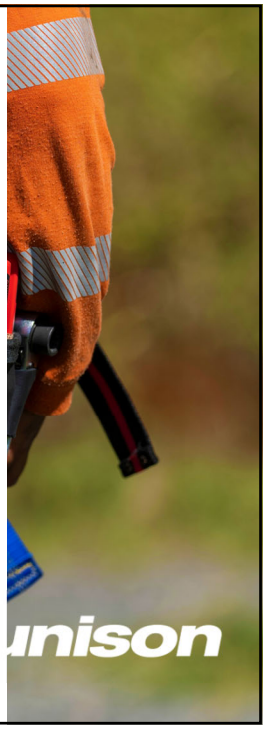
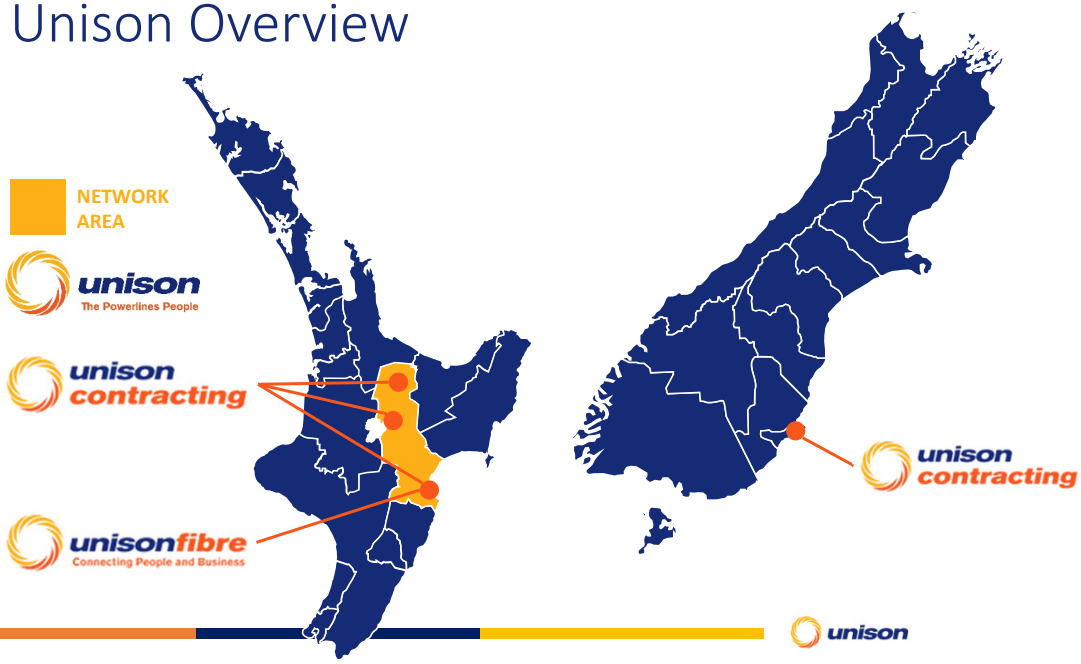
Workplace Safety Award 2023

New Critical Risk Framework

EEA Health & Safety Conference October 2023



Unison Overview



What was the issue?

- Dynamic industry, multiple operations & working environments
- Large number of health and safety risks
- Out of date hazard/risk registers for Unison companies – last reviewed 2016
  - Missing:
    - New depot (Dunedin)
    - Changes to operations, tasks, plant and equipment
    - Network staff activities in the field
    - Outcomes from formal event investigations, safety alerts, changes to HSMS
- Unison company risk registers (Fibre, Network, Contracting Company) – managed separately
- Risk to the health and safety of our workers from unknown, unmanaged and/or uncontrolled risks due to outdate & unaligned risk registers
- January 2020 – project commenced to review Unison Risk Register (2-year project):
  - HSR's & operational reps/leaders, subject matter experts,
  - On site and off site (field) activities & workplaces,
  - Contracting & network companies worked collaboratively,
  - Started with the contracting and fibre companies,

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Project Outcomes – Risk Assessments (New & Existing Reviewed)

unison contracting
unisonfibre Connecting People and Business

98 existing + 28 new = 126 Risk assessment

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35 existing + 12 new = 47 Risk assessment

173 TOTAL risk assessments reviewed

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Residual Risk Ratings – Company Risk Matrix

Workplace Injury and/or Occupational Health Illness		RISK SEVERITY (CONSEQUENCES)				
		Insignificant	Minor	Moderate	Major	Catastrophic
		Slight pain and/or discomfort	Superficial injury/illness that may need first aid treatment or medical assessment	Injury/illness causing temporary disability including reversible health effects. May need medical treatment and/or alternative work duties or lost time	Serious harm injury or illness causing permanent partial or temporary severe disability	Fatality or serious injury/illness causing permanent disability including irreversible health effects
		5	4	3	2	1
RISK PROBABILITY (LIKELIHOOD)	**Almost Certain:** Is expected to occur in most circumstances — A	Low	Medium	High	Extreme	Extreme
	Likely: Will probably occur in most circumstances — B	Low	Medium	High	Extreme	Extreme
	Possible: Might occur in most circumstances — C	Low	Medium	High	High	Extreme
	Unlikely: Could occur in some circumstances — D	Very Low	Low	Medium	High	Extreme
	Rare: Practically impossible may occur only in exceptional circumstances — E	Very Low	Low	Medium	Medium	High

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6 High Residual Risk Activities

- Live HV glove and barrier/hot stick work
- Driving vehicles
- Working on or near roads
- Helicopter operations
- Working in zone substations
- Equipment Room (Fire suppressant system)

High

Escalate to Group *CEO*

- Very high risk – action plan required – additional controls to be implemented
- Group CEO manages risk

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7

Critical Risk Tier Structure

Tier 1 = With controls in place, consequence could be catastrophic, but the likelihood is rare

Tier 2 = With controls in place, consequence is not catastrophic

- Critical risk pictorials
  - Visually engaging, 1 for each critical risk, Unison colours (differentiating between tier 1 & 2 with colour inversion)
  - Used consistently to any material referring to critical risks
  - Developed in consultation with HSR's

Workplace Injury and/or Occupational Health Illness		RISK SEVERITY (CONSEQUENCES)				
		Insignificant	Minor	Moderate	Major	Catastrophic
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Unlikely: Could occur in some circumstances	D	Very Low	Low	Medium	High	Extreme
Rare: Practically impossible may occur only in exceptional circumstances	E	Very Low	Low	Medium	Medium	Tier 1

Tier 2

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8

Formalise Unison Critical Risks & Critical Risk Activities

- Opportunity reassess & improve the way workplace health & safety risks are understood, managed & prevented at Unison = critical risk-based approach
- Focus our energy on risks that could result in catastrophic event if not controlled or managed – as opposed to trying to manage every risk (even those that cause minor injury or illness)
- More proactive, systemic, streamlined approach across the Unison companies – bring alignment with compliance as a consequence
- Embed a critical risk framework between network, fibre and contracting Unison companies
- EEA Draft Critical Risks Guide - alignment
- Focus risks with:
  - Catastrophic (extreme) inherent risk rating
  - High residual risk rating

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9

Tier 1 Critical Risks

Accidental contact with live electricity

Worker struck by vehicle, plant, object

Network asset failure

Vehicle impact with another vehicle

Plant or equipment malfunction

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10

Tier 2 Critical Risks

Fall from height

Personal safety and wellbeing

Worker trapped by the collapse of a trench or excavation

Hazardous substances

Hazardous atmosphere

unison contracting unisonfibre UCSL/UFL Critical Risks/Critical Activities

TIER 1 – With controls consequence could be catastrophic but likelihood is	Critical Risk	Accidental Contact with Live Electricity	Vehicle Impact with Another Vehicle	Worker Struck by Vehicle, Plant, Object	Plant or Equipment Malfunction	Network Asset Failure
	Critical Risk Activities	Live HV Glove and Barrier/Hot Stick Work	Driving Vehicles	Working on or near roads	Helicopter operations	Working in zone substations
TIER 2 – With controls consequence is not catastrophic.	Critical Risk Activities	• HV & CT testing • Working on power poles • Operation of mobile generators • Conducting level 1 & 2 zone substation inspections • Live LV work • Switching, Isolation, Earthing • Entering or working on distribution kiosk/consumer substations • Operate transformer tester & glove testing machine. • Cable identification (spiking) • Cable fault identification • Relocating & repairing permanent earths & replace missing conductor. • Accessing and working on 400V pillar & link boxes • Trimming & pruning trees near energised OH lines. • Accessing the electrical competency testing rig • Hastings workshop test bench activities • Machine assist tree felling with excator near lines. • Accessing/working in transformers with HV/LV at same end • Cable jointing/terminations on pole structures • Non electrically qualified employees opening, inspecting and cleaning inside zone substation cabinets/panels. • Installation/removal of fault indicators • Removal of obstructions from energised OH lines. • Applying portable earthing • Removing tree branches in contact with de-energised lines • Workers undertaking specific tasks without wearing insulated gloves. • Private Generation used during an Outage		• Operating or working near truck mounted cranes, excavators, front end loaders, forklifts, or crane hoists • Using chainsaws above ground • Felling trees • Accessing yard areas • Transporting and installing pole with specialised tracked vehicle • Traffic Management set up requiring workers to place and remove cones from a moving STMS truck		• Unplanned network event • Conducting level 1 and 2 zone substation inspections • Switching & Isolation
	Critical Risk	Fall from Height	Worker Trapped by the Collapse of a Trench or Excavation	Hazardous atmosphere	Personal Safety and Wellbeing	Hazardous Substances
	Critical Risk Activities	• Working at height: o Off ladders. o On top of transformers o From a MEWP o On roofs or verandahs o On scaffold or working platforms o On top of hydro excavator o Working on tower structures - HB • Working on power poles • Working on iron rail poles • Climbing and cutting tree • Traffic Management set up requiring workers to place and remove cones from a moving STMS truck	• Working in open trenches, excavations, pits	• Working in confined spaces (Otago) • Working in areas where hydrogen sulphide gas is present (Central Region)	• Working in remote and/or isolated areas • Working alone • Changes to workers workplace/personal factors and/or workload requirements- mental wellbeing • Working at Unison Indoor and Outdoor Sites during COVID-19 pandemic	• Hazardous substances • Worker exposed to unknown asbestos material.,, • Removal of meter boxes that may contain asbestos

Unison aligned critical risk framework

Differences being:

- 'Hazardous Atmosphere' is Tier 1 critical risk for UNL (Network) – Tier 2 UCSL (Contractor)
- 'Accidental contact with Electricity' is Tier 1 critical risk for UCSL (contractor) – Tier 2 for UNL (Network)

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13

Plan – HSMS Implementation & Comms

HSMS ELEMENT	
Planning, Review, Monitoring, Measurement	• Field Audits • Governance (Board) Reporting • Health and Safety Performance Trend Analysis
Worker Engagement, Consultation, Coordination	• Communications Plan/Posters • Companywide campaign • Prioritise Health & Safety Meeting actions
Hazard Identification & Risk Management	• Deep dive risk assessments process - identify critical controls • Update existing risk registers with icons, outcomes from deep dive risk assessments • Link into Worksite Safety Plan (Field Risk Assessment) Process • Risk review frequency based on critical risks

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14

Plan – HSMS Implementation & Comms

HSMS ELEMENT

Induction, Training, Supervision, Competency

- Update induction programmes
- Review compliance training effectiveness – critical controls
- Internal online critical risk training module

Event Management

- Link all events (near misses, injuries, illnesses, incidents) to critical risks
- Event associated with critical risk = HPI/ICAM investigation
- Update basic & formal investigation process

Contractor Management

- Update pre-qualification process
- Assess contractors based on critical risk activities – frequency audits
- Update induction programme
- Comms plan

Example

Hazardous Atmosphere	Tier One		Tier Two	
Risk Activities	1		2	
% Hard Controls	30%		32%	
% Soft Controls	70%		68%	
	Month	YTD	Month	YTD
Near Miss	0	0	0	0
Field Audits	0	0	0	0
Risk Reviews	0	0	0	2
New Controls	0	0	0	0
Non Conformances (Control Failures)	0	0	0	0

Hazardous Substances	Tier Two	
Risk Activities	5	
% Hard Controls	14%	
% Soft Controls	86%	
	Month	YTD
Near Miss	3	4
Field Audits	0	1
Risk Reviews	0	1
New Controls	0	0
Non Conformances (Control Failures)	0	0

Example of monthly critical risk reporting to the board

Example of HPI's linked to critical risks

High Potential incidents	9	Helicopter weight made contact with MEWP bucket during wire stringing operation	
		Neutral not connected at a property (unsafe livening)	
		Traffic management contractor worker vehicle accident on motorway	
		Crane truck rolled backways and made contact with MEWP (worker inside bucket)	
		11kV cable strike with a reciprocating saw while removing cable protective covering.	
		Applied pothead earth to live HV pothead	
		UCSL truck and trailer vehicle accident resulting in the trailer carrying a digger to tip over	
		UCSL truck made contact with a pole causing movement along the OH conductors a HV live line team were working on (binding in conductor) at the time	
		Earths applied without permission or permit during a car v pole fault situation	

Example

Tier One	Accidental Contact with Live Electricity	Vehicle Impact with Another Vehicle	Worker Struck by Vehicle, Plant, Object	Plant or Equipment Malfunction	Network Asset Failure
Near Misses	2	16	7	1	
Incidents		6			
Injuries			1		
Total Events	**2**	**22**	**8**	**1**	**0**

Example of annual trend analysis – events linked to critical risks

Tier Two	Accidental Contact with Live Electricity	Worker Struck by Vehicle, Plant, Object	Network Asset Failure	Fall from Height	Worker Trapped by the Collapse of a Trench or Excavation	Hazardous Atmosphere	Personal Safety and Wellbeing	Hazardous substances
Near Misses	5	4		5	1		4	5
Incidents	3			1				
Injuries				1				
Total Events	**8**	**4**	**0**	**7**	**1**	**0**	**4**	**5**

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17

Formal Deep Dive Risk Assessments

Tier 1 = Critical Risk Activities

Using 'Bow Tie' risk assessment method to identify and confirm:

- The top event(s) that could be a catastrophic event (although rare)
- That all hazards/threats have been identified
- Critical controls crucial to prevent Tier 1 events from occurring
- Critical detective and recovery controls
- Effectiveness of the critical controls and if they need improvement
- Whether the critical controls are being verified, monitored, or measured

The deep dive risk assessments confirmed, in particular, the critical controls, critical control owners and how each critical control is or will be verified.

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18

Example - Helicopter Operations

19

November 2021 –
Remote hook released a pole without action from pilot or groundcrew resulting in the pole dropping approximate 10 metres above ground – workers in proximity

20

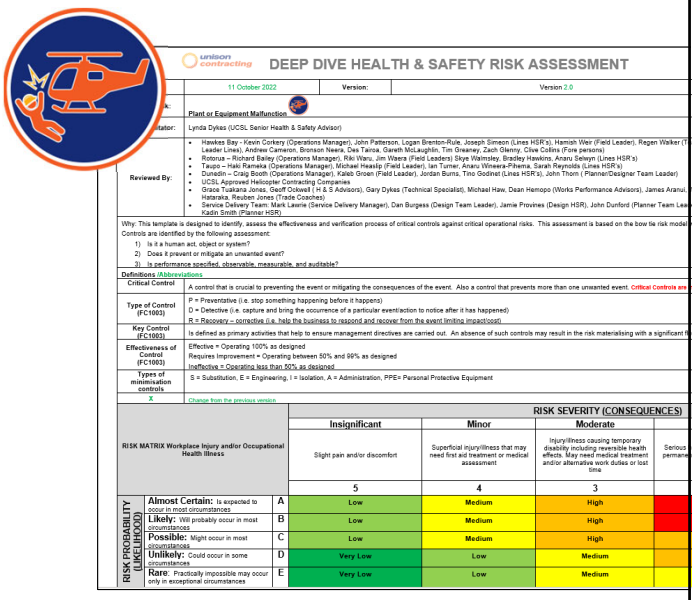
Deep Dive Risk Assessment – Helicopter Operations

Unison Approved Helicopter Companies x 3

Operational Leaders & Staff - experienced/competent in helicopter operations

2 Top Events:

1. Accidental loss of suspended load with people in the vicinity, and
2. Loss of aircraft which could include a UCSL employee(s) in the cockpit at the time.



unison contracting — DEEP DIVE HEALTH & SAFETY RISK ASSESSMENT

	11 October 2022	Version:	Version 2.0
	Plant or Equipment Malfunction		
tator:	Lynda Dykes (UCSL Senior Health & Safety Advisor)		
Reviewed By:	• Hawkes Bay - Kevin Corkery (Operations Manager), John Patterson, Logan Brenton-Rule, Joseph Simeon (Lines HSR's), Hamish Weir (Field Leader), Regen Walker (T Leader Lines), Andrew Cameron, Bronson Neera, Des Tairoa, Gareth McLaughlin, Tim Greaney, Zach Glenny, Clive Collins (Fore persons) • Rotorua – Richard Bailey (Operations Manager), Riki Waru, Jim Waera (Field Leaders) Skye Walmsley, Bradley Hawkins, Anaru Selwyn (Lines HSR's) • Taupo – Haki Rameka (Operations Manager), Michael Heaslip (Field Leader), Ian Turner, Anaru Winiwira-Pihema, Sarah Reynolds (Lines HSR's) • Dunedin – Craig Booth (Operations Manager), Kaleb Groen (Field Leader), Jordan Burns, Tino Godinet (Lines HSR's), John Thorn (Planner/Designer Team Leader) • UCSL Approved Helicopter Contracting Companies • Grace Tuakana Jonas, Geoff Colwell (H & S Advisors), Gary Dykes (Technical Specialist), Michael Haw, Dean Hemopo (Works Performance Advisors), James Aranui, Hataraka, Reuben Jones (Trade Coaches) • Service Delivery Team: Mark Lawrie (Service Delivery Manager), Dan Burgess (Design Team Leader), Jamie Provines (Design HSR), John Dunford (Planner Team Lea Kadin Smith (Planner HSR)		
Why: This template is designed to identify, assess the effectiveness and verification process of critical controls against critical operational risks. This assessment is based on the bow tie risk model			
Controls are identified by the following assessment: 1) Is it a human act, object or system? 2) Does it prevent or mitigate an unwanted event? 3) Is performance specified, observable, measurable, and auditable?			
Definitions /Abbreviations			
Critical Control	A control that is crucial to preventing the event or mitigating the consequences of the event. Also a control that prevents more than one unwanted event. Critical Controls are		
Type of Control (FC1003)	P = Preventative (i.e. stop something happening before it happens) D = Detective (i.e. capture and bring the occurrence of a particular event/action to notice after it has happened) R = Recovery – corrective (i.e. help the business to respond and recover from the event limiting impact/cost)		
Key Control (FC1003)	Is defined as primary activities that help to ensure management directives are carried out. An absence of such controls may result in the risk materialising with a significant fi		
Effectiveness of Control (FC1003)	Effective = Operating 100% as designed Requires Improvement = Operating between 50% and 99% as designed Ineffective = Operating less than 50% as designed		
Types of minimisation controls	S = Substitution, E = Engineering, I = Isolation, A = Administration, PPE= Personal Protective Equipment		
X	Change from the previous version		

RISK MATRIX Workplace Injury and/or Occupational Health Illness		RISK SEVERITY (CONSEQUENCES)			
		Insignificant	Minor	Moderate	
		Slight pain and/or discomfort	Superficial injury/illness that may need first aid treatment or medical assessment	Injury/illness causing temporary disability including reversible health effects. May need medical treatment and/or alternative work duties or lost time	Serious permane
		5	4	3	
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Deep Dive Risk Assessment – Helicopter Operations

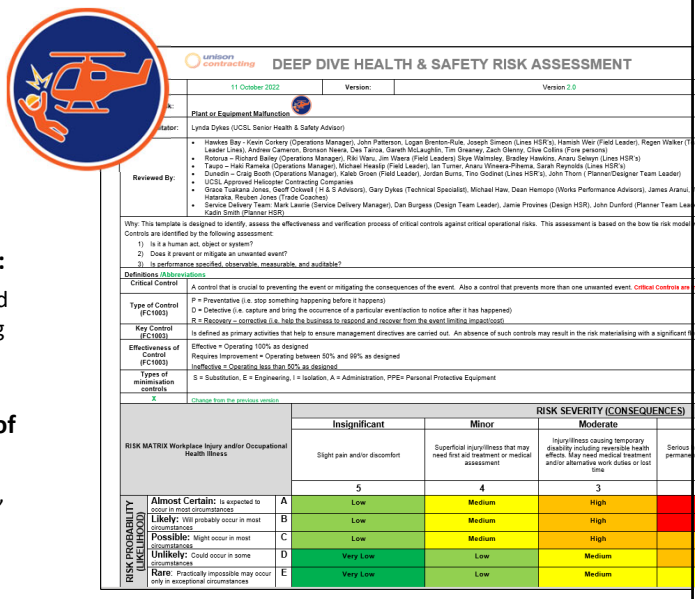
14 critical controls

3 critical controls that needed improvement:

- E.g. no verification SWMS Helicopters reviewed during design & planning stage, low level flying ops (feeder patrols) confirm UNL asset locations/obstacles provided to pilots

10 actions to further improve effectiveness of critical controls:

- E.g. confirming suspended load weights (poles, conductor drums, soil bags, etc) recorded on WSP, wire strike awareness course staff that undertake feeder patrols



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	Rare: Practically impossible may occur only in exceptional circumstances — E	Very Low	Low	Medium	

1 pager critical controls & critical control owners

Company Risk Registers Updated – UCSL / UFL

UCSL/UFL HEALTH & SAFETY RISK REGISTER - OPERATIONS

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unisonfibre Connecting People and Business

NOTES:
- Activities/tasks have been grouped into business units. Order they appear in this register - General (relevant to multiple business units), Electrical, Civil, Vegetation and Fibre.
- Types of minimisation controls key = S = Substitution, E = Engineering, I = Isolation, A = Administration, PPE= Personal Protective Equipment
- Highlighted = Changes/additions to the register from the previous version.

Task or Area	Hazards What can cause harm Top Event	Potential Outcome What can happen	Likelihood	Consequences	Risk Rating (Pre-Controls)	Required Control Measures Critical Controls	Frequency of Monitoring	Personnel Responsible	Eliminate?	Type of Minimisation	Likelihood	Consequences	Risk Rating (Post -Controls)
EH 02. Helicopter Operations	Helicopter malfunction while in operation	Serious injuries or fatalities	B	1	E	• Approved Contractor Management Process, HS8000 Procedure	Various	H&S Advisors	X	A	E	1	H
						• Engage approved Helicopter Companies only	At all times	Operations Team		A			
	Loss of suspended load contacts persons on the ground	Serious injuries or fatalities				• Safe Work Method Statement #009 and #009a	At all times	Site Supervisor		A			
						• Helicopter awareness training (must be current)	As required	Operations Team LE Coordinators		A			
	Noise – when working in close proximity to helicopter	Hearing loss				• Worksite Safety Plan – Pre-Job Briefing ○ In-depth pre job briefing with pilot, site supervisor and line crew	Prior starting	Site Supervisor		A			
						• Roads closed and TMP in place	Where required	Site Supervisor		I			
	Noise from aircraft impacting livestock or other animals	Livestock or other animals injured				• Communications established between pilot and grounds man	At all times	Site Supervisor		A			
						• Designated viewing site (safe zones) for visitors or other work party members.	Prior starting and during operations	Site Supervisor		I			
	Rotor wash resulting in projectile items contacting	Serious injuries or fatalities				• Certified hooks and maintenance program	At all times	Pilot/Helicopter Company		E			
						• Certified/tested strops	At all times	Pilot/Helicopter		E			

Slide 23

TC0 Could we click and bring up a couple of the controls to explain ?
Tracey Campbell, 2023-10-02T04:03:03.489

IM0 0 Yes definitely. What controls in particular were you wanting to pop out?
Isaiah Martin, 2023-10-02T20:17:40.564

Company Risk Registers Updated – UNL

UNL HEALTH & SAFETY RISK REGISTER – OFFICE/OFFSITE ACTIVITIES

unison The Powerlines People

NOTES:
- Activities/tasks have been grouped into buildings and site
- Types of minimisation controls key = S = Substitution, E = Engineering, I = Isolation, A = Administration, PPE= Personal Protective Equipment
- Highlighted = Changes/additions to the register from the previous version

Task or Area	Hazards What can cause harm	Potential Outcome What can happen	Likelihood	Consequences	Risk Rating (Pre-Controls)	Required Control Measures	Frequency of Monitoring	Personnel Responsible	Eliminate?	Type of Minimisation	Likelihood	Consequences	Risk Rating (Post -Controls)
UH 03. Network surveys or feeder patrols using a helicopter with UNL staff present in cockpit of aircraft	Aircraft wire strike in flightpath e.g. transmission lines, public aerial wires, spur lines hidden by e.g. vegetation.	Serious injuries or fatalities, network outage	B	1	E	• Project specific health and safety plan	Prior to commencing / during project	Helicopter company/UNL	X	A	E	1	H
						• Hazard identification/risk assessment/briefing/flight plan	Daily – before each flight	Pilot		A			
	Noise from aircraft operations impacting livestock or other animals	Livestock or other animals injured and/or public property damage				• Asset location plans for Unison network provided to pilots	Prior each flight	UNL N & O		A			
						• Known obstructions locations provided to pilots	Prior to each flight	UNL N & O		A			
		Public complaints and/or CAA notified				• NOC Contact details shared with pilots on flying days	Prior to commencing	UNL N & O		A			
	Noise from aircraft operations causing public social disturbance					• Unison Approved contractor with appropriate CAA approvals and Unison induction	Prior to commencing	UNL N & O UNL HS Advisor		A			
						• Notification of customers/public communications plan	Prior/during project	UNL N & O		A			
	Aircraft accident e.g. engine failure	Serious injuries or fatalities and/or significant damage to public property				• Customer complaints management process	As required	UNL N & O		A			
						• Only Unison employees who have completed a helicopter	At all times	UNL N & O		A			

Contractor HSMS Audit Process Updated

Contractor HSMS Audit Guidance – Section 6 HS8000 Audit Template

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Type	Work Activities	Audit Focus Areas
Helicopter Operators	Conductor stringing Suspended loads (poles, conductor drums, other ie. bags soil)	• Certification / maintenance of lifting equipment, hooks, long lines etc • Loss of aircraft emergency response procedure • Quality and content of induction or training provided to UCSL staff. • Use and implementation of SWMS 009 • Pilot briefing and risk assessments completed for Unison jobs. • CAA audits findings/CAA operations certificate – requirements/limits • Maintenance programme evidence – hooks, strops, long lines, remote hooks • Flight time and duty time – (CAA parts 133 -loads) how recorded and monitored. • Deep dive risk assessment – familiarity, use & compliance
	Feeder Patrols	• Review of low-level flying feeder patrols documentation provided by Unison of known obstacles in flight path. • Loss of aircraft emergency response procedure • Manifest – pre-flight documentation • Quality and content of induction or training provided to UCSL staff. • Use and implementation of SWMS 009 • Pilot briefing and risk assessments completed for Unison jobs. • CAA audits findings/CAA operations certificate – requirements/limits • Maintenance programme evidence • Flight time and duty time – (CAA ACC119 -passengers) – how recorded and monitored. • Deep dive risk assessment – familiarity, use & compliance

Internal Training Module

Helicopter Incident Feb 2023 – Reported to Board of Directors

Example of reporting on health performance indicators related to critical risk for helicopter operations

Plant or Equipment Malfunction	Tier One	
Risk Activities	1	
% Hard Controls	27%	
% Soft Controls	73%	
	Month	YTD
Near Miss	1*	1
Field Audits	0	0
Risk Reviews	0	1
New Controls	0	17
Non Conformances (Control Failures)	0	0
Injuries	0	0

*Refer to the HPI section for details of the near miss

Helicopter drop line weight struck EWP bucket

Tier 1 Critical Risk: "Plant or Equipment Malfunction"
Critical Risk Activity: "Helicopter Operations"
Region: Hawke's Bay

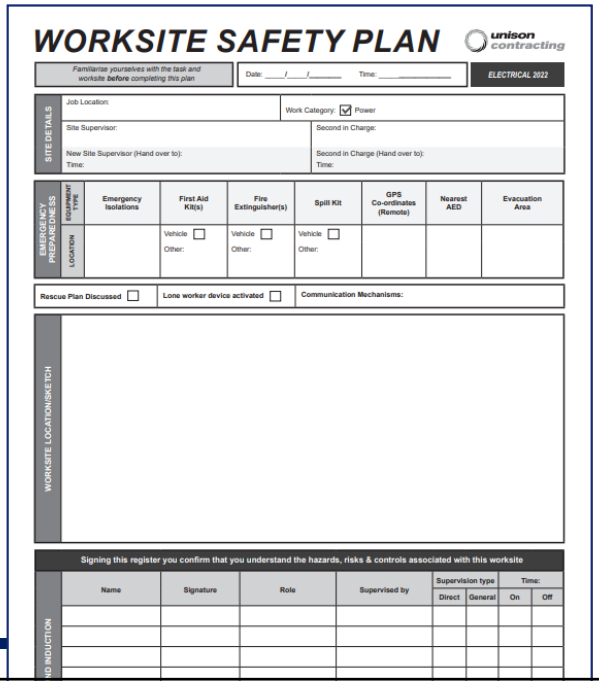
Due to silt build up and debris left behind following Cyclone Gabrielle, the safest and most efficient method for restringing some overhead feeders during the cyclone restoration was by using a helicopter to pull conductor between poles.

The use of a helicopter for restringing overhead lines is well practised by the Hastings UCSL crews. The helicopter down line used to pull the conductor is weighted to counter the swing of the drop line. This makes it easier for the pilot to control the line and conductor when in the air. The weight is approximately 80kg.

During an 11kV conductor restringing operation, which ran alongside Dartmoor Road, an incident occurred where the suspended weight at the end of the drop line from the helicopter contacted the bucket of an elevated work platform (EWP). This was classified as a high potential incident as using a helicopter is a tier one critical risk. No workers were injured nor were the EWP or helicopter damaged.

There is an ICAM investigation underway to determine the root cause of the event, but preliminary findings are that the braking system on the conductor drum, used to keep tension on the conductor during the stringing operation, may have partially released allowing the conductor to run free as the helicopter was preparing to hand-off the conductor to the EWP operator. This release in tension on the conductor allowed the weight to swing down and into the EWP bucket.

Link Critical Risk Framework Field – Worksite Safety Plan Process



WORKSITE SAFETY PLAN — unison contracting

*Familiarise yourselves with the task and worksite **before** completing this plan* | Date: ___/___/_____ Time: _____ | ELECTRICAL 2022

SITE DETAILS

Job Location: | Work Category: ☑ Power

Site Supervisor: | Second in Charge:

New Site Supervisor (Hand over to): Time: | Second in Charge (Hand over to): Time:

EMERGENCY PREPAREDNESS

EQUIPMENT ITEM	Emergency Isolations	First Aid Kit(s)	Fire Extinguisher(s)	Spill Kit	GPS Co-ordinates (Remote)	Nearest AED	Evacuation Area
LOCATION		Vehicle ☐ Other:	Vehicle ☐ Other:	Vehicle ☐ Other:			

Rescue Plan Discussed ☐ | Lone worker device activated ☐ | Communication Mechanisms:

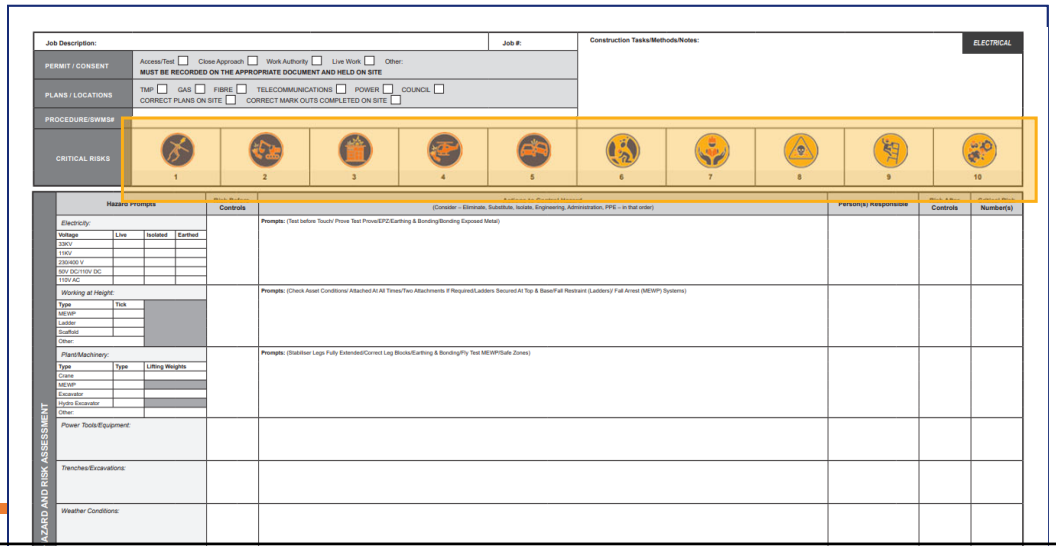
WORKSITE LOCATION/SKETCH

Signing this register you confirm that you understand the hazards, risks & controls associated with this worksite

ND INDUCTION

Name	Signature	Role	Supervised by	Supervision type: Direct	Supervision type: General	Time: On	Time: Off

Link Critical Risk Framework Field – Worksite Safety Plan Process



Job Description: | Job #: | Construction Tasks/Methods/Notes: | ELECTRICAL

PERMIT / CONSENT: Access/Test ☐ Close Approach ☐ Work Authority ☐ Live Work ☐ Other: — MUST BE RECORDED ON THE APPROPRIATE DOCUMENT AND HELD ON SITE

PLANS / LOCATIONS: TMP ☐ GAS ☐ FIBRE ☐ TELECOMMUNICATIONS ☐ POWER ☐ COUNCIL ☐ — CORRECT PLANS ON SITE ☐ CORRECT MARK OUTS COMPLETED ON SITE ☐

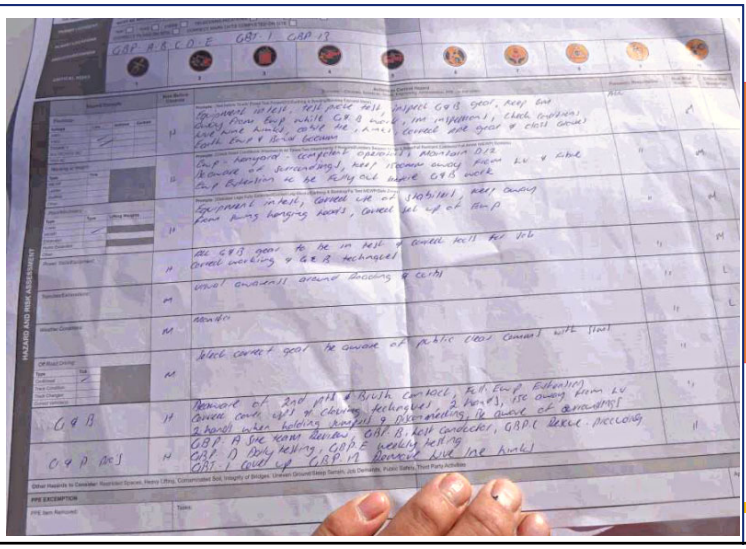
PROCEDURE/SWMS#

CRITICAL RISKS: 1 2 3 4 5 6 7 8 9 10

HAZARD AND RISK ASSESSMENT

Hazard Prompts	Controls	(Consider – Eliminate, Substitute, Isolate, Engineering, Administration, PPE – in that order)	Person(s) Responsible	Controls	Number(s)
Electricity: Voltage / Live / Isolated / Earthed — 33KV, 11KV, 230/400 V, 50V DC/110V DC, 110V AC		**Prompts:** (Test before Touch/ Prove Test Prove/EPZ/Earthing & Bonding/Bonding Exposed Metal)			
Working at Height: Type / Tick — MEWP, Ladder, Scaffold, Other:		**Prompts:** (Check Asset Conditions/ Attached At All Times/Two Attachments If Required/Ladders Secured At Top & Base/Fall Restraint (Ladders)/ Fall Arrest (MEWP) Systems)			
Plant/Machinery: Type / Type / Lifting Weights — Crane, MEWP, Excavator, Hydro Excavator, Other:		**Prompts:** (Stabiliser Legs Fully Extended/Correct Leg Blocks/Earthing & Bonding/Fly Test MEWP/Safe Zones)			
Power Tools/Equipment:					
Trenches/Excavations:					
Weather Conditions:					

Link Critical Risk Framework Field – Worksite Safety Plan Process



An example of a completed Unison worksite Safety Plan showing consideration of critical risks

Outcomes

Statistically, health and safety at Unison has improved significantly since the development of the risk registers and introduction of the Critical Risk Framework:

Class 2* injuries: ⬇ **67%** Across the business between 2020/21 and 2022/23

9 (2020/21) → **5** (2021/22) → **3** (2022/23)

Class 1* injuries: **0** Across the business between 2020/21 and 2022/23

Near Miss Reporting: ⬆ **397** (2021/22) → **459** (2022/23)

*Permanent (Class 1) *Total/partial impairment > 6 months*
*Moderate (Class 2) *Total/partial impairment - 2 weeks to 6 months*

Outcomes

Statistically, health and safety at Unison has improved significantly since the development of the risk registers and introduction of the Critical Risk Framework:

High Potential Incidents:	**17**	2020/21	**9**	2022/23		
Notifiable Events:	**3**	2020/21	**1**	2022/23		

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33

Outcomes

	8 Incidents FY21	**3** Injuries FY21	**2** Incidents FY22	**0** Injuries FY22	Near misses reducing from 34 in FY21 to 9 on FY22 (UCSL/UFL)	
	27 Events FY21	Tier 1 & Tier 2	**19** Events FY22	Tier 1 & Tier 2	Of the 19 events only one of these (a near miss) related to a Tier 1 activity	
	17 Near Miss Reported FY21	**29** Total Events FY21	**5** Near Miss Reported FY22	**14** Total Events FY22		

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34

Outcomes

Culturally, introduction of the framework has contributed to an organisation that is more aware of health and safety (including mental and physical wellbeing), and people who are more cognisant of the role they play in preventing and managing critical risks!

We have up-to-date health and safety risk registers we can confidently make use of to implement risk controls; influence content for worker inductions and training; assist with workplace field audits, tailor contractor/sub-contractor and visitor inductions and general health and safety development and awareness-raising.

We can quickly and easily identify any trends and target interventions, accordingly, ensuring efforts are directed to where they will have the most impact.

Questions