

Taking the time to understand Risk

Myles Connew - July 2025



Stopping for Safety – calling a timeout

Stop for Safety at EA Networks

- Two days focusing on health and safety
- Whole organisation – all teams involved/included

Why are we doing this?

- To align understanding of Critical Risk
- Embed our Critical Risk framework across the entire organisation

What did we want to get out of this?

- People who are exposed to the critical risks telling us what controls work well /what doesn't etc.
- Honest solution-focused conversations



Our Critical Risks and Critical Controls

Critical Risk Management EA networks

Fall from Heights

Critical controls

- ◆ Pole testing before climbing.
- ◆ Suspect or 'red-tagged' poles not climbed.
- ◆ Use of crane or pole grab to hold poles, or work from ground or EWP where applicable.
- ◆ All Personal Fall Arrest gear is in test, checked before use, worn correctly, and attached at all times.
- ◆ EWP within service and maintenance schedule.
- ◆ EWP is set up and used within safe operating parameters. Electronic lock outs on EWPs.
- ◆ Ladder in test, checked before use, and secured correctly.
- ◆ Working at height trained and competent workers.
- ◆ Stop work processes in place.
- ◆ Rescue processes in place.

Critical Risk Management EA networks

Falling Objects

Critical controls

- ◆ Inspection and maintenance regimes.
- ◆ Condition assessment.
- ◆ Blocking or supporting suspect poles and structures.
- ◆ Suspect poles tagged and not climbed.
- ◆ Cranes and EWPs set up and used within safe operating parameters.
- ◆ Cranes, lifting chains, shackles etc in test.
- ◆ Using lifting gear within safe load rating.
- ◆ Clear exclusion, drop zones.
- ◆ Loads secured.
- ◆ Specific training and competence.

Critical Risk Management EA networks

Impaired Decision Making

Critical controls

- ◆ Fit for work, mentally and physically able.
- ◆ Free from drugs and alcohol.
- ◆ Free from bullying and harassment.
- ◆ Tasks are understood, with good information.
- ◆ Enough time to finish the job. Hours policy.
- ◆ Fatigue is managed.
- ◆ External stressors are managed.

Critical Risk Management EA networks

Plant & Machinery Impact

Critical controls

- ◆ Correct plant and machinery selected for task.
- ◆ Service and maintenance schedules.
- ◆ Plant and machinery is set up and used within safe operating parameters.

Critical Risk Management EA networks

Traffic Management

Critical controls

- ◆ TMP is approved.
- ◆ Correct TMP for situation, well set up.
- ◆ TM equipment is compliant, and used correctly.

Critical Risk Management EA networks

Uncontrolled Live Energy

Critical controls

- ◆ Multiple protection devices, correctly graded.
- ◆ Equipment routine inspection and maintenance.
- ◆ Formal switching orders, correct SLDs.
- ◆ 3 phase gang switching where required.
- ◆ Permits or Work Authority.
- ◆ Live work procedures.
- ◆ Network isolation and earthing.
- ◆ Specific training and competence.
- ◆ Arc-rated PPE, natural fibre undergarments, no exposed metal jewellery.
- ◆ Prove-test-prove.
- ◆ Worker personal earthing and bonding.
- ◆ Insulated gloves, mat, sticks.
- ◆ Equipotential zones, work from EWPs.
- ◆ Bonding or earthing of plant.
- ◆ Pre-livening and inspection procedures.
- ◆ Assurances and safety isolations.
- ◆ Vegetation risk assessment, and felling or trimming.
- ◆ Minimum Approach Distances.
- ◆ Close approach or High load consents.
- ◆ Location Plans and mark outs.
- ◆ Hydrovac or hand excavations.
- ◆ Safety observer/spotters.

Critical Risk Management EA networks

Vehicle Impact

Critical controls

- ◆ Vehicles appropriate for the terrain with required safety features.
- ◆ Operational vehicles fitted with flashing beacons, and reflective markings.
- ◆ Current WOF and COF. Service and maintenance schedules.
- ◆ Staff have current licences and endorsements.
- ◆ Training and competence specific to type of vehicle driven.
- ◆ Correct vehicle chosen for the task.
- ◆ Fatigue: NZTA work time and logbook requirements, Operational working hours policy.
- ◆ Recovery and towing only undertaken by specifically trained workers.

Developed using focus groups led by the Health & Safety team and the Health & Safety Committee

How we ran the Days

	Chris, Sathira, Ian, Ace, Aolia	Gerhaldo, Marvin, Richard, Allan, Leslie, Pete VA	Franco, Keizer, Logan, Shingirai, Rob U	Rex, Walt, Dean, Spike, Adam, Mark, Craig D	Ash, Stan, DB, Cameron W, Leith, Keith, Craig L, Todd	Kevin, Gerard, Dave Bond, Devah and Cameron H	Techs/Inspectors. Daniel, Jeremy, MacKenzie, Floyd, James, Dave H, Ted, Hayden	Adam's Team. Darren, Mitchell, Andrew, Tia, Chloe, Logan, Jayden, Simon, Emil	Mark's Team. Geoff, Pat, Jeff, Maurice, Hamish, Paul, Amini, Kevin, Mike	Engineers Jonathan, Neil M, Krishneel, Ruth, Poini, Albert, Jaaram, Peter L	Network OH and UG Dave S, Stephen, Moose, Jeremy Bottomley, Phey, Dave C, Les, Harriet	Stores and Building Phil, Symon, Aaron, Neil, Andy, Serech, Marlon, Sheryll, Sarah, Kanwal	Hailey, Will, Gordon, Cath, Nayana, David B, Tony, Limba, Abbie, Stacey, Elissa, Kanwal	Jeremy, Heather, Fi, Gareth, Nigel, Ronnie, Uati, Louise, Maria, Charleen, Simone, Alex, Elliot, Simona, Julie	Briana, Phill, Karl, Deryk, Ken, Tim, Bruce	
8am-8:20am	Onno, Andrew and Cole Intro to "Stop for Safety Days" - Contracting Cafe															
8:20am-9am	EEA Update - All Staff - Contracting Cafe															
9am-9:30am	Falling from Height Presenter: Stephen Location: Northtown	Uncontrolled Release of Energy Presenter: Pete Location: Seafield	Traffic Management Presenter: Warren Maslin (Fulton Hogan) Support: Myles Location: Upstairs Training Room	Vehicle Impact/Driving Presenter: Tong LeMasurier (HVR) Support: Amber Location: Board Room	Falling Objects Presenter: Vagne V Location: Overdale			Manual Handling Refresher for Darren, Geoff, Kevin, Hamish, Mitchell, Phil C, Symon, Andy, Stretch, Dean <i>Other staff: Health Checks, or BAU</i>	Manual Handling Refresher for Darren, Geoff, Kevin, Hamish, Mitchell, Phil C, Symon, Andy, Stretch, Dean <i>Other staff: Health Checks, or BAU</i>		Decision making Presenter: Hagley Head (EEA) Support: Cindy Location: Cindy's Office	Manual Handling Refresher for Darren, Geoff, Kevin, Hamish, Mitchell, Phil C, Symon, Andy, Stretch, Dean <i>Other staff: Health Checks, or BAU</i>				
9:30am-10am	Falling Objects Presenter: Vagne V Location: Overdale	Falling from Height Presenter: Stephen Location: Northtown	Decision making Presenter: Hagley Head (EEA) Support: Cindy Location: Cindy's Office	Uncontrolled Release of Energy Presenter: Pete Location: Seafield			Traffic Management Presenter: Warren Maslin (Fulton Hogan) Support: Myles Location: Upstairs Training Room	Contracting Café Anyone who works at heights should do Falling from heights	Contracting Café Anyone who works at heights should do Falling from heights			Contracting Café Anyone who works at heights should do Falling from heights		Vehicle Impact/Driving Presenter: Tong LeMasurier (HVR) Support: Amber Location: Board Room		
10am-10:15am	Morning break															
10:15am-10:45am	Plant and Machinery Presenter: Greg Donaldson (GDC) Support: Amber Location: Carew	Falling Objects Presenter: Vagne V Location: Overdale	Falling from Height Presenter: Stephen Location: Northtown	Decision making Presenter: Hagley Head (EEA) Support: Cindy Location: Cindy's Office	Traffic Management Presenter: Warren Maslin (Fulton Hogan) Support: Myles Location: Upstairs Training Room	Uncontrolled Release of Energy Presenter: Pete Location: Seafield	Vehicle Impact/Driving Presenter: Tong LeMasurier (HVR) Support: Amber Location: Board Room	Full Manual Handling Course for staff that have not done this Andrew, Tia, Chloe, Logan H, Simon, Emil, Pat, Jeff, Maurice, Amini, Aaron, Phill, Karla, Briana, Deryk <i>Other staff: Health Checks,</i>	Full Manual Handling Course for staff that have not done this Andrew, Tia, Chloe, Logan H, Simon, Emil, Pat, Jeff, Maurice, Amini, Aaron, Phill, Karla, Briana, Deryk <i>Other staff: Health Checks,</i>						Full Manual Handling Course for staff that have not done this Andrew, Tia, Chk Logan H, Simon, E Pat, Jeff, Maurice Amini, Aaron, Phi Karla, Briana, Der <i>Other staff: Health Checks,</i>	
10:45am-11:15am	Vehicle Impact/Driving Presenter: Tong LeMasurier (HVR) Support: Amber Location: Board Room	Decision making Presenter: Hagley Head (EEA) Support: Cindy Location: Cindy's Office	Falling Objects Presenter: Vagne V Location: Overdale	Falling from Height Presenter: Stephen Location: Northtown	Plant and Machinery Presenter: Greg Donaldson (GDC) Support: Amber Location: Carew	Traffic Management Presenter: Warren Maslin (Fulton Hogan) Support: Myles Location: Upstairs Training Room	Uncontrolled Release of Energy Presenter: Pete Location: Seafield									Contracting Café
11:15am-11:45am	Traffic Management Presenter: Warren Maslin (Fulton Hogan) Support: Myles Location: Upstairs	Vehicle Impact/Driving Presenter: Tong LeMasurier (HVR) Support: Amber Location: Board	Plant and Machinery Presenter: Greg Donaldson (GDC) Support: Amber Location: Carew	Falling Objects Presenter: Vagne V Location: Overdale	Falling from Height Presenter: Stephen Location: Northtown	Decision making Presenter: Hagley Head (EEA) Support: Cindy Location: Cindy's Office										Contracting Café

Sessions

- All staff
- All risks relevant to their role
- Half an hour slots
- External facilitators where possible supported by EA - SLT or Manager
- All sessions similar structure

4 D's

- Dumb
- Dangerous
- Difficult
- Different (to normal)

What have we learnt?

- Our people are really good at what they do
- We have a great team and need to do this again
- External experts /presenters form other industries add a lot of value

Different for next time?

- Allow more time between sessions
- Expose office based staff to field based critical risk
- Note taking timeline

