



# G+ STAKEHOLDER FORUM 2024

## EVENT REPORT

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### 1. Overview

On the 7<sup>th</sup> March 2024, the G+ held its annual Stakeholder Forum in Paris, France. The event was attended by over 150 participants from across the industry.

Prior to the event, two webinars were held to enable greater access from all interested around the globe: Americas and APAC.

A highlights video for the event is [available to view here](#).

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Agenda

A screenshot of the event agenda table, showing a list of sessions with their titles, times, and speakers.

### 2. Webinars

#### 2.1. Americas

The Americas webinar was held on the 16<sup>th</sup> February, sharing the highlights and challenges through the development and construction phases of offshore wind in the US, from conducting surveys to building relationships with local stakeholders. Collaboration featured heavily in the webinar, referring to wider regions, regulators and companies as well as neighbouring industries, such as Oil & Gas. This collaboration across stakeholders represented the positive force of G+, an opportunity to learn and use the expertise that we have in the industry to create and promote good practice.

The recording of the event can be downloaded [here](#).

#### 2.2. APAC

The APAC webinar held on the 20<sup>th</sup> February began with a panel discussion on workforce competence in the region, addressing the skills required to meet suitable standards of health and safety. Challenges discussed included the inconsistencies across the sector as well as language barriers. Despite these, the strength of Japanese legislation and Taiwanese regulations was praised. The webinar concluded with the outlook that by reinforcing the foundations of health and safety at all stages of the project and with the support of successful countries within the region,

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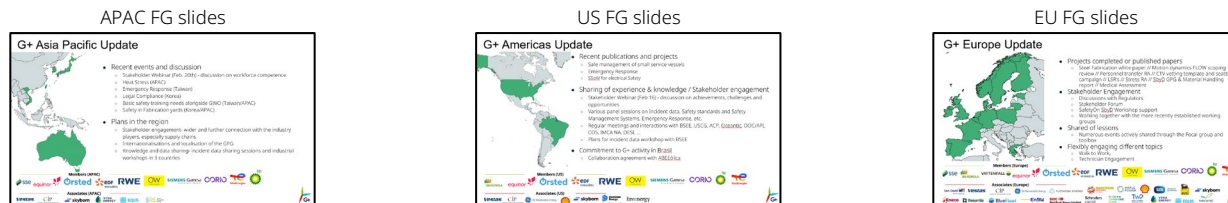
The recording of the event can be downloaded [here](#).

organisations will be able to collaboratively overcome these challenges to improve the health and safety of offshore wind farms.

### 3. Morning sessions

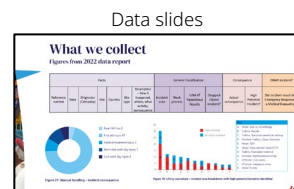
#### 3.1. Global update on activities

David Griffiths (G+ Chair) welcomed the audience and gave a brief introduction to the G+. He was followed by Kelly-Ann Ee (Chair of the APAC Focal Group), Scott Hewitt-Gudgin (Chair of the US Focal Group) and Garry Bradford (Chair of EU Focal Group) who presented on their respective FGs and activities.



#### 3.2. What is our data telling us?

Marcus Peters (G+ Board Deputy, RWE) presented the latest collated incident data, including the Q4 of 2023. He emphasised the importance of data reporting from the whole industry, to support and grow as a sector. 2023 saw an increase in reports, particularly from the construction phase with growing contributions from the Americas and APAC regions. Going forward, this is likely to continue to increase along with data on decommissioning. A top process which featured heavily was lifting, as well as transfers, particularly involving Walk-to-work incidents. Sharing the data via platforms such as Toolbox and events such as the Stakeholder Forum enables the industry to learn and progress.



#### 3.3. Panel session 1 – Regulation

Lisbeth Norup Frømling (G+ Vice Chair, Ørsted) moderated this panel session with Paul Bradley (HSE) and Cheri Hunter (BSEE). An engaging panel session with insightful contributions from attendees, the discussion highlighted the value of data and how it can be used to inform the industry and prevent future incidents, with a goal of being transferable, on a global scale. To achieve this, the panel agreed that a “transparent nature” was required in the reporting of incidents, including near misses. With this, it was also agreed that successes should also be celebrated across the industry. This highlighted the importance of collaboration throughout the sector, and the pivotal role G+ can play in drawing all players together.

#### 3.4. Panel session 2 – In conversation with the Industry Collaboration Committee

Giles Mackey (G+ Director, bp) moderated a panel session with Jakob Lau Holst (GWO), Ian Grainger (IMCA) and Josh Rogers (American Clean Power Association). Two key topics discussed in this panel included training and recruitment – key, interlinked concepts. This panel explored the availability and quality of training, from a global perspective as well as the need to recruit and retrain experts in the field. Throughout, the importance of

reporting to build on the data was emphasised, a responsibility for all employees at all stages of the project lifecycle.

### 3.5. Innovation Challenge: getting people home safe

David Griffiths (G+ Chair, SSE) and Clark MacFarlane (G+ Director, Siemens Energy) launched the innovation challenge. It involves the contributions of technicians, addressing the prominent health and safety challenges they experience on the frontline. The first challenge is looking at bolt installation in wind turbine generator construction. The competition will look to innovators to submit ideas for novel ways of completing the installation that makes it safer for the workforce. Siemens Gamesa are leading the competition with the G+ and Innovate UK.

Innovation challenge slides



## 4. Breakout sessions

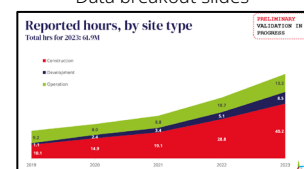
The attendees selected 2 topics from the 8 available breakout sessions. All sessions started with a short presentation followed by discussion. Slides are available for all to access, the points raised during the conversations and next steps for the industry/G+ listed are summarised below.

### 4.1. G+ data

Facilitated by Frances Kelsall, Scottish Power Renewables, Mariana Carvalho and Edwin Sheppard, G+.

Within the session, the audience and speakers discussed the need to expand the scope of data collection, a much-discussed suggestion was to include data on the work experience of the workforce. This was seen as critical by some attendees considering the expected number of new entrants into the industry in the very near future. The facilitators understood the need, however urged caution both around the practicalities of collecting such data (from legal aspects to where it sits within companies) and around the inferences potentially made (e.g. should an injured person be new to the industry, are we implying they are at fault for their own injury). However, it could be possible to correlate the G+ dataset with other datasets tracking such information.

Data breakout slides



Edwind Sheppard also took the opportunity to present updates to analysis being performed (greater use of historical data and the relationships between categories), and the updates to the PowerBI dashboards which will be made available when the 2023 annual report is published (expected 10 June 2024).

### 4.2. Physical capacity

Facilitated by Dan McKinley, Iberdrola, Gemma Milligan, University of Portsmouth, and Beate Hildenbrand, G+. Topics discussed:

- The development of the Physical Capacity Assessment (PCA), a tool to determine fitness to work.
  - o Based on the essential tasks of the job and is complimentary to the new G+ medical.

Physical capacity breakout slides



- Currently the PCA is aimed at service technicians, future variations would cater for different roles.
- A predictive selection test (PST) does not look or feel like the job, as a result there have been cases where workers do not appreciate its purpose.
  - For this reason, direct task simulation (DTS) and direct task measurements (DTM) are better received, because of the direct link to the job. The discussion showed that resistance to change is often a hurdle and without clarifying the pitfall of the alternatives there will always be doubts of the need for this.

Next steps/thoughts for future G+ work:

- Finalise and address adverse impacts identified.
- Aim to publish at the end of Q2
- To be applicable to all roles.

#### 4.3. Safe by design (including Materials Handling Equipment)

Facilitated by Matt Skidmore and Ellie Wilson, Worley. Topics discussed:

- How do we implement good practice to ensure risks were mitigated across the project?
  - Through the collaboration opportunities provided by G+ and forums to bring people together.
  - Ownership is on individuals to inform suppliers of the safety developments, as well as suppliers to proactively seek the guidance.
  - The principles should be applied throughout the project lifecycle.
- How does the guidance fit with existing standards and requirements?
  - The guidance is intentionally high level, yet not overly specific, to avoid conflict with existing specifications and guidance. It forms a generic basis rather than strict certification of design.
  - It is important to define categories within the GPG for clarity, as organisations utilise different terminologies throughout their design.
- A structured design process was voted as most recommended in terms of the process with the highest impact.

Safe by Design slides



Next steps/thoughts for future G+ work:

- Upcoming webinar to launch the guide and provide an overview of the maturity matrix.

#### 4.4. Welfare

Welfare slides



Facilitated by Garry Bradford, G+ Board Deputy, EDF Renewables. Topics discussed:

- The 2 incidents of welfare contravention in the last couple of years by HSE for edf.
- Instances of workers falling asleep on the job.
- 7 recorded occurrences of stress at edf.



Take aways:

- The need to proactively engage with the workforce. It is imperative to solve this issue if the industry is to successfully employ a larger female workforce, to work towards equality and supporting wider vulnerabilities. This includes more than merely considering toilet facilities and should be futureproof, considering cross industry collaboration.
- Greater focus is required from the regulators.
- A cost/benefit analysis should be undertaken to establish the standard to aim for and a plan to implement it. This could involve trial data.
- Consideration towards additional training regarding personal hygiene.
- Incorporate the entirety of the wind farm, this issue is not specific to the WTG alone.

Next steps:

- Collaborate with SafetyOn and potentially incorporate Innovate UK.
- Take a holistic approach, acknowledging the differences between sites.

#### 4.5. Vessel safety

Facilitated by Anthony Milligan, Scottish Power Renewables, and Richard Pargeter, Ocean Winds. Topics discussed:

- The slogan used for the CTV videos and posters - "Why risk it, just click it."
- The RUK document has experienced considerable pushback in other countries.
- The new VSG is intended to have a pictorial style rather than descriptive.
- Data and reporting considerations –
  - o Largest trend is found to be involving asset damage, thought to be related to competency levels. This definition was also determined to be too broad within incident reporting.
  - o A key error occurs in misclassification, inputs need to be accurately categorised.
  - o Toolbox provides a free, accessible hub for the industry to learn from incidents.



- An outcome of this debated topic is the new WTG/vessel interactions workstream.
- Higher rate of injuries during the O&M phase and during mobilisation and demobilisation. During O&M it was suggested that there is a higher exposure to the related risks. Meanwhile the incidents occurring while mobilising and demobilising were thought to be linked with human factors, such as cutting corners and experiencing stress/fatigue, resulting in a higher severity of injuries.
  - o This was thought to be enhanced by the background of operators, particularly those new to the industry and conditions where careful planning and training is lacking.
- Risktec have developed the CTV risk assessment, currently under consultation.

Next steps/thoughts for future G+ work:

- Aiming to complete the VSG by the end of the year - contact the G+ to get involved in this work group.
- Need to establish clear standardisation across the industry, globally.
  - o This includes a top-up checklist.
- There should be opportunity for the document to include a layered approach throughout the vessel's usage, such as health and safety inspections and surveillance.
- The tonnage box should be included in vessels (above or below 500).

#### 4.6. Steel fabrication

Facilitated by Rupert Guthrie, Iberdrola, this breakout session introduced the purpose of the workstream and shared the recent release of the white paper. Topics discussed:

- The possibility for safety standards to be connected with third-party certification or manufacturing certification/standards.
- The need to widen the scope of data collection, to learn more about incidents in the yards.
  - o Can the G+ data be expanded to include collection from the fabrication yards or contractors?
- Emphasis on the needs to engage with the fabricators regarding this topic.



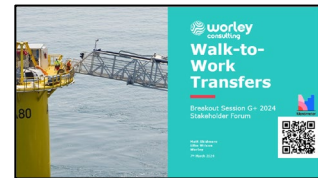
#### 4.7. Walk-to-work and personnel transfer

Walk-to-work and personnel transfer slides

Facilitated by Michelle Ruane, G+ Board Deputy, SSE, followed by Matt Skidmore and Ellie Wilson, Worley. Topics discussed:

- Common themes identified between incidents –

- Unexpected movement; unexpected retraction; disconnection; and asset damage. The audience voted unexpected retraction and disconnection as the most prominent risks.
- Data improvements –
  - System malfunction should be investigated as a cause category. This led to a consensus on improving the specificity of categorisation, expanding the data to capture the number of operations as well as incidents to provide more context.
  - Collecting data on the number of transfers and number of unexpected retractions would help generate an accurate representation of the risks.
- Insufficient training was heavily discussed, referring to operator experience specifically and the wider need for consistent training throughout the process.
- The potential for rapid gains to be made by addressing basic gaps such as the visibility and audibility of systems/alerts, in all weather conditions.
- A review of the risk of entrapment should also be undertaken.
- The oil and gas industry should be considered as an opportunity to adopt successful techniques and strategies.



Next steps/thoughts for future G+ work:

Upcoming workshop in April in London, will feature content generated from this session.

#### 4.8. Electrical safety and Wind Turbine System Safety Rules (WTSSR)

Facilitated by Aamir Shahzad, Vestas, and Joe Cunningham, Energy Transition Group.

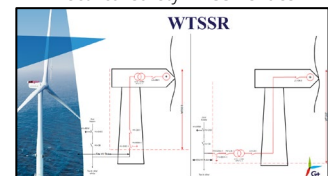
##### 4.8.1 G+ Electrical Safety work programme

Joe Cunningham provided a brief overview of the G+ Offshore Wind Electrical Safety work programme, highlighting the workshop held in September 2021 by the G+ US Group, the objectives from the workshop and key action items for G+ that arose:

- Develop an **arc flash labelling framework** that outlines key reference documents, a clear process for determining label content and placement, and highlights the trade-offs associated with the timing and owner of label placement.
- Convene a working group to **discuss and advance issues related to Safe System of Work** and **to draft a framework outline for an electrical safety program**.

The arc flash framework has since been developed and aims to act as recommended good practice for the performance of arc flash hazard control, by defining timelines and responsibilities to produce arc flash analysis data and, following the production of such data, details on the format, style, and application positioning of the required warning labelling.

Electrical safety WTSSR slides



##### 4.8.2 Wind Turbine System Safety Rules (WTSSR)

Aamir provided an overview of the Wind Turbine System Safety Rules (WTSSR) (including nine supporting procedures) which are currently being drafted by the Operational Safety Rules Group (OSRG). The aim of the WTSSR when implemented correctly and appropriately is to:

- **Represent industry good practice for safeguarding employees from the inherent dangers that exist from installed electrical and mechanical equipment in wind turbines.**
- **Assist in the development and application of safe systems of work in a consistent manner.**
- **Provide a robust approach to demonstrating legal compliance with relevant health and safety regulations.**

Next steps

Discussion during this breakout session highlighted key points including the importance of training and competence in a growing industry - for both LV and HV rulesets.

It was also noted that three workshops will be held each with a different focus as outlined below:

- Workshop 1: WTSR – challenges and solutions of implementing and applying the rules within the UK.
- Workshop 2: European workshop to establish what industry (onshore and offshore) sees as a “gold standard” for a Safe System of Work (SSoW).
- Workshop 3: US workshop to discuss and advance issues related to SSoW, including addressing gaps and aligning standards, terminology, and certifications.

**The output for the workshops will help achieve an industry consensus on best practices for a SSOW across international operations by supporting with the assessment and alignment of the SSOW with governance and regulations and project requirements.**

## **5. Conclusions**

Pavlo Malyshenko (G+ Director, Vattenfall) hosted the final panel, reflecting on the key takeaways from the 8 breakout sessions as well as discussion from the audience.

David Griffiths (G+ Chair, SSE) concluded the event, thanking the hosts, speakers and attendees for their energy and enthusiasm throughout the day. His closing remarks featured 3 key terms for all in attendance to takeaway - “Collaboration, Engagement and Community,” the backbone of G+ and the collective goal to get everyone home safe.