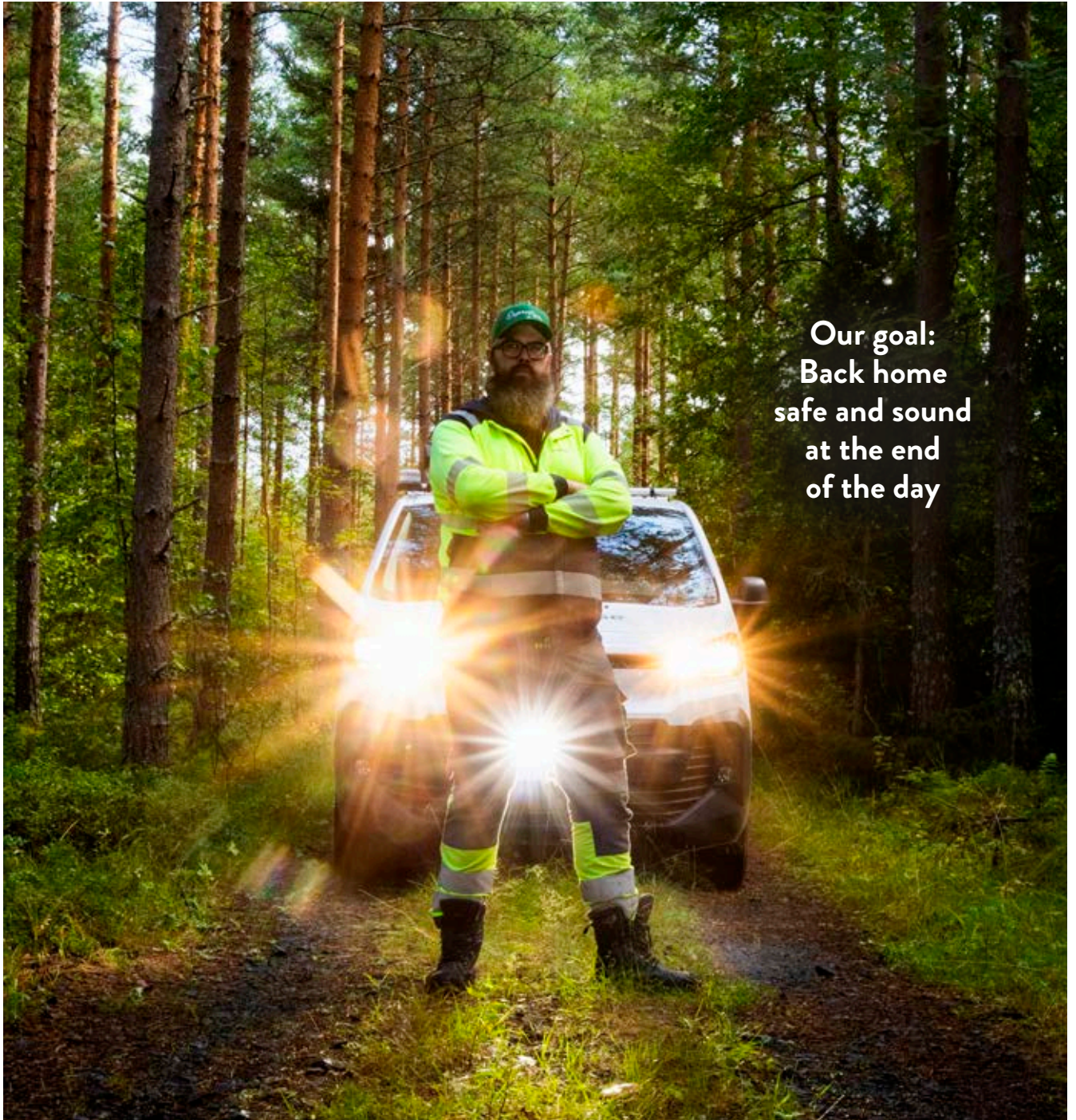


SAFETY ON THE LINES



Our goal:
Back home
safe and sound
at the end
of the day

4 Driving-related risks often stem from very human and everyday challenges such as fatigue or rushing.



10 FINGRID AND ITS SERVICE PROVIDERS are working together to make worksites safer.

12 SOMETIMES THE RISK IN ELECTRICAL WORK lies in familiarity – a familiar task can feel safer than it actually is.

14 WORKPLACE CULTURE can encourage people to take unnecessary risks or push themselves to their limits.

Safety is a joint effort

SAFETY IS everyone's responsibility. Every safe workday is a success. However, this year's accident statistics serve as a reminder that our work to promote safety is never done.

There have been 12 workplace accidents resulting in absences this year, compared to seven last year. We don't want things to go in that direction.

The risks leading to these accidents are things we are all familiar with – driving and various types of crush injuries. A large proportion of the accidents that led to absences were also caused by slipping and tripping.

These are often situations that appear ordinary, but may have serious consequences. Which is why safety primarily arises from proactive action, observation and taking a moment to assess the risks before starting work.

The topics in this issue highlight the many dimensions of safety. Road safety, electrical safety and a

culture of heroism are all issues that affect our daily work. Safety does not result from individual acts of heroism, but rather from jointly agreed procedures and consistent compliance.

Improving occupational safety requires a joint effort.

Through Fingrid's Roadmap for occupational safety development 2025–2027, we are working together with our service providers to make

our operations safer. Joint workshops, open discussions and sharing practical experiences will help us to find the best solutions and strengthen the safety culture of our entire network.

Our ultimate goal is simple: everyone should be able to get home safe and sound after a day's work. That goal can only be achieved together.

Everyone should be able to get home safe and sound after a day's work.



Jarkko Kisanlahti
Regional Manager, Fingrid

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, Occupational Health and Safety Manager / Senior Expert, tel. +358 40 631 2152, karri.koskinen@fingrid.fi



STAYING SAFE BEHIND THE WHEEL

– the risks of rushing and phone use

When it comes to worksite safety, our attention is often focused on falls and electrical safety. However, occupational safety is also greatly impacted by the choices people make while driving.

The workday is over, and you have a long drive home ahead of you. You still have one quick thing to take care of on your phone, and you'll be on the road by the time the last remote meeting of the day starts. You're feeling tired, but you need to get home to your family as soon as possible.

Driving-related risks often stem from very human and everyday challenges.

"Few adults set out on the road thinking 'I'm going to take unnecessary risks today.' Most accidents are caused by fatigue, haste, stress or inattention," says **Tomi Niemi**, a planner at the Finnish Road Safety Council.

Driving is an integral aspect of building substations and transmission lines. Worksites may be located in remote areas, and driving distances are often long.

"Almost all of our work involves some driving. When we're on the road, we are both at risk and a potential source of danger," says **Paavo Kaija**, HSEQ Manager at Enersense.

Paavo Kaija estimates that some employees drive as many as 65,000 kilometres per year. Many rack up significantly more kilometres than the average driver.

"You must pay particular attention to safety when you do a lot of driving," says Kaija.

“Safety comes from a well-rested driver, a well-maintained car, keeping your phone out of your hands, and taking necessary breaks.”

Paavo Kaija, HSEQ Manager, Enersense

A LOT DEPENDS ON THE DRIVER

Ensuring driver attention has been one of the priorities of road safety efforts in recent years. Kaija says that many traffic accidents could have been avoided if the driver had kept their eyes on the road.

The construction of Fingrid’s transmission lines is often carried out in challenging locations, such as along highways. Employees will then have to park in unusual places or work in the vicinity of the road.

“There have been accidents in which a vehicle with its hazard lights on has been rear-ended in perfectly clear conditions, which means that the driver’s attention was elsewhere,” says Kaija.

On Finnish roads, you should also be on the lookout for elk and deer, especially at dawn

and dusk. And reindeer are active at all hours in the north. Weather conditions may be poor, visibility may be low, and the road may be slippery.

You cannot control the weather conditions, the behaviour of other road users or the movements of animals. However, a driver’s own choices do have a major impact on traffic safety.

“You can always sharpen your powers of observation. Many dangerous situations arise because the driver has been briefly distracted for one reason or another.”

Long commutes between worksites, or between work and home, increase the risk of fatigue in particular.

“If an employee drives from the Baltic region or Southern Finland to a worksite in the



“Employees should be clear on that fact – when you’re driving, you should focus on driving.”

Tomi Niemi, Planner, Finnish Road Safety Council

north, they can rack up quite a few kilometres in one day. You should take breaks every couple of hours to maintain an adequate level of alertness,” says Kaija.

KEEP YOUR EYES ON THE ROAD, NOT ON A SCREEN

Using a mobile phone while driving is particularly dangerous – whether you’re driving for work or in your free time. We all know that fiddling with a phone takes your attention away from the road. However, everyone’s gaze may occasionally wander towards their mobile from time to time.

“We constantly remind our employees not to use their phones while driving. It’s important to keep that in mind at all times while discussing these things,” says Kaija.

And it’s not only your phone that causes your attention to wander. Looking at navigators or other digital devices also takes your eyes off the road. Even a few seconds are enough to significantly increase the risk of an accident.

The digitisation of our working environments has introduced new types of disruptions to traffic.

“Teams meetings are commonplace these days, but problems can arise when they coincide with commutes. It’s easy for your attention to wander, even if you’re using a hands-free device. You should pay attention to the conversation in Teams, but you also need to focus on the road while you’re driving,” says Kaija.

Niemi, from the Finnish Road Safety Council, points out that remote meetings should also be considered from the perspective of safe driving. Meetings should be scheduled so that people don’t have to attend them from behind the wheel.

“Employees should be clear on that fact – when you’re driving, you should focus on

driving.” Safety will inevitably suffer if you’re expected to attend meetings or handle other matters at the same time,” says Niemi.

TRAINING AND COMMUNICATIONS YIELD RESULTS

Kaija says that safety work revolves around continual communication and dialogue, not individual campaigns.

“Safety comes from a well-rested driver, a well-maintained car, keeping your phone out of your hands, and taking necessary breaks.”

At Enersense, drivers receive both regular training and safety materials that are specially produced every year and address traffic risks from a variety of perspectives.

“We emphasise factors such as how fit someone is to drive, getting enough rest, taking weather conditions into account, and checking the condition of your vehicle before setting off,” says Kaija.

When driving long distances, employees should be encouraged to realistically assess their own level of alertness. If a driver feels that they are too tired to drive safely, they should not get behind the wheel.

Fatigue is probably one of the most underestimated road safety risks. We take great care to ensure that we don’t get behind the wheel while under the influence of alcohol, but driving while fatigued is something we still take rather too lightly.

“If you’ve had a long and physically or mentally demanding day at work, it’s a good idea to pause for a moment and consider whether it’s still safe to drive hundreds of kilometres home, or if you might be better off staying near the worksite overnight,” says Niemi.

Niemi says that supervisors should discuss the safety of commuting just as openly as other occupational safety issues.

“For example, your organisation can agree that employees don’t have to drive long distances home after a long workday, as staying overnight is always an option.”

Enersense also uses technical solutions to improve vehicle safety. Cars have been equipped with features such as additional lights, reverse cameras and warning lights. Additional lights can often be highly beneficial on unlit roads in particular.

“Equipment is an important part of the whole, but how people act is still the most important factor. Additional lights or warning lights alone won’t help if the driver’s attention is focused on something other than the road,” adds Kaija.

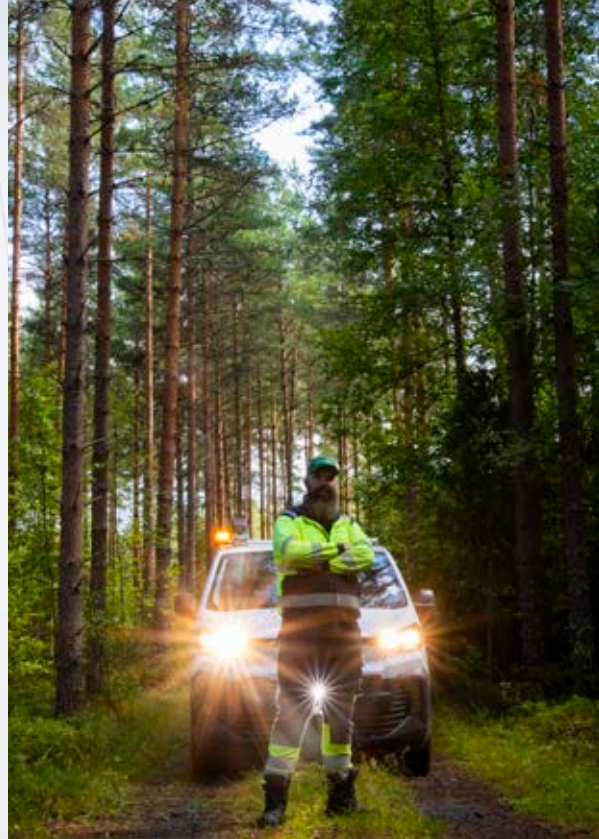
DRIVERS’ OWN OBSERVATIONS ARE IMPORTANT

Kaija says that, thanks to training and communication, Enersense personnel are paying more and more attention to driver safety. Drivers now conduct more inspections before setting off, and actively report any deficiencies they find.

“For example, there have been reports of worn-out tyres or faulty wiper blades. People check whether they have enough windshield washer fluid before they leave, so that visibility remains good during autumn showers,” says Kaija.

When discussing safe driving, it’s easy to forget that this is also occupational safety – just as much as safe working methods and the protective equipment used on worksites. An accident can cause human suffering, disrupt operations at a worksite, and place a long-term strain on the entire workplace community.

“If a serious accident occurs during a commute or while driving onsite, the consequences affect not only the life of the injured person and their loved ones, but also the entire workplace community. The most important thing is for everyone to get home safe and sound at the end of the working day,” says Niemi. ♦



“Additional lights or warning lights alone won’t help if the driver’s attention is focused on something other than the road.”

Paavo Kaija, HSEQ Manager, Enersense

How can we improve occupational safety while driving?

We asked three of our service providers what they have done to improve occupational safety while driving. What is the most important way to reduce risks related to driving for work?



MIKA VALLIUS
Hitachi Energy

At our company, driving between sites is primarily scheduled during working hours and while it’s still light outside.

We emphasise the importance of adequate rest and invest in vehicle safety by choosing the right company vehicles and ensuring they are equipped with proper first-aid supplies.

The most important thing is for the driver to set out well-rested in a safe vehicle that is suitable for the purpose.



TOMI LAAKSONEN
Caverion

We replace our fleet as required, and take advantage of the safety features found in new vehicles. We also hold briefings for our personnel on various types of driving conditions, and conduct risk assessments before people drive for work.

Taking proactive action is our primary means of improving safety. When driving conditions are poor, it’s a good idea to consider whether an in-person visit can be replaced by a virtual meeting. Keeping vehicles in good condition and avoiding unnecessary trips also reduces risks.



JUHA-PEKKA KUMPULA
VEO

For us, traffic safety is an integral part of occupational safety. We emphasise proactive risk management, safety measures for worksite traffic, and safety guidelines for personnel.

The driver’s level of alertness, a defensive driving style and realistic schedules are the most important factors in ensuring safety. The risk of accidents also decreases when we identify the risks in advance and don’t let haste get the best of us.



Improving safety requires A JOINT EFFORT



Better occupational safety takes collaboration and forward planning. Fingrid and its service providers are working together to make worksites safer.

TEXT ANNE HÄNNINEN | PHOTOS FINGRID

Although Fingrid has been systematically improving occupational safety for a long time, there is still room for improvement on the journey to our zero-accident target. Which is why we have launched a project – the 2025–2027 Roadmap for improving occupational safety – in which service providers play a key role.

“We’re not seeking to turn everything upside down. We want to identify the most important areas for development, and to make more effective use of existing tools and best practices,” says **Karri Koskinen**, a Senior Expert at Fingrid.



The project is part of Fingrid’s broader efforts to enhance corporate safety and security.

Its underlying aim is to strengthen the safety culture of Fingrid’s personnel and service providers, and to prevent accidents and near-misses.

From the perspective of Fingrid’s mission, improved occupational safety on our worksites is in the best interests of the entire nation. Planning ahead makes work more organised and thereby also safer and more efficient. This will also be reflected in improved quality and efficiency.

From the employee’s perspective, this goal is more down-to-earth and very concrete.

“The ultimate goal is for everyone to get home safe and sound at the end of the working day.”

A WORKSHOP SEEKING SOLUTIONS

As part of the project, Fingrid invited five service providers to participate in joint development

efforts. At their June safety workshop, areas for development were identified, their root causes were investigated and solutions were discussed.

Tomi Maijanen is an occupational safety specialist from Caverion who attended the workshop, and he was surprised by the depth of the discussions.



“It was eye-opening to realise that many companies are grappling with very similar challenges. Although the problems are usually easy to identify, finding solutions is a different story. But we were now able to think about them together.”

Koskinen says that more than one day could have been spent on these discussions.

Work will continue in the autumn with a second workshop in which development ideas will be compiled into a proposed action plan.

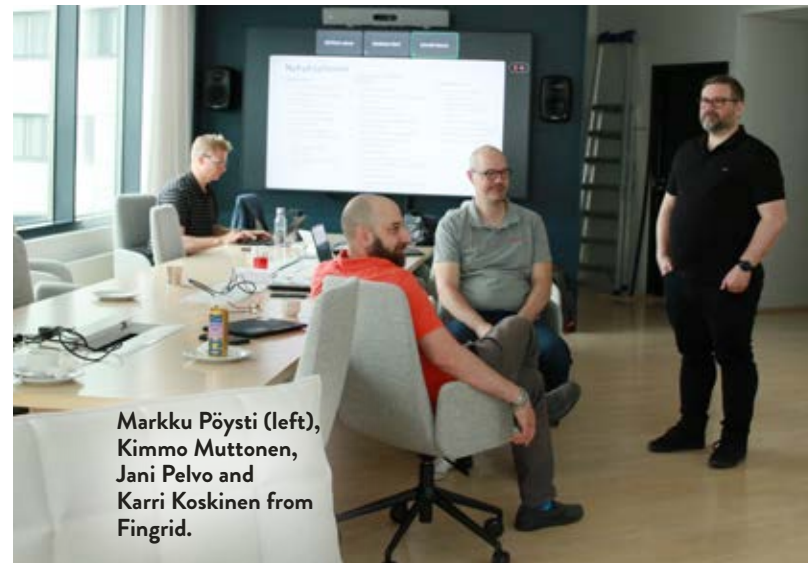
STANDARDISATION AND PROACTIVE ACTION

The workshop identified areas for development throughout the entire chain, from design to everyday onsite work. Maijanen says that one of the most important areas for development is standardisation across worksites.

“Fingrid has worksites throughout Finland, and practices vary somewhat from site to site. It would be easier if all worksites had practices and requirements that were as similar as possible. Having the same rules also makes communication easier.”

Another key theme is taking occupational safety into account early on during the planning stage.

Our goal:
to get home
safe and
sound



Markku Pöysti (left), Kimmo Muttonen, Jani Pelvo and Karri Koskinen from Fingrid.



Mika Vallius, Hitachi Energy (left), Juha-Pekka Kumpula, VEO and Tomi Maijanen, Caverion.



Mikko Rintala, VEO (left) and Tomi Laaksonen, Caverion

Bringing together different areas of expertise helps turn problems into solutions. In a joint workshop, participants shared their experiences and developed ideas for improving occupational safety.

“If there is anything in the construction plans that prevents work from being done safely, it will affect work planning and sometimes other things down the line. This creates additional challenges at worksites,” says Maijanen.

Both Koskinen and Maijanen also highlight the importance of proactive safety efforts. It is often crucial to pause for a moment before starting work to ensure that the task can be performed safely, even under changing conditions.

When it comes to monitoring workplace safety, it is vital to maintain a constant presence at the worksite.

“It’s important to have onsite people whom you can ask for advice and with whom you can discuss safe working practices,” says Maijanen.

SAFETY CULTURE IS A JOINT EFFORT

In order to enhance cooperation, the occupational safety group consisting of Fingrid and its service providers meets three times a year to openly discuss challenges and successes. Safety culture does not arise from guidelines – it is born through day-to-day conversations, observations and collaborative development.

“When things are done well, you should also give credit where credit is due. It’s evident when a company genuinely cares about its employees, and this also makes them more committed to improving occupational safety,” says Maijanen.

Fingrid aims to improve occupational safety through close and long-term collaboration with its service providers.

“We want to build a culture of open dialogue around safety, so that everyone feels comfortable bringing up areas for development and intervening when necessary. If someone is acting recklessly, this will be addressed immediately, and everyone will know that they should think before they act.” ♦

WORK ENVIRONMENTS ARE CHANGING, and so are the risks

Familiar tasks can feel safer than they actually are, while external crews and tight schedules can add to the risks. That's why we keep stressing the importance of electrical safety.

TEXT MARIANNA SALIN | PHOTOS FINGRID AND SHUTTERSTOCK

"The number of near-misses involving electricity is steadily decreasing on our worksites. As of July, there have only been ten this year," says **Jani Pelvo**, Senior Expert and Person in charge of operation of electrical installations at Fingrid.

This positive trend tells Pelvo that it's worth reminding people about electrical safety time and time again. And this sentiment is shared by Electrical Supervisor **Riku Vierikko**, who is responsible for electrical safety at Hitachi Energy. He says that our rapidly changing work environment is currently posing safety challenges.

"Finland is experiencing an unprecedented boom in electrification. There are many new employees and entrepreneurs entering the industry, and one thing they all have in common is that they're extremely busy," says Vierikko.

NO COMPROMISES ON ADDITIONAL REQUIREMENTS

Vierikko says that when Hitachi Energy is the main contractor, everyone on the worksite must comply not only with SFS standards, but also with the company's own safety requirements, which are even stricter in some respects. These criteria are explained during a separate electrical safety training session for the personnel involved in electrical work. The requirements cover things such as personal protective equipment, work permits and feeder lockings.

"We have a work permit system that prompts us to stop and consider the risks of a job before we begin work," says Vierikko.

The most obvious additional requirement at Fingrid is the need for additional earthing – a requirement the company will not compromise on. These requirements are not only outlined in agreements, but are also

covered during briefings and training sessions.

"And we must always lead by example through our own actions," says **Kimmo Muttonen**, a Unit Manager in charge of electrical work at Fingrid.

AWARENESS OF CULTURAL DIFFERENCES IS IMPORTANT

Vierikko and Muttonen acknowledge that these additional requirements carry their own risks.

"The requirements must be simple enough to be understood quickly. We must also be able to explain why we're demanding something," says Vierikko.

"It's also important for safety to be discussed in each working group. For example, the fact that some of our own employees may sometimes be part of a working group does not automatically transfer the responsibility for the task's safety to the client. This may not be obvious to everyone," says Muttonen.

Vierikko has noticed that dangerous assumptions tend to arise most easily in working groups in which there are a mix of cultures from different companies or countries.

"There are established methods that work well, but only within a familiar culture or familiar working group," says Vierikko.

Vierikko and Muttonen stress that there is no need to interfere with different working methods as long as the quality and safety requirements are met.

"When it comes to safety, the most important thing is to have the right attitude," says Muttonen.

Vierikko hopes that this positive attitude will also extend to the development of the SFS standard.

"We could challenge current safety practices in Finland and improve them – and set an example for all of Europe," says Vierikko. ♦

Experience does not always provide protection

Even extensive experience can leave you vulnerable to injury. Experience can boost your self-confidence to the extent that you are tempted to cut corners during a familiar task if you are in a hurry to finish a job or start the weekend.

Everyone should consider how long it really takes to just pause for a moment in order to make sure that you have the right cable and correct diagrams, and to check that the worksite is unenergised. It's also important to intervene if a coworker is not taking safety seriously.

Kimmo Muttonen, Fingrid



Induced voltages can also strike during demolition work

Last year, a technician received an electric shock on a Fingrid worksite when the additional earthing point came loose in the middle of construction work. The same thing could also happen during demolition work. Dismantling a 110-kilovolt transmission line is also electrical work – just as much as construction is – and this must be taken into account both during the planning stage and at the worksite. For example, even if the operating voltage has been disconnected, a dangerous induced voltage can be generated in a transmission line by an adjacent high-voltage line or a thunderstorm.

A transmission line is safe only when it has been stacked in 50-metre sections on the back of a truck.

Two years ago, eleven near-misses related to additional earthing were recorded on Fingrid's worksites. There were only six such incidents last year, and the number stood at two by late summer this year.

Jani Pelvo, Fingrid

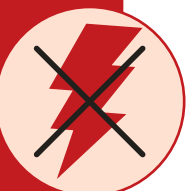


Every electric shock can be prevented

As many as eleven electric shocks were reported on Fingrid's worksites last year, whereas typically only a few are reported each year. Since even one is too many, this issue was strongly emphasised during training sessions and briefings. There have been four electric shocks this year.

WHAT TO DO:

- Clearly mark the live sections of a worksite.
- Don't just assume – take measurements to ensure that the site is unenergised.
- Wear installation gloves.



The workplace hero

– for better or worse?

Workplaces may be dominated by a culture of heroism that tacitly encourages people to take unnecessary risks or push themselves to the limits. But a true hero knows their limits and acknowledges them to others as well.

TEXT MARIANNA SALIN | PHOTOS FINGRID

Fewer and fewer people admire a coworker who nimbly climbs a transmission line tower without a safety harness.

“The traditional culture of heroism that encourages risk-taking has been on the decline for quite some time. It’s becoming clear that safety is something we must and should prioritise,” says **Markku Pöysti**, an occupational health and safety specialist at Fingrid.

But even if the daredevils have disappeared from Fingrid’s worksites, Pöysti’s worries aren’t over. He says that the safety risks on worksites may now be taken by a slightly different kind of hero: the hard-working “workplace hero” who believes they are irreplaceable – or who, due to their heavy workload, actually is.

Jorma Kivi knows the type. He has been visiting substation worksites as a safety manager for Caverion, one of Fingrid’s service providers. Kivi says there are always people who work when they are ill or tired, or who ignore safety guidelines when they are in a hurry.

“When you’re sick, you’re more likely to get hurt or simply pass your illness on to others – and before you know it, you’re even more rushed than before,” says Kivi. He points out that it’s not always the workplace hero themselves who is at risk of having an accident, but rather a coworker.

WORKPLACE HEROES LOSE SIGHT OF THEIR LIMITS

You might also find a workplace hero in the site cabin. Who hasn’t met that site manager who’s the first to arrive and last to leave? They’re always available, ready to help, and also really friendly!

It’s easy to admire a site manager who is so dedicated and enthusiastic about their work, but Pöysti doesn’t always admire them. He is also concerned. This kind of workplace hero is all too familiar to him from the office as well.

Towards positive heroism

• **A negative hero culture** glorifies an employee’s willingness to go the extra mile, to take risks, and to push themselves to the limit. Safe working practices, realistic workloads, adequate recovery time and open communication are often overlooked.

• **In a positive hero culture**, people help and trust one another, address inappropriate behaviour, and openly raise safety concerns. Everyone is aware of their own limits, and also has the courage to acknowledge them to others and be themselves. You don’t always have to have the time and energy to do everything.



“A workplace hero strives for perfection and may not be aware of their own limits.

Markku Pöysti,
occupational health and safety specialist
Fingrid

“A workplace hero will often be a responsible person who strives for perfection and may not be aware of their own limits. They may therefore push themselves over the limit without realising, and burn out. By this point, it may be difficult for them to take others into consideration, and they will likely start making mistakes as well,” says Pöysti.

Kivi recognises this type of person as well – both at work and in the mirror. There was a time when he travelled from one worksite to another four or five days a week. His workdays dragged on and on, and he didn’t really have any free time in between.

“It was nothing but work and sleep, but I still felt as if everything was fine. I liked the job and my coworkers. But then, right out of the blue, I was hit by burnout,” says Kivi.

Atrial fibrillation alerted Kivi to his burnout, and forced him to take a break. As he recovered, he realised that a safe return to work would require shorter hours, as recommended by healthcare and HR professionals.

“Burnout is an insidious problem, and it’s a risk for everyone in a time-sensitive job.”

A COWORKER MAY NOTICE THE WARNING SIGNS

What could have saved Kivi and many others from burnout?

“It can really help when a coworker asks how you’re doing and how you’re feeling,” says Kivi. He thinks that others can recognise the warning signs

Tips for receiving feedback

1. Take a moment to listen

Feedback is about caring, not criticism. The intervention shows that they care about you and want to protect you. Thank the person who provided the feedback.

2. Avoid making excuses

Don’t take feedback as a personal attack – focus on the issue instead. Feedback helps you to identify issues that affect your safety, and perhaps the safety of others as well.

3. Assess the situation and take corrective action

If the feedback is valid, try to change the way you do things. This is how you demonstrate professionalism, build trust within the team and promote safety.

4. Use feedback as a learning opportunity

Constructive feedback fosters a culture in which mistakes are identified and corrected. We learn from them rather than punish them. Be sure to provide feedback as well.



“Burnout is a risk for everyone in a time-sensitive job.”

Jorma Kivi,
safety manager,
Caverion

more easily than someone who is already running on empty.

But who would go around asking a coworker – or even a subordinate – how they’re doing? That could be considered offensive. This is a chain of thought that Kivi and Pöysti would like to break. Pöysti calls for psychological safety and open discussion on the topic.

“If people feel psychologically safe in their workplace, they will feel comfortable asking questions and giving feedback. They will also be able to take feedback,” says Pöysti. He believes that this kind of openness starts with senior management, but it can also be pursued within your own team. The power of example plays an enormous role here as well.

“We used to promote safety through requirements and supervision, but we’re moving on to the next phase now.

The workplace community itself can foster a positive culture of heroism, in which people feel empowered to speak up and ask questions.” ♦

Scan the QR code to make a safety or security observation!

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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