

HR, SAFETY & ENVIRONMENTAL CONFERENCE

**AM/NS
CALVERT**

SHOWA
Always Innovating. Never Imitating.


Alabama
Power

**BURR
FORMAN** LLP
results matter

AIRBUS

INTERNATIONAL  PAPER

 **DAIKIN**


ALABAMA TECHNOLOGY NETWORK


AJS
staffing company


ALL4


SOLA
ENVIRONMENTAL

**MANUFACTURE
ALABAMA**

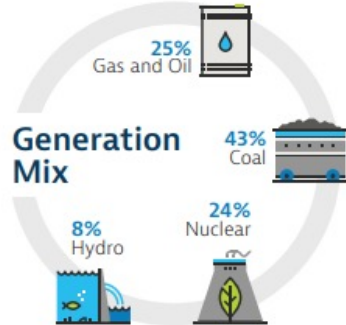
ALABAMA'S TRADE ASSOCIATION FOR ALABAMA'S MANUFACTURERS

APC Safety Pillars and Safety & Health Approach

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About Alabama Power

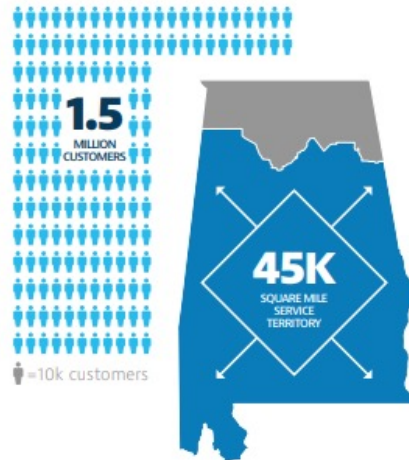
About Us



Kilowatt-hour Sales

Total kWh sales	100%	54,236,490,767
Industrial	38.42%	20,836,560,764
Residential	32.21%	17,466,981,235
Commercial	23.48%	12,736,122,765
Resale	5.65%	3,064,662,625
Other	0.24%	132,163,378

Serving Our Customers



Total Nameplate Capacity
11,678 megawatts

Automated Power Outage Reporting
1-800-888-APCO (2726)

Customer Service (statewide)
1-800-245-2244

Electrical Safety Information and to Schedule Presentations
1-800-806-SAFE (7233)

Reservoir Information
apcshorelines.com

Outage Map
outagemap.alabamapower.com

Total Customers

Total		1,520,751
Residential	86.09%	1,309,284
Commercial	13.46%	204,617
Other (incl. industrial)	0.45%	6,850

Outage Alerts
alabamapower.com/alerts

Purchase Appliances
smartneighbor.com

Good News From Home
alabamaneighbor.com



AlabamaPower.com | @AlabamaPower



Power Delivery

Transmission

Towers: 10,307
Poles: 112,240

Distribution

Towers: 4
Poles: 1,459,836

Total Poles and Towers

1,582,387



85,679 miles
of power lines



The circumference of the Earth is 24,901 miles.

TRANSMISSION
10,722 mi.

DISTRIBUTION
74,957 mi.

Our power lines would circle the world over three times.

APC Safety Pillars

Critical Risk Management
Life EmPOWERing Rules



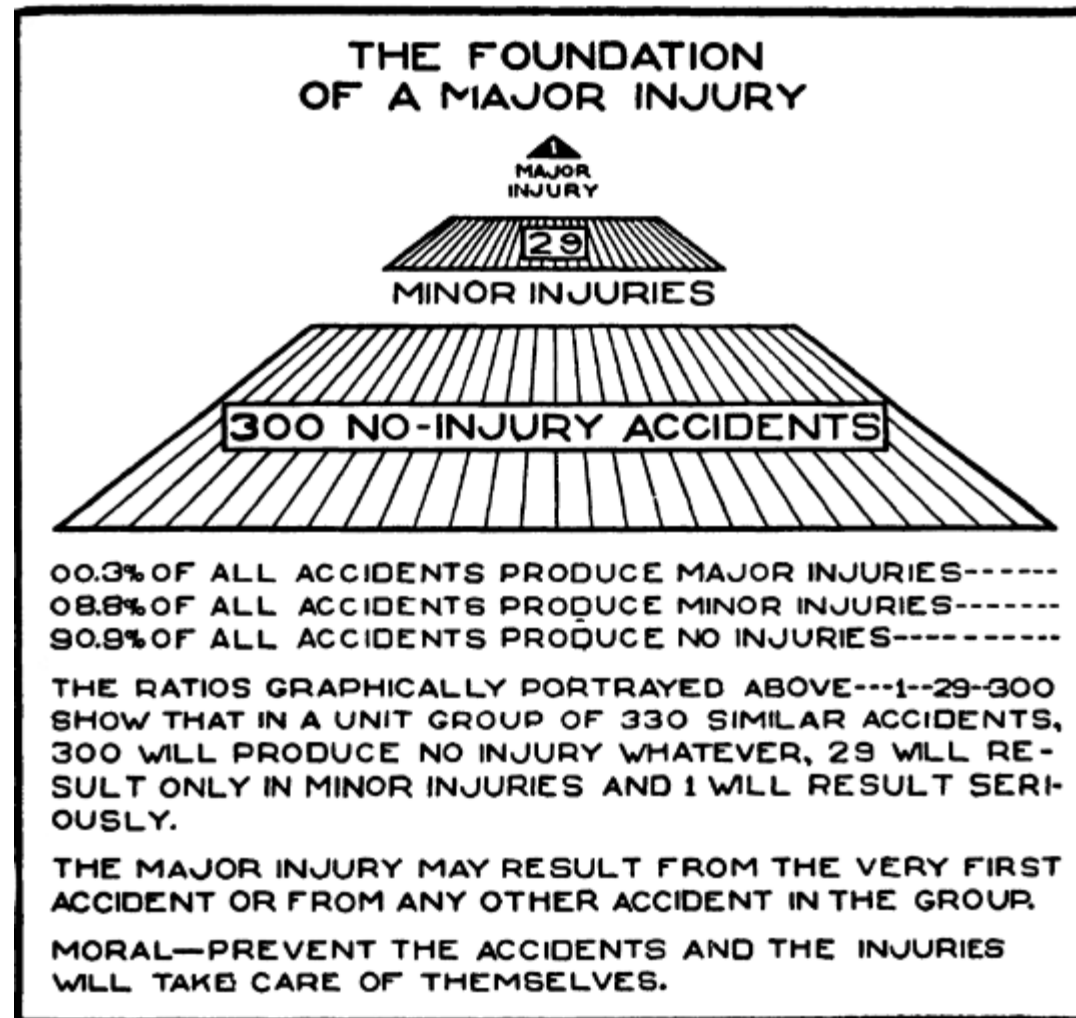
Learning
Organization



Continuous
Improvement



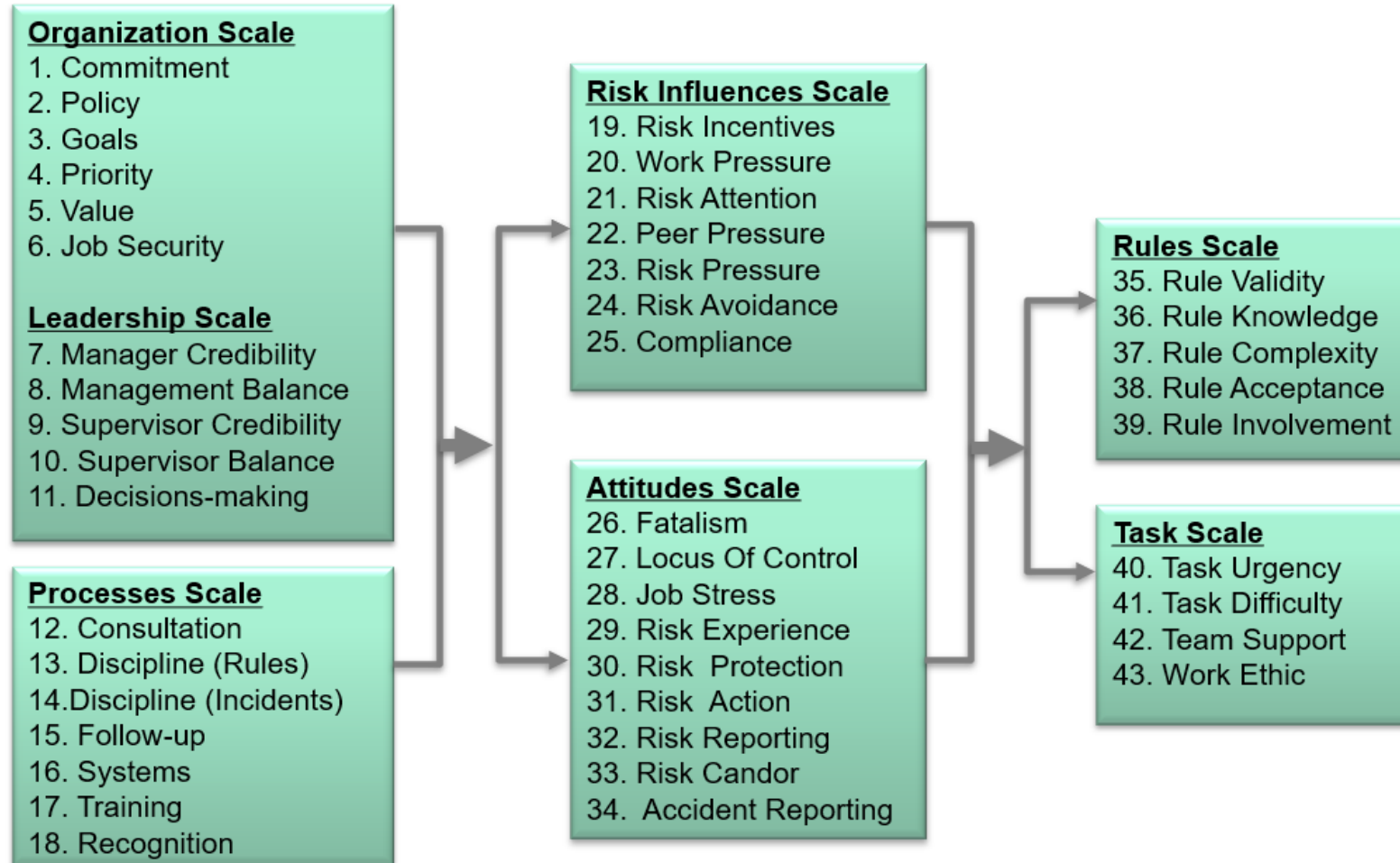
Pre 2016

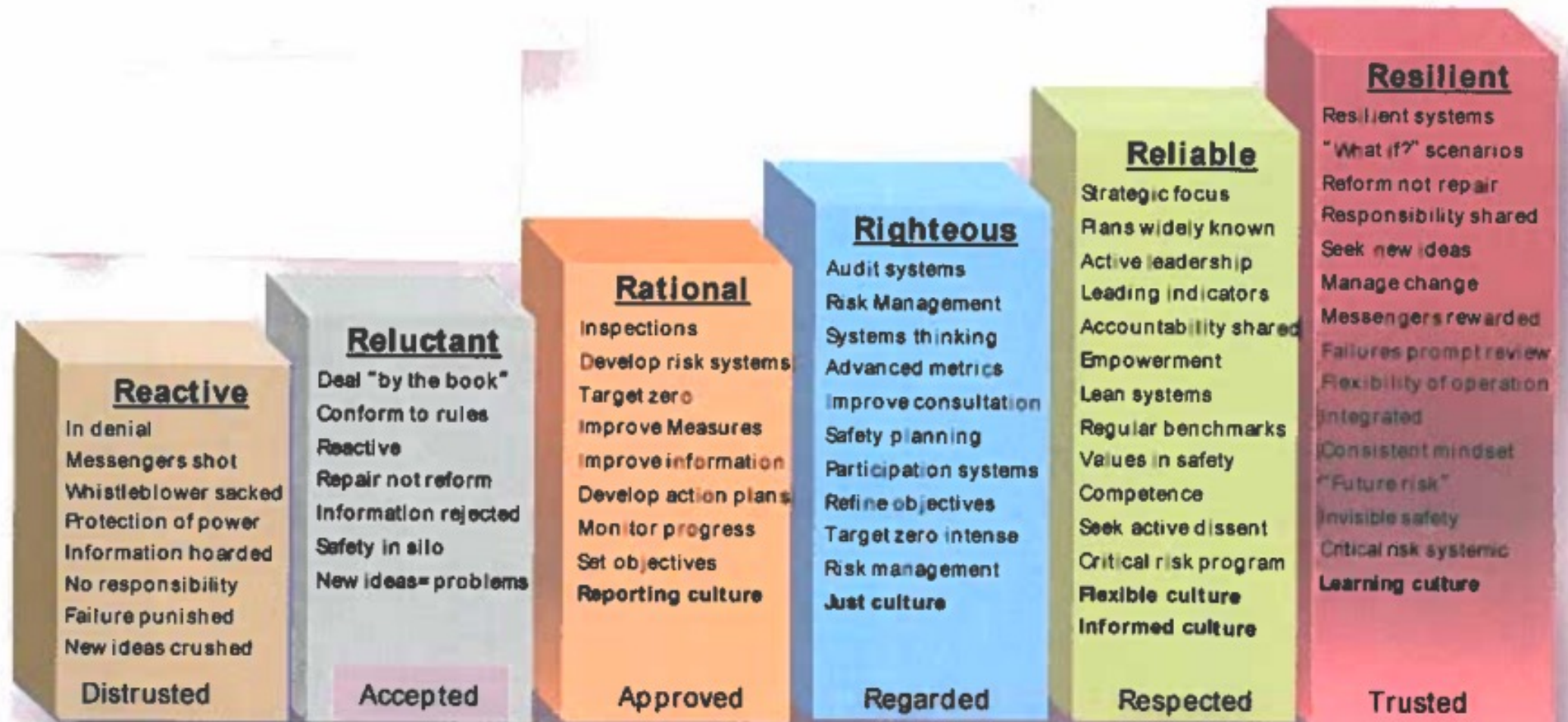


88% of workplace accidents are caused by “unsafe acts”

SAFEmap International 2016 Safety Culture Survey

Safety Culture Model

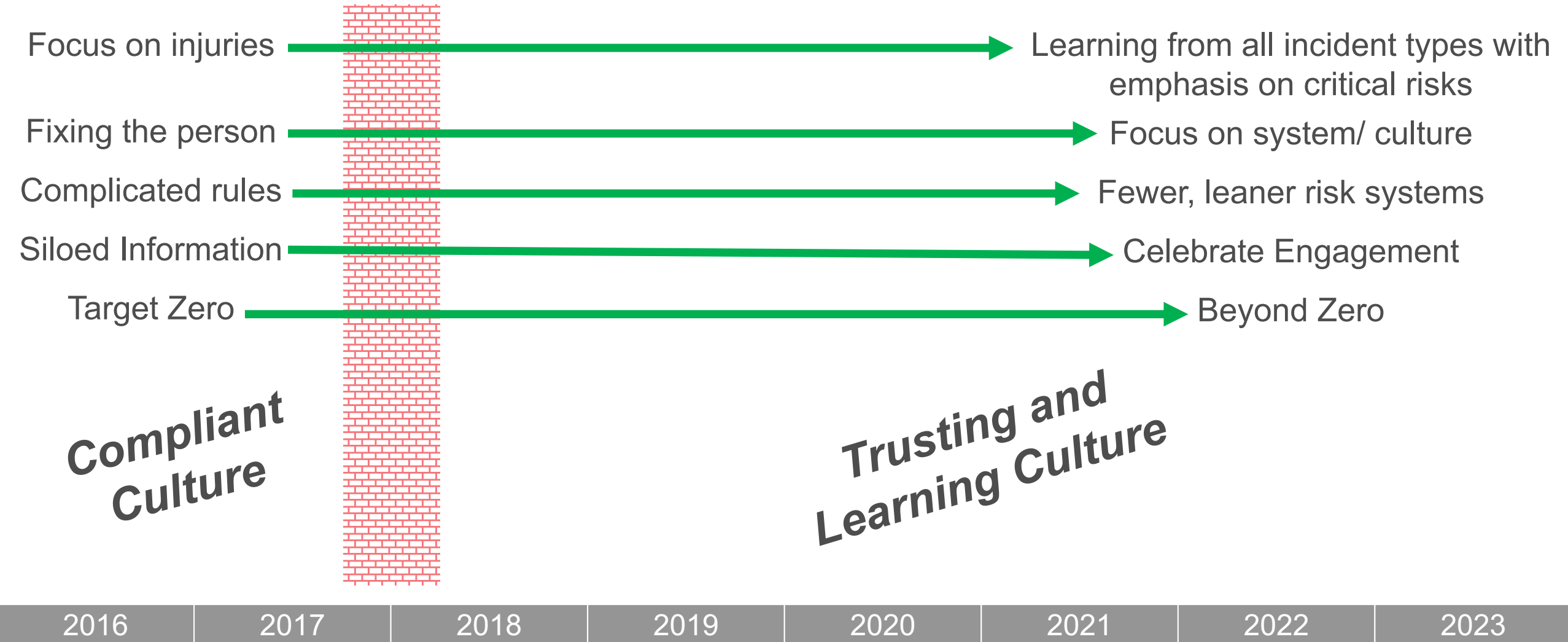




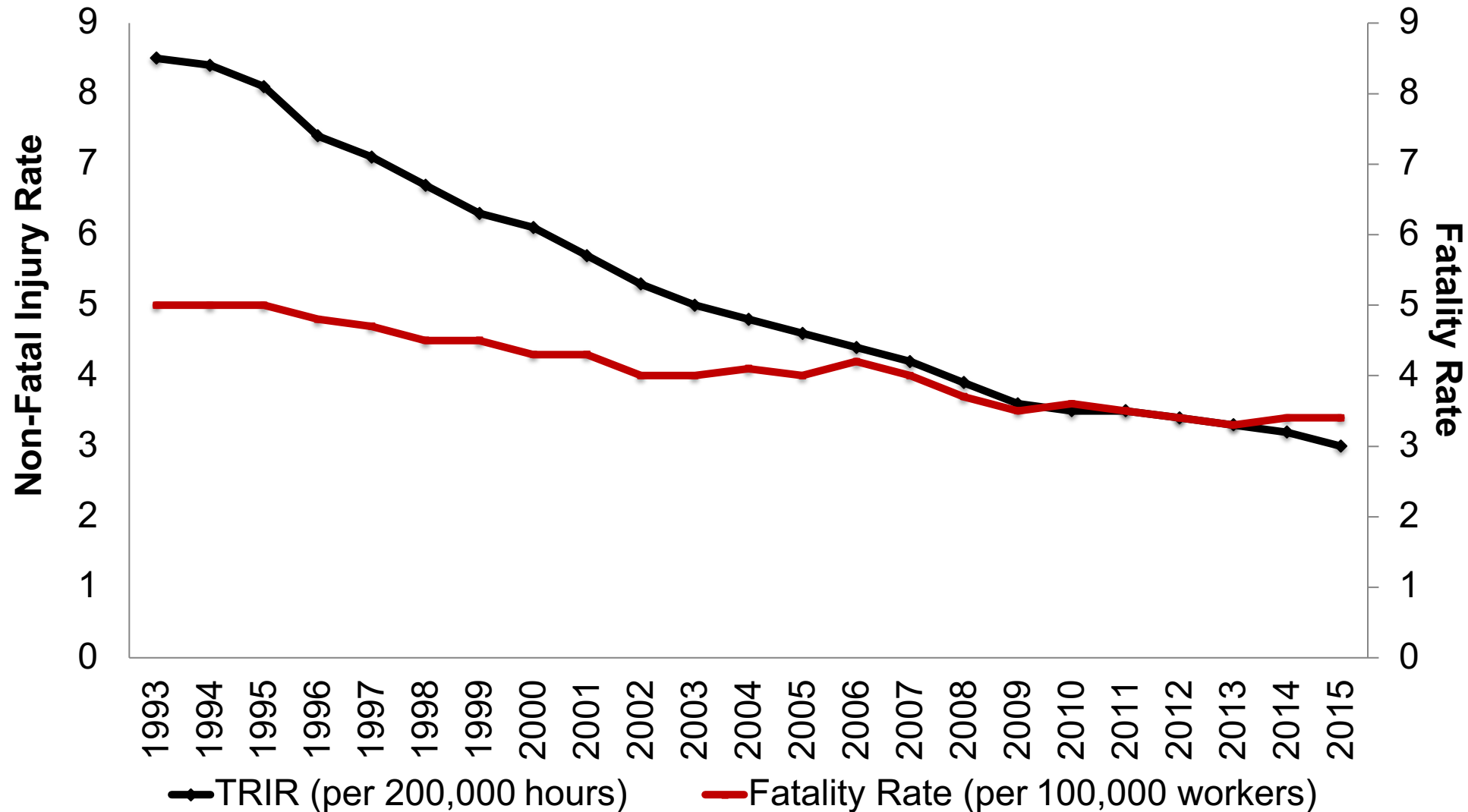
Insights

- **Improve Transparency**
 - Courage to recognize all events and injuries are not the same (Target Zero)
 - OSHA recordable injuries are descriptive and not predictive (normal variation between years and random)
 - How do safety personnel spend time?
 - Transparency helps eliminate blind spots
- **Readiness to Respond to Risks Vs. Reacting to Events**
 - Safety systems, identify critical risks, and critical controls
 - Understanding Human Performance
 - Risk Registers
- **Proactive Recognition-of-effort systems**
 - Front-Line employee learning teams (focus on fixing systems vs. individuals)
 - Reporting of Close Calls/Near Misses
 - Safety Communications
- **Be Mindful of Overconfidence**
 - Quality field coaching observations and focus on Critical Risks
 - Do not normalize good performance in high-risk industry

The Journey



Serious Injury and Fatality Prevention



Critical Risk Management | Life EmPOWERing Rules



Goal: Ensure employees understand their critical risks and associated Life EmPOWERing Rules



High Energy Hazards



Great safety performance is **not the absence of error** but rather **the presence of controls** that keep us safe when a failure occurs.

What is in Place That is Controlling the High Energy

Critical Risk Management Life EmPOWERing Rules



Understand your critical risks and the controls that reduce risk

Learning Organization



Learn from events and share with others

Continuous Improvement



Proactively develop systems that improve the safety of our employees

Goals and Key Actions

- Risk Register Development
- Development of Life EmPOWERing Rules for high-risk organizations
- Identification of Critical Controls
- Ensuring employees understand concept of layers of protection
- In-field observations and coaching
- Classifying events in terms of PSIF (Potential for Serious Injury or Fatality)

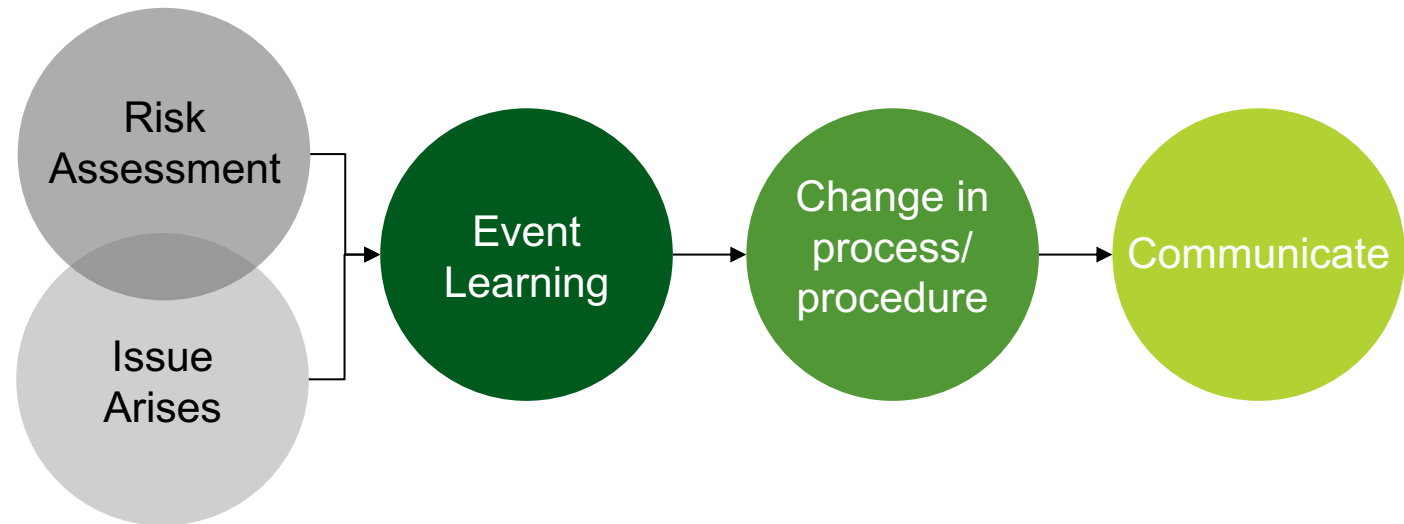
- Use Event Learning process based on Human and Organizational Performance (HOP) principles
- Identify error traps, work imagined vs. work in practice (blue line black line)
- Encourage and act on Close Call+ submissions
- Improvement projects identified using critical risk model
- Show transparency

- Challenge ourselves to improve systems
- Failure is not linear and there is seldom one root cause
- Ongoing communications that highlighting critical risks
- Proactive safety events
- Implementation of lone work app
- Began Functional Movement program

Learning Organization



Goal: Prioritize learning from events. Foster a culture of learning in which information sharing is second nature



Create meaningful change:
Learn, share, grow, and prevent
repeat events

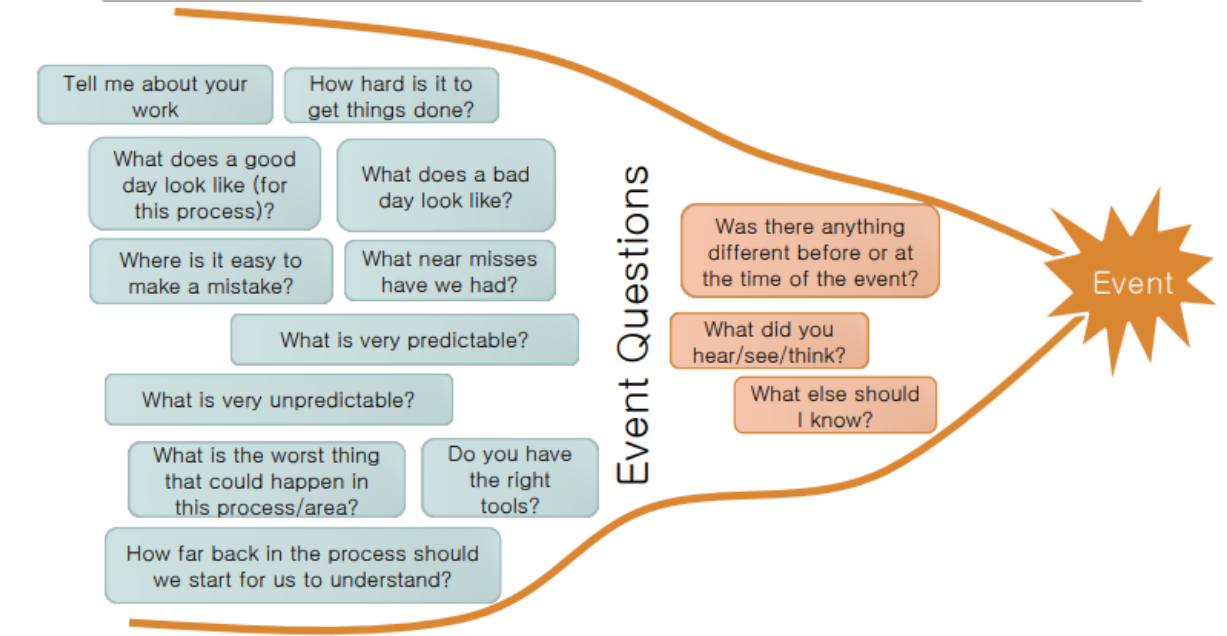
Learning Organization

Which is better – playing 20 questions so we can “figure it out” or asking people to describe it for us so we can learn.



Goal: Prioritize learning from events. Foster a culture of learning in which information sharing is second nature

Operational Learning Questions



(Conklin/Edwards/Baker/Howe)

Continuous Improvement



- Biweekly newsletter
- Quick one-page topics
- Videos

The collage displays various safety communication materials from Alabama Power:

- Newsletter:** A biweekly newsletter titled "A message from the Central Safety Committee" featuring sections like "Power Delivery Safety Tip", "Critical Risk Management (CRM)", "Generation Safety Tip", "Important Safety Communications and Learnings", and a "Safety Snapshot" table.
- Safety Alert:** A "Safety Alert" titled "Changes to Fall Protection Requirement" with details on the 2022 version of the Safety and Health Manual, including descriptions, discussions, and new language for fall protection practices.
- Front Line Memo:** A "Safety and Health ON THE FRONT LINE" memo titled "Proper Storage of Rubber Gloves" with instructions on how to store and inspect rubber gloves.
- Video:** A video player showing a worker performing a task, with a title "Properly Wiring a Meter with Under..." and a "Cool Shirt Program" overlay.

Safety Snapshot Table:

Statistical Comparisons - YTD			
	2022	2021	% Change
OSHA Recordables	46	50	-7%
Serious Injury Cases	0	3	-100%
Vehicle Incident Post	5	12	-58%

Results Still Matter & Learnings So Far

- Continue to track recordables but less emphasis
- More emphasis placed on:
 - Serious Injuries
 - Close Calls or injuries that meet PSIF classification
- Robust and growing field observation and coaching program
- Greater transparency has shown us that ergonomics is more significant than we previously thought (increased reporting)
- Improved relationships and transparency
- Less anxiety amongst leaders and safety personnel due to chasing zero
- Safety staff spending more time on more meaningful tasks
 - Risk registers
 - Learning teams
 - Improvement projects
 - Evaluating improving and/or adding additional controls

- Examining the foundation: Were Heinrich's theories valid? Do they still matter? | Safety+Health (safetyandhealthmagazine.com)
- The Statistical Invalidity of TRIR Updated 12.22.2020 (colorado.edu)
- Quality of Safety Leading Indicators Scorecard Tool | Construction Safety Research Alliance (colorado.edu)
- Human Performance – Sidney Decker, Todd Conklin, Edgar Schein



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