

Northern Ireland Electricity



Zero Harm

Safety Leadership has been implemented with the aim of achieving Zero Harm for all work activities in NIE. This initiative is built around the NIE Safety Model – Leadership, Compliance, Competence, and Engagement. This model applies to NIE and all Contractors engaged by the company.

- Leadership – accountability, behaviours, continuous improvement
- Compliance – training, competency, change management
- Compliance – assurance, consistency, clear expectations
- Engagement – ownership, communications, time for safety

Other initiatives include:

- NIE Executive attendance is now standard at local Safety Briefing sessions – this gives visibility, high-level support, guidance and leadership to all levels within NIE.
- Site Safety Inspections – NIE have encouraged a culture whereby a Site Safety Inspection is not concerned with box-ticking or arriving on-site with a clipboard. Participation and involvement are encouraged, engaging with operational and field staff. This also involves assessing site behaviours of those involved in the work. Providing positive feedback is also encouraged during site visits to remove the perception that they are only a tool for identifying negative variations.
- Safety Leadership is now included as 'essential' criteria for all internal and external job applications at a supervisory level.
- Selected Managers and Team Managers have been sponsored to study for the NEBOSH General Construction Certificate. Over 40 front-line Managers now possess this qualification.
- Safety Seminars – Safety Seminars and 'stand-down days' are arranged for all staff to ensure opportunities for engagement, learning and sharing are available at an operational level.
- Safety Representatives Charter – this was launched during European Health and Safety Week and is an indication of the leadership and drive towards Zero Harm between all members of NIE HESAC.

- Consistency has been introduced to briefing and communications to ensure a more effective means of cascading important information is implemented. The system of 'managing by bulletin' has been replaced with direct, regular verbal communications, with written bulletins being included in monthly 'Safety Newsletters'. This was identified as a more effective system by operational staff & TU Safety Reps.
- Personal Reviews for all staff include a priority for topics and conversations about safety behaviours and leadership