



QUANTA
SERVICES, INC.

STKY CONTROLS FRAMEWORK

WHAT IS A STKY CONTROL?

A STKY control is a control that prevents or mitigates a life-threatening, life-altering, or life-ending event (STKY event).

PREVENTIVE CONTROL

Acts, objects, or systems designed to prevent an unwanted event

MITIGATIVE CONTROL

Acts, objects, or systems designed to reduce the consequences of an unwanted event



The STKY controls framework builds capacity for failure by providing a consistent, disciplined approach to identifying controls.

The framework identifies the critical tasks that organizations perform and the minimum controls that must be in place before work begins.

Using the STKY controls framework enables operating units to create a safer environment for workers and the public. This disciplined approach to how we plan, execute, and learn from work prepares us for when, not if, there is a failure. This framework can be used to help ensure that crews have the capacity to absorb failure safely.

The goal of the STKY controls framework is to ensure every STKY event is a STKY success!

CRITICAL TASKS

Critical tasks are the activities that expose people to hazards that, if not controlled, could result in a life-threatening, life-altering, or life-ending event.

Critical tasks always require multiple layers of STKY controls. Examples of critical tasks include:



Vehicles and Equipment



Electrical Equipment



Trenching and Excavating



Working at Heights



Lifting, Hoisting, and Rigging



Confined Spaces

These six examples of critical tasks were identified as the greatest risks for STKY events across all Quanta operating units. These examples may not apply to all operating units. Every operating unit is different and will have their own specific critical tasks defined at the operating unit level.

THE ROLE OF LEADERSHIP

Leadership must work with multiple levels of operations to evaluate the commonly performed tasks across their entire operating unit in order to identify which ones are critical tasks.

Once the critical tasks are identified, the minimum controls can be defined, and expectations can be established for performing them.

Effectively identifying critical tasks and STKY hazards requires the knowledge and experience of those who perform the work:

- Senior Leaders
- Frontline Leaders
- Operations Leadership
- Experienced Frontline Workers
- Safety Professionals

Each critical task should include STKY controls that are standardized across the operating unit. Those standards must be communicated across the operating unit and integrated into job-planning processes and materials.

THE ROLE OF THE CREW

Organizations must build a foundation of trust and communication between the field team and the leadership team that empowers and encourages workers to have open and honest conversations about the risks they face. Crews will:

- Complete STKY Controls for Crews course. This course will provide Quanta frontline employees with training on identifying hazards and explaining STKY controls.
- Complete operating-unit-specific training for critical tasks and participate in the monitoring and verification of minimum controls for those critical tasks.
- Start when safe.
 - Ensuring controls are in place and functioning before work begins is essential, but crews must constantly identify hazards and monitor for changes, both during the job briefing and throughout the day using the Energy Wheel.
- Stop if unsure.
 - If workers find themselves in the field with inadequate controls—or with insufficient layers of controls – stop work until adequate controls can be put in place.

THE CAPACITY MODEL

The Capacity Model seeks to change the industry by building the three pillars of safety.

PREVENTION

Prevention is necessary, but it is not enough.

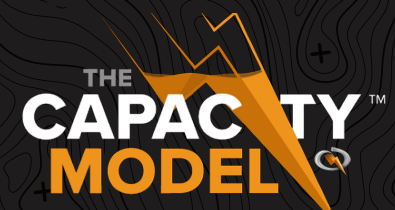
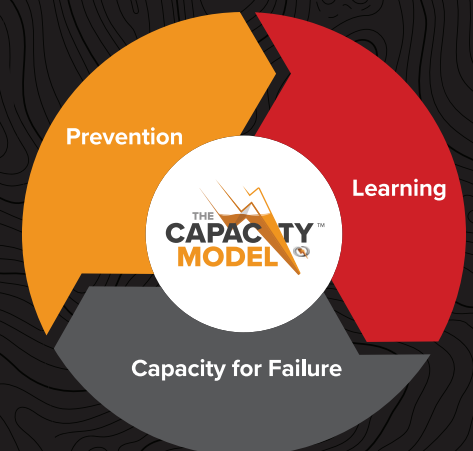
CAPACITY FOR FAILURE

Put controls in place that allow failure to occur safely and mitigate the consequences of an unwanted event.

LEARNING

More than just learning from mistakes, we must learn from our workers.

All three pillars must work together to ensure the safety of our workers.



PREVENTION.
CAPACITY FOR FAILURE.
LEARNING.

QUESTIONS?

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