

Te Aponga Uira

Incident Presentation

**Key Findings/Executive Summary
Presentation to TAU Board**

29 October 2024

Background: Incident Summary

Pre-Incident

- Saturday, 22 June Fault on 11kV (high voltage) cross island cable from Avatiu to Vaimaanga
- Cable was isolated and earthed
- 14 August – testing required the cable not be earthed
- Vaimaanga switch was left open and cable unearthed

Incident Day 15 August

- Work took place at two work sites with a team at each site
- Work involved cable jointing and cable testing
- Cable jointing work by Team 2 required cable to be earthed at Vaimaanga
- Cable work commenced before the cable was earthed
- At 12:14 pm the Vaimaanga switch was operated incorrectly making cable live instead of earthed
- 4 staff were in contact with the cable and received a shock. 3 received burns with one serious

Post Incident

- Team 1 went to Team 2's aid and applied first aid and assisted staff down to road
- Injured transported to hospital for treatment
- 3 staff were admitted, treated and discharged
- 1 staff remained in hospital for treatment and observation
- Staff were provided with counselling

Incident Location and Work Parties

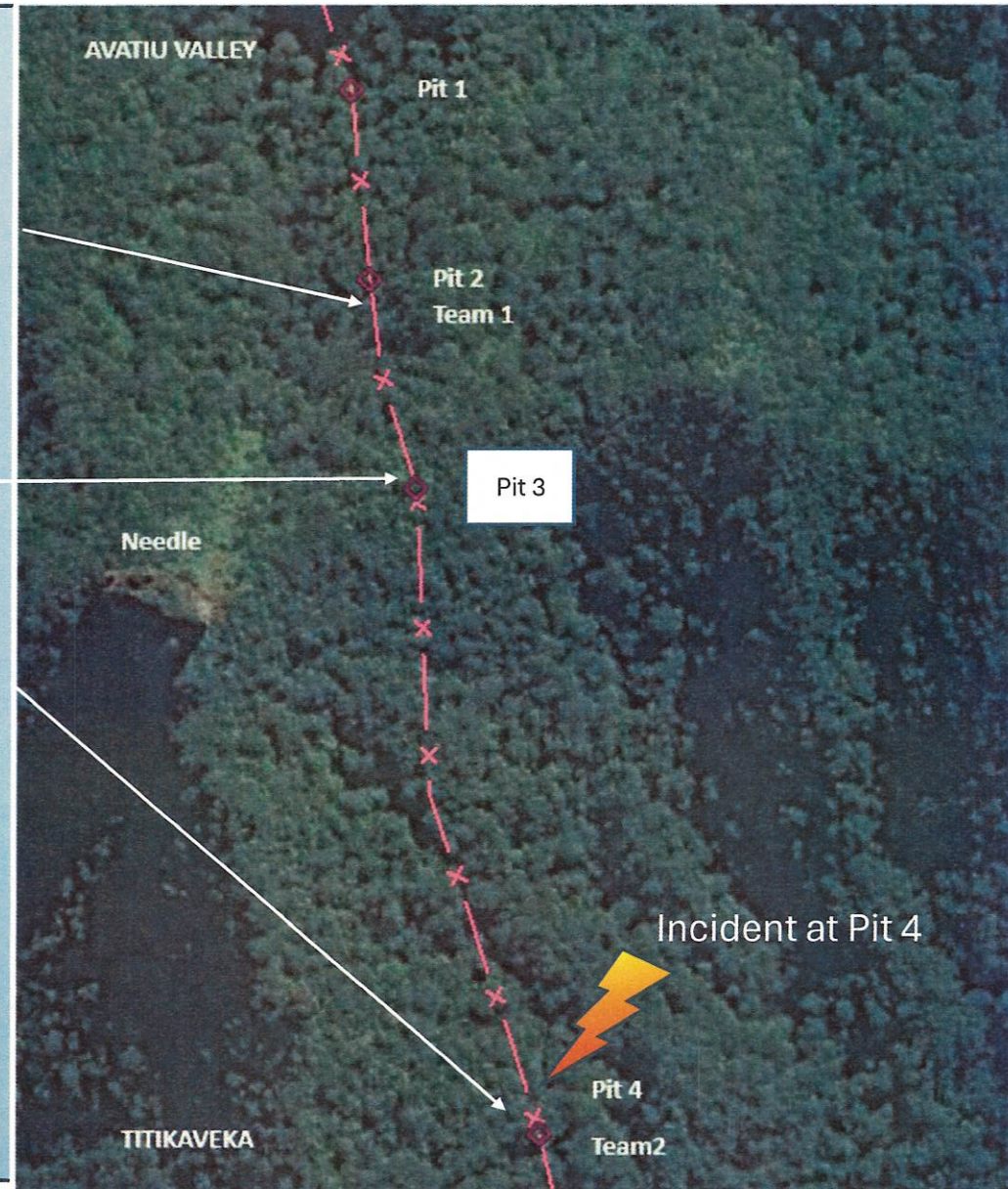
1 Staff at Avatiu Pit

Team 1 at Pit 2
• 3 Staff

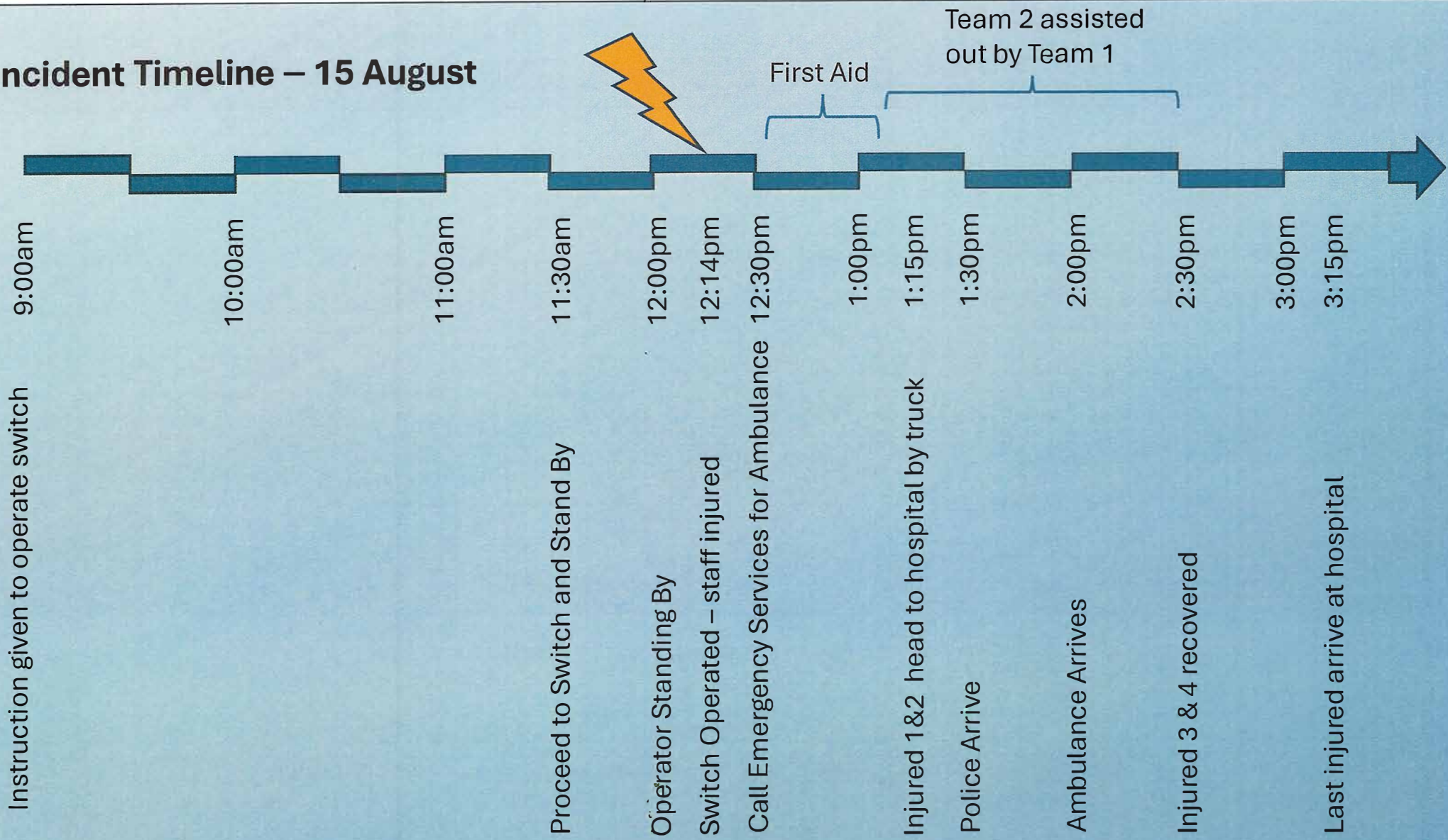
1 Staff at Pit 3

Team 2 at Pit 4
• 5 Staff

1 Staff at Vaimaanga



Incident Timeline – 15 August



What went wrong?

- Significant breaches of standard operating procedures
- Significant lapses of supervision
- Significant management shortcomings

Scrutiny of TAU's strategic documents

Actions and events of the 15 August Incident have prompted scrutiny of:

- TAU's Statement of Corporate Intent (SCI)
- Health and Safety Policy

SCI

The SCI and the Health and Safety Policy are not consistent

The SCI does not make any public commitment to:

- public safety
- worker safety
- worksite safety

Health and Safety Policy

The Health and Safety Policy is comprehensive and consistent with government regulations:

- Employment Relations Act
- Final Draft National Occupational Safety and Health Policy

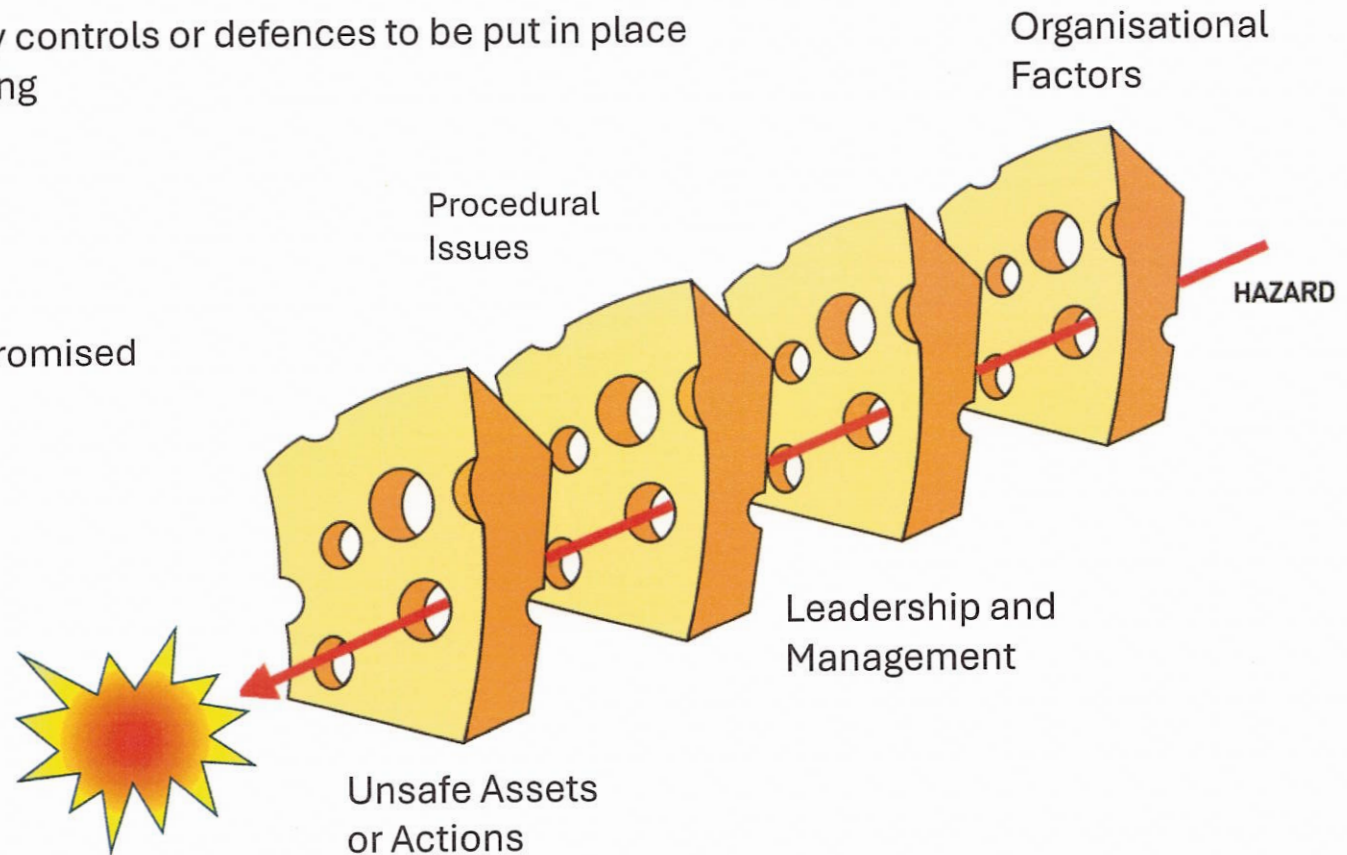
Breaches of the requirements of the H & S policy are apparent from the incident of 15 August

Objective Management assessment as to safety policy compliance is required

Identifying and Analysing Safety Defences

It is usual for layers of safety controls or defences to be put in place to prevent incidents occurring

If all the defences are compromised an incident occurs



Further Investigation is Required Into Root Causes of the Incident –

TAU already has safety controls already in place – some to a greater, some to a lesser degree
All the controls need to be evaluated to determine where failures occurred

- **Organisation factors**
 - Staff culture
 - Training
 - Resourcing
 - Worker competency
- **Leadership and Management**
 - Commitment to safety
 - Work planning
 - Time and work pressures
 - Supervision
- **Procedural**
 - Standards
 - Processes
- **Assets, Actions or behaviours**
 - PPE
 - Equipment
 - Following Procedures
 - Equipment Issues

Conclusions

- The incident of 15 August was an electrical accident with severe consequences
- It was a near miss fatality in which 4 staff were severely injured
- It was an accident waiting to happen with multiple safety breaches

The two way safety commitment:-

TAU is obligated to provide a safe working environment for staff and staff are obligated to follow safety protocols.

- Now there is opportunity to implement measures to achieve these outcomes
- There is a lengthy process ahead
- It will be a team effort from Board table to Work site with everyone playing their part.

Recommendations: An Action Plan

Immediate

1. Make safety the number one item on every meeting agenda
2. Undertake root cause investigation of the incident
3. Review compliance with Safety and Health Policy
4. Review the SCI for commitment to safety
5. Management undertake regular on-site safety conversations with staff

Medium Term

6. Carry out and encourage near miss reporting
7. Celebrate safety successes such as
 - achieving near miss reporting targets,
 - downward trends of incidents and injuries
 - lost time injuries at zero
8. Update, review or introduce standards to manage appropriate work procedures
 - incident response
 - PPE
 - work site practices
 - equipment operation
9. Introduce worker competency framework
10. Reinforce statutory and regulatory compliance – monitoring, recording and reporting
 - incidents, and
 - near miss
11. Provide refresher training to staff

Long Term

12. Review equipment for suitability – communications, RMUs
 - ease of safe operation
 - being fit for purpose
 - replacement