

SAFETY ON THE LINES



Commitment to
occupational safety
requires close
cooperation between
the transmission system
operator and the service
providers.



“We ensure worksite safety by discussing it on a daily basis.”

Mika Kärkkäinen
Site Manager, Uusimaa Region
Omexom



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A safe working culture is created by the transmission system operator and the service providers together.

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15 SECURITY OBSERVATIONS

Any suspicious or unusual observations at worksites should be reported promptly.

Proactive safety

ACCIDENTS DON'T come knocking.

Safety always requires attention and proactive effort. It is not only important to identify occupational safety risks and hazards, but they must also be minimised and, where possible, eliminated. Everyone should keep safe practices top of mind.

The electricity system transformation is making the production of electricity cleaner and concentrating it mainly to the west and north of Finland. New transmission connections and connection points are required as consumption increases at a fast rate in the south. Consequently, we are building new transmission lines and substations needed for the green transition at a rapid pace. We are witnessing the largest investment programme in Fingrid's history.

The construction and maintenance of the main grid involves various demanding work phases. The work can be carried out at heights, with heavy equipment and machinery, in varying weather and terrain conditions, and in the presence of electrical hazards. On our worksites, there have been serious near-misses related to electrical safety and working at

heights. Some of the incidents have resulted from a serious risk being taken.

The occupational health and safety of our personnel and everyone employed at our worksites is prioritised in all of our operations. Our goal is zero accidents, and we can only achieve it through seamless cooperation.

We regularly monitor occupational safety performance indicators, report and encourage the personnel to report deviations and strive to learn from the incidents reported. As the promotion of safety is subject to continuous improvement, it is important to make safety observations and respond to them.

Safety is very much a matter of attitude. By taking occupational health and safety seriously, we can remain vigilant and reduce the risk of ending up in hazardous situations.

The proactive safety work at Fingrid worksites has been commendable. Let's build on this success together and ensure the safety of our workplaces and operation – by being proactive, following instructions, setting a good example and avoiding risks.

Asta Sihvonen-Punkka
CEO
Fingrid

“Safety is very much a matter of attitude.”



FINGRID

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EDITOR-IN-CHIEF Karri Koskinen, tel. +358 40 631 2152, karri.koskinen@fingrid.fi **MANAGING EDITOR** Hanna-Kaisa Liikanen, tel. +358 30 395 5191, hanna-kaisa.liikanen@fingrid.fi **AD** Laura Ylikahri **PRODUCER** Susanna Haanpää **EDITING** Legendium
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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, Occupational Safety and Health Manager / Senior Expert, tel. +358 40 631 2152, karri.koskinen@fingrid.fi



Omexom's Pauli Kämäräinen (left), Markku Orela and Mika Kärkkäinen and Fingrid's Antti Launonen review the day's tasks at the Espoo substation.

WORKSITE SAFETY CULTURE IS CREATED

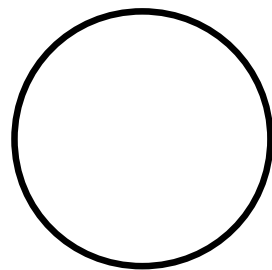
TOGETHER

Commitment to occupational safety at substation maintenance sites requires constant safety dialogue, clear instructions and close cooperation between the transmission system operator and service providers.

TEXT SUSANNA CYGNEL | PHOTOS TERO IKÄHEIMONEN



Mika Kärkkäinen, Site Manager at Omexom, highlights the importance of paying constant attention to surrounding operations: “In addition to considering the risks of your own duties, safety involves monitoring the work of others.” Markku Orela (left) and Pauli Kämäräinen perform maintenance tasks at the substation.



Omexom is responsible for the maintenance of Fingrid’s substations in Southern Finland and Northern Ostrobothnia. At Fingrid’s Main Grid Day last spring, Omexom was awarded

the Occupational Safety Award, with the citation highlighting the company’s exceptional commitment to safety.

“We ensure worksite safety by discussing it on a daily basis, holding regular safety check-ins, conducting risk assessments and openly raising safety issues as part of the everyday operation,” says **Mika Kärkkäinen**, Site Manager, Uusimaa Region at Omexom.

In addition to considering the risks associated with one’s own work, Kärkkäinen emphasises the importance of paying constant attention to surrounding operations and intervening in coworkers’ activities. Safety also involves monitoring the work of others.

“Risks must be spotted, whether they are on your own worksite or on someone else’s. All

“Risks must be spotted, whether they are on your own worksite or on someone else’s.”

deviations are discussed in unit meetings. Once a month, we organise a safety meeting for all of the company’s employees to discuss any accidents and near-misses that have occurred as well as positive safety actions taken at our worksites.”

Kärkkäinen says that at Omexom, commitment to safety starts already at recruitment. From the outset, it is stressed that ensuring safety is an essential part of the job, as substation maintenance involves risks.

“Safe performance of work is an important part of our expertise and assignment; hazardous performance is not on the client’s order,” Kärkkäinen stresses.

Working with electricity always poses a variety of risks in the workplace, which increases the importance of communication and interaction between teams.



An oil leak from a transformer was detected at the Espoo substation. Mika Kärkkäinen promptly recorded the leak in a mobile app so that the response operations could commence.





If things start to feel rushed at the worksite, you need to take a breath to ensure the job gets done safely.

“As seasons change, so do the conditions at substations and on commutes. For example, slippery conditions pose particular risks in winter.”

CLEAR GUIDELINES AND CONTINUOUS IMPROVEMENT

The maintenance of Fingrid substations is strictly regulated and controlled work, where safety is a top priority.

Clear contractual requirements, detailed instructions and close cooperation with service

providers such as Omexom help ensure that most accidents and near-misses are avoided at worksites.

Prior to starting work, each service provider must draw up a safety plan that specifies the most important occupational safety regulations.

“We review the plan and, if necessary, provide comments on it before the work can commence,” says **Timo Heiskanen**, Manager, Maintenance Management at Fingrid.

Safety guidelines drawn up by service providers cover issues such as working in confined

spaces or at heights, and they are updated as necessary.

“A couple of years ago, we clarified the requirements for work in confined spaces at substations,” says Heiskanen.

Sites such as transformer shielding pools and wells require an assigned rescue team, which should include at least a hatch guard. In addition to the hatch guard, Heiskanen says it is also advisable to appoint a rescuer.

COOPERATION WITH SERVICE PROVIDERS

Safety requirements are developed jointly with service providers within an occupational safety team that shares experiences and discusses risks that have materialised at Fingrid worksites. Accidents and near-misses are also investigated collaboratively.

According to Heiskanen, the safety level of substation maintenance is good – although there is always room for improvement.

“On average, we have zero to two accidents per year. We have gotten off lightly with electrical accidents, and the rest have been isolated slips of the knife,” Heiskanen describes.

According to Heiskanen, guidelines are of a high standard on both the client and service provider sides, and they are constantly improved. However, it is imperative to continue ensuring that employees read and follow the guidelines at worksites.

“Many accidents and near-misses are partly caused by haste.”

“Many accidents and near-misses could have been avoided if the instructions had been followed,” Heiskanen stresses.

SLIPPERY CONDITIONS, HIGH TRAFFIC AND RUSH INCREASE RISKS

In the coming months, particular attention must be paid to slip prevention, as the varying winter conditions increase the risk of slipping.

Hazardous traffic incidents have also become more frequent due to the higher number of maintenance sites and increased traffic. In addition, electrical accidents are showing a slight upward trend.

“I have a feeling that many accidents and near-misses are partly caused by haste,” says Heiskanen.

Kärkkäinen, too, has noticed that worksites have seemed somewhat hectic and hurried of late, but he points out that haste should not affect occupational safety.

“I’ve told employees that if pressure starts to build, they need to take a breath to ensure the job gets done safely,” he says. ♦

Promote safety on site

1 KEEP SAFETY ISSUES CONSTANTLY AT THE FOREFRONT. Discuss risk factors openly, keep track of risk assessments and participate in safety check-ins and meetings.

2 COMMUNICATE ON WORK PROGRESS. Keep your team and other worksite employees informed of the work phase status and whether the work can proceed safely.

3 FOLLOW THE INSTRUCTIONS AND PLANS. Always comply with the safety plan, Fingrid’s requirements and the service providers’ instructions. Update practices as necessary.

4 ENSURE SAFE WORKING CONDITIONS. Pay particular attention to the risks associated with working in confined spaces, at heights and on slippery surfaces. Don’t forget traffic risks.

5 PAY ATTENTION TO COWORKERS’ ACTIVITIES. Identify risks on others’ worksites and address any shortcomings. Safety is everyone’s responsibility.

6 DON’T LET RUSH COMPROMISE SAFETY. If pressure starts to build, calm the situation before continuing. ♦



TOWARDS A STRONG occupational safety culture

When occupational safety is integrated into all of the organisation's functions, results start to show.

TEXT MARJO TIIRIKKA | PHOTOS FINGRID AND
FINNISH INSTITUTE OF OCCUPATIONAL HEALTH

Fingrid has long carried out proactive and determined work for occupational safety, as an example of which the company has participated in the Vision Zero Forum for more than ten years. The work has been highly successful, as indicated by the highest occupational safety level classification granted to Fingrid by the Forum last spring.

"We decided to apply for a level classification for the first time because we had extended our occupational safety management system to the entire personnel. Occupational safety requires everyone's commitment, and its promotion must be proactive," says **Karri Koskinen**, Occupational Safety and Health Manager at Fingrid.

Vision Zero Forum

- a network of workplaces whose purpose is to motivate and encourage workplaces to work towards a high level of occupational safety and well-being
- any workplace can become a member, regardless of their occupational safety level, size or industrial sector
- Finnish Institute of Occupational Health > Vision Zero, social media: @NollaTapaturmaa



Fingrid did not have any occupational accidents leading to absence in 2024. However, Fingrid's service providers had a number of accidents on worksites, and the promotion of occupational safety will continue through close cooperation with the company's service providers.

POSITIVE SAFETY OBSERVATIONS

Safety observations are an essential part of proactive occupational safety work. They can also be positive, such as tips on good practices.

According to **Maija-Leena Merivirta**, Senior Specialist at the Finnish Institute of Occupational Health, it may sometimes be difficult for employees to perceive what practically constitutes an observation. If this is the case, it is advisable to practise making and reporting observations together.

"Excellent observations should be praised publicly, as it's important that the employee feels heard. Good practices need to be adopted and shared with others," Merivirta explains.

PART OF EVERYDAY OPERATION

Workplaces with a strong occupational safety culture, such as Fingrid, differ from others in that they integrate safety into everyday operation, making everyone responsible for it.



"Good practices need to be adopted and shared with others."

Maija-Leena Merivirta
Senior Specialist
Finnish Institute of
Occupational Health



"Employees themselves are often the best experts on their work."

Tiina-Mari Monni
Director
Vision Zero Forum

How can you tell whether occupational safety is integrated into the company culture?

Tiina-Mari Monni, Director of the Vision Zero Forum, has a suggestion.

"Try to think whether you adhere to all safety instructions even if no one is around to see. If you do and so do your colleagues, it's a sign of occupational safety having been internalised," Monni sums up.

MENTAL LOAD HIGHLIGHTED

When pursuing a strong occupational safety culture, mental aspects become increasingly important. Everyone can surely find a fitting helmet for physical safety, but the mental side of safety is more complex.

"You don't always need to hire an external consultant to solve problems. Employees themselves are often the best experts on their work, so it's a good idea to have the team discuss their work and seek solutions to stressful matters together," Monni advises.

The Mental Health Toolkit provides tools for building a working culture that supports mental wellbeing. The Toolkit is available on the website of the Finnish Institute of Occupational Health. ♦

Read more: hyvatyo.ttl.fi/en/mental-health-toolkit

SAFE WORKING ATTITUDE

Electrical work safety is based on law, standards and guidelines. These do not, however, guarantee safe everyday operation unless everyone has the right mindset towards their own and their colleagues' work. It's a matter of attitude.

TEXT VESA VILLE MATTILA | PHOTO TERO IKÄHEIMONEN

Over the past three years, the number of electricity-related near-misses and accidents falling in severity category A have increased at an alarming rate at Fingrid worksites.

To change this trend, Fingrid has clarified guidelines, tailored training on electrical work safety and increased communication about its importance, among other measures.

"We analyse all near-misses and accidents that have occurred in electrical installations and at worksites. While doing so, we try to think what we could learn from them for the future," says **Jani Pelvo**, person in charge of operation of electrical installations at Fingrid.

Even good instructions alone do not guarantee safety – the instructions must also be internalised and followed. While organisations create the con-

ditions for safe working, what matters most is how the work is carried out in practice at worksites.

"Ultimately, everyone's healthy mindset and attitude towards their work contributes to safety and improves it."

Jani Pelvo
Person in charge of operation
of electrical installations
Fingrid

"Ultimately, everyone's healthy mindset and attitude towards their work contributes to safety and improves it. In this way, employees understand the impact of their actions and the risks involved. This encourages them to exercise care and work methodically."

"So, it's all about attitude," Pelvo sums up.

There have been years when an inappropriate attitude was observed in several serious electrical safety incidents at Fingrid worksites.

THE TOP OF THE ORGANISATION SETS THE TONE FOR ATTITUDE

According to Pelvo, the right attitude always starts at the top of the organisation and extends to every worksite and employee.



"Everyone can affect the work community's safety culture through their attitude."

In incidents caused by an inappropriate attitude, the employee usually cuts corners on safety requirements, work instructions or procedures to save effort. As a consequence, they may cause an electrical accident or even put themselves or their colleagues at risk of death.

"In my opinion, good safety culture involves having the courage to intervene in dangerous situations and to give and receive feedback."

CAREFUL DESIGN – SAFE PERFORMANCE

Hitachi Energy invests in thorough pre-planning of site activities. The Safety by Design concept takes account of safety throughout the life-cycle – from installation to operation and maintenance – already in the design phase.

At worksites, emphasis is placed on reviewing the day's tasks in the morning briefing. In addition, regular safety observations are highlighted to teach employees to identify and consider potential risks and the variables involved.

Near-misses and accidents at Fingrid worksites



IN RECENT YEARS, the annual average number of electricity-related near-misses and accidents falling into severity categories A and B has been approximately twenty at Fingrid worksites.

Severity category A includes electrical accidents and near-misses where an employee has been exposed to a serious hazard, such as electric shock.

Severity category B includes less severe incidents that may place an employee at risk, such as lapses of memory or non-compliance with instructions.

Year	Severity category A, No. of incidents	Severity category B, No. of incidents
2022	2	21
2023	4	14
2024	9	16
2025 (status by 31 August)	5	8

Lassi Karppinen, person in charge of electrical work at Hitachi Energy Finland’s project planning, reminds that a valid work permit is required for high-risk work.

“It is important to assess risks on the spot and interrupt the work if something changes or deviates from the plan during performance. Then we will prepare new plans, which will require a new work permit.”

OCCUPATIONAL SAFETY IS CREATED BY INDIVIDUALS AND TEAMS

Fingrid worksites employ various operators whose tasks may overlap and coincide. This requires efficient organisation and coordination of the worksite as a whole.

At substations, special attention must be paid to earthing.



“You cannot outsource your own safety.”

Lassi Karppinen
Person in charge of electrical work
Hitachi Energy Finland

“Fingrid implements the main earthing, whereas the supplier designs additional earthing connections and implements them after Fingrid’s approval of the plan,” Karppinen explains.

In addition to cooperation, Karppinen stresses that everyone must pay attention to their own safety at work.

“You cannot outsource your own safety.” ♦



Strange situation? Report it!

A drone sighting, a suspicious car, an unlocked door – at worksites, security observations should be made on anything that cause the slightest concern. Every observation improves the security culture.

TEXT MINNA SAANO | PHOTO SHUTTERSTOCK

“Corporate security is a way of safeguarding important assets and values, such as personnel, property, the environment, and reputation from potential risks. When the focus is on security, we pay attention to illegal acts and attempts to commit them,” says **Markus Oksanen**, Security Specialist at Fingrid.

Illegal acts include, for example, breaking into Fingrid worksites and stealing copper or, in the field of cybersecurity, phishing for information about Fingrid’s operations or for access to its systems.

“In the current global environment, critical infrastructure is of interest to a variety of actors. For this reason, any suspicious or out-of-the-ordinary observations should be reported, even if they seem minor,” Oksanen says.

An out-of-the-ordinary observation could be, for instance, an open door that should be closed, a suspicious car or person moving near a substation, or a flaw or problem in security technology.

“The strange or suspicious thing may not pose an immediate risk at the time, but it may imply

something harmful in the background. If we can address the observation promptly, we can take the necessary preventive measures.”

Observations are reported in the Quentic system. The employee creates a security observation and submits it in the same way as they would submit an occupational safety observation.

“Any suspicious or out-of-the-ordinary observations should be reported, even if they seem minor.”

STRENGTHENING THE SECURITY CULTURE

Oksanen points out that every employee at a worksite is part of the security network, which everyone can strengthen through their actions.

“It takes a new kind of vigilance to spot areas of concern and weak signals of potential risks.”

According to Oksanen, making and reporting observations strengthens the entire organisation’s security culture.

“We hope that the personnel will pay close attention to risks and report them through our system. Let’s keep our eyes peeled at the worksite.” ♦

We collect safety and security observations concerning our worksites

Every
observation
counts!

Make a safety observation

Safety observations provide information on safety measures and hidden risks, so we can intervene before an incident arises. Safety observations can also be made on positive things. To make an observation without credentials, go to www.fingrid.fi/havainto or use the QR code below.



Make a security observation

Let us know if you notice anything out of the ordinary. Observations can be on big or small things. In addition, all cases of theft, vandalism, violence and threats must be reported using the security observation form. To make an observation without credentials, use the QR code below.



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