

# VOLTS Newsletter

*VALUING OUR LIVES THROUGH SAFETY*

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## *Change is in the Air!*

October is here again. The leaves are changing color and the air is getting cooler. Hunting season is in full swing, and the weather is beginning to make the transition from summer to winter. This season brings great opportunities to get out and enjoy nature and participate in outdoor activities. The season also requires safety responsibility on our part as we push ourselves physically and engage in activities which may involve firearms, ATVs, horses, etc. Please take appropriate precautions and use common sense and extra vigilance when participating in any of these activities. Make sure that all, including your children, are aware of any potential safety hazards involved and that they are taught and utilize proper safety precautions and practices. Never be afraid to ask someone else for advice and answers if you are not fully familiar with equipment or procedures. Make sure that everyone comes home safely and can continue to enjoy the outdoors for many years to come.

Information gleaned from IPSC VOLTS observations indicates a few areas that could be improved.

During the month of August, there were a few instances of employees walking under suspended loads, some of which were not secured as well as they could have been. Please be aware of the hazards that go along with suspended loads and make sure they are secured safely and that measures are taken to keep people from working or walking below them.

Another at-risk activity that was noted several times was people working with electrical equipment that had damaged electrical cords, which could lead to electric shock and possible injury. If you see equipment that is damaged or cords that are cracked, worn, or frayed, take them out of service as soon as possible and notify the Tool Room so that repairs can be made or tools can be replaced.

Working in cluttered areas was another safety hazard that was noted during the month. The clutter in these areas is often left by someone else, but still needs to be addressed in order to ensure the safety of everyone working there. We need to take ownership of our work areas and keep them as neat and safe as possible, regardless of who made

the mess. Sometimes the priority of safety for everyone requires that we step up and do a little extra to ensure that safety. We need to not only look out for our own safety, but also those who work with us or after us.

We are all aware of the emphasis that has been put on safety recently by IPSC. Safety is also a priority for LADWP which offers incentives to IPSC employees to go the extra mile toward safe behaviors. Part of the yearly Performance Incentive Program involves safety performance. In the past, this part of the Performance Incentive included the number of accidents and injuries to employees to determine how much of the safety portion would be awarded each year. Since the introduction of the VOLTS program, the company has taken a new proactive approach to the safety portion of the yearly incentive.

As you are probably aware, the IPSC Performance Incentive Program contains five Areas of Performance which are:

1. Safety
2. Regulatory
3. Production
4. Maintenance
5. Budget

LADWP reviews the data and performance each year and occasionally asks for adjustments to the incentive criteria. This year's focus by LADWP was on CO<sub>2</sub> emissions in the Regulatory portion of the incentive and the VOLTS safety observations in the Safety portion. When these reviews are made, the result is often to ask us to stretch ourselves a little more in order to achieve and maintain peak performance. In the case of VOLTS observations, the requirement was changed from each active observer performing an average of four observations a month (which may have contributed to a four observations-or-none mindset), to a hard number of an average of 750 observations a month for the fiscal year. This number is achievable, but may require a little extra effort on our part which is the intent of the offered incentive. For the first three months of fiscal year 2017-2018, observation totals were 700, 739, and 787 for the months of July, August and September,

respectively. So far, the average number of observations a month is 742 which falls just a little short of the goal.

The complete criteria for the Safety portion of the Performance Incentive Program to achieve 100 percent of the Safety portion of the Incentive are:

1. Safety Observations—Conduct Safety Observations (Average per Month)—750
2. Safety Incentive Program—Employee Participation—90%
3. Central Safety Committee—100% of Plant Inspections, Mitigate Issues Within 60 Days, Number of Months Target Met—12
4. Required Safety Training—Percentage Safety Training Complete—99%
5. Cleanliness (Staff Walkdown)—90% Walkdown Action Items Mitigated within 60 Days

The purpose of the yearly Performance Incentive Program is to encourage all IPSC employees to do a little extra to promote efficiency, reliability, and safety. Every safety observation is important and useful toward achieving our goals and receiving the incentive; but, more importantly, observations help us to share ideas, to learn from each other, and to provide the safest work environment possible. Let's do all we can to achieve that goal.

***Work Smart—Work Safe. Thanks for all you do!***

