What was the first thing/event that set you on your journey of Health and Safety

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Scanpower and the EDI

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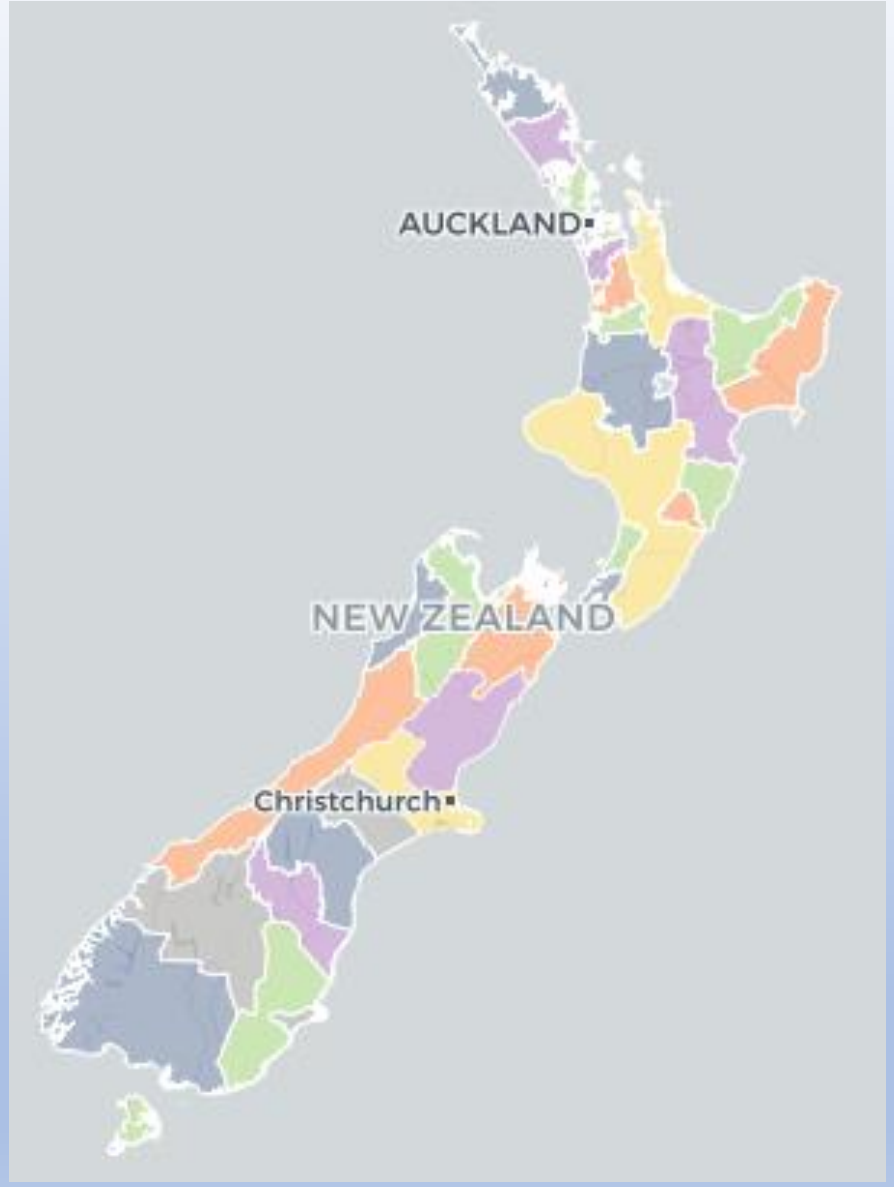

Scanpower owns and operates an electricity network supplying 6,720 customer installations in the Tararua region, including Dannevirke, Woodville, Norsewood and the outlying rural areas.
The network covers a geographic area of 2,100 square kilometres

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SAFETY FROM ALL ANGLES

360° SAFE

360° Safe is a programme of initiatives we introduced into the Company in 2013 to help get key Health and Safety messages across, and to achieve our safety goals.

The primary objective of the 360° Safe programme is to
reduce the number of workplace harm incidents by 50% (43.34)
by March 2016 and March 2019 and to have Zero Harm from:

- Electric shock.
- Falls from height.
- Driving incidents.

We have now chosen a annual reduction (smaller increments)

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360° SAFE

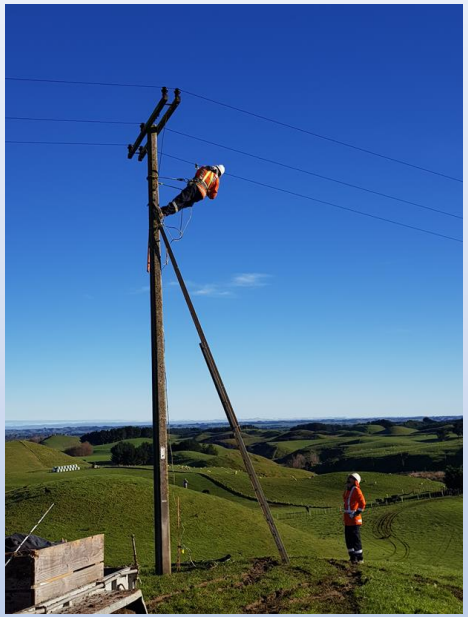
RIGHT GUIDANCE & SUPPORT

RIGHT ATTITUDE

RIGHT SKILLS & TRAINING

RIGHT TOOLS & EQUIPMENT

KNOWLEDGE & UNDERSTANDING



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CRITICAL SAFETY WORK PRACTICES

ALWAYS
Complete a Tailgate Safety Plan/Hazard ID and establish controls.

ALWAYS
Work within your area of competence.

ALWAYS
Isolate to de-energise then prove – test – prove circuits and equipment are de-energised.

ALWAYS
Wear the required PPE.

ALWAYS
Apply the required earthing and bonding.

ALWAYS
Have the appropriate Traffic Management in place.

ALWAYS
Complete your pre-use checks.

NEVER
Compromise the Minimum Approach Distances (MAD).

NEVER
Operate switchgear or access the Network until authorised by the Control Room.

NEVER
Use personal mobile phones or devices in work time.

NEVER
Climb a wooden pole without a pre-climb assessment.

NEVER
Work at heights without correctly wearing necessary height equipment.

NEVER
Re-liven unless safe to do so and ensure correct phasing and polarity.

NEVER
Work around live conductors or equipment without cover up if contact could be made.

NEVER
Leave a worksite unattended in an unsafe condition for the public.

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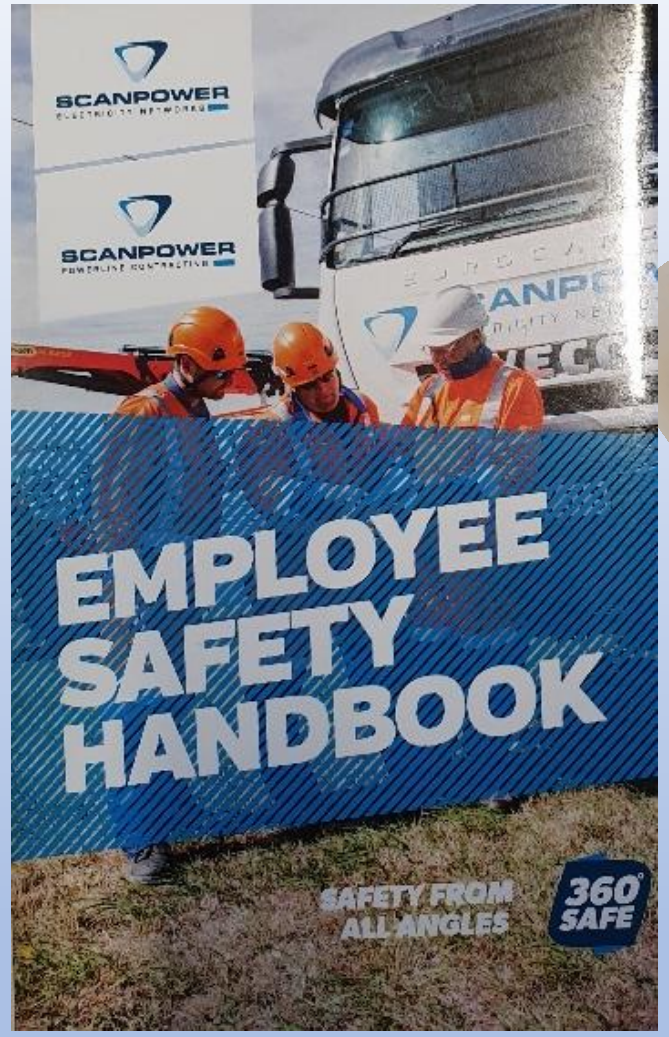

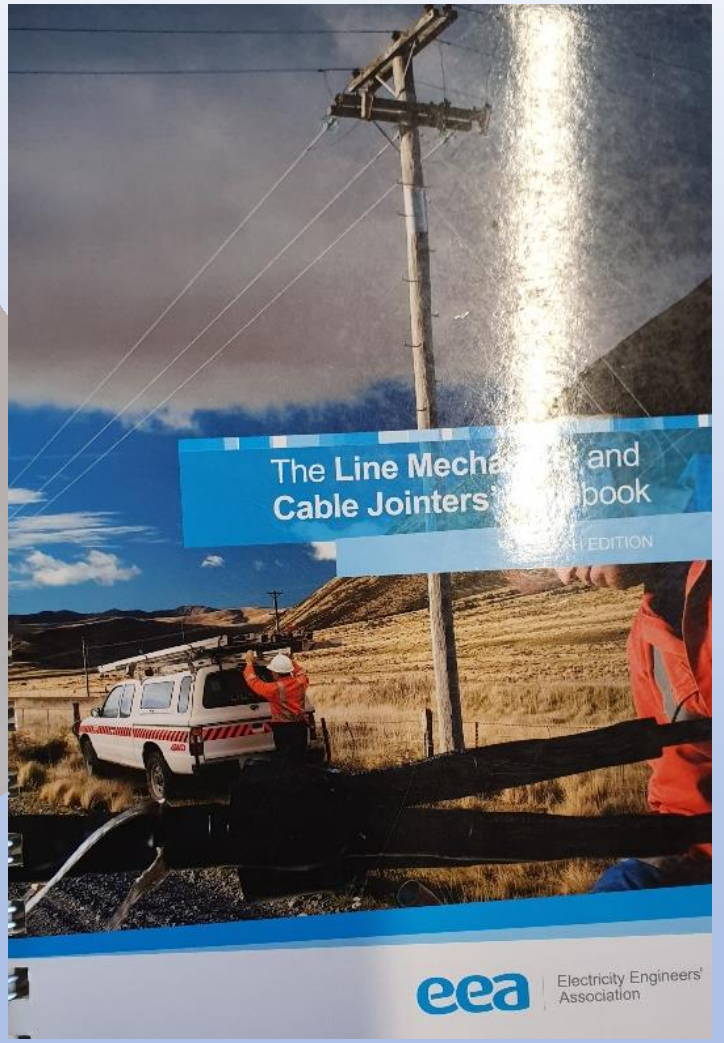

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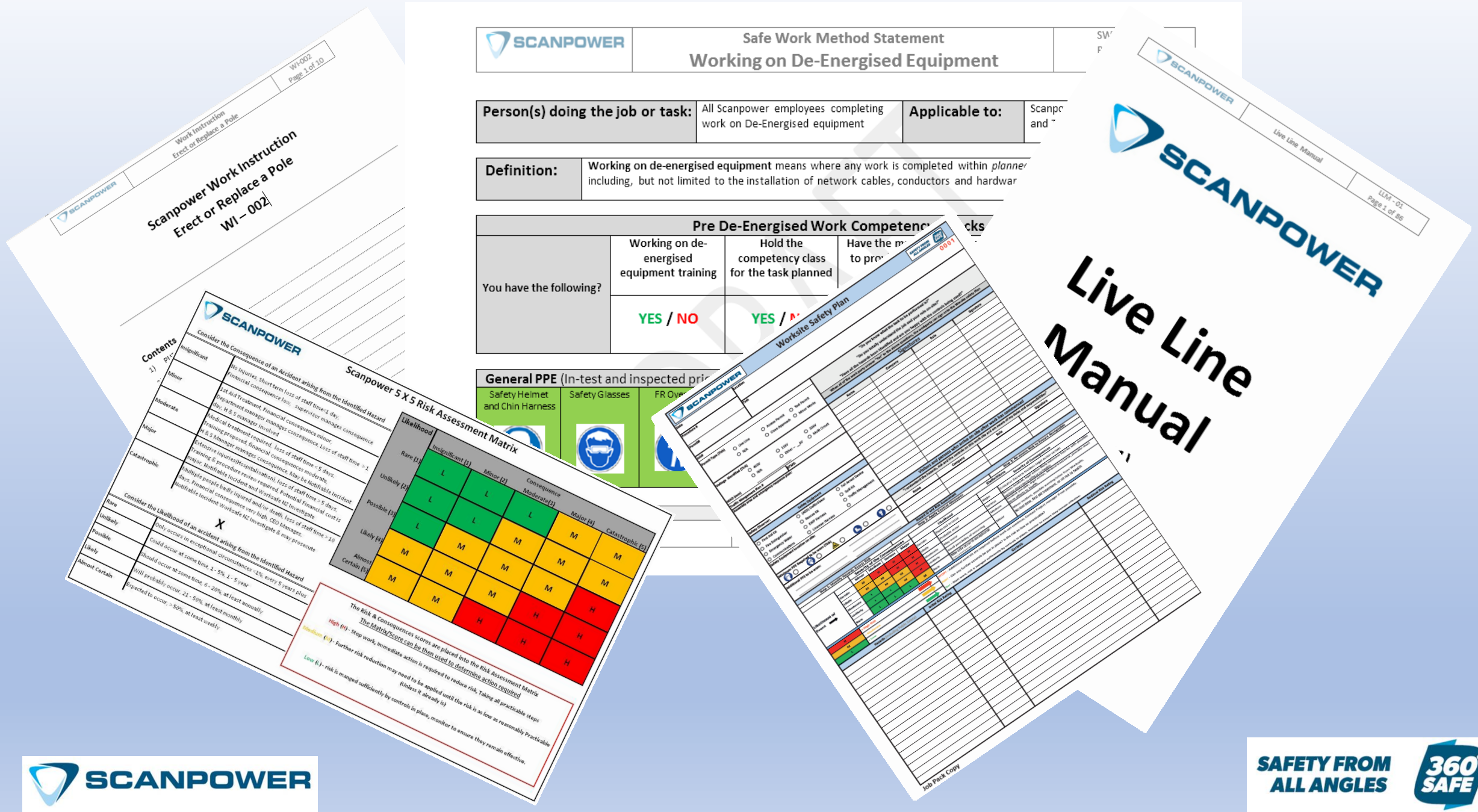

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FAIR AND JUST POLICY

Behaviour Type	Exceptional Behaviour	Expected Behaviour	Unintentional Error (Slip, Lapse, Mistake)	Routine Error	Situational Violation	Organisational Optimising Violation	Personal Optimising Violation	Reckless Violation
Team Member Behaviour **START** →	Did the team member go above and beyond the call of duty?	Were all procedures and instructions followed?	Did the team member think they were doing things the right way?	Do other team members normally not follow safety procedures in the same way?	Did the team member think the procedure was a barrier to getting the job done?	Did the team member think there was some benefit for the company by doing the job a different way?	Did the team member vary from the procedure to make it easier for themself?	Did the team member intentionally not follow the procedure without thinking or caring about the consequences?
	□ Yes □ No →	□ Yes □ No →	□ Yes □ No →	□ Yes □ No →	□ Yes □ No →	□ Yes □ No →	□ Yes □ No →	□ Yes
Team Member Consequence	• Recognition or reward. • Record on employee file. • Communicate to wider team/ depot/company. • Copy to supervisor.	• No action required.	• Does this happen often? (If yes, routine error and record for trend analysis.) • Record type of error on file (incident database). • Coach person on taking more care. • Does the procedure need reviewing?	• Coach team members on importance of following correct procedures and not taking short cuts. • Record on file. • Does the procedure need reviewing?	• Coach the team member on speaking up when procedures cannot be followed and delaying the job until it can be completed safely. • Record on file. • Does the procedure need reviewing?	• Coach the team member on balancing work and time pressure with company values. Consider disciplinary measures where appropriate. • Record on employee file. • Does the procedure need reviewing?	• Formal disciplinary action in accordance with relevant procedures. • Consider suspension until further action required. • Record on employee file. • Does the procedure need reviewing?	• Formal disciplinary action in accordance with relevant procedures. • Consider suspension until further action required. • Record on employee file.
Supervisor/ Manager Behaviour **START** →	Did the supervisor/ manager also exhibit exceptional behaviour?	Does the supervisor/ manager lead by example by complying with procedures & instructions?	Did the supervisor/ manager think the task was being completed in the required manner?	Did the supervisor/ manager normally ensure work is completed in the appropriate and correct manner?	Did the supervisor/ manager know the procedure was a barrier to getting the job done, however managed the matter appropriately?	Did the supervisor/ manager authorise shortcuts or other non-approved methods thinking this was a benefit for the company?	Did the supervisor/ manager manage the variance/ behaviour on this or previous occasions?	Did the supervisor/ manager condone the actions of the team member?
	□ Yes □ No →	□ Yes □ No →	□ Yes □ No →	□ Yes □ No →	□ Yes □ No →	□ Yes □ No →	□ Yes □ No →	□ Yes
Supervisor/ Manager Consequence	• Recognition or reward. • Record on employee file. • Communicate to wider team/ depot/company.	• No action required.	• Does this happen often? (If yes, routine error and record for trend analysis.) • Record type of error on file. • Coach person on taking more care.	• Coaching on how to monitor and enforce procedures. • Safety leadership skills training. • Record on file.	• Coaching on how to monitor and enforce procedures. • Safety leadership skills training. • Record on file • Does the procedure need reviewing?	• Consider H & S leadership training. • Formal disciplinary action in accordance with relevant procedures. • Does the procedure need reviewing?	• Formal disciplinary action in accordance with relevant procedures. • Coaching on how to recognise and deal with such behaviour earlier. • Record on employee file.	• Formal disciplinary action in accordance with relevant procedures. • Consider suspension until further action required. • Record on employee file.

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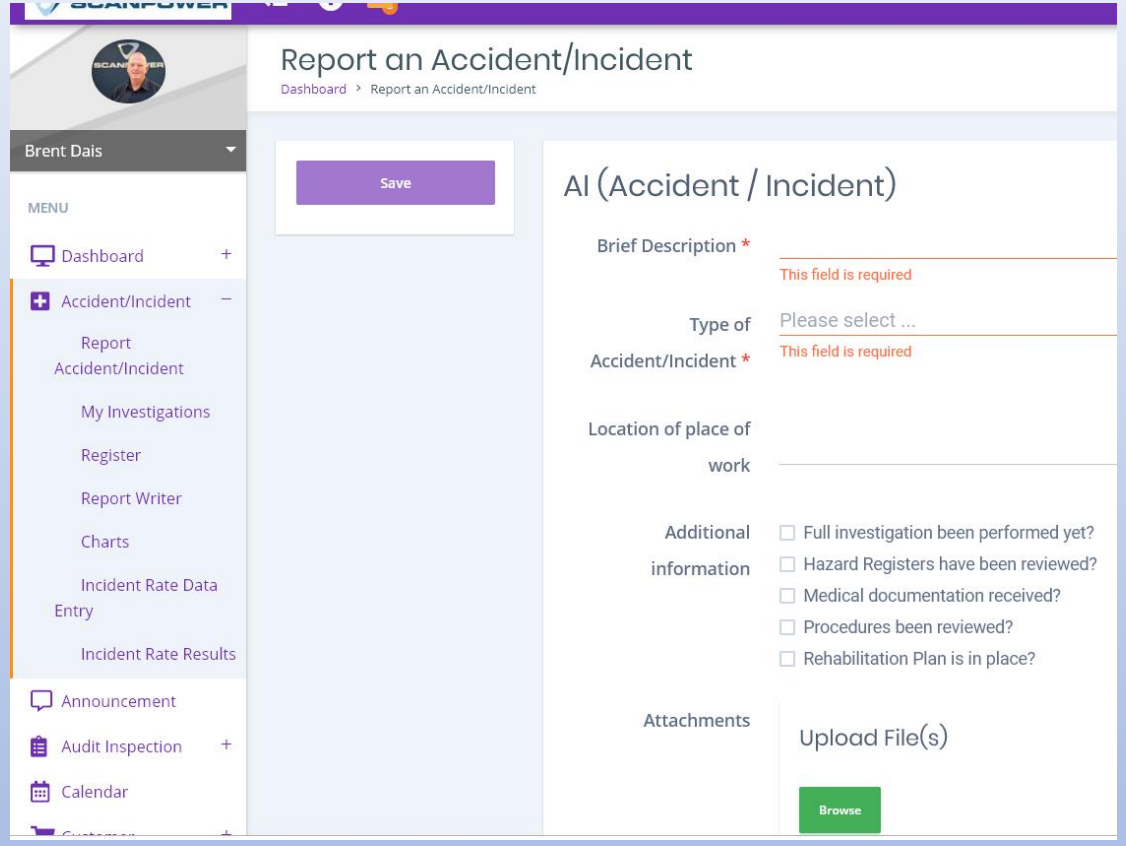

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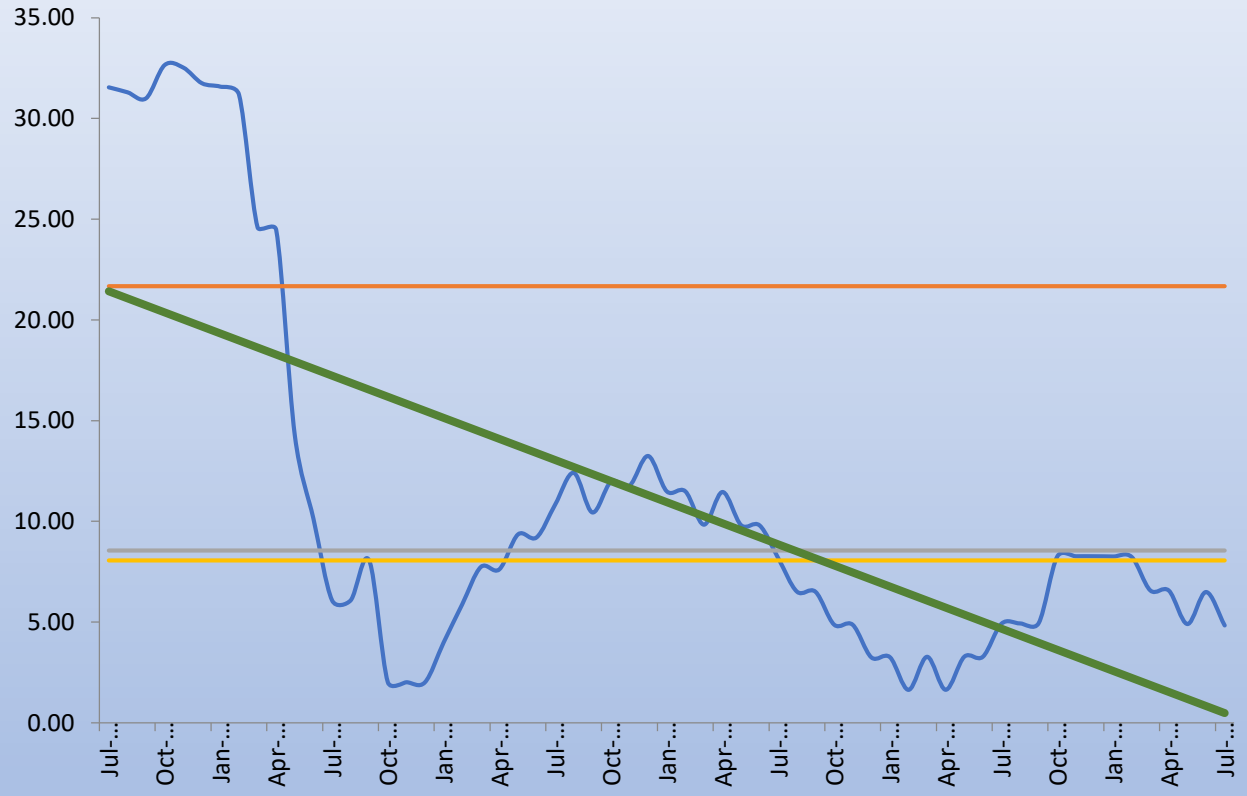
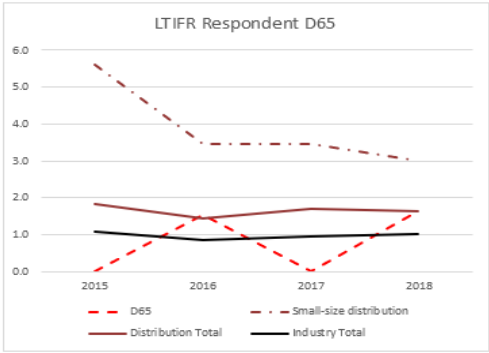


Lost Time Injury Frequency Rate					
LTIFR - 5-year results - Small-size distribustion peer group		2015	2016	2017	2018
Respondent code	D50	13.2	5.5	7.1	10.0
	D65	0.0	1.6	0.0	1.6
	D70	1.6	4.3	7.7	0.0
	D128	2.0	4.0	0.0	0.0
	D130	0.0	0.0	0.0	0.0
	D135	15.8	5.4	18.5	10.3
	D155	0.0	0.7	1.1	0.0
	D168	0.0	1.7	0.8	6.1
Distribution < 100 employees		5.6	3.5	3.5	3.0
Distribution Total		1.8	1.4	1.7	1.6
Industry Total		1.1	0.9	0.9	1.0

Select your respondent code -> D65

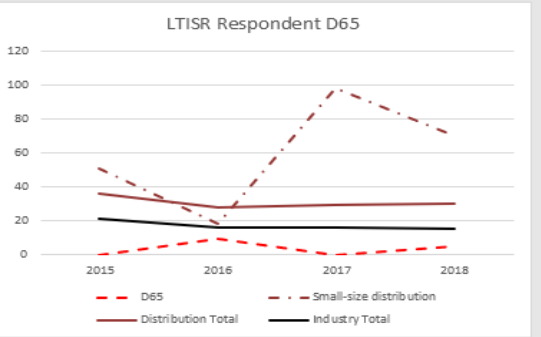
LTIFR Respondent	2015	2016	2017	2018
D65	0.0	1.6	0.0	1.6
Small-size distribution	5.6	3.5	3.5	3.0
Distribution Total	1.8	1.4	1.7	1.6
Industry Total	1.1	0.9	0.9	1.0



Lost Time Injury Severity Rate					
LTISR - 5-year results - Small-size distribution peer group		2015	2016	2017	2018
Respondent code	D50	79	36	214	217
	D65	0	9	0	5
	D70	2	11	166	0
	D128	23	42	0	0
	D130	0	0	0	0
	D135	211	19	685	172
	D155	0	5	14	0
	D168	0	2	21	248
Distribution < 100 employees		51	18	98	70
Distribution Total		36	28	30	30
Industry Total		22	16	16	15

Select your respondent code -> D65

LTISR Respondent	2015	2016	2017	2018
D65	0	9	0	5
Small-size distribution	51	18	98	70
Distribution Total	36	28	30	30
Industry Total	22	16	16	15



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Live vs De-energised

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