

CASE STUDY

WSP UK Ltd | SPaTS2 Hearts & Minds workshop

Introduction

SPaTS2 (Specialist, Professional and Technical Services) Framework is the successor to National Highways SPaTS framework, to provide technical consultancy engineering advice, research, innovation, post implementation evaluation and procurement advice.

It runs for 4 years from July 2020 to July 2024, uses NEC4 Professional Services Contract and is open to National Highways, DfT and other public-sector organisations.



Overview

WSP have been appointed by National Highways on the SPaTS 2 framework. To undertake tasks in line with the following scope.

Scope covers 26 key requirement areas:

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| • a) asset operation, maintenance, assurance and performance | • n) intelligent transport |
| • b) business support | • o) management information systems |
| • c) communications and data transfer | • p) network resilience |
| • d) customer insight research, market research and publicity | • q) pavement engineering |
| • e) design standards manuals and departures | • r) pilots and trials |
| • f) economics, statistics and transport modelling | • s) post implementation evaluation |
| • g) enforcement policy | • t) quality management |
| • h) environmental | • u) risk and value management |
| • i) geotechnical engineering | • v) road user behaviour |
| • j) H&S, security, road safety and vehicle restraint | • w) strategic transport planning and policy |
| • k) highway structures | • x) sustainability |
| • l) identity & image | • y) traffic signals and road lighting |
| • m) incident management and traffic officer service | • z) transport engineering |

is it impretitive that WSP understands the H&S culture at the framework level in order to drive improvements across the framework.

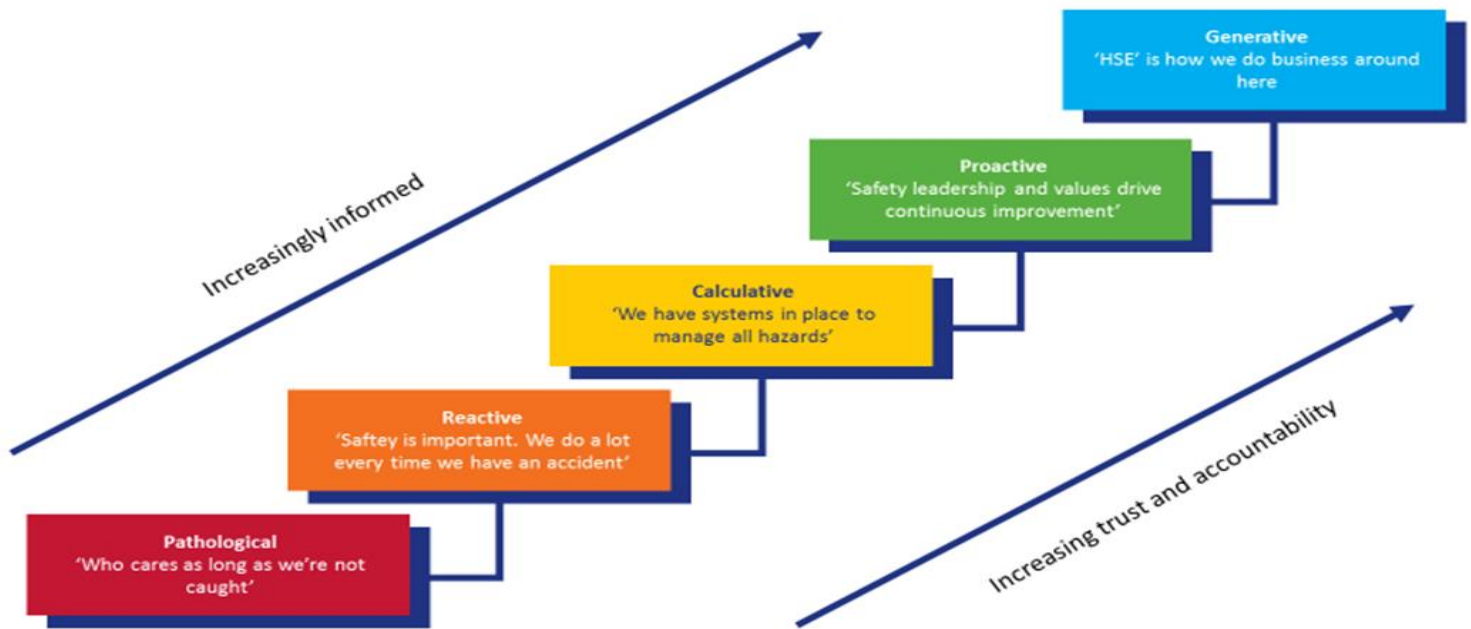


Challenges

- Large number of different tasks under the framework
- Large number of supply-chain partners to deliver SPaTS2 tasks
- Understanding the H&S culture across the framework and where improvements can be made

"Keeping you safe and well is our number one priority"





Action Taken

We ran a workshop to evaluate H&S cultural maturity using the Energy Institute Hearts and Minds cultural maturity tool. The cohort was nominated from across the WSP SPaTS2 framework this included members from different disciplines within WSP, and various levels within the organisation. The workshop was delivered in line with the Energy Institute guidance using the base presentation material and question booklets. Following the introduction the delegates completed the 23 question booklet and then discussed their answers in small groups. The data was captured and input into the spreadsheet which scored and aggregated each question in line with the 5 stages of the model. This was followed by an interactive feedback session with the group for a wider discussion. And to pinpoint why the delegates had answered the way they had, and if things required an improvement what did they think would address their issue to improve their perception of H&S cultural maturity.



Contact:
John Pilkington
+44 7721 631 849



Email:
john.pilkington@wsp.com

home
safe
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Results

- Excellent interactions at session
- 100% positive response to the workshop process
- Engaging discussions around culture perception and how this “feels” in WSP.
- Predominantly Proactive culture identified on SPaTS2 framework within WSP.
- Actions identified which will help raise cultural maturity to the next level.
- Following the success of the workshop this is being viewed to potentially be rolled out across the whole WSP Transport & Infrastructure business unit.

