

IDENTIFYING THE SAFE WORKER

Saskatchewan's Leading Electricity Supplier, Sask Power

Sask Power, established in 1929, is Saskatchewan's leading electricity supplier. Their mission is ensuring reliable, sustainable and cost-effective power for their customers and the communities they serve. The VP of HR has introduced Predictive Analytics to address the safety challenges that they were having.

Sask Power has identified safety as a key value in their organization. Their first priority is their workers welfare, however there are additional benefits to having a safe work environment. "Having a safe work record helps us when we are hiring, in retaining employees and quite frankly **the whole reputation of the organization.**"

The Challenge

Hiring Safe Workers and Developing a Safety First Culture

Sask Power has implemented the **Predictive Index® from Certified Partner Predictive Success** to hire, coach and retain safe workers. The greatest challenge was identifying candidates that would demonstrate safe work practices. Predictive Success worked with the HR team to develop a profile of the safe worker, identifying risk taking behaviors and other characteristics that contribute to unsafe behavior. They now use this profile to assist in the hiring, managing and promoting processes. "By hiring and promoting individuals with demonstrated safe work behaviour we believe that the safe behavior will permeate throughout the organization and create a **safe work culture**" - VP HR.

"We are in a business where people make mistakes. In this company alone, up until 2014 we averaged one fatality a year, it's unacceptable. We want to change that statistic. We have an incredible safety program that we are implementing and the Predictive Index® is a key component of that."

- Sask Power VP HR

"We have been getting a number of accolades from management and directors saying that this is the best group of Power Line Technicians they have had. It is really exciting to see the validation of the effectiveness of this tool."

- Sask Power, VP HR, Safety and Stakeholder Relations