

5 Ayrton Senna Road, Tilehurst, Reading, RG31 4JQ Tel +44(0)1183 483697; Mob +44 (0)7875 574747, email: vince.butler@rsvpsafety.com. DoB 18 August 1958. Married 39 years, 1 daughter. Full clean driving license.

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SHE management with very prescriptive regulatory regime in a high hazard industry. Production, Process, Operations and Project management were all part of the job in a modern British Coal Mine. Managed operations of 450 men, a £27 million budget and £500 million investment. Mining Engineering, Mechanical Engineering, Electrical Engineering, Geology, Surveying, Ventilation Engineering, Logistics, Handling of Explosives were all core skills required as a Mine Undermanager.

**Mine Safety Officer** British Coal Corporation 1990 1991

Similar activities, role and functions to SEC safety manager. Such was the success of the implementation of ideas and initiatives resulting in the significant reduction in serious injury rates in a very short space of time, I was appointed as Statutory Undermanager. Salary doubled in one go.

**Mine Deputy** British Coal Corporation 1984 1990

Statutory responsibility for Safety, Health and Welfare of men, operations in a designated mine district. Statutory inspections, production targets and operations were the main functions. Use of explosives on a daily basis. European production record for thin seam mining achieved on my district in 1986.

**Mine Worker** British Coal Corporation 1974 1984

General underground work, coal production, machinery operation, tunnelling, maintenance and operations.

### **Pastimes, hobbies and out of work activities:**

Keen golfer playing off an 11 handicap, I had the great honour of being the Sandford Springs Golf Club Captain for 2008.

I travel all over the world trying to play the best courses and use every days holiday to golf somewhere really nice.

I work really hard at charitable activities, 2008 my personal efforts generated £13,000 shared between 4 deserving causes.

June 1<sup>st</sup> 2009 for 2 years I was the President of the Energy Supply Industry Sector (ESIS) of Prospect where I will be using my influence for improvement of relations with the Government and other interested bodies on topics like: balanced energy policy, SHE management, skills and training in our industry, pensions and benefits for all who work in this industry and many other issues.