

A Brief Discussion on the “Three Strictness” Safety Management Practice Model

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Abstract: This paper focuses on the safety management of electric power construction enterprises, taking Tiantai Chicheng Electric Power Co., Ltd. as an example, to deeply explore the “Three Strictness” safety management practice mode. Elaborate its implementation background, analyze the concept, connotation, working methods and ways of the mode, demonstrate its important significance for consolidating the stable foundation, improving the quality of employees, optimizing the organization platform and promoting the safe and stable development of enterprises, and provide a reference example for the safety management of electric power construction enterprises.

Keywords: “Three Strictness”; Safety management; Practice mode

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1. Introduction

In power construction enterprises, safety is an eternal theme and the cornerstone of the sustainable development of enterprises. With the rapid development of the social economy and the continuous expansion of power grid construction scale, power construction enterprises are facing the pressure of their own development, and the imbalance between safety management and enterprise development speed is becoming more and more prominent^[1]. Tiantai Chicheng Electric Power Co., Ltd. in the past “Three Proximity Approach” flexible safety management education model, innovative implementation of the “Three Strictness” rigid safety management practice model, aimed at improving the level of safety management, to achieve the safety and development of the collaborative progress, this paper will launch an in-depth discussion.

2. “Three Strictness” safety management practice implementation background

2.1. A lack of crisis awareness and risk identification capabilities leads to the “boiling frog syndrome”

At present, some cadres and employees of Tiantai Chicheng Electric Power Co., Ltd. have a weak sense of

crisis and lack a keen insight into potential risks in the production process and environment ^[2]. In daily work, they are eager to be comfortable and slow to respond to environmental changes. In the face of emergencies and urgent repair tasks, due to the lack of early risk analysis, often hasty response. For example, in the emergency repair project of a substation equipment, the staff did not analyze the peripheral risks that may be caused by the faulty equipment in advance, and the chain reaction of adjacent equipment was accidentally triggered during the emergency repair, which almost caused a bigger accident. In the long run, the company's safety management has fallen into the dilemma of "boiling frogs in warm water", with all staff having a negative attitude towards safety production, the loss of management cohesion, and security hazards ^[3].

2.2. Neglecting detailed work and failing to nip problems in the bud, leading to the "For want of a nail" effect

Some employees turn a blind eye to details in their work and lack awareness of prevention. In terms of equipment management, the equipment ledger is not updated in time and is out of touch with the actual situation on site, resulting in long-term "sick operation" of the equipment. For example, an important equipment in a substation fails to update aging information in time due to daily inspection, and suddenly fails in a high-load operation, affecting the regional power supply. In the work process, illegal operations are not uncommon. To catch up with the construction period, the time is compressed at will, the phenomenon of waiting for review and issuing tickets is common, and the work ticket is not filled properly. When working on site, the wearing of personal protective equipment is not standardized, and the implementation of safety measures is not in place. These small omissions are like "nails on the horseshoe", which may lead to serious safety accidents, and enterprise safety management presents a "horseshoe effect."

2.3. The presence of a complacent mentality and evasion of responsibilities leads to the emergence of the "broken windows effect"

Although the company has established a production safety system and clearly defined the responsibilities of production safety, some departments have failed to implement it. Managers are busy with affairs, do not conduct in-depth research on production safety issues, interpret the accident notification vaguely, and punish those who violate the rules lightly. In a safety accident notification, responsibility is not clearly defined, and the responsible person is not seriously dealt with, resulting in employees being lucky, violations are repeatedly banned, "broken window effect" spawns within the enterprise, and there is a huge hidden danger in safety production ^[5].

3. The concept and connotation of the "Three Strictness" safety management practice mode

3.1. Concept introduction

The "Three Strictness" safety management means a serious attitude, rigorous work, and strict discipline. Combining the dynamic thinking of the company's employees and the status quo of safety management, from the three aspects of attitude, work, and discipline, through diversified measures, eliminate the adverse effects of safety production, and enhance the cohesion, carrying capacity, and execution of safety production ^[6].

3.2. Connotation

With a serious attitude to put an end to the "boiling frog syndrome", enhance the cohesion of safety production.

Safety production needs to uphold a “zero tolerance” attitude, as attitude determines behavior. The company’s employees maintain a serious attitude in safety management, deal with problems, and coordinate work more efficiently, which can effectively avoid the lack of responsibility, improve the operation process, and reduce safety risks. During a safety inspection, the staff investigated hidden dangers with a serious attitude, found and rectified key hidden dangers in time, and avoided accidents. Long-term adherence to promote all staff from “heteronomy” to “self-discipline” change, improving team cohesion ^[7].

Strict and meticulous work is needed to put an end to the “horseshoe effect”, control the safety production carrying capacity. Safety accidents follow the law of quantitative change to qualitative change, and any subtle, hidden dangers may cause great disasters. The company requires employees to work rigorously and carefully, starting with the feasibility of enhancing the operation plan, and reasonably analyzing the safety carrying capacity ^[8]. In a large power construction project, the team rigorously planned the process, strictly controlled the details, successfully avoided the safety problems that may be caused by the negligence of details, ensured the safe progress of the project, and controlled the safe production carrying capacity.

Strict and fair discipline to put an end to the “broken window effect” and improve the execution of safety production. The company’s safety management depends on the execution of all staff, and strict discipline is the premise of execution. Through clear disciplinary norms, strict punishment for violations, such as punishing the responsible person for rule violations to play a warning role, encourage employees to consciously abide by the discipline, and improve the execution of safety production ^[9].

4. The “Three Strictness” safety management practice mode of working methods and ways

4.1. Based on the system, standardize the “Three Strictness” safety education management process

Deepen the implementation of the safety responsibility system, serious employee safety attitude. The company signs the safety responsibility letter at various levels to ensure that the safety responsibility is passed to the person. Daily audit, inspection to add safety responsibility questions, and organize the “safety production law” knowledge competition. In a safety inspection, it was found that some employees had a vague understanding of their own safety responsibilities through questioning, and the training was immediately strengthened. The safety attitude of employees was significantly improved, and the awareness of responsibility and a serious attitude towards safety were strengthened from the legal level ^[10].

Vigorously promote the safety rules and regulations, and cultivate a rigorous style among employees. Organize the safety rules and regulations training in small classes, and interpret the construction operation rules word for word. Employees are required to enhance the feasibility of the operation plan and rationally analyze the safety carrying capacity. In a line construction project, the construction team strictly formulated the operation plan according to the training content, carried out the bearing capacity analysis of each link, avoided blind construction, standardized work behavior, and cultivated a rigorous style of work.

Comprehensively strengthen the safety assessment system and strictly enforce the organizational discipline of employees. The company strengthens the safety assessment system, adopts differentiated assessment methods for different personnel, time, and levels, and adheres to the principles of fairness, justice, and openness. Repeated violations of the staff are dealt with seriously, forming a warning within the company, and the consciousness of employees to abide by the organizational discipline has been significantly improved.

4.2. Carrier to promote results, promote the “Three Strictness” safety education culture publicity

Publicity in place to create an atmosphere: The company uses slogans, display boards, electronic large screens, work boards, etc., to create a high-pressure situation of “Three Strictness” safety management education ^[11]. Send “Three Strictness” SMS reminders at work, post slogans in office areas, create cultural corridors in reading rooms, and hang warning maxims in tool rooms. The “Three Strictness” safety management pocket books and cultural manuals were compiled to build a safety culture chain of “visual impact → perceptual understanding → thought change → behavior guidance → safe production.” In a certain project, employees were affected by a strong safety atmosphere and took the initiative to correct non-standard operation behaviors.

Use technology, strengthen supervision: In line with the popularity trend of smartphones, the company has set up a “Three Strictness” security management WeChat group, whose members cover external teams. Each department propagates superior safety documents within the group, communicates and solves daily safety problems, and shares excellent experiences. In the handling of an emergency safety incident, WeChat group quickly coordinated resources, efficiently solved problems, created a good atmosphere of safety production cohesion, and promoted the in-depth development of safety management.

Strict inspection and exposure of violations: Set up a “violation exposure column”, grassroots stations, and production departments to establish a “violation exposure desk”, establish violation files for each employee, and regularly expose violations. This encourages production safety personnel at all levels to strengthen safety responsibilities, take the initiative to investigate hidden dangers, and reduce violations. For example, after a violation case was exposed, the relevant departments quickly rectified, and similar violations were greatly reduced, which played a good warning role.

4.3. Training to improve quality and consolidate the foundation of “Three Strictness” safety education and management

Make plans to strengthen learning: At the beginning of the year, combined with the past safety management problems and staff thinking changes, prepare safety education and training plans, targeted course selection, start classes, and timely adjustment of training content. After the implementation of a certain annual training plan, problems such as negative attitude and weak awareness of staff safety have been significantly improved to promote enterprise safety production ^[13].

Intensive counseling and in-depth learning: For employees with low safety technology level and poor professional quality, and external personnel, a “special safety knowledge small classroom” is set up to teach students according to their aptitude and strengthen the comprehensive safety quality. In the small class training program, the safety skills and awareness of the training personnel have been significantly improved, and the operation error rate in the follow-up work has been greatly reduced.

Exchange and sharing: Regularly hold the “three power safety lecture hall”, inviting outstanding professionals and business backbone to share safety management experience and ideas for frontline employees, and stimulate employees’ motivation for self-improvement. After a lecture, employees learn from and share experience, optimize workflow, and effectively improve work safety.

Positive and negative education discrimination: On the basis of positive education, negative production safety materials are introduced, such as superior accident notification and typical violation cases, to form a sharp contrast and deepen employees’ awareness of production safety. In the case learning activities, employees have a deep

understanding of the harm of illegal behavior, and the concept of production safety has been further consolidated.

Theory test promotion: According to different stages of training, organize a variety of safety knowledge theory tests, including oral questions, written tests, computer operation and technical competition, etc., to test the training effect, provide a basis for follow-up training, and create a good atmosphere for all staff to learn safety knowledge. After a theoretical test, adjust the training focus according to the test results, and the training will be more targeted.

4.4. Execution serves as the guarantee and solidifies the practical application of the “Three Strictness” safety education

On the basis of the employee safety score system, the company constructs the “Three Strictness” safety score evaluation system, and sets different weights for scientific evaluation from the aspects of safety attitude, safety style, and compliance. The evaluation results are linked with employee performance assessment, professional title evaluation, and advanced evaluation, effectively constrain and standardize employee safety production behaviors, and solidify the results of the “Three Strictness” safety practice. In the employee performance evaluation, employees with high safety scores have more advantages in the evaluation, and are encouraged to actively practice the “Three Strictness.”^[13]

5. The significance of the “Three Strictness” safety management practice mode

5.1. Consolidate the foundation for stability

The “Three Strictness” safety management practice mode breaks the existing adverse effects of corporate safety management, and improves the cohesion, carrying capacity, and execution of safety management. Since the implementation, the number of serious violations of rules and regulations by employees has dropped sharply, and the violation rate of enterprise employees in the first quarter of 2025 has decreased by 35% compared with the same period last year. The company’s stable foundation is more solid.

5.2. Improving staff quality

This model promotes significant progress in safety attitude, work style, and compliance, and improves the overall quality of employees. Through a series of special activities, employees’ safety awareness has been greatly improved, and safe production and operation according to regulations have become habits, realizing the ideological leap from “heteronomy” to “self-discipline.”

5.3. Optimize the organization platform

The “Three Strictness” promotes the company’s deep participation in safety management work, and organizations at all levels cooperate in development and resonate with the same frequency. The innovative safety culture chain has enhanced the safety awareness of employees and optimized the organizational platform of enterprise safety management^[15].

5.4. Promote the safe and stable development of enterprises

The “Three Strictness” correct employees’ bad behaviors in production safety, correct safety attitudes, cultivate a rigorous style, and enhance discipline enforcement, so that production safety is always in an orderly and controllable state, and effectively promote the safe and stable development of enterprises.

6. Conclusion

Through the exploration and practice of the “Three Strictness” safety management, the self-safety awareness of the employees of Tiantai Chicheng Electric Power Co., Ltd. has been greatly improved, and the adverse effects affecting safety production have been prevented and eliminated from the root, fully stimulating the enthusiasm of employees for production, and significantly improving the cohesion, carrying capacity and execution of enterprise safety management. This practice model has an important reference significance for the stable development of safety production and safety management of power construction enterprises, and provides valuable experience for the industry safety management innovation.

Disclosure statement

The authors declare no conflict of interest.

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