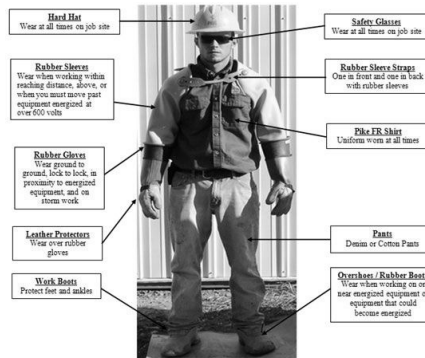


**KERALA STATE ELECTRICITY BOARD  
ENGINEERS ASSOICATION  
KOZHIKODE UNIT**



## POWER SCENE

**Vol X1, Issue -1, for private Circulation only August 2011.**  
**SAFTY SPECIAL**



### Chairman's Message

“Safety first and safe way is the best way”. This is the slogan which we have to murmur always. But still we are lacking something which creates problems. What may be that? All should think twice regarding this. Which faults created the recent blast at Moolamattom Power House which takes two human lives? This is our prestigious Hydel Project and there should be some realistic investigation on this. Normally there will be investigation, but this is only for exonerate the management /individuals from the actual facts or finally the entire blame has to put someone's head. But the real fact is still lying there and this has to be investigated so that this kind of accident should never repeat anywhere. The incident occurred on 20<sup>th</sup> June and till today no concrete findings came out.

Any electric accident I feel that there will be factor of human error which has to be sought out. Being an Electrical Engineer definitely we should find out the reason for this accident, not for blaming someone but for the academic purpose and future care. We hope such an investigation will come with some fruitful points to cover up this accident at the earliest.

*Editorial column*

### **Needs a professional approach in safety management**

The alarming rise of accidents in the organization has caused great concern among the public and the families of the employees. The editorial of some leading news papers were filled with the news of accidents and the poor safety management of our organization.

The recent accident at the heart of our generating plant is a whistle blower to our failures in dealing with the safety. What is going wrong with our safety management?, Who is to be blamed for the rising accidents in the organization?

It is high time for a detailed brainstorming and analysis in tackling the safety issues. The human life is the most valuable asset in any organization. Accident prone organization is a liability to the nation. It is the duty of the top management to instill confidence among the public as well as the employees by taking fool proof measures in safety.

The posting of an exclusive safety commissioner is a welcome move by the organization. But the action should not be limited to this. A safety commissioner alone cannot tackle the safety problems in the KSEB. The safety should be started right at the design and construction itself. The KSEB should first frame a safety policy at the top level, with clear vision and mission to attain the objectives. It should also provide the necessary infrastructure and training to its employees to work in a safe environment.

The following areas are to be addressed with immediate effect

The working environment of the organization requires skill and involves risk. Hence the minimum qualification of the workers should be upgraded to SSLC.

The contract workers also should be treated as an extended arms of our organization and is to be provided with PPE and periodic training. Insurance against accidents should be made compulsory for the contractors.

Modern equipments like High voltage tester, Mobile cranes and vehicle for attending the maintenance works are to be ensured.

Our generating and transmission stations are to be modernized with immediate effect.

There should be an exclusive construction standard for KSEB with clear quality plan.

There should be periodic safety audits at all the generating and transmission stations.

There should be clear reporting systems for all the accidents and near misses and the omission if any should be reviewed and analyzed to plug the short comings.

The office of the Assistant executive Engineers in electric Sub Division should be provided with computers and exclusive vehicle.

The vacancies are to be filled at the section office and the staff norm is to be reaffixed based on the consumer strength. Overloaded employees and poor infrastructure are the main reasons for majority of the accidents.

The Lack of planning is another cause for the increased accidents

All the employees of the KSEB should be insured against accidents in the work. Adequate compensation should be disbursed with immediate effect to the victims.

The safety commissioner should directly report to the chairman.

**LET OUR VISION BE ZERO ACCIDENTS**

### **Unit Activities – June-July 2011**

Er. N.T. Job, General Secretary, Er. Nagaraj Bhat, Vice President (N), and Er. Jayakrishnan, Secretary (N), Benevolent Fund attended the meeting and addressed the gathering. The General Secretary gave details on the recent developments in the Board and cleared the doubts of the participants.

- Discussed and finalized activities for the year and formed Sub-Committees.
- Felicitated Er. Ajay K. Menon of AWH Engineering College, Kozhikode for securing 2<sup>nd</sup> place in State Level Seminar Series-II held by our Association. He delivered the prize winning seminar lecture on “Nanotechnology-Solutions to the ailing Power Sector”.
- Er. P.S. Thomas delivered a lecture on “Safety of Power Plants”.

The Unit members requested to take up the following issues in the next Governing Body Meeting:

- Promotion of Assistant Engineers to Assistant Executive Engineers
- Creation of Offices for new projects like RAPDRP, RGGVY, TMR Sub Division in all Circles, bifurcation of Sections and Sub Divisions etc. for smooth implementation of projects and improving career prospects of engineers
- Expedite Pay revision for Officers
- Thermal Allowance for all engineers working in KDPP and Special Duty Allowance / Spread-over Allowance for Assistant Executive Engineers in Maintenance wing.
- Urge the Board to institute Insurance cover to all employees with the participation of Insurance Companies as in other public sector utilities
- Formulate strategy for Company formation, which seems imminent
- Chalk out plans to attract young engineers and to bring back members who left the Association in the recent past
- Publish an article in Hydrel Bullet about the various schemes in Benevolent Fund
- Conduct one programme of CEEBA at Kozhikode this year.

## **Safety**

**Safety** is the state of being "safe" (from French *sauf*), the condition of being protected against physical, social, spiritual, financial, political, emotional, occupational, psychological, educational or other types or consequences of failure, damage, error, accidents, harm or any other event which could be considered non-desirable. Safety can also be defined to be the control of recognized hazards to achieve an acceptable level of risk .

### ***Hazard Identification and Control***

The identification of workplace hazards is critical to establishing a workplace safety program. There are a number of reasons to document the hazards that exist in your business:

As the nature of business changes, so do the hazards of the operations. For example, who would have thought that operating a typewriter could cause an injury? With the advent of computers, a major type of injury in an office is now carpal tunnel syndrome.

Identifying and documenting hazards also uncovers the need for employee training in some areas. Using experienced employees to identify hazards and suggest controls can be valuable in establishing a team concept in your business.

Various methods can be used to establish a regular inspection program. Checklists and flowcharts are just two ways to get started.

### ***Managing the Human Hazards***

- It is estimated that 85-90% of accidents are in some way by the unsafe actions of people. This emphasizes the importance of managing the actions or behaviors of your employees in order to reduce the potential of injuries and increase safe behavior. The behaviors and lifestyles of employees will greatly influence their safety. Simple techniques used by business owners to manage their employees' safe behaviors:

- Observe employees as they work and identify both the safe and unsafe behaviors.
- Focus on the things employees do that are right or safe and provide immediate and positive feedback. This will help employees recognize what is good about their performance and reinforce this behavior.
- Those actions that are unsafe or undesired need to be brought to employees' attention. Tell them what the problem is, what the consequences could be and provide guidance on how to improve. If they fail to correct, other issues may be responsible such as literacy, language, substance abuse or personal conflict. Be prepared to use outside agencies to assist you.
- Encourage employees to spot unsafe actions or conditions and take part in correcting them. If you set a good example, they will know it is important and contribute.
- Celebrate good safety performance by individuals and the company. Include safety as a measure of your company's success and, at least once a year, communicate how your company has done in meeting the goals you have set.

### *What to Do in the Event of an Accident*

In spite of your best intentions, an accident may occur. Part of your effort at controlling workers compensation costs should be aimed at "post-accident" cost control. The procedures you establish to handle accidents can be simple and inexpensive, and in many cases, can greatly decrease the cost of workers compensation claims.

- Emergency numbers. All phones should be posted with emergency phone numbers. Supervisors should be trained in the procedures to follow when an injury occurs.
- Medical facilities. Know where the nearest emergency room is located, and visit it yourself. If a clinic or doctor's office is available, make sure you have the right to direct your employees to a doctor. In some states, the employee has the right to choose his or

her own doctor. Know what your state requires, and post the appropriate doctors as required.

- First aid. Look at the number of employees, where they work and the type of injuries they might incur. Provide proper first aid supplies, and make sure someone is available who is trained and will volunteer to assist. Ask your company doctor to recommend what supplies you need.
- Claim notification. Quick reporting of injuries to your workers compensation carrier is the first step in controlling the cost of an accident. If possible, report the injury by phone or fax to your insurance carrier within the first hour after it occurs. Be prepared to offer the information the claim professional needs to process the claim and coordinate the medical services.
  - Communication. Keep in touch with the injured employee and the claim professional. The more you are in touch with both parties, the more you will be able to keep the claim under control and out of the hands of attorneys.
  - Back to work. Try to work with the employees to get them back to work as soon as possible. Work is a good environment, and if you provide a light-duty job for a temporary period of time, it can actually help reduce the time of recovery and reduce the total cost of the injury. Your claim professional and treating physician will help you consider suitable work that is within the limitations specified by the physician.
  - Investigate. If left undetermined, the causes of your injuries will continue to add cost to your operations. After an injury or near miss, take time to ask basic questions and determine the immediate and primary causes of the injury. The rule of thumb is to ask the question, "Why?" at least three times in order to get to the basic cause. Be constructive, and don't look for someone to blame. Focus on finding and removing the causes.

## *The Role of Management*

Your role in creating a safe work environment is critical. Management cannot exclude itself from the safety rules imposed on others. Set aside funds in your budget for safety-related supplies or equipment so you will have them before an injury occurs. Leadership from management on safety issues will go a long way toward encouraging expected behaviors.

The active involvement of your employees is also important, especially in smaller businesses where time and resources are limited. Organize a safety committee or inspection teams.

**Our next unit meeting will be held on 10<sup>th</sup> August at 5.30pm at Hotel Calicut tower. All the members are requested to attend the meeting in time.**

Members are requested to forward their articles and creations to the following email address to publish in the power scene.

[vkoiiothsunil@gmail.com](mailto:vkoiiothsunil@gmail.com)

**PRINTED MATTER**

**BOOK POST**

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