

SAFETY ON THE LINES



Work site safety
is based on risk
assessment



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“If we can identify all the risks in advance, we can respond to them, and no accidents happen.”

Jukka Roponen
Project Manager
TMV Service



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Team spirit driving everyone forward

ALL PROJECTS are important and unique. I have been responsible for managing and coordinating some major projects, with the largest being EstLink 2 (the HVDC transmission link between Finland and Estonia), the Oulujoki entity from Pyhäkoski to Nuojunkangas, and the Helsinki 400-kilovolt power cable connection.

I did not do it all alone, of course. In addition to the numerous customers, stakeholders, parties and authorities, I worked with an amazing number of experts, suppliers and contractors and, fortunately and most importantly, employees in factories and at worksites.

Contract documents, technical specifications, plans and other documents set out the framework and ground rules. The contract terms concerning safety serve as guidelines for shared workplaces and construction sites. And that is how it should be.

However, I think it is just as important to create and foster a good project spirit. This is something you will not find easily in the documentation.

So do not forget the joint project kick-offs, coffee breaks, barbecue evenings, topping-out ceremonies, feedback events and your own unique slogans and greetings – safely and responsibly, of course.



Sampo Korhonen

“So do not forget the joint project kick-offs.”

If the atmosphere is good, everyone finds it easy to talk and suggest improvements to safety, quality and the environment.

Risto Ryyänen
Project Director
Fingrid

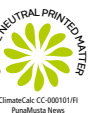
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CONTACT US! Occupational safety is a shared issue that we aim to develop in collaboration with our suppliers. All feedback is important. Contact Karri Koskinen with tips for articles, development ideas, and feedback on the magazine. Do not hesitate to contact us if you have any questions about occupational safety. Karri Koskinen, *Expert, Safety*, tel. +358 40 631 2152, karri.koskinen@fingrid.fi



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WORK RISK ASSESSMENT HELPS PREVENT ACCIDENTS

When the risks of work are assessed, the work is broken down into smaller components, and consideration is given to how the work can be done safely. Fingrid requires work risk assessments to be carried out on its worksites.

TEXT SUSANNA CYGNEL | PHOTOS TANJA KORPELA



Every employee involved in a project takes part in assessing the risks on a general level, for specific work, and before the work begins.



Work-specific plans are made during risk assessments. For example, these may include lifting plans, assessing the risks of lifting operations, and fall protection plans.



ukka Roponen, Project Manager at TMV Service, takes care of safety on several of Fingrid's construction sites. Assessing the risks before embarking on a construction project is the key to avoiding accidents.

"When all the risks can be identified in advance, we can respond to them and no accidents happen. Risk assessment is the basis of occupational safety, so it is a very important job on the worksite," he emphasises.

At present, Roponen has worksites in Alajärvi, Palojärvi, Heinola and Rauma. The same important actions are taken on every worksite to ensure occupational safety.

Everyone working on the project is involved in the risk assessment, from supervisors to technicians. Subcontractors should analyse the risks of their work.

"Risk assessments are visible on our intranet, and they are sent out to every relevant party, including Fingrid, in the same way as work plans."

THREE LEVELS OF RISK ASSESSMENT

Roponen says that risks are assessed in three phases. The first step is to assess the risks of the

"Risk assessment is the basis of occupational safety, so it is a very important job on the worksite."

project as a whole. This is a wide-ranging, top-level process.

"It involves reviewing the risks in general terms. These may include, for example, the risks inherent in construction, foundation work and excavation."

In the second phase, the risks of the specific worksite are assessed: the parties review the plans for the work and think about the work phases in more detail.

"At this stage, we are already delving deep into the work itself, describing the working methods in detail. This may include lifting plans, risk assessments for lifting work and fall prevention plans."

The third phase is completed before starting the work, when employees assess the risks within their groups.

Technicians participate in weighing up the risks before they go to their work locations. When



Technicians and worksite managers review the hazards of the site and add their observations to the risk assessment.

they reach the site, they discuss any hazards with the worksite manager. Employees also add their comments to the risk assessment.

“When people arrive at the work location, they may notice something that is not right. For example, the ramps leading to an excavated pit may be too steep, the planned access route may not be safe, or there may be items or rubbish in the work location that make it dangerous to move around the area,” Roponen says.

RISKS ARE UNDER CONSTANT CONSIDERATION ON WORKSITES

Risk assessment is not limited to the three phases; it is carried out constantly as work progresses. When new work tasks begin, new risks sometimes arise, and risk management is enhanced by taking the new risks into consideration.

“If we identify a hazard that could recur or arise elsewhere, it will be included in project-specific risk management in the future.”

Near misses are always recorded in the Quentic system so they can be analysed in more depth. Near misses are also discussed on worksites.

Roponen commends Fingrid’s commitment to occupational safety and its encouragement of risk assessment.



“The risks of work are assessed continuously, throughout the work,” says Jukka Roponen, Project Manager at TMV Service.

“Electricians learn the risks of their trade when they complete their vocational education and people are well aware of the dangers of working at height. Nonetheless, Fingrid’s sparring and encouragement have helped us to carry out better risk assessments.”

Fingrid’s campaign, entitled Occupational Safety is Created by Individuals and Teams, has appeared on worksites over the spring and summer.

“Worksite managers have held safety toolbox talks on the campaign themes, and the posters have been displayed.” ♦



Fill in the work risk assessment form and enter a prize draw to win a restaurant voucher

FINGRID’S occupational safety campaign for this year is all about assessing the risks of work and identifying various hazards before picking up a single tool.

The campaign, entitled Occupational Safety is Created by Individuals and Teams, began in April and will end in October.

“The campaign aims to highlight the importance of work risk assessment in terms of ensuring a safe working day,” says **Markku Pöysti**, Expert in Occupational Safety at Fingrid.

The seven-month campaign focuses on different themes every month, including electrical safety, traffic and driving, slipping and tripping, working

at height, hazards related to lifting heavy objects, and tools, work machinery, and protective equipment.

Materials on each theme have been sent to the worksites throughout the spring and summer, explaining the various hazards inherent in each theme and describing how to mitigate them. The materials are easy to use as a part of risk assessments and safety toolbox talks, and the posters have been put on display on worksites.

“The Work Risk Assessment form on Quentic is an easy way to assess risks, but the form is by no means compulsory. The most important thing is to

assess the risks inherent in the work,” Pöysti says.

The people who carry out a risk assessment during the campaign period will be entered into a prize draw to win Ravintola.fi restaurant vouchers. The rules of the competition were announced at the occupational safety information event held in the spring.

“It has been pleasing to see how many risk assessments have been completed since the campaign began. Now is a good time to carry out a few more risk assessments on worksites for a better chance of winning a prize!” ♦

“The campaign aims to highlight the importance of work risk assessment in terms of ensuring a safe working day.”

Markku Pöysti
Expert in Occupational Safety
Fingrid



No compromising on additional earthing

Fingrid has strict occupational safety rules for additional earthing.

TEXT MATTI VÄLIMÄKI | PHOTO FINGRID

Jani Pelvo, person in charge of operation of electrical installations at Fingrid, says that a precise protocol must be followed when working with high-voltage installations.

“Firstly, the team of technicians must ensure that they are on the right site. After that, they should check whether the site is partly energised.”

The next step is additional earthing, which conducts induced voltage to the ground.

“It is never possible to disconnect the voltage entirely from high-voltage installations, as nearby components that are energised by operating voltage can induce a voltage in such installations. These induced voltages can be lethal.”

DOUBLE THE SAFETY

Mobile earthing tools must be connected first to an earthing point and only then to the components that need to be earthed using an earthing stick.

According to Fingrid’s additional earthing rule for transmission lines,

“We always make a plan for additional earthing and submit it to Fingrid for approval.”

Teemu Palosaari
Project Director
Destia

one additional earthing tool should be connected so that it is visible from the work location and another should be within one kilometre of the work location. Doubling up increases safety.

“Additional earthing is also required for substations if the work location is more than 50 metres from the main earthing connection.”

Fingrid requires all its service providers to follow the instructions.

“Additional earthing must be included in every work phase in the construction of transmission lines. For example, when a transmission line is cut, additional earthing must be installed on both sides of the cut-off point.”

ACCURATE RECORD-KEEPING, TESTS AND TRAINING

Teemu Palosaari, Project Director at Destia, says that they follow Fingrid’s instructions to the letter. Destia also has its own practices for enhancing safety:

“We always make a plan for additional earthing and submit it to Fingrid for approval. Our team of technicians carries out the additional earthing work and generally takes care of removing the earthing connections. They also keep a precise record of the relevant towers, dates and workers involved.”

Destia is introducing a system for marking additional earthings with Bluetooth tags.

“It provides more comprehensive information about the completed installations.”

The technicians check that the tools in each vehicle work flawlessly every week.

“We discuss earthing every day when we plan work phases, in kick-off meetings, during safety toolbox talks on the worksite and in personnel training,” Palosaari says. ♦

DIALOGUE enhances occupational safety

When we talk about work and how it could be improved, the discussions increasingly touch upon occupational safety. In line with Fingrid's safety theme for 2022, occupational safety is created by individuals and teams.

TEXT VESA VILLE MATTILA | PHOTOS ANNI KOPONEN AND FINGRID

Fingrid is building an occupational safety culture based on dialogue in accordance with the Crystal-Clear Line.

"This principle, which we began observing in 2019, clarifies the responsibilities of the client and suppliers in terms of occupational safety. This ensures that the statutory responsibilities are clear for the client and the supplier, and everyone takes care of their obligations without encroaching on anyone else's area of responsibility," says **Karri Koskinen**, Expert in Occupational Safety at Fingrid.

According to Koskinen, occupational safety requires seamless cooperation between the client and the supplier, and employees need to make the right choices. In other words, occupational safety is created by individuals and teams.

"Occupational safety requires commitment and transparency. It is at the heart of every discussion about planning and implementation on worksites."

BEING BUSY IS NOT A LICENCE TO CUT CORNERS

The fast pace of construction may contribute to occupational safety risks on Fingrid's worksites.

"However, feeling busy or having lots to do is not a licence to cut corners. Teams must make time to think about occupational safety and to search for and implement safe working methods," Koskinen adds.

Fingrid discusses the main challenges with its service providers at meetings of the suppliers' occupational safety group, among other events. After all, service providers play the greatest role in ensuring the realisation of occupational safety.

Fingrid's safety coordinators play an important role in occupational safety on worksites, along with the suppliers' worksite managers, planners, safety supervisors and employees.

SAFETY TOOLBOX TALKS ABOUT RELEVANT ISSUES

Safety toolbox talks are a way of implementing an occupational safety culture based on dialogue on Fingrid's worksites. At least 800 such talks are due to be held this year.

Safety toolbox talks are an opportunity for occupational safety information to be passed down from supervisors to employees and vice-versa.

Juha-Pekka Kumpula, Installation Supervisor at VEO Ltd, has led weekly safety toolbox



"Teams must make time to think about occupational safety and to search for and implement safe working methods," says Karri Koskinen, Expert in Occupational Safety at Fingrid.

talks at Fingrid's transformer substation construction site in Pysäysperä. For this reason, among many others, Fingrid awarded him the occupational safety prize at the Main Grid Day held in the spring.

"I hold safety toolbox talks about relevant topics, such as lifting or demolition work. Any teams returning to the site also need to ensure they are up to date with the latest information."

Kumpula's career has taken him from the role of power plant worker to that of installation supervisor. Practical experience helps him to identify potential risks and encourages him to speak out.

"Everyone should get home safely and come back to the worksite in good spirits. I would also like to remind everyone that safety and quality go hand-in-hand."



"Everyone should get home safely and come back to the worksite in good spirits."

Juha-Pekka Kumpula
Installation Supervisor
VEO Oyj



KICK-OFF MEETINGS GET EVERYONE ON THE RIGHT TRACK

In order to promote occupational safety, Kumpula is now focusing on kick-off meetings.

“The most important thing is to go through everything together and consider how we can complete all the work on schedule, who will do what at which time, and what risks are inherent in each work phase.”

When everything gets off to a good start, the entire chain is committed to the occupational safety goals. As the construction project progresses, Kumpula encourages everyone to talk about their occupational safety observations.

“Employees often have the best insight into matters such as how ergonomics could be improved.” ♦

Everyone is responsible for themselves and their colleagues

Skanska Oy encourages everyone to take responsibility for their own occupational safety and wellbeing, as well as that of their colleagues.

WHEN a company has aligned its systems, processes, tools, employee competences and values, it has already made good progress towards occupational safety. However, this was not enough for Skanska.

“Despite everything, occupational accidents still happened, so we shifted our focus to caring. Do we genuinely care about safety? How is this reflected in everyday activities and decisions?” explains **Taru Lankinen**, Skanska’s HSE Manager.

Skanska launched its LIFE – I Care project in 2016, and it has received very positive feedback from employees.

BRINGING SAFETY CLOSER

According to Lankinen, the project, which is still ongoing, has three targets.

“There is more and more discussion about safety. Everyone understands that their actions can affect their own safety and that of others. In addition, behaving safely is a matter of course, whether at work or in leisure time.”

The LIFE workshops focused on discussion, sharing experiences, ideation, commitment, challenging established mindsets, personalisation and stirring up emotions.

The same methods have since been used during LIFE discussions held in smaller groups.

“We want to bring safety closer to everyone. The key aspect is to think how our choices and decisions affect our own safety and that of others.” ♦

A PRACTICAL QUESTION



Ensuring everyone can cope with their work is an important aspect of occupational safety

Sometimes work piles up and project schedules, critical milestones and project handovers can add to the pressure of work. Everyone needs to know their limits. Supervisors should also be aware of how well their employees are coping with work and know how to help them cope on the worksite.

TEXT TUJJA HOLTINEN

HITACHI ENERGY FINLAND OY conducted a personnel survey and used the results to draw up development plans for each team. The plans are monitored regularly.

1 What is your company’s approach to wellbeing?

“We arrange resilience training for every member of the personnel, with themes including the impacts of good and bad stress and how stress can be managed. We take a holistic approach to wellbeing, thinking about how physical and mental wellbeing are intertwined,” says **Päivi Koskela**, HSE Manager in the Grid Integration unit at Hitachi Energy Finland.

The action plan, prepared in collaboration with the occupational healthcare service, involves enhancing occupational wellbeing, and it also includes strengthening the competences of supervisors.

“We use an early intervention model to identify and prevent exhaustion at the earliest possible stage. Since the coronavirus pandemic ended, we have restarted our occupational health and wellbeing activities to support the work community within the unit.”

“We use an early intervention model.”

2 Do the changes in seasons challenge people’s ability to cope?

Site Manager **Olli Nyrövaara** says that workloads vary due to the nature of project work. “At times, the schedules put us under pressure and we have a lot of work to do. This can challenge people’s ability to cope. Changes in seasons may also affect how well people cope with work,” he says.

“In a way, the darkest months of the year are the hardest for Finnish people in terms of coping with work. On the other hand, tight deadlines are always challenging, whatever the season.”

3 How do you bring up the topic of coping at work on the worksite?

Olli Nyrövaara says that employees discuss their ability to cope with work as a natural part of their everyday interactions:

“As a site manager, I feel it is my duty to ensure my colleagues on the worksite can cope. For this reason, I try to meet them every day and discuss their progress with the work and their workloads. In the mornings, when we have a coffee before starting work, my team and I discuss the work in the day ahead, as well as any pain points at work and in their leisure time,” he says.

“We also try to identify solutions together.” ♦

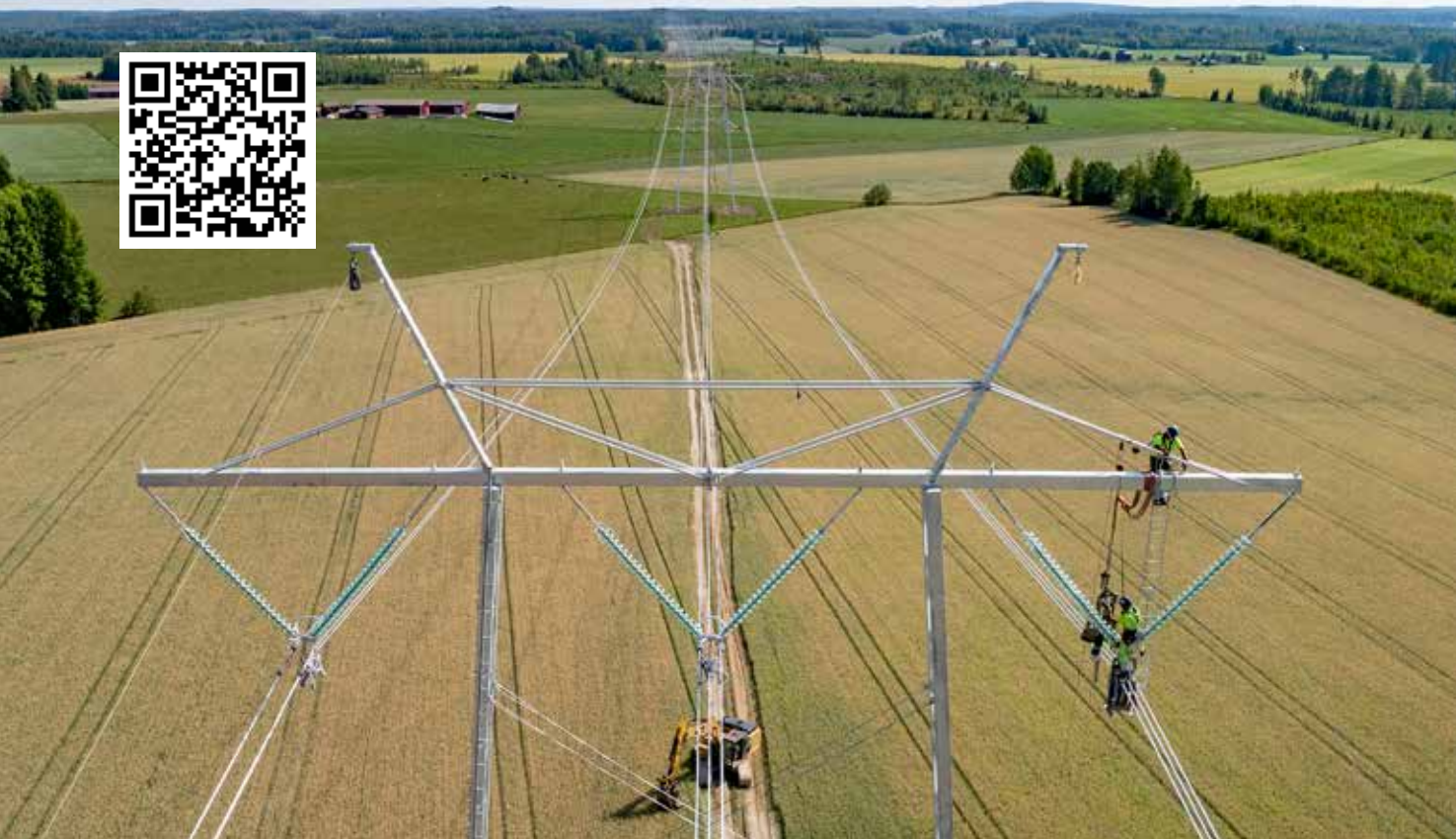
Have you assessed the risks of the work yet?

FINGRID'S occupational safety campaign for 2022 began in April. This year's campaign encourages everyone to assess the risks of their work before they start work.

THE pace of construction is intense, and the importance of safe working and consideration cannot be overstated. Everyone working on Fingrid's work sites should get home healthy and safe at the end of the day. So think before you act and assess the risks of your work – this will ensure you and your colleagues have a safe working day.

YOU can complete a risk assessment using the work risk assessment form in the Quentic app or by scanning the adjacent QR code. All working groups that carry out risk assessments will be entered into a prize draw to win Ravintola.fi gift vouchers.

THE campaign ends on 31 October. All Fingrid service providers and Fingrid employees may enter.



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