

# VPP POWER GENERATION WORK GROUP

November 19, 2020

Please check in on the chat function  
with your name, title and company.  
Feel free to add email

# 4<sup>th</sup> Quarter Meeting

## Welcome

- Your Facilitators:
  - Kelli Heflin, Safety Manager, Southwest Generation
  - Alex Miller, Regional Safety Manager, Vistra Corporation



Please check in on the chat function with your name, title and company. Feel free to add email



# Who we Are

We are a group of VPP supporters from exclusively from the electric power generation industry.

We welcome all electric power generation / storage technologies to participate because worker safety and VPP participation does not have a fuel source.

Biomass

Waste to Energy

Natural Gas

Coal

Wind

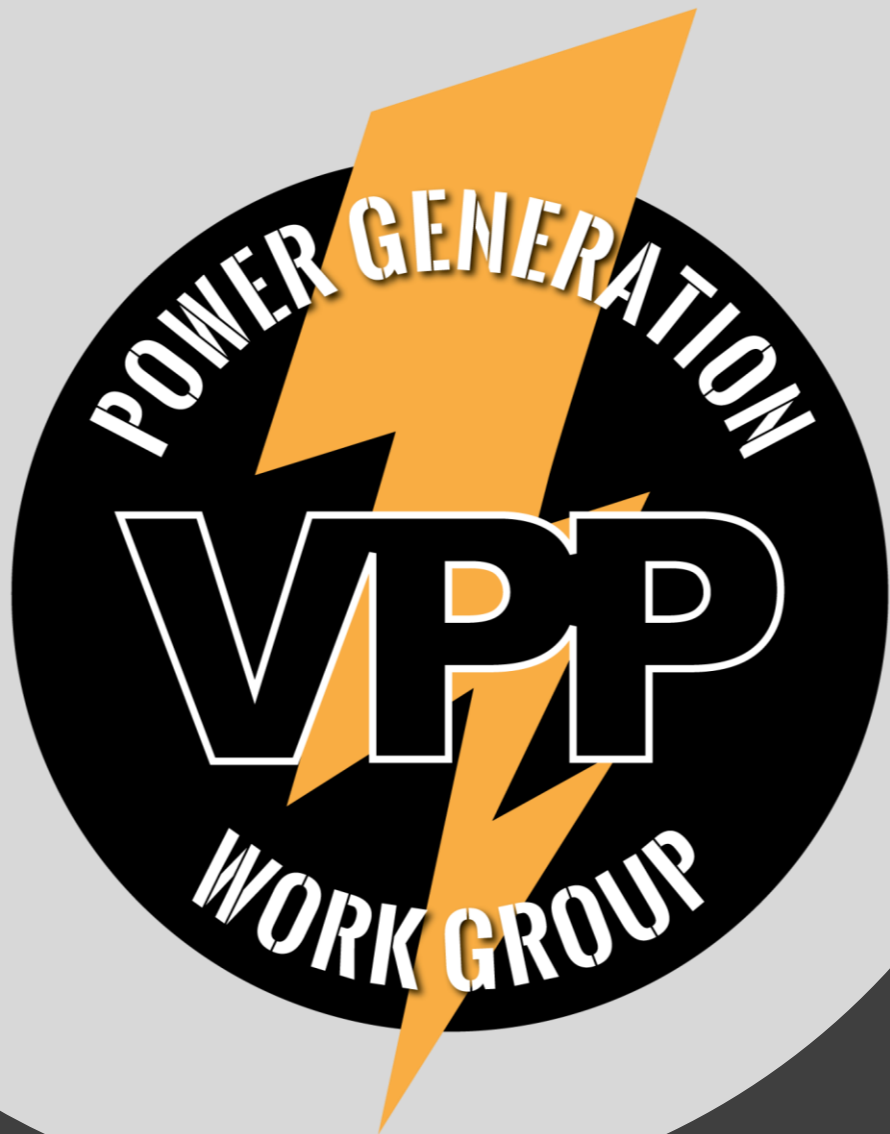
Solar

Nuclear

Hydro

Energy Storage





## **Our Goal:**

Promote workplace safety excellence and VPP participation within the power generation industry by sharing ideas, networking, and solving site and industry wide safety and health concerns

## **We will accomplish this goal by:**

- Leveraging the collective knowledge, experience and innovation in our industry
- Creating a network of power generation professionals who share a passion for safety and strive for continuous improvement
- Cultivating relationships between our organizations and state/federal safety and health agencies

# Safety Moment

Dave Smith

Director of Safety

Wheelabrator Technologies



# Self-Evaluation

OUTSTANDING

Excellent

Very Good

Average

## VPP Element

VPP Annual Self Evaluation – All Fluff and No Substance?

Kelli Heflin

Corporate Safety Manager

Southwest Generation

# **ANNUAL SELF-EVALUATION**

## **ALL FLUFF AND NO SUBSTANCE?**

**Kelli Heflin**

**Southwest Generation**



# It's an opportunity

- **VPP companies experience injury/illness rates 54% below industry counterparts**
- **40% experience TCIR of 1.0 or less**
- **Significant cost savings**
- **Increased employee involvement and morale**
- **Promotes OWNERSHIP**





# Annual Self Evaluation

## Purpose from a Company viewpoint

- **OSHA requirement--VPP Assurance #9**
- **Keep VPP Manager updated**
- **Opportunity to involve employees and Mgmt**
- **Recognize and reinforce Continuous improvement**
- **Critical Assessment of your program**
- **BRAG!!!**



# Purpose from OSHA viewpoint

- **Annual Requirement**
- **Maintain contact with VPP site**
- **Basic Compliance assessment**
- **Identify potential mentors and SGEs**
- **Bottom line assessment to program requirements**
- **Identify practices to share**



# Ultimate Goal?

- **Honest, critical, objective and comprehensive**
- **Conducted and submitted in a timely manner FEBRUARY 15**
- **Analyzes all VPP elements and subelements**
- **Focus on leading indicators while reporting lagging indicators**
- **Celebrates successes and openly discuss shortcomings**
- **Sets challenging and attainable goals**
- **Detailed action plan to accomplish goals**
- **Quantifiable metrics**
- **Keep your report CONCISE**



# Ways to increase objectivity

- **Get others from outside your organization to assist in evaluation**
  - **SGEs, other VPP sites, VPPPA mentor**
  - **Private consultants or insurance reps**
  - **Corporate or sister companies**
- **Involve employees, supervisors and managers from a cross-section of your operation.**



# Leading v Lagging Indicators

- **Leading indicators are proactive, predictive and preventative (percent of employees involved in safety committees, wellness programs inspections, # of hazards id etc)**
- **Lagging indicators such as TCIR, DART, EMR are after the fact. Still provides value in tracking results.**



# Report Format

- **Divided into Program Elements**
- Updated Company Information
- Status of prior year's Recommendations
- Injury/Illness Rates
- Management Leadership and Employee Involvement
- Worksite Analysis
- Hazard Prevention and Control
- Health and Safety Training
- **PSM information (if applicable)**
- Success Stories
- Summary of current year's Recommendations



# Updated Company information

- **Site VPP Contact**
- **Any other changes (site manager, HR mgr)**
- **Company name change**
- **Update # of employees**
- **Update Collective Bargaining Info (if applicable)**



# Status of prior year Recommendations

- **List recommendations**
- **Complete or ongoing?**
- **If complete--evaluate**
- **Merit site? Include merit goal evaluation!!**





# Injury/Illness rates

Year	Hours	Total No. of Injuries	Total No. of Illnesses	Total Cases	TCIR	Total No. of Injuries Involving Days Away and/or Restricted	Total No. of Illnesses Involving Days Away and/or Restricted	DART Cases	DART
2007	164037	2	0	2	2.4	1	0	1	1.2
2006	173112	2	0	2	2.3	2	0	2	2.3
2005	170669	4	0	4	4.6	2	0	2	2.3
<b>Total</b>									
<b>3 Year Average (2005-2007)</b>					<b>3.66</b>				<b>2.28</b>
<a href="#">4.1, 2.7</a> 2006 BLS Rates for NAICS 325612 <a href="#">4.7, 2.7</a> 2005 BLS Rates <a href="#">4.0, 1.6</a> 2004 BLS Rates									
Percent below BLS National Average (200#)					<b>9%</b>				<b>8%</b>



# RATES

- **Participant rates**
  - Previous calendar year TCIR DART
  - Total # of Cases
  - Hours worked and est. average employment
- **Contractor rates:**
  - Submit data on each applicable contractor
  - Above information, plus appropriate NAICS code for each contractor at site



# Metric Data Analysis

## Numbers Count

- **Are your goals measurable?**
- **Quantifiable improvements in:**
  - **productivity and/or quality**
  - **Morale and turnover**
  - **Profitability (look at those WC costs!)**
- **# of audits performed**
- **# of hazards identified**



# Management Leadership/Employee Involvement

- **Support of employees participating as SGEs or on Regional/National VPPPA boards**
- **Support employees participating on Safety Committees, JSA teams, Audit teams**
- **Employees:**
  - **Grass roots safety**
  - **participation in safety audits**
  - **developing updated orientations and other training**



# Worksite Analysis

- **New process or equipment?**
- **Re-evaluate SOPs to ensure adherence**
  - **Chance for employee involvement “how’s that working for you?”**
- **Opportunity to identify additional hazard prevention training**



# Hazard Prevention and Control

- **New engineering or administrative controls?**
- **Work practices**
- **PMs**
- **Utilize slow time to complete review of JSAs**
- **Emergency drills-ask local responders to participate!**



# Health and Safety Training

- **Update training content to avoid boredom**
- **Visits by VPP--site to site networking**
- **Regional/National VPPPA conferences**



# PSM

- **Starting 2009-List of approximately 25 questions chosen annually from list of 55 questions**
- **Must be submitted with annual evaluation**
- **You will be held accountable for your answers! Ensure they are correct!**





# Success Stories

- **BRAG!!**
- **Tell what worked**
- **Would it be a good topic to share at a regional or national VPPPA conference? Contact your regional VPPPA board chair**



# Summary of Current Year Recommendations

- **Good evals illustrate evolution and growth**
- **Avoid Maintain and Continue**
- **Avoid goals that could potentially fail Jan 2**
- **Don't set the same goals each year**
- **Establish goals that are attainable, valuable and measurable**
- **Develop detailed action plan**



# CLOSING THOUGHTS

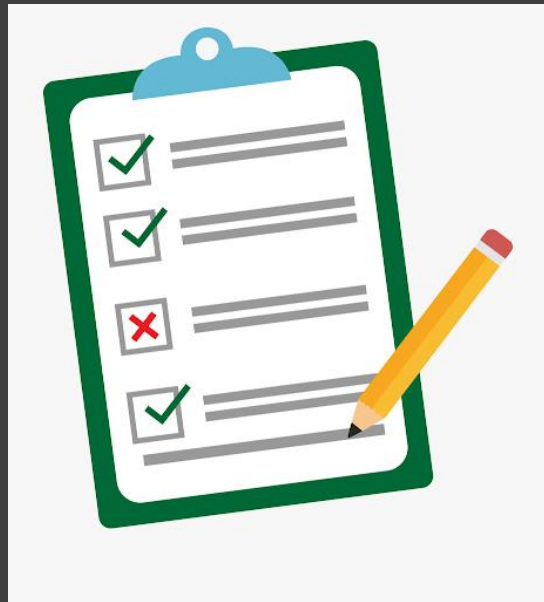
- **Set some stretch goals**
- **Step outside your comfort zone**
- **Leadership is key**
- **Involvement is critical**
  
- **Everyone is on the safety committee--even if they don't attend the meeting!**

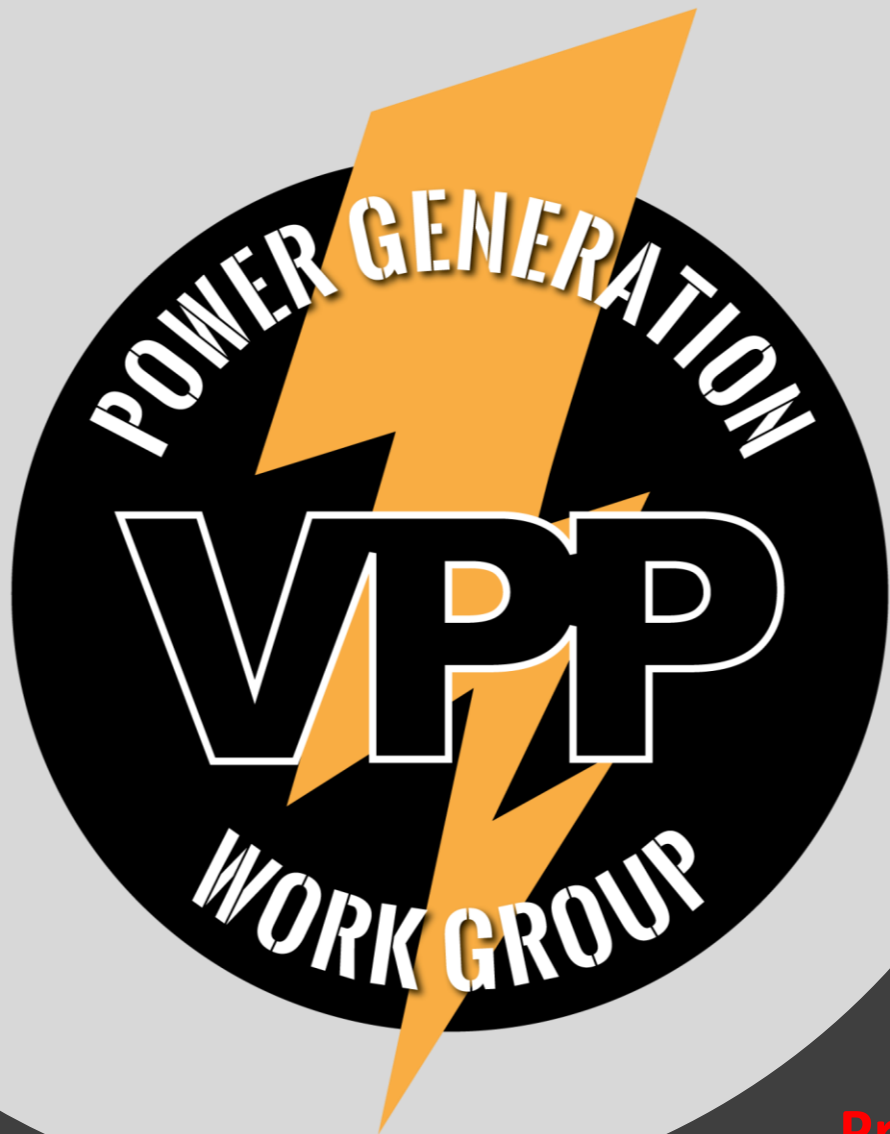


# Group Discussion Topic

Use of Health questionnaires upon return to work

- Who is currently using this?
- Format?
- Thoughts for improvement?





# Open Floor for Year – End Updates

Approvals

Reapprovals

Applications Submitted

Applications Being Written

Other Safety / VPP Milestones

**Proposal to change meeting length from 60mins to 90mins.**

# Participation Opportunities

## LOGO Development - Complete

- Compliments of Mike at LMH Designs
- <https://www.lmhdesigns.com/>

## Newsletter Committee

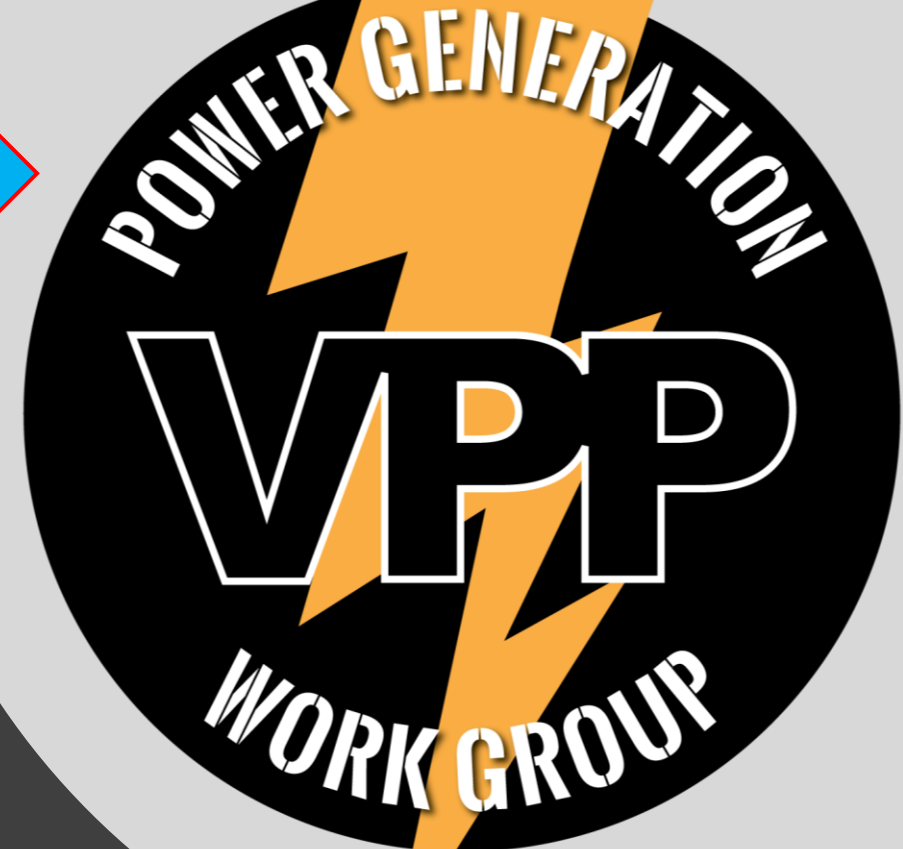
- Development and distribution of group information between meetings

## Meeting Planning Committee

- Quarterly meeting development and planning

## VPPPA Conference Presentation Committee

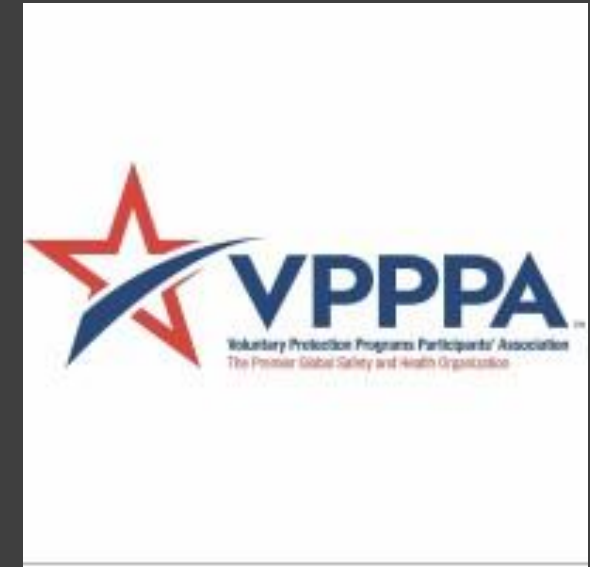
- Develop presentations for delivery at both Regional and National VPPPA conferences

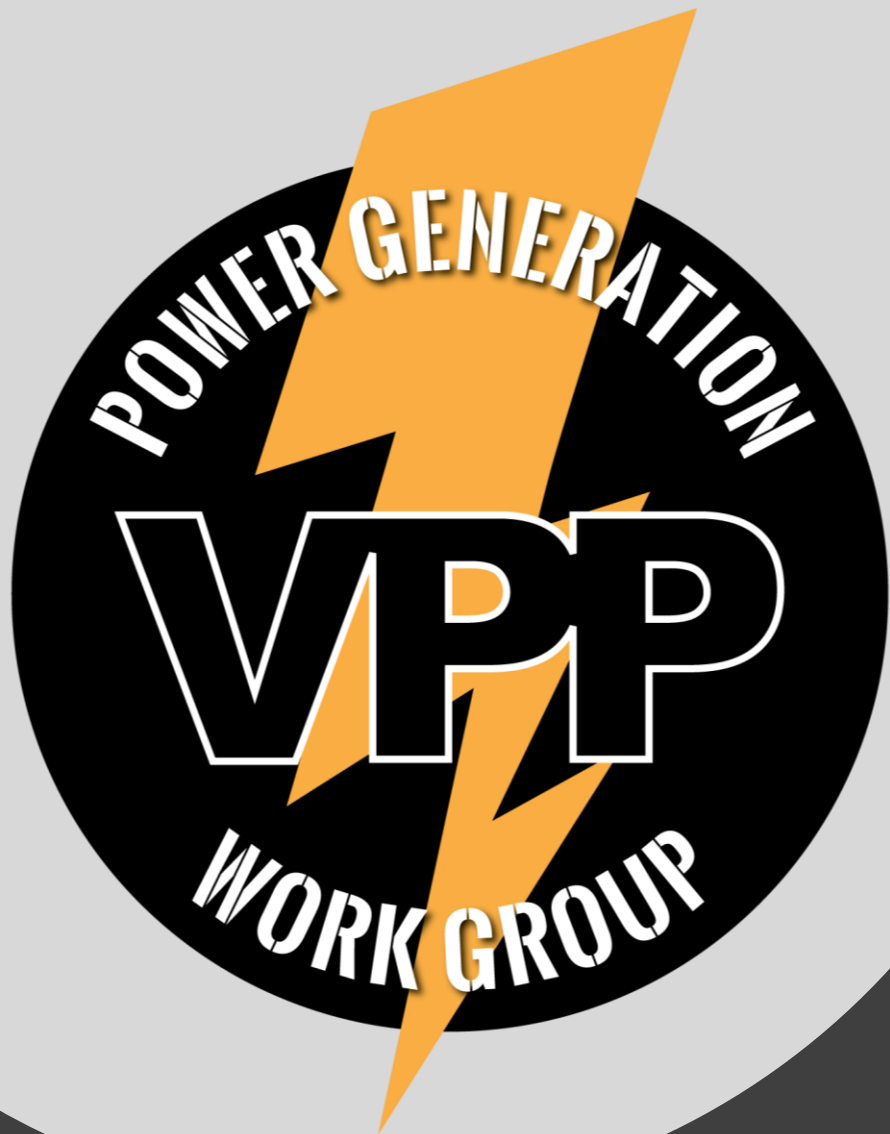


Contact Alex or Kelli for details.

# VPPPA Regional and National Conference Updates

- Region 1— TBD
- Region 2— Begins June 23<sup>rd</sup>, 2021, Virginia Beach, VA
- Region 3— Begins June 23<sup>rd</sup>, 2021, Virginia Beach, VA
- Region 4— TBD
- Region 5— June 14<sup>th</sup> – 18<sup>th</sup>, 2021, Sandusky, OH
- Region 6— May 17<sup>th</sup> – 21<sup>st</sup>, 2021, Little Rock, AR
- Region 7— TBD
- Region 8— May 2<sup>nd</sup> – 6<sup>th</sup>, 2021, Cheyenne , WY
- Region 9 — TBD
- Region 10— May 18<sup>th</sup> – 20<sup>th</sup>, 2021, Kennewick, WA
- National — August 30<sup>th</sup> – September 3<sup>rd</sup>, 2021, Nashville, TN





# Next Call :February 18, 2021

If you have not already done so, please enter your attendee names, site name and company name into the chat function on the Zoom meeting.

NEED VOLUNTEERS FOR:

- a. Safety Moment
- b. Note taker
- c. Group discussion topics

Send Suggestions or offers to volunteer to:

Alex Miller – [alexander.miller@vistracorp.com](mailto:alexander.miller@vistracorp.com)

Or

Kelli Heflin - [HeflinK@SouthwestGen.com](mailto:HeflinK@SouthwestGen.com)