

SAFETY ON THE LINES

Safety supervisor
takes care of
occupational safety
by anticipating
and assessing
risks on worksites





6
 “By far the most important aspects of occupational safety are foresight and planning.”

Lauri Tolpanniemi
 Safety Supervisor
 Eltel



4 OCCUPATIONAL SAFETY 2021

In Fingrid’s work locations, 534 safety observations were made, and 918 safety toolbox talks were reported.

10 THINK BEFORE YOU ACT!

The campaign inspired people to think about safe ways of doing things at work and in their leisure time.

6 WORKING ON OCCUPATIONAL SAFETY
 Safety supervisors reiterate the importance of foresight and planning on worksites.

12 GOOD PRACTICES AND THINGS TO DEVELOP
 ISO 45001 audit reviewed Fingrid’s occupational health and safety management system.

15 PRACTICAL QUESTION
 Actively, proactively, and constantly vigilant



Safety is a team game

THIS YEAR marks an important milestone in the development of the main grid. Both the Forest Line, the Oulujoki and North Karelia project entities will be completed and commissioned in full – the outcome of more than 20 sub-projects and a million hours of work.

The commissioning of these projects is the result of years of work, beginning with preliminary project planning, environmental studies and permit applications, proceeding to detailed technical design, and ultimately to construction.

There will be no time to rest, however, as a large number of new projects – especially substation projects at the moment – will continue to occupy the builders of the main grid. The master plan of Fingrid’s grid investments, which covers the period to 2030, will significantly strengthen the main grid’s north-south transmission capacity.

The details of the plan are being clarified and supplemented almost every month. There is plenty of work to keep competent employees busy now and in the future.

Fingrid’s occupational safety has consistent history: starting from reacting to accidents and deviations to regulations, it now has a preventive, proactive culture of occupational safety. We still learn from accidents and their causes, and the lessons are communicated onwards, but the main focus is on preventive measures.

In everyday project work, this is manifested in the form of safety toolbox talks, active observation, systematic work planning, and site-specific risk assessments before work begins. In the best cases, employees are actively engaged to assurance of occupational safety, and this expertise and activity are acknowledged as an essential aspect of the job description of a grid professional.

Fingrid’s safety theme for 2022 is “Occupational safety is created by individuals and teams”. It describes a balanced team game in which we all have an active role to play.



Keijo Välimaa
 Head of Transmission
 Line Projects
 Fingrid

Sampo Korhonen

FINGRID

SAFETY ON THE LINES Fingrid Oyj’s occupational safety publication **PUBLISHER** Fingrid Oyj, fingrid.fi, Läkkipesäntie 21, 00620 Helsinki
EDITOR-IN-CHIEF Karri Koskinen, tel. +358 40 631 2152, karri.koskinen@fingrid.fi **MANAGING EDITOR** Lotta Hakanpää, tel. +358 400 514 576, lotta.hakanpaa@fingrid.fi **AD** Laura Ylikahri **PRODUCER** Susanna Haanpää **EDITING** Legendium **PRINTING** Punamusta
COVER PHOTO Maiju Pohjanheimo

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



Printed matter
 4041-0619

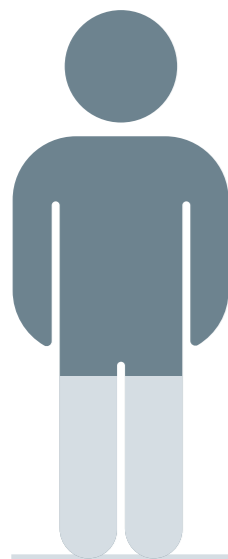


ClimateCalc CC-000101/RI
 Punamusta News

Occupational safety in 2021

Last year, a record 1.86 million hours of work was done on Fingrid's worksites thanks to the large number of investment projects. The number of severe workplace accidents decreased substantially, and the frequency of occupational accidents decreased slightly.

COMPILED BY KARRI KOSKINEN | INFOGRAPHIC LAURA YLIKAHRI



In 2021, there were a total of

1,094
person-years of work

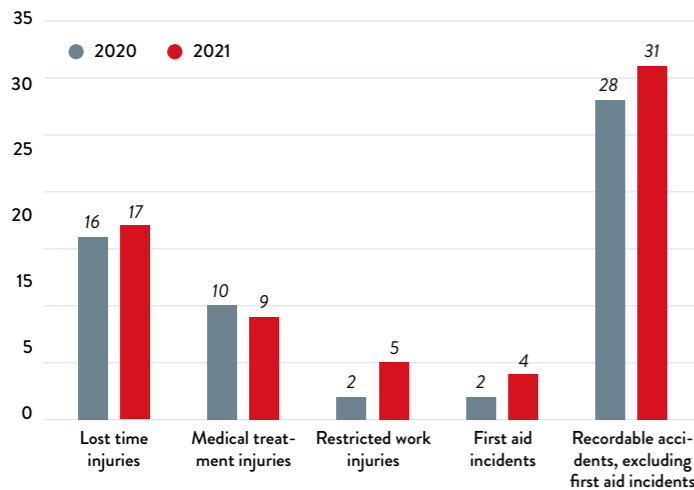
703 person-years of service providers' work

391 person-years of Fingrid employees' work

534
safety observations

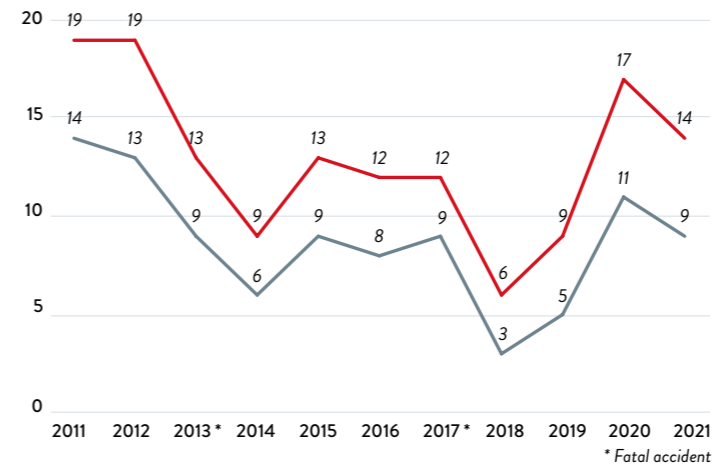
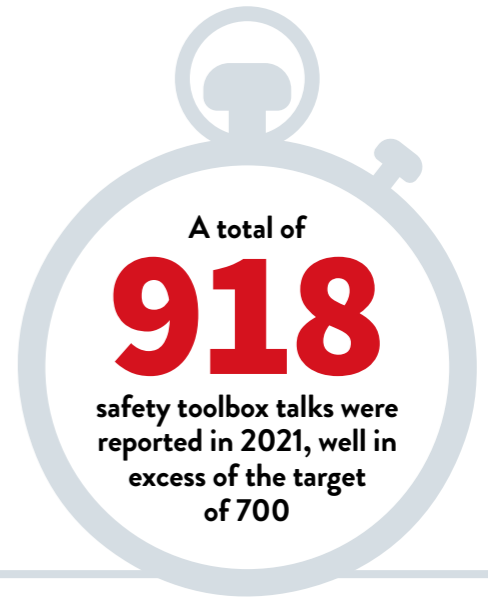


Safety observations help to engage the employees of Fingrid and its suppliers to detect hazards and harmful factors in work locations. At the same time, working methods are evolving, so positive safety observations are also very important. However, in 2021, the number of safety observations did not meet the target of 600.



A total of 31 recordable workplace accidents occurred on Fingrid's worksites, 17 of which led to absences. Slipping and tripping caused most of the occupational accidents that led to absences. Most of the accidents that led to absences occurred in transmission line and substation projects.

Fingrid's worksite theme for 2022 is: **Occupational safety is created by individuals and teams.** It is only possible to achieve a high standard of occupational safety if the client and suppliers collaborate seamlessly. Moreover, everyone needs to take responsibility for their own occupational safety and that of their colleagues. This will make it possible to reach **the target of zero accidents.**

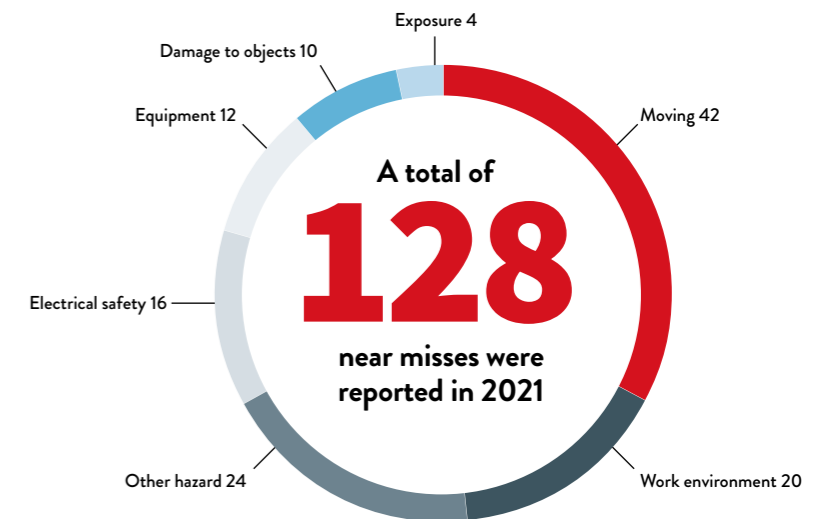


- Lost-time injury frequency among service providers
- Combined lost-time injury frequency (Fingrid personnel and service providers)

The combined lost-time injury frequency decreased to under 10. The figure includes the working hours of Fingrid's personnel and service providers and the workplace accidents that led to absences. The target of bringing the occupational accident frequency below five was not achieved in 2021, so it will be a milestone this year on the journey towards zero accidents.



Moving was a key factor in the near misses reported in 2021. Hazards on Fingrid's worksites include driving vehicles off the road, crashing into the rear of the vehicle in front, and elks on the road. There were also several near misses related to electricity.





Before everyone gets to work, safety supervisor Lauri Tolpanniemi goes through the day's work phases with the worksite manager and installation technicians.

WORKING ON OCCUPATIONAL SAFETY

The safety supervisor ensures that the work on a transmission line worksite goes smoothly.

TEXT SUSANNA CYGNEL | PHOTOS MAIJU POHJANHEIMO

Safety Supervisor **Lauri Tolpanniemi** begins his working day on Eltel's transmission line construction site in Haapavesi. The contract ordered by Fingrid encompasses 58 kilometres of transmission lines from Karsikas to Rantsila.

Tolpanniemi is chatting with the worksite manager and installation technicians. Together, they go through the work phases for the day before each setting off to their work locations.

"My days involve work such as employee orientation and reviewing construction phases and occupational safety matters with the installation technicians," Tolpanniemi says.

In Eno, on the other side of Finland, TMV Line Oy is building a power line from Kontiolahti to Palojärvi. **Karri Immonen**, the safety supervisor there, is about to start his working day.

"The first thing I do is go through the work phases for the day with the worksite manager, our personnel, and our subcontractors and think

about the potential occupational safety risks. If there are no major occupational safety matters to review, the employees get to work on the transmission line worksite," Immonen says.

During the day, Immonen tours the transmission line worksite with the worksite manager. The safety supervisor is the worksite manager's right-hand man, so the pair work closely together.

Safety supervisors take weekly MVR measurements to monitor safety on land and water construction sites. The work also includes presenting Fingrid's occupational safety campaigns and giving safety toolbox talks.

"There has been a lot of talk about the pandemic and the associated guidelines in recent times. Luckily, we have not had any cases of coronavirus on our worksite," Immonen says.

RETURNING HOME HEALTHY

The motto on Karri Immonen's worksite is that people come to work healthy and go home healthy. However, there are some significant



“Foresight and planning are by far the most important aspects of occupational safety.” Lauri Tolpanniemi, Safety Supervisor, Eltel

A transmission line is under construction from Karsikas to Rantsila, covering 58 kilometres.



“We deal with large power flows and heavy burdens almost daily on the transmission line worksite.”

elevation differences and large swamplands around Eno, adding to the challenges of occupational safety.

“The installation technicians working in these challenging conditions are quite young and familiar with the safety regulations from their training. Naturally, they know the dangers of working at height, and it is a matter of course for them to wear safety shoes on difficult terrain and use other safety equipment,” Immonen says.

“We get a lot of snow and very low temperatures here in the winter. This demands a lot of our clothing and footwear. In the summer, it can be really hot, and we also need to take this into consideration when planning the work,” he adds.

Tolpanniemi also praises the diligence and attitude of the installation technicians:

“On the transmission line worksite, we work with powerful currents and heavy loads almost daily. Foresight and planning are absolutely essential for safety. Employees need the correct equipment, information, and expertise to work safely.”

Every employee carries out a regular risk assessment and gives their own ideas for improving safety. Safety is improved by taking into account the risks and highlighting them for everyone’s benefit, but something unpredictable can always happen, no matter how careful you are.

“On one occasion, a truck was towing another truck on the worksite when the towing truck’s tow bar suddenly came off and crashed through the windscreen of the other truck. Luckily, no one was injured. A near miss was reported, it was investigated thoroughly, and lessons were learned,” Tolpanniemi says.

ENHANCING EXPERTISE TOGETHER

Fingrid has interviewed, trained, and approved the safety supervisors for the worksites it has ordered. The job calls for specific expertise and training.

Lauri Tolpanniemi is trained as a mechanical and production engineer, and he previously worked as a warehouse foreman and delivery supervisor for a construction factory, as well as a trainer for the production function of a textile company. Karri Immonen is trained as

a construction engineer, and he gained work experience in the housebuilding sector.

While work is ongoing on the worksite, Fingrid is constantly training safety supervisors in matters related to occupational safety, the environment, and quality. In addition, safety supervisors meet regularly to enhance their knowledge with colleagues and Fingrid’s safety specialists.

“The meetings cover the burning issues of the day, and we share best practices and harmonise our working methods. One goal is to develop the culture of safety more broadly,” says **Markku Pöysti**, Occupational Safety Expert at Fingrid.

In addition to meetings, Fingrid organises annual safety supervisor days on various themes. In November last year, the themes included the importance of earthing during work and carrying out risk assessments. ♦

Think before you act, also in your leisure time



The submissions to the video competition, which was part of the campaign, emphasised the importance of safe habits at work, as well as outside work.

TEXT LOTTA HAKANPÄÄ

Last year, Fingrid's occupational safety campaign, entitled Think Before You Act, set out to instil a stronger sense of responsibility in every employee working on a worksite to consider safety before they start work and while they are working. The campaign was deemed necessary because more accidents than normal occurred on worksites in 2020.

A video competition was held as part of the campaign, and Fingrid employees and service providers were asked to submit videos about occupational safety, best practices, and working methods compatible with the Think Before You Act theme.

A total of 13 impressive videos were entered into the competition, covering areas such as demanding lifting work, traffic safety, occupational safety while off duty, demolition work, and the working environment.

The discerning panel of expert judges selected three winning videos, each of which offered a different perspective on safety. The winning videos were announced at a webinar on 1 December 2021.

We asked the winners of the video competition what the 2021 occupational safety campaign achieved in their eyes.

Forester

This video presents a concrete example of safety risks outside work and the action that people can take to avoid such risks. The video makes the viewer think about whether an occupational safety mindset should extend beyond working hours.

Anssi Niiles, Project Portfolio Manager, substations, Enersense PN Oy:

"THE campaign was a positive way of highlighting an issue that is important to us: preventive safety action and a mindset of thinking before acting. We expanded the mindset to encompass quality management and leisure activities. The campaign gave me insights that helped me to develop my own safety attitude. It was also great to see how the whole team was inspired by and involved in the campaign. I am sure this will encourage us to work actively towards promoting a culture of safety in the future."

Markus Heikonen, Worksite Manager/Project Manager, substations, Enersense PN Oy:

"FROM the outset, the name of the campaign encourages people to think more deeply about different ways of doing things on the worksite. In any case, we are constantly thinking about what we do on the worksite so that the various phases and processes can be completed safely, on time, and profitably. However, we also began to think that we should take the same attitude home with us and make it a part of everything we do throughout the day."

Linda Bergholm, Project Coordinator, substations, Enersense PN Oy:

"WE decided to expand the Think Before You Act mindset to our home lives because a lot of accidents also occur while we go about our daily chores. It was great to notice how inspiring the campaign was for us. We worked in cooperation across our own professional competence bases to motivate, communicate, and set an example for each other. This shows how important the occupational safety culture is to us."

WINNING VIDEOS ▶

Safety day at Merilä Manor

The video presents a genuine situation to highlight occupational safety themes, especially the importance of foresight in occupational safety.

Ville Ala-Kokko, Safety Supervisor, Eitel Networks Corporation:

"AT first, the campaign got people thinking about the little risks that are inherent in everyday work but are not necessarily even recognised as risks. One example is moving around uneven terrain and falling over. After a while, we noticed that when we carry out risk assessments, concentrating on the little things made it easier to drill down into each work phase and the potential variables associated with it – things that often lead to the onset of different risks."

Risto Uusitalo, Senior Expert, Transmission Lines, Fingrid Oyj:

"THE funny videos shown during the webinar, created a good atmosphere. Funny things are easy to remember, so the attendees will recall useful things from them. The particularly memorable ones were the 112 and chainsaw videos, which carried important lessons for working life as well as leisure time. The videos had a sense of authenticity and spontaneity."

Using the 112 Suomi app

The video provided a clear and natural demonstration of how the app is used. The 112 Suomi app is useful at work, as well as during leisure time.

Joonas Vaaramaa, Specialist, Forestry, Fingrid Oyj:

"THE campaign made a Think Before You Act mindset part of the everyday safety culture on worksites. The videos entered into the competition showed that safety is also worth thinking about during leisure activities as a way of preventing accidents outside of working hours. Safety is a question of attitude."

GOOD PRACTICES and things to develop

Occupational safety is always in the spotlight at Fingrid. It is developed in collaboration with service providers.

TEXT MINNA SAANO | PHOTOS FINGRID AND LOCALTAPIOLA

Fingrid has engaged in long-term work to promote occupational safety, and this is reflected in the activities of Fingrid and its service providers. Safety is constantly under scrutiny, and people are reminded of it in various ways, such as last year's Think Before You Act campaign.

"Our goal is based on the principle that everyone should get home from work healthy. That is why we aim for zero accidents," says **Timo Kiiveri**, Senior Vice President, Asset Management.

ANNUAL AUDITS

Fingrid's occupational health and safety management system based on the ISO 45001 standard was audited in October last year. The key aim was to discover how appropriately the processes and practices measured up against the standard, legislation, and the company's own requirements.

The company can carry out internal audits, but Timo Kiiveri thinks it is good to have an external entity assess whether

the company's processes, documents, requirements and operations are up to date and whether there is room for improvement.

The audit was carried out by LocalTapiola, Fingrid's provider of occupational accident and occupational disease insurance, which also includes auditing services. According to the three-year plan, LocalTapiola will audit the key sections of the standard annually in order to obtain a good overview of the occupational health and safety management system.

The second of the three audits focused on the processes at work between the client and the service provider, as well as on collaboration.

Jaana Luomanen and **Vesa Kynsijärvi**, Senior Specialists in Personnel Risk Management at LocalTapiola, familiarised themselves with Fingrid's processes and documents. They then spent one day interviewing 16 people from various levels in the organisation – business managers, a safety supervisor, project managers and foremen from five service providers and



"The audit does not just seek to find deviations from the standard's requirements."

Vesa Kynsijärvi
LocalTapiola

Fingrid's personnel. An auditing report was prepared with the findings from the interviews.

"The audit did not just try to find deviations from the standard or Fingrid's own requirements. We also endeavoured to highlight good practices and potential areas for development, along with recommended action to take," Kynsijärvi says.

EXPERTISE SHARED

The audit found no deviations. Instead, it was clear that Fingrid is a pioneer of occupational safety in many ways.

"It shares its safety knowledge and expertise openly. For example, its online

training and memos related to the service providers' occupational safety group are publicly available," Luomanen says.

The greatest room for development is in communications.

"It is very positive for service providers that they are able to influence the joint safety targets and that their views are taken into account when functions are altered," Luomanen says.

However, when changes are made, Fingrid needs to ensure that everyone is aware of the new practices.

At Fingrid, as in many other companies, there are several parallel systems between the client and supplier. The same



entries need to be made in several places, sometimes manually. There is room for improvement in ensuring that observations receive a timely response and that everyone has the same situational awareness.

MONITORING AND FINE-TUNING

“Fingrid genuinely wants to listen to its service providers and include them in the process of improving safety,” Luomanen states, adding that service providers also gave some suggestions on how to improve collaboration.

“Based on these, one of our recommendations is that service providers collect things from their own organisations in advance for discussion in the occupational safety group. So far, this has not been done systematically.”

How does the zero accident target sound after the audit?

“In many companies, the target is not accompanied by tangible action, but Fingrid has drawn up some good practical measures to achieve it. The effectiveness of these measures is monitored actively,

and changes are made if needed. It is partly because of this that the company has such a high standard of occupational safety,” Kynsijärvi says.

A COMMON CAUSE

Destia and Fingrid have been collaborating on occupational safety development for a long time. Both companies comply with the ISO 45001 standard, which guarantees that they operate on the same occupational safety principles.

“The audits confirmed this,” states **Tapio Leskinen**, Director of Destia’s Energy Networks business, adding that it was good to participate in the occupational safety audit as a service provider.

Leskinen considers it important that everyone in the chain – the client, supplier and subcontractors – knows the importance of occupational safety, acts accordingly and develops it together.

“Quality management systems ensure a certain way of doing things. However, it is largely the values and attitudes in the work community that determine how safety is implemented in the field.” ♦



“Fingrid genuinely wants to listen to its service providers and include them in the process of improving safety.”

Jaana Luomanen
LocalTapiola

A PRACTICAL QUESTION



Actively, proactively, and constantly vigilant

When everyone is mindful of the agreed rules, we are a step closer to a safe working environment.

TEXT TUIJA HOLTINEN

ENERSENSE PN OY has actively promoted occupational safety by means such as videos related to Fingrid’s Think Before You Act campaign. **Joni Parkkinen**, Vice President, and **Tomi Salonen**, Site Manager, discuss how they keep this important subject at the forefront in their everyday work.

affect others. We also assess whether we have the right tools, resources and other requisites for the work,” Salonen says.

“One good example is our Out of Hand campaign, which began last year. Hand injuries often account for a significant proportion of all accidents and near misses. That is why we focused on that specific area,” Parkkinen says.

1 How does Enersense inspire people to work in the interests of occupational safety?

“The first thing we need to do on the worksite is create a good team spirit. Employees feel more committed to the jointly agreed rules when we act openly and fairly. If ever there are occupational safety shortcomings of any size, we always intervene effectively,” Salonen summarises.

“A proactive culture of safety, everyone’s responsibility, identifying hazards, and assessing risks are a good place to start. We give feedback whenever we observe safe or unsafe activity,” Parkkinen adds.

2 What has been the hot topic in occupational safety recently?

“Fingrid’s Think Before You Act campaign has inspired us to be active. These four words carry a lot of weight. On the worksite, we have communicated this message onwards by being less hurried, thinking more deeply about what we are doing, and considering how our work can

3 What is your practical occupational safety tip?

“It is important to respond immediately and effectively to comments and initiatives that improve safety. This ensures we continue to receive suggestions and comments from the field and working groups in the future. We have also rewarded the people who take the most initiative on worksites. A good team spirit is built up with small weekly competitions that are not directly related to occupational safety but promote the idea of wellbeing and enjoying being together. When we share moments together, we also talk about safety, and sometimes we come up with good new practical tips for improving our everyday work,” Salonen says.

“Pre-planned safety toolbox talks are held according to an annual schedule, covering important and relevant themes. They are a great way of inspiring new ideas and adding to our proactive culture of occupational safety,” Parkkinen says. ♦

Take part in the 2022 occupational safety campaign

FINGRID'S occupational safety campaign for 2022 is all about assessing the risks of work and identifying various hazards before starting the work. A thorough risk assessment is the best way of ensuring you and your team have a safe working day. We encourage every working group to assess the risks of work before they begin. Risk assessments can be carried out using the work risk assessment form in the Quentic app or by scanning the adjacent QR code.



RESTAURANT gift cards up for grabs: we are running a prize draw for the working groups who complete risk assessment forms in Quentic. We will reward six working groups (with up to six gift cards per group).

THE CAMPAIGN begins on 1 April and ends on 31 October. All Fingrid service providers and Fingrid employees may enter. We will provide further details before the campaign begins.



FINGRID
DELIVERS. RESPONSIBLY.