

CASE STUDY



OVERVIEW

Amplus Solar is a leader in providing distributed solar energy solutions to industrial and commercial customers and has been certified as a "Great Place to Work-2018-19", as well as awarded "Best Employee Relations & Employee Engagement" by CII.

Amplus constructed a 1 MW rooftop power unit at the Wagon Repair Shop, Raipur, now operational. Amplus is committed to the highest quality, construction and best practices of safety, which could be seen from their practices at the site in Raipur.

Following are the salient points which ensure the safety of the personnel at their site:



STRONG SAFETY ORGANISATION

For each project, Amplus ensures deputation of sufficient and experienced engineers at the site, both from Construction and HSE departments. HSE department has a three-tier system, Site HSE Engineer, full time at the site, then HSE Regional Head at the head office, who again reports to HSE Head. Besides, the construction department is also fully aware and committed to the safety norms to be followed at the site. A survey team conducts a detailed survey at the site much before the actual start of work and it highlights lack in infrastructural or other facilities like that, all shortcomings are sorted out before the start.



100% COMPLIANCE OF LABOUR LAWS

Amplus engages contractor's workforce at the site. The contractors are selected based on experience and in 100% compliance of the labour laws. Before start of work, documents like Labour Operating Licence and other legal requirements like ESIC, PF & Medical Fitness Certificates, Aadhaar Card and Photograph of all the staff are collected.



SAFETY MEASURES AT SITE

3.1 HIRA: For every site, first of all, exhaustive Hazard Identification and Risk Analysis is performed. All the possible hazards are identified before the start of work and methods to mitigate their ill effects are identified.



At WRS, Raipur, a 25 point HIRA was prepared and implemented, which included hazards like fall from height, slip and trip, heat exhaustion, frostbite, rain, snakebite, exposure to non-ergonomic sitting position, falls from ladder, falls of material from height, failure of lifting equipment during lifting/shifting from height, electrocution, electric shock, etc.

3.2 INDUCTION TRAINING: All the new staffs are imparted compulsory prior Induction Training at the site with records thereof. All the information about site hazards, availability of first aid boxes, fire safety, amenities, communication channels, contact persons, and important locations, is imparted to them. Location of site, store & office, emergency contacts and emergency meeting points are brought to their knowledge.



3.3 CAUTION BOARDS & SAFETY POSTERS FOR AWARENESS: Amplus uses information boards & safety posters to create awareness and spread important messages. This is depicted in the following site photograph:



3.4 TOOLBOX TALK: Daily Toolbox Talk is held before the start of work, with a record of it. Headcount is taken and a little exercise session is held, apart from the address by the Site Engineers. Worker's participation is also encouraged, and they are invited to address the colleagues. This contributes to the sorting of problems, any unsafe practices observed and goal settings. Toolbox Talk covers valuable instructions on topics like use of PPE's, fire extinguisher operation, working safely on scaffolding, ladder safety, power tools, safely working at height, fall protection, etc. The concept of Toolbox Talk is utilised to full advantage.



3.5 HOUSEKEEPING: Best housekeeping practices are observed at the Amplus site, as evident from the site photograph hereunder:



3.6 NO COMPROMISE ON STATUTORY COMPLIANCES: At the site, in case Hydra crane is to be hired, Third Party Inspection (TPI) of cranes and lifting tackles is arranged by Amplus, if not already done by the crane owner. Crane driver with experience and holding valid licence only is allowed to operate the crane, after induction training.

3.7 INSPECTION OF TOOLS, EQUIPMENT & PPE'S: All the tools and equipment like hand grinders, welding machines, hand drills and cage ladders to be used at site are inspected regularly every month and an OK sticker is put on their use. Standard checklists for each of this equipment are followed. Tools found unfit are put out of use.

PPE's like full-body harness, helmets, safety shoes are inspected daily.

3.8 CHECKLISTS: Standard and elaborate checklists are used for inspections which eliminate any chances of mistakes and overlooking of facts. Elaborate checklists are available for all the equipment and tools such as Hydra cranes, PPE's, fire extinguishers, welding sets etc.

3.9 SURPRISE SAFETY AUDITS: Regular surprise audits from HSE Regional Head, HSE Head & Third Party are conducted on the project site. This exposes even minutes of slackness present at the site. Documented as well as site working are focussed during a safety audit. Compliances to the non-conformities are presented so that work is not stopped.

All the above arrangements, along with documentation of each activity ensure fulfilment of safety at the Amplus site.