

Welcome >

Latest news >

Safety Culture Ladder >

Incident Investigation >

In Focus >

Links >



# Partners in safety

## Newsletter contractors TenneT

### Welcome

I am writing this preface in a plane, flying to Portugal. No, I am not going on holiday nor am I going on a port tasting trip. I was invited by REN, the Portuguese TSO, to speak at the symposium 'Simpósio de Segurança (Safety)' organised by them. This invitation is a good example of the increasingly closer cooperation in the area of safety among European TSOs.

I would like to ask you to pay special attention to the interview in the In Focus section with Benjamin Gérard, founder of 'Rising You'. This organisation has taken the initiative of integrating refugees into our society through a climbing training programme as a means of offering them opportunities for self-development, skills development and acquiring specific knowledge.

In this case, refugees, if they are so inclined and have the ambition to do so, can complete an extensive training programme that qualifies them for 'working at heights'. For example, in power pylons to carry out activities, such as painting, assembly and maintenance of conductors and other assembly work. The training programme also devotes a great deal of attention to safety.



Oscar van Aagten

I wish you all happy reading and a wonderful summer holiday!



Simpósio de Segurança

[Read more](#)



SCL-requirement in Purchasing process

[Read more](#)



Serious train accident

[Read more](#)



Rising You

[Read more](#)

Welcome &gt;

Latest news &gt;

Safety Culture Ladder &gt;

Incident Investigation &gt;

In Focus &gt;

Links &gt;

## Latest news

### Simpósio de Segurança

REN, the Portuguese TSO organised a Symposium on Safety (Segurança) in Lisbon on 4 June. The symposium was attended by approximately 200 persons from various large Portuguese organisations. Oscar van Aagten, Programme Manager Safety at TenneT, was invited to speak about our Safety Programmes, with a specific focus on our initiatives designed to enhance the safety culture within the chain. Naturally, the Safety Culture Ladder was a topic of discussion. We would like to thank REN for this invitation, obrigado!



### NEN news



### Conscious safety awareness for everyone in the construction industry

An article about changing the safety culture in the Dutch construction industry recently appeared in the Aannemerkvak (Contracting Profession) journal. It is impossible to achieve this with an SCC checklist, H&S Plan and the inspection of equipment alone. A culture change means that everyone is constantly consciously aware of safety, that it is a state of mind and an integral part of the work. Read the full article [here](#) (Dutch only).

### Safety Breakfast GCVB Endorsers, 21 May 2019

On Tuesday 21 May, the Dutch “Governance Code Veiligheid in de Bouw (GCVB)” (Safety in Construction) organised a special breakfast for organisations that had endorsed the Governance Code. The meeting took place at Strukton’s head office in Utrecht (The Netherlands). More than 70 representatives of the endorsing organisations took part in the Safety Breakfast.

During this event, GCVB introduced an initiative designed to work with sector parties to have safety awareness included as a criterion in the evaluation of tenders or contracts starting in 2021. The NEN Safety Culture Ladder® will be used for this purpose. The initiative got a positive reception. [Read more](#) (Dutch only).

**GOVERNANCE  
CODE  
VEILIGHEID**



Welcome >

Latest news >

Safety Culture Ladder >

Incident Investigation >

In Focus >

Links >

## GUTcert authorised to certify Safety Culture Ladder

A licensing agreement was recently signed by the German Certification Body for Management Systems (GUTcert) and NEN that allows GUTcert to issue certificates on the basis of the Safety Culture Ladder Certification Scheme.

As a member of the AFNOR (French Standardisation Association) Group, GUTcert offers certification services to an international network that comprises 28 branches and customers in more than 90 countries throughout the world. The certification of the Safety Culture Ladder (SCL) is an addition to the services portfolio of GUTcert, a full service provider in the area of certifying sustainable energy, energy efficiency, and energy and work safety management systems.

[Read more](#) (in German under 'Aktuelles').



## Safety is achieved by changing attitudes and behaviour

An article on safety-conscious working practices recently appeared on the Dakenraad – the platform for Dutch roofing and façade contractors – website.

The number of fatal accidents in the construction industry has been increasing in recent years. Time to take a closer look at employees' attitudes and behaviour, according to government. An instrument, such as the Safety Culture Ladder can be of service in this respect.

Read the full article (Dutch only) [here](#).

Welcome >

Latest news >

Safety Culture Ladder >

Incident Investigation >

In Focus >

Links >

# SCL update

We are on the verge of having 100 SCL-certified suppliers. We are observing a large variety of certification methods. Some suppliers have their entire company certified, while others opt to have this done for only part of their company (business unit, product-market combination, etc.). The SCL is attracting increasingly more attention from other market parties. In addition to the construction sector in the Netherlands, the chemical industry in various countries is also expressing interest. Furthermore, a number of new TenneT suppliers has started implementing the SCL, even before TenneT awarded any contracts.



## Workshops Bayreuth

We recently organised workshops in Bayreuth (Germany) for suppliers constructing cable routes on our behalf and performing civil engineering activities at our stations. The meetings were very much appreciated, particularly the presentations

by fellow companies that already commenced the implementation process or have since completed this process. It was a captivating exchange of lessons learned, including the costs incurred and the savings realised.

We will be organising another workshop on 10 July in Bayreuth. You can register for these workshops at [safety@tennet.eu](mailto:safety@tennet.eu).

## Presentation ZAF

TenneT has been invited to present the SCL during the annual meeting of the Zero Accident Forum (ZAF) in Germany.

This platform was initiated by the DGUV (German association of occupational

accident and occupational illness insurance companies – a semi-public organisation) and companies in various sectors. The objective is knowledge sharing for the purpose of preventing incidents.

This platform applies the same methods as those used for the SCL. The major difference is the certification by independent auditors.



Welcome >

Latest news >

Safety Culture Ladder >

Incident Investigation >

In Focus >

Links >

### Come Together

TenneT is a joint initiator of the Come Together knowledge platform. The first informative meeting took place at Van Oord in Rotterdam (The Netherlands) on 11 April. Following a brief introduction about the foundation and the objectives of Come Together, Van Oord presented how they have integrated the SCL in other certifications.

The fact that the road to certification is not always successful became clear on the basis of the story presented by KWS, which shared its experiences about the unsuccessful attempt to achieve certification at Level 3 of the SCL. Finally, SafeRail presented the evaluation of the transition from Level 3 to Level 4 of the SCL. Participants indicated they wanted to hear more about the themes behaviour change, behaviour audits and safety by design during subsequent meetings. The next Come Together meeting will take place in the autumn.



### Statements

More and more suppliers are now certified on Level 3 or 4 of the Safety Culture Ladder. We at TenneT are very pleased about this.

Is your company also certified? Please send a short text with a photo to [safey@tennet.eu](mailto:safey@tennet.eu)



#### Silva & Vinha, S.A., Portugal

“SCL certification helped us to consolidate the goals that we were pursuing a long time: increase safety awareness, reduce unsafe acts and contribute towards continuous improvement in safety performance and culture in Silva

& Vinha. We are today a stronger company, with a settled safety culture, being the first and only with this certification in Portugal. Thank you TenneT!”

#### EUROPTEN Transmission Germany GmbH

“After initial scepticism, we found that SCL can help us to promote and develop the safety culture as a pillar of H&S management. By imposing specific requirements on business units and aspects, which in turn are related, new ideas and processes have been developed at a cultural level. The auditors quickly became familiar with our philosophy and were quite cautious during the course of the audit, so that we could continue our daily work without restrictions. In this way, they got to know our H&S culture in all its aspects.”



Welcome &gt;

Latest news &gt;

Safety Culture Ladder &gt;

Incident Investigation &gt;

In Focus &gt;

Links &gt;

# SCL-requirement in Purchasing process

Early 2017 we officially started the large-scale roll-out of the Safety Culture Ladder to our contractors. The goal is to reach as many contractors as possible to stimulate working on safety culture and to make this demonstrable by being certified on Safety Culture Ladder level 3 and we are progressing well. Meanwhile, 85 suppliers (reference date 1 March 2019) have been certified and almost 200 contractors are in the process of obtaining certification. We are very happy with that!



## Act safe, stay safe!

“Act safe, stay safe!” – that is our new safety slogan. We continue to focus on safety culture. We care and we take care of each other. This requires a strong safety culture in our entire supply chain, with all our partners, contractors and sub-contractors making a proactive contribution in creating this safe working environment. TenneT has strong faith in the Safety

Culture Ladder system as being an effective, objective and well-structured safety culture instrument. It provides insight into the maturity of the safety culture and attitude within your organisation, and allows for implementation of targeted measures to achieve defined goals.

## Procurement process

The Safety Culture Ladder is step by step being included as a criterion in our procurement process and tenders. For each category, each contractor market, we are currently carefully determining the appropriate momentum to define the SCL as a pre-condition for participating in tenders. Our ultimate goal is to make a proven and thus certified minimum level of safety culture a precondition to work for TenneT. Changing a culture takes time – and so does the process to get certified.

Many of you joined us already and are to be seen as first movers, others are closely following-up. Therefore we would like to remind those who have not begun yet; to start quickly with the process to get certified.

## Support

We already have some great testimonials from many of our contractors – our (proactive) partners in safety. Check this [web page](#) to read and watch their stories and to see which contractors have been already certified. We want you to get inspired to start with your own journey or to further deepen the safety culture within your own organization. For 2019 TenneT still offers support for those who are struggling to get started. Get into contact with us via [safety@tennet.eu](mailto:safety@tennet.eu).



Welcome >

Latest news >

Safety Culture Ladder >

Incident Investigation >

In Focus >

Links >

# Train accident Schleswig Holstein

## Incident description

In the morning of 8 May, a serious train accident happened in Schleswig Holstein, Germany caused by a heavy transport contracted by TenneT. Investigation will make clear what the direct and indirect causes of this accident are, but we are seeing an alarming trend. In the last half year there were several incidents concerning (heavy) transport and rail road crossings. This is the second case this year where such an incident has resulted in a collision with a train.

## Investigation

The investigation has started. Important is that we do everything possible to avoid new incidents. The only way is to be completely sure that all heavy transports



are well prepared and that an explicit risk analysis has been made and all necessary mitigating measures have been taken.

## Measures taken

We certainly do not want an incident like this to happen again, in any case not if it could have been avoided by a sufficient risk assessment and preparation.



This should not only be a Last Moment Risk Assessment (LMRA), but already in an early stage of the project preparation. Therefore it is of utmost importance that we are absolutely sure that for such transports careful risk assessment and preparation for the total route have been made.

Welcome >

Latest news >

Safety Culture Ladder >

Incident Investigation >

In Focus >

Links >

# Rising You offers new opportunities!

It all began with climbing. Benjamin Gérard, founder of Rising You, has been involved in social projects in Belgium for many years. He observed first-hand what climbing and survival weeks could do for youths. They became more resilient and self-confident and felt better about themselves. Since 2015, he has been devoting his efforts to train young refugees to become professional climbers and help them get a job.

## A new start

In 2015, Benjamin read an article that predicted that by 2020, two in three refugees would be unemployed. That could not possibly be the intention, he thought: 'The refugees with whom we work are primarily under-eighteens, who fled here without any family. They have endured a great deal: war, human trafficking, abuse. But at the same time, they are highly motivated to build a new life here.' But how do you do that when you do not master the language very well and you do not have the proper education papers? In countries such as Afghanistan, the Taliban often boycotts education as a result of which



young people generally have little education.

## Climbing School

Benjamin: 'If you only consider all the limitations, you won't get far. But I look beyond this, with the objective of giving refugees a real place in our society. Where they can independently build their lives.' Instead of focusing on language and what they are not able to do, Benjamin started working with what they could do. 'I started



looking for their talents instead,' Benjamin continues. 'From my climbing experience with young people, I knew they benefited a great deal, and it is only a small step to go from climbing to thinking about working at heights.' Naturally, that goes beyond just a climbing course. Benjamin started up a training programme to prepare these young people for the job market within five months. He started the first school in Brussels and quickly expanded to Antwerp, Ghent and Louvain.

**"How the climbing sport is bringing refugees to great heights"**





Welcome >

Latest news >

Safety Culture Ladder >

Incident Investigation >

**In Focus >**

Links >



### Attitude and Behaviour

Before we start up a training programme, we go through a selection process. Only motivated youths are allowed to participate. Benjamin: 'We start off the training programme with attitude and behaviour. What is expected from you when you start working for a company: cooperation, arriving on time and manners. These are essential values that we instil in these youths.' Another important element is safety. Using rope techniques, we teach them how to safely climb a mast. But also what to do if one of their colleagues falls.

**"Look beyond  
the limitations"**

Consequently, one of the mandatory aspects is that they must obtain their SCC diploma.

### Starting employment

After the training programme, these youths can start working for a contractor as a painter, for example. 'Before we start up a training programme, I already have a company interested in hiring these young people,' Benjamin continues. 'Otherwise, I don't start up the training programme. After completing the training programme, these young people do a work placement with the contractor to show them who they are and what they are capable of. After this, the employer decides whether to hire them or not. Now that we have been working on this for a few years, we can see

that the approach is working: 90% of the youths we have trained to date has a job.' The first youths started working in 2017, and of the 12, 11 still have a job. Some transfer to other jobs, but they all end up in a good place.

Following a successful start in Belgium, Benjamin is exploring possibilities across the border. 'Our initiative is supported by the Dutch Foundation for Refugees. We are very happy about that. In part as a result of this, we are engaged in discussions with the municipalities of The Hague, Amsterdam and Utrecht. By training refugees and helping them get a job, we are also doing something about the growing shortage of personnel in the sector,' Benjamin concludes.

Where Rising You will start up a training institute in the Netherlands is not yet clear; that will be determined on the basis of demand. TenneT makes a financial contribution to the climbing clubs and helps bring interested organisations in contact with Rising You.

If you are interested in working with Rising You to determine whether there is a demand for well-trained climbers, contact [safety@tennet.eu](mailto:safety@tennet.eu). If sufficient organisations register, we will be able to organise a round table discussion. For more information about Rising You, visit [www.risingyou.eu](http://www.risingyou.eu).



Welcome >

Latest news >

Safety Culture Ladder >

Incident Investigation >

In Focus >

**Links >**

## Links

### **Life-Saving Rules**

[www.tennet.eu/company/safety-at-tennet/life-saving-rules](http://www.tennet.eu/company/safety-at-tennet/life-saving-rules)

### **Safety Culture Ladder**

[www.tennet.eu/company/safety-at-tennet/safety-culture-ladder](http://www.tennet.eu/company/safety-at-tennet/safety-culture-ladder)

### **Safety at TenneT**

[www.tennet.eu/company/safety-at-tennet/safety-at-tennet](http://www.tennet.eu/company/safety-at-tennet/safety-at-tennet)

### **Contractor Management**

[www.tennet.eu/company/safety-at-tennet/contractor-management](http://www.tennet.eu/company/safety-at-tennet/contractor-management)