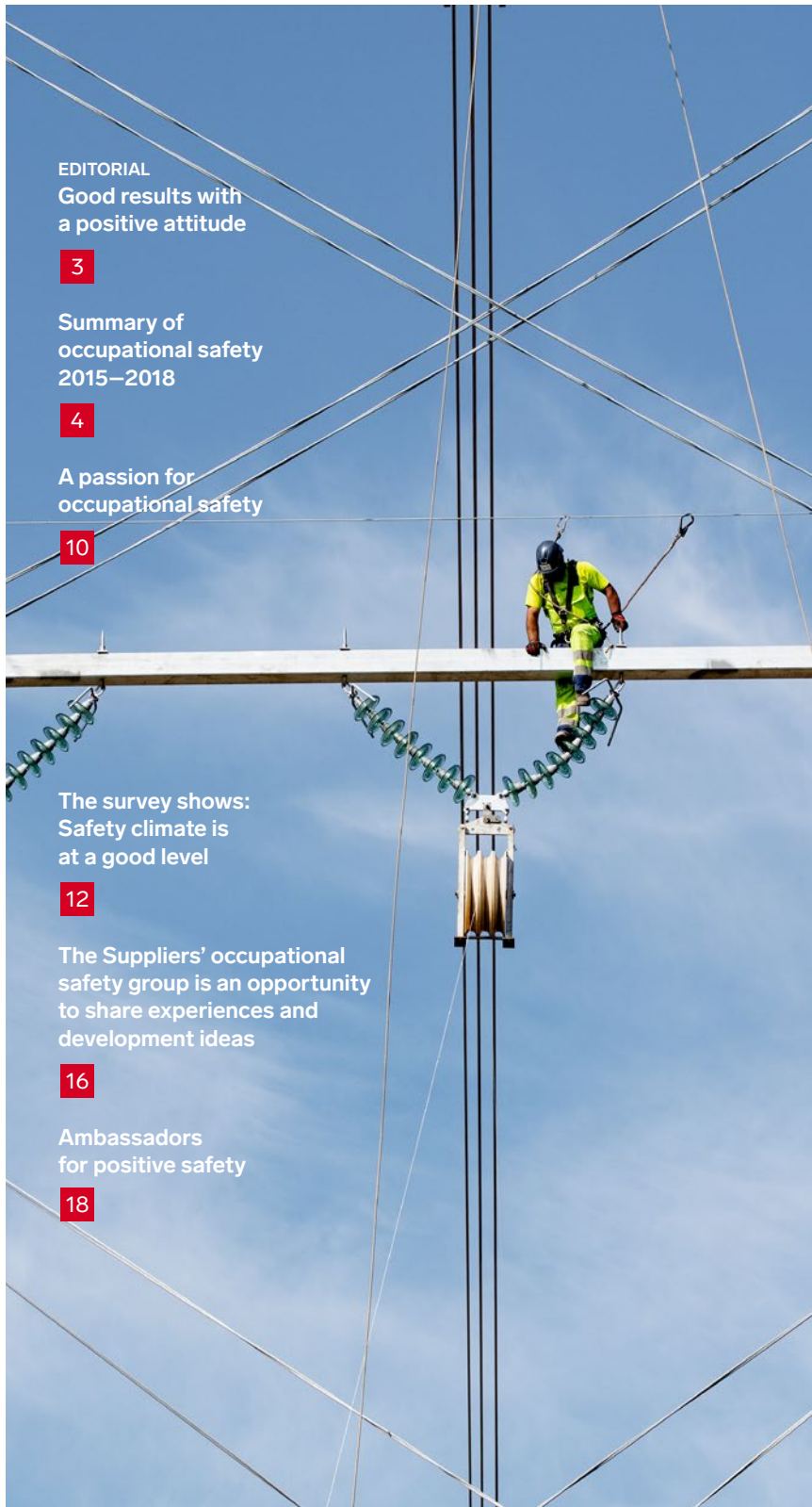


# Safety on the lines



**DEVELOPING  
OCCUPATIONAL  
SAFETY  
POSITIVELY**



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## Safety on the lines

Fingrid's Oyj's occupational safety publication for service providers 2/2018

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**Cover photo**

Tomi Parkkonen

### Contact us!

We are continuously striving to improve our operations concerning occupational safety. Occupational safety affects us all, and we wish to improve safety in cooperation with suppliers. All feedback is important. Please send any ideas for articles, tips for development and feedback on the magazine to

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## EDITORIAL

## Good results with a positive attitude



Photo: Matti Immonen

**B**ased on audits and monitoring visits, we are very pleased to declare that the majority of our worksites have outstanding safety practices and attitude. The lost-time injury frequency for this year has remained moderate and, at the time this editorial was written, it looks like we can reach our interim target for the year – less than five accidents per one million work hours. However, there have been an unfortunately high number of claims and consequences related to occupational safety – especially among subcontractors and work groups operating at the work site for a short time. We still have room to improve in this area and ensure that the basic conditions are in order.

Traditional monitoring still has its place, but the best and most permanent way to develop an occupational safety culture is through a positive approach: training, advance planning, sparring and encouragement. The importance of attitude cannot be overemphasised. Safety leadership through fear of consequences and stricter monitoring is a short-term solution that mainly serves as a stimulus. Instead of focusing on sanctions, we need to speak more about

playing rules that create a spirit of occupational safety to which the client and suppliers make a joint commitment.

Communication and induction at the worksites should focus more on explaining why different protective equipment and precautionary measures are required. It's easier to comply with rules when everyone is aware of the reasons behind the requirements. In the long run, this is a matter of caring – even when intervening in unsafe work. Let's work together to achieve more positive communication related to occupational safety!

Safety observations are an important part of anticipation at the worksite. If you see a problem or realise how something could be done in a safer way, please mention it. We're launching another safety observation campaign in conjunction with the publication of this magazine, and of course we hope to receive as many observations and initiatives as possible. Read more about the campaign on the back cover of this magazine. Wishing everyone a safe and pleasant autumn!

**Daniel Kuosa**, Construction Manager, Fingrid Oyj



# SUMMARY OF OCCUPATIONAL SAFETY 2015–2018

**Towards zero accidents**

Text Karri Koskinen  
Photos Tomi Parkkonen

2018 has been favourable in  
terms of occupational safety.

The level of occupational safety at Fingrid worksites has improved during 2018. Two lost-time injuries have occurred so far, and fortunately neither was serious. However, a lot of risk factors and near miss situations have been reported at the worksites. Positive safety observations have also been made and occupational safety matters have been actively reviewed with employees during safety toolbox talks.

We are continuing to develop and maintain occupational safety in cooperation with suppliers. Continuously working together and good attitudes have made this year's positive development possible. However, we shouldn't assume that all is well in terms of occupational safety. In the last two years, the majority of lost-time injuries have happened between August and December. Achieving the zero accident target requires patient work and consideration of occupational safety every day.

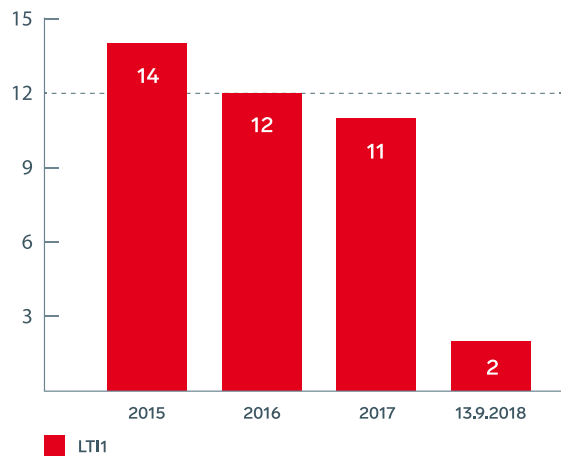
**” The fact that there has not been a single serious accident so far is very positive.**

This year, we have an opportunity to keep the number of occupational accidents much lower than in previous years. The number of lost-time injuries averaged 12 per year in 2015–2017. In terms of this year, the fact that there has not been a single serious accident so far is very positive. The number of serious accidents averaged 3.5 per year in 2015–2017.

### THE NUMBER OF LOST-TIME INJURIES IS DECREASING

Two lost-time injuries have occurred in 2018. In April, an employee suffered a wound on the arm during foundation casting and in March an employee fell from a height of 2–3 meters in conjunction with installation of an overhead ground wire. The employee was lifted into the air when the overhead ground wire detached from the excavator and suffered minor fractures in both legs. This situation had the potential to be a more serious occupational accident.

**Lost-time injuries**  
1.1.2015–13.9.2018

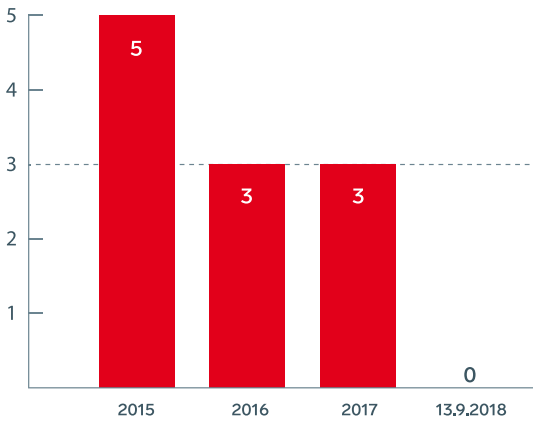


There were a total of 39 lost-time injuries between 1 January 2015 and 13 September 2018. This figure also includes all serious occupational accidents. About half of lost-time injuries have occurred in transmission line projects, one-fifth in substation projects and one-fifth in transmission line maintenance. Single lost-time injuries also occurred in substation maintenance, a reserve power plant project and a transformer dismantling project. Three lost-time injuries involved Fingrid's own personnel. Most of the occupational accidents were caused by slipping, tripping, crushing under/between moving objects and falling. About half of the accidents caused injuries to the leg while arms and fingers suffered the next largest number of injuries. The most of the occupational accidents happened on Tuesdays and Wednesdays.

The serious lost-time injuries that occurred at Fingrid worksites in 2015–2017 were the result of falling and crushing and fractures caused by heavy moving objects. During these three years, a total of 11 category A occupational accidents occurred. The majority happened in transmission line projects. About half of them involved falling and half were related to crushing under or between heavy structures and objects. In some of the falling accidents, fall protection equipment prevented more serious injury to the employee.

→

**Lost-time injuries in the severity category A**  
1.1.2015–13.9.2018



The saddest of these falls was last year’s tragic accident in which a transmission line worker died immediately after falling 16 meters from a tower. A fall also occurred when dismantling a protective scaffolding at a cross-over. The tower of the protective scaffolding fell over while the employee was at a height of about 3 meters in the tower. A fall of just half a meter in a tower while wearing fall protection caused a serious occupational accident, because the employee hit a diagonal beam during the fall and this caused a back injury. Crushing incidents occurred when opening a steel beam package, assembling a tower and installing a crane jib. Single serious occupational accidents also occurred in substation projects, transmission line maintenance and transformer dismantling. These accidents were caused by falling from a circuit breaker maintenance platform that was being assembled in a substation project, a horizontal brace hitting an employee’s leg while it was being pulled out of the forest during transmission line maintenance, and part of a transformer that was being dismantled hitting an employee in the chest. A Fingrid expert was also seriously injured after receiving an electric shock from a cable terminal.

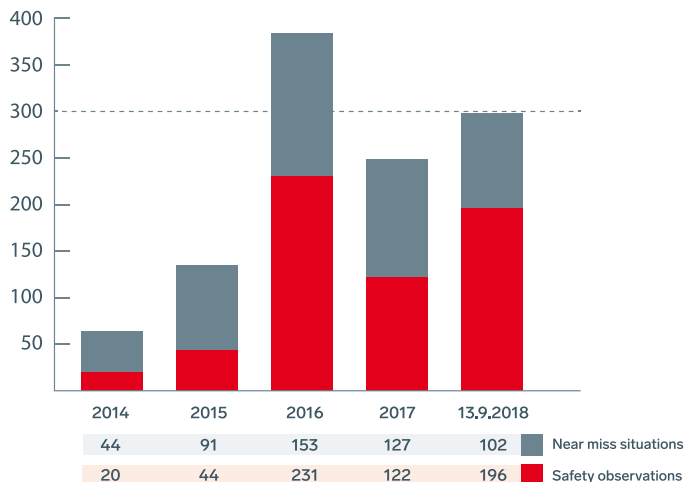
**DANGEROUS SITUATION NOTIFICATIONS HELP WITH DEVELOPMENT WORK**

Approximately 300 dangerous situation notifications have been made so far in 2018, the majority of which were safety observations. In addition to safety observations, near miss situations are included as dangerous situation notifications. The aim for 2018 is to receive at least 400 dangerous situation notifications, and we hope that most of them will be safety observations. About 250 dangerous situation notifications were submitted in 2017.

It’s important to report all near miss situations and risk factors to the contractor. Developing occupational safety is continuous and long-term work. Dangerous situation notifications help us to further develop and improve occupational safety. Remember that you can also make a safety notification about positive matters. Observations and notifications can be submitted at [www.fingrid.fi/havainto](http://www.fingrid.fi/havainto).

A total of 18 near miss notifications have been classified in the more serious A category in 2015–2018. There have been so far 3 of these in 2018. One occurred at Olkiluoto substation when a current transformer exploded and caught fire. Fortunately there was no one in the substation at the time of the explosion. An equipment fault also occurred at Tammisto substation when one of the insulators on the reactor circuit breaker was damaged. This event did not cause any problems on the high voltage side, but live parts remained within touching distance of the circuit breaker, which presented a significant risk for troubleshooting

**Dangerous situation notifications**  
1.1.2015–13.9.2018



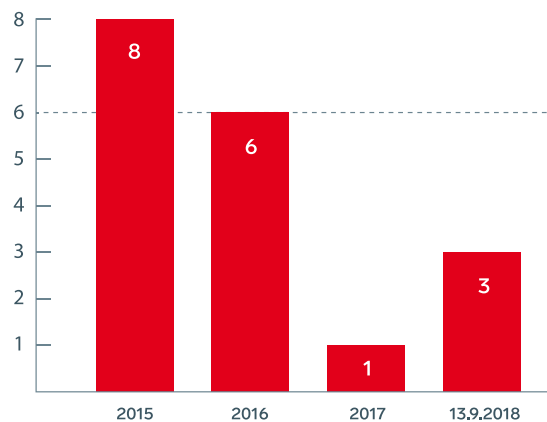
performed in the dark. The possibility of device failure means that it is important to avoid all unnecessary presence in switchyards. Restoration switching to the main grid performed by a connecting party without permission from the Main Grid Control Centre also caused a serious risk. There were eight serious near miss situations in 2015, six in 2016 and only one in 2017. These near miss situations were associated with, for example, working at height, blasting work, installation of additional earthing, hoists and dismantling work.

This year we have had to intervene in unsafe activities at several worksites, and the number of notices issued has been increasing in comparison to previous years. It is important that everyone working at Fingrid worksites observes the common occupational safety regulations. We want to see the safety culture at Fingrid worksites reach a level where it is no longer necessary to issue warnings to anyone. Every person at Fingrid worksites has the right and obligation to intervene in any unsafe activity that he or she observes. Intervention means caring about others and it can save your co-worker's life.

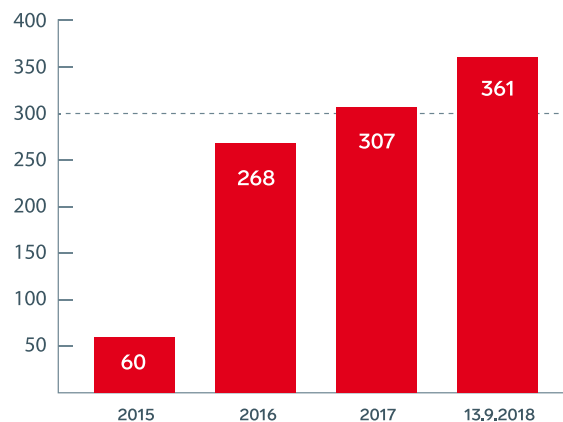
**” Intervention means caring about others and it can save your co-worker's life.**

As a result of the accidents and risk situations that have occurred, every person must pay close attention to safe working methods, safety planning for the work, and the conditions and work that cause the greatest risks, such as working at height and electrical safety. The theme for occupational safety in 2018 is “It's all about attitude”. This means that each person has to take responsibility for their own safety and that of their co-workers. We need to talk to co-workers about the importance of occupational safety in a respectful and positive manner. Let's make sure that everyone understands the ultimate purpose of occupational safety work and that every person working on a Fingrid worksite gets home safe and healthy at the end of each work day. Thank you to everyone for the valuable work that you have done to promote occupational safety this year. Towards zero accidents – let's do it together!

**Serious near miss situations**  
1.1.2015–13.9.2018



**Safety toolbox talks**  
1.1.2015–13.9.2018



The theme for occupational safety in 2018 is “It’s all about attitude”.

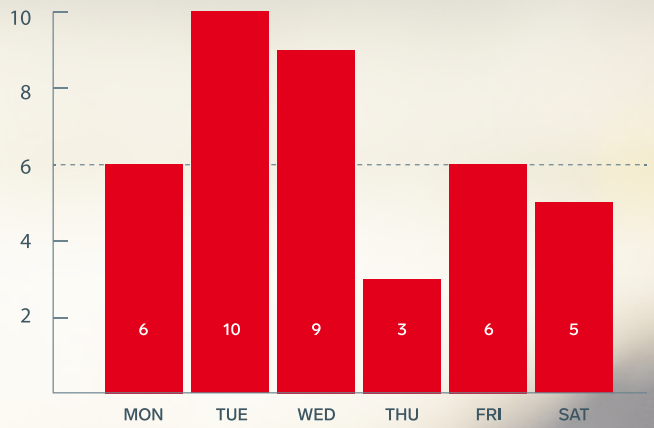




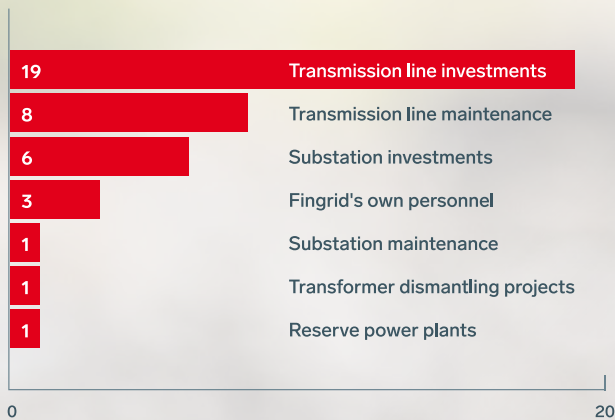
**Lost-time injuries according to time of day**  
1.1.2016–13.9.2018



**Lost-time injuries according to day of occurrence**  
1.1.2015–13.9.2018



**Lost-time injuries according to worksite**  
1.1.2015–13.9.2018



**Lost-time injuries according to injured body part**  
1.1.2015–13.9.2018



# A passion for occupational safety

Text     Markku Pöysti  
Photo    Miika Kainu



**Markku Pöysti**, who began working as an occupational safety expert at Fingrid in the summer, caught the “occupational safety bug” while working as an industrial safety manager in the electricity distribution network and telecommunications sector. He promises to take an inclusive, sparring and consistent approach to promoting safety matters at Fingrid worksites.

**H**ealth and well-being are certainly very important to every one of us. This is closely linked to well-being at work and occupational safety. We all want to be healthy and refreshed when we get home to our loved ones. The work done at Fingrid sites sometimes involves hazardous locations and work phases. Even the process of getting to work involves certain risks: it's not always easy to move around the sites and transport equipment and goods. In practice, we have to be alert all day long.

During the summer, I began working as an occupational safety expert at Fingrid. Occupational safety has been close to my heart for several years. I first realised how important this area is while working as an occupational safety manager for an electricity network and telecommunications contractor. During this time, occupational safety became one of my passions and I really enjoy learning more about it.

I will also be trying to share this passion with the people and partners that I'll be working with in the future. My work is very much focused on being in the field and I'm sure that I'll see many of you at our worksites. My style of working is inclusive and sparring, but one thing is very important in terms of myself and others. If we agree on something, we also stick to it. My motto is “be demanding, fair and consistent”.

### **SAFETY IS A CONTINUOUS PROCESS**

My only main goal can be to have no accidents at Fingrid worksites – and that applies to large or small accidents. Achieving this goal will require effort from each and every one of us. Just remembering that our own actions affect not only ourselves but also others will go a long way. Observing instructions, keeping our eye on the ball, and reporting good

operating methods and safety observations will allow us to identify emerging risks, prevent accidents and reach our goal more quickly.

I'm sure all of us know that it's not enough to simply reach the goal – safe activities are a continuous process of self-development. That's my other goal at our worksites: I want as many people as possible to understand that safety thinking shouldn't stop at the end of the working day. It can also be extended into free time.

**” I'm really looking forward to visiting the worksites and I hope I can help all of us achieve the target of zero accidents.**

I'm really looking forward to visiting the worksites and I hope I can help all of us achieve the target of zero accidents. During the worksite visits, we will make MVR (land and water construction) measurements together and consider different way to assess risks and their significance in terms of practical work. I will strive to find good performances at our sites, share good practices and also reward them, and monitor operations to ensure that the common rules are observed.

The dark autumn period will already be close at hand when this magazine is published. Remember how important it is to wear reflective clothing and keep them clean. Falling leaves can also make the roads and terrain unexpectedly slippery. It won't be long before the first frosty weather arrives either. Check the condition of winter tyres and book appointments to have them changed in good time. Winter is coming this year as well – sooner or later.

See you in the field! ■



## The survey shows: Safety climate is at a good level

Text      Henriikka Kannisto,  
            Finnish institute of occupational health

Photo     Tomi Parkkonen

In autumn 2017, Fingrid performed a safety climate survey for suppliers and subcontractors working at substations, transmission lines and reserve power plants. The results of the survey were good, but there's always room for improvement.

**T**he safety climate survey was carried out as a questionnaire with the aim of determining the personnel's perceptions and experiences of occupational safety matters and how they are handled as well as safety management. Fingrid wanted to use the survey to identify the strengths and development areas of the safety climate and possible differences of opinion between operators, which will make it possible to properly target the development actions. The research method used in the safety climate survey was adapted from the Nordic Occupational Safety Climate Questionnaire (NOSACQ-50) method, which was developed by a Nordic working group of work environment specialists.

**The survey included nine themes, each of which describes a different area of the safety climate:**

- Management commitment and ability to provide leadership
- Management safety justice
- Management delegation and empowerment
- Employees' commitment to safety
- Employees' safety prioritisation
- Learning, communication and trust
- Trust in efficacy of safety systems
- Fingrid's commitment and ability to manage safety as the client
- How Fingrid as a client delegates and empowers

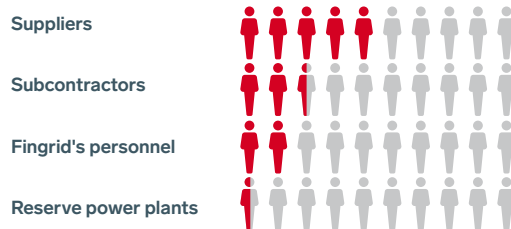
Safety climate is an interesting topic in terms of safety development, because research shows that companies with a good safety climate have less accidents than companies with a poor safety climate. The safety climate at a workplace affects all of our activities, from the employee level all the way to managers. The aim in safety development is for

different groups and operators to perceive safety matters and their management in a similar manner – in other words, a common and shared safety climate. Another aim is to find a balance between different parts of the safety climate. It becomes more difficult to develop safety and create safe operating methods if views differ greatly or one area is clearly weaker than the others.

### THE RESPONDENTS WERE SUPPLIERS, SUBCONTRACTORS AND FINGRID PERSONNEL

A total of 488 respondents took part in the survey, about half of which represented Fingrid's suppliers. Approximately 25% were subcontractor personnel, Fingrid's personnel accounted for 20%, and 7% of the respondents came from reserve power plants.

#### 448 respondents



It's important to know which personnel groups the respondents come from, because in many cases the groups view safety matters in different ways. The largest group in this survey was employees, who accounted for 40% of all respondents. Project management representatives totalled 13% and middle/upper management 15%. A total of 26% of respondents were experts and 7% were planners. All in all, 40% worked in maintenance and 60% in investments/projects.

### ROOM FOR IMPROVEMENT IN EMPOWERMENT AND PRACTICAL PRIORITISATION

When examined as a whole, the results of the safety climate survey were at a good level. The highest grades were achieved in the areas of employees' safety commitment, learning, communication and trust, and Fingrid's commitment and ability to manage safety as the client.

→

The lowest grades – although still good – were achieved in management empowerment and safety justice and how employees prioritise safety in practice. In fact, this is one characteristic of the safety climate: perceptions of empowerment and justice often reflect on how safety is prioritised in daily operations.

There were some differences in the results for different suppliers: subcontractors provided slightly more negative assessments of management empowerment than Fingrid respondents. Fingrid's empowerment also received poorer grades from suppliers and subcontractors than from Fingrid personnel.

Differences between personnel groups were evident in management safety justice and empowerment, where employees provided more negative assessments than experts or management.

The differences between investments/projects and maintenance were visible in the areas that describe Fingrid's empowerment and commitment, which received lower grades from the investments/projects group.

## INVOLVING EMPLOYEES IN SAFETY DEVELOPMENT

Continuous development is a key part of safety, and that's why the results of the safety climate survey should be used as the foundation for development. Special attention should be paid to the areas in which respondents had differing views.

"Safety is the starting point for everything at Fingrid," emphasises Safety Expert **Karri Koskinen** from Fingrid. He would like to see people working together in a positive spirit to develop safety. Cooperation and a positive approach play a key role in this work. The safety climate can't be changed on command, and development will only happen if people start doing and managing things in a new way. At the workplace, it's a good idea for supervisors and employees to work together when considering how to improve work safety and flow – in other words, which factors will help people successfully perform their daily work safely.

The personnel should be included in safety development to an even greater extent. For example, the personnel could participate in planning and developing safety instructions and operating methods. Regular safety toolbox talks and

discussions are important. Joint development should become standard procedure. It's important for management and supervisors to focus on listening and discussion when interacting with employees. Similarly, development of inclusive planning and interaction between Fingrid and its partners is important. Development proposals made by partners should be actively assessed. Survey respondents also reported many practical matters: the possibilities to correct these should be examined and the personnel asked for development proposals. ■



### Matters to consider at your workplace:

- Is safety visible as one of our workplace values, from decision-making and resourcing to practical implementation?
- Are we as employees included in, for example, the planning of instructions and operating methods at a sufficiently early stage?
- How often is the upper management seen in the field? Does the management have a good understanding of the daily work and challenges?
- Is feedback on, for example, safety observations provided at the right time?
- Is it easy for our work group to discuss safety matters?

### Safety assignment for supervisors, experts and planners:

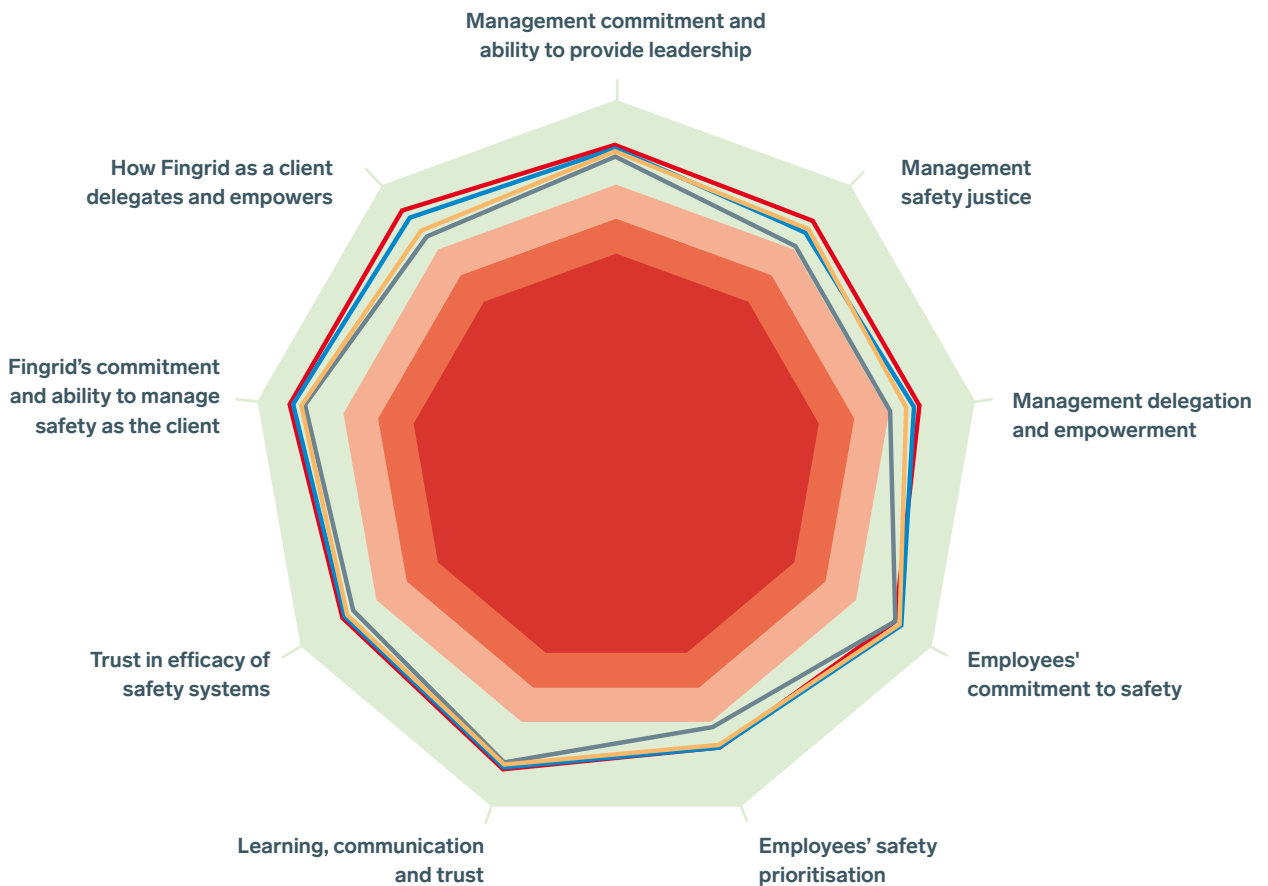
- Regularly ask employees/implementers for their opinion on which practical solutions would improve the flow and safety of their work.

### Safety assignment for employees:

- Talk with your work group about which safety challenges are most important at this time and what solutions could be found for them.

## Safety climate survey results by personnel group

- Good level – continuous maintenance and improvement
  - Reasonably good level – some development needed
  - Quite a poor level – development needed
  - Very poor level – a lot of development needed
- Fingrid
  - Reserve power plants
  - Suppliers
  - Subcontractors





## The Suppliers' occupational safety group is an opportunity to share experiences and development ideas

Text **Jani Rintala, Member of the Suppliers' Occupational Safety Group, TMV Line Oy**

Photo **Tomi Parkkonen**

The Suppliers' occupational safety group convened by Fingrid shares experiences of safe operating methods and provides a channel for communicating with service providers. Group member **Jani Rintala** from TMV Line Oy describes the group's work during its first year.

**F**ingrid has had a long-term aim of improving the occupational safety culture and thus moving towards zero accidents. In order to develop occupational safety, Fingrid convened the Suppliers' occupational safety group. The decision to establish the group was made in 2016 by the steering group of Fingrid's occupational safety development project. The occupational safety group includes people who work for companies that sell construction services to Fingrid in transmission line and substation projects. Along with service providers, the group includes Fingrid's safety experts and, based on the topic being handled, a guest from Fingrid's project organisation.



## A COMMUNICATION CHANNEL AND DISCUSSION FORUM

The most important goal of the safety group is to develop the level of occupational safety at worksites and influence safety attitudes in the sector. The group serves as a channel for communicating with suppliers by sharing information about good practices in relation to safe working methods. The meetings involve discussing topics such as worksite accidents, the reasons for them, and possible safer work methods that can prevent similar accidents in the future.

Addressing Fingrid's requirements and guidelines related to occupational safety is a key part of the group's activities. The aim is to find a common interpretation of the safety regulations through open discussion, and thus ensure that the same rules apply to all worksites and suppliers. In the future, another goal for the group is to cooperate with stakeholders and authorities in the sector. The group provides a forum for interpreting regulations that affect the sector and the suppliers can bring up their own views on safe work methods.

The occupational safety group met for the first time in autumn 2017. The first meeting dealt with the rules governing the group's activities, its operating methods, aims, and the safety situation at worksites on a general level. That meeting also included discussions of the project work phases that raise questions related to safe work. Based on that discussion, each member of the group was assigned a topic to prepare for future meetings.

## OPEN DISCUSSION IS THE BEST PART OF THE MEETINGS

The group has met three times so far and one more meeting scheduled for this year. Many issues have already been addressed very comprehensively in the meetings. The best part of the group's activities has been the chance to openly discuss work methods that are safe and effective. The members have noticed that the same questions and concerns have been discussed in the organisations of many suppliers. The open and occasionally critical discussion brings up new perspectives and ideas to promote safe work.

Safety observations have also been discussed a lot. They provide important information about what should be the focus when developing safety. It has been difficult to obtain

safety observations from worksites. Discussions indicate that the fear of sanctions in response to the use of improper methods may prevent employees from submitting safety observations. It's important to send a message to worksites that every observation is a positive step. The group has also discussed different ways of rewarding or recognising people who make observations, which would increase the motivation to submit observations. However, the greatest motivator for making observations is certainly the fact that people at the worksite receive feedback based on the processing of observations and about the resulting actions to develop safety.

**” It's important to send a message to worksites that every observation is a positive step.**

## JOINT CONSIDERATION OF THE FALL PROTECTION PLAN

One of the safety group's goals is to create common instructions for different work phases. Fingrid is currently implementing a Structural safety for working at height project, which requires suppliers to provide a fall protection plan. The group asked if Fingrid could provide a template for compiling the plan, because most of the work takes place on standard tower structures. A ready template would take into account the attachment points on standard towers and other safety matters considered in the tower design. However, the participants concluded that the matters required in the plan are described in the contract terms concerning safety, according to which the group could compile its own template for the plan. This is a good example of joint development work to enhance safety. It will ensure that a greater number of suppliers have their information in the same document, and all suppliers will be in the same position with regard to the work-related instructions and requirements.

Regardless of plans and regulations to guide work, the most important factor is the employees' attitude towards occupational safety. Everyone should have a shared goal of achieving zero accidents. The safety group is striving to create the prerequisites to achieve this goal and share information with people in the field. ■

# Ambassadors for positive safety

Text **Suvi Artti**



”  
**I make sure that everyone is aware of safe working methods**

## **Kimmo Ruusujoki**

Rejlers Finland Oy

Olkiluoto substation and 400 kV line arrangements

“When I came to the transmission line arrangement worksite in April, the employees were quite formal to begin with. As I became more familiar, they relaxed and noticed that we’re all working towards the same goal.

The employees have a good attitude and they see safe operating methods in a positive manner. If we point something out, they correct it immediately. No one has downplayed or complained about these matters. Fingrid’s intervention policy works well and the employees respect it. Everyone wants to play it safe and avoid sanctions.

Although the worksite safety level is good as a general rule, the safety supervisor still has an important role at the worksite. The situation would be different if there was no one watching over things and ensuring safety. A large worksite has many stages where a lot of care is required: Working near high voltages, heavy and high structures, demanding lifting work, excavations, work machines, personal protective equipment, including fall protection... My job is to make sure that everyone is completely clear about the correct work methods.”

Fingrid’s worksite safety supervisors play a key role in creating a positive safety culture. We asked four safety supervisors how they perceived the importance of their work and how safety can be developed in a good spirit.



”  
**It’s important to be present at the worksite**

## **Jaakko Hämäläinen**

Vattenfall Services Nordic Oy

Yliskälä–Koria transmission line worksite

“I’ve been working as a safety supervisor at Fingrid worksites since the beginning of 2015. The job description and employee attitudes haven’t really changed a lot since then, but my own forecasting ability has improved as I’ve gained experience of transmission line work. I used to work as a safety supervisor at wind power worksites.

It has been nice to notice that the employees have a mainly positive attitude towards my work. A safety supervisor’s work helps to maintain safety. I’m constantly doing background work, anticipating future situations, compiling instructions, and preparing for the worst.

It’s important for the safety supervisor to be present at the worksite. When the supervisor is visibly and actively involved at the worksite, it’s easier to bring up new matters and development areas. The safety supervisor brings an external perspective to the operations, ensuring that the level of safety remains good and no one ignores the rules.”



”  
**Regular reminders keep people alert**

### **Sami Rautio**

Empower PN Oy

Hikiä–Orimattila transmission line worksite

“A safety supervisor’s work is mostly monitoring, but I do get to run around a bit as well. Sometimes I have to remind people about wearing protective eyewear or reflective clothing. I even went out and bought some for the worksite so that I can hand them out right away if necessary.

I became a safety supervisor in April and I enjoy the work. I previously spent 20 years as a transmission line worker, so I’m familiar with the job. I take a conciliatory approach when I talk to the guys so that everything is understood and no one gets upset.

It’s a good idea to review matters during safety toolbox talks. Everyone is clearly more alert when they receive regular reminders about safe operating methods. We mostly employ Estonian technicians at the worksite. Safety matters are self-evident to them and they require very little guidance.

I happen to know other people who have the same job in different fields. We sometimes talk about safety supervisor work on moose hunting trips.”



”  
**Cooperation with subcontractors and our own technicians**

### **Jorma Välimäki**

Eltel Networks Oy

Lempiälä–Vuoksi transmission line worksite

“I’ve been working on the Lempiälä–Vuoksi worksite since April and I became a safety supervisor in June. Focusing on safety matters first provides a slightly different perspective on the worksite.

My work involves cooperation with subcontractors and our own technicians. We talk a lot about safety matters. We’ve received quite a number of safety observations from the worksite, also from subcontractors.

The people here have a good attitude towards my work. In today’s world, many subcontractors appreciate being told when there’s something to improve in work methods or another area. I believe that open discussion is the best way to get a message across. People certainly understand that safety is good for everyone. The best part of this job is talking about a safety matter with technicians or subcontractors and then noticing that it has become a part of normal operations.”

# FINGRID

## YOUR OBSERVATION CAN BE DECISIVE!



### A power bank for every person who submits an observation!

Everyone who submits a safety observation between 15 October and 16 December 2018 will receive a Wiesendahl Surface 5000 power bank or equivalent product (1 prize/person). Each week, the person who makes the most significant observation or performs the most positive occupational safety act will be rewarded with a Ledlenser H8R headlight. The prizes will be delivered after the campaign ends.

Submit your observation at



[www.fingrid.fi/havainto](http://www.fingrid.fi/havainto)

via the Nordsafety system

**Nordsafety**

or by sending a WhatsApp message to

**+ 358 40 674 7709**

The message must include the name of the person who made the observation and the worksite where it was made. Whenever possible, attach a photo of the situation or place.

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