

TEA SHACK NEWS

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Thirty years of safety reps: Do we really need SI971?

by Allan Smillie
Safety adviser and member of Step Change in Safety's WEST work group

This is a question I have been asked several times over this journey I have taken supporting reps.

The argument is based on the fact we have much better trained communicators as leaders, and open-door policies. It is mentioned that safety reps actually breed secrecy and we should be open in all of our communications, so they are not needed.

I also hear that no one really talks to their reps, so why have

them when whistleblower lines do the same thing?

The last comment I hear is it's a remnant of the 1980s and we do not need it as things are now far better.

What such commentators tend to forget is we are dealing with a range of people and abilities and, primarily, different levels of trust.

We are in an industry where reporting safety is a crap shoot and can help you lose your livelihood. Even if these systems worked, you

are still reporting something related to safety to someone in authority who sees your comments as a challenge rather than helpful.

There is no business advantage to keeping safety innovation secret, so we share. We all need to share safety concerns with people we trust to listen to us – and to act.

Telling someone they can report anything anytime does not mean they will. It is not easy when your observation risks consequences.

If you don't believe that happens, come to the September 18 event to learn why you are mistaken.

Safety reps are needed now more than ever, but the belief in these

other systems has marginalised the safety reps and the committees.

This needs to stop and we need to stop "paperwork safety". Good communication and establishing trust is required to reach the goal of zero incidents. It is achievable, and safety reps and committees are your best hope. Until then, speak to your rep about your concerns and get them working for you. Reps – be better and use the guidance coming out on September 18!

The legislation works well. Where it struggles is due to a belief these other systems work well and can take over; they don't and will always be less of an engagement standard.



Finally, please come along to the ESR event on September 18 and bring your senior leadership team, because you need them to support you.

30 years of SI971 Elected Safety Rep Event



Wednesday 18 September 2019 - P&J Live, Aberdeen

We are delighted to announce a unique event on 18th September 2019 to recognise the 30th anniversary of the Offshore Safety Reps and Safety Committees Regulations.

As well as celebrating the past, the event will launch brand new, HSE-endorsed guidance from Step Change in Safety targeted at safety reps, asset management and onshore asset leadership.

This is a new era for safety engagement, bringing together and supporting all those who are involved with safety reps and committees.

Members are free, non-members £65, lunch and refreshments included.

OFFSHORE INSTALLATIONS REGULATIONS

If you have questions or content you would like to see, please email: ESR@stepchangeinsafety.net



Hitting a safety high in platform inductions

by a North Sea safety rep

It can be a very daunting and lonely experience arriving on a new platform in the North Sea, away from your family and those you love most. Even more so when you don't know anyone on board.

I think we might have all been there at some stage in our offshore careers.

It's for this very good reason that I, and any of the younger generation, should look firstly to the quality of platform induction.

A quality induction has hard-hitting benefits, giving information and safe systems of work that can keep you and your colleagues safe and preventing potential hazards or injury. Such messages need to be delivered with sincerity and real meaning. This induction is the first and most important opportunity to ensure that safety is above

production in a potentially dangerous environment where things can go wrong. Most offshore workers are well aware of the catastrophic events of 1988's Piper Alpha disaster which claimed 167 lives. We learn about major accident hazards offshore for good reason.

One life, one injury, is unacceptable in our working environment and we must all do our utmost to ensure we take responsibility for our own safety as well as that of our colleagues.

I recently had an induction on Repsol's Montrose platform 120 miles off the coast of Aberdeen. A significant amount of computer-based training has to take place prior to working on a Repsol platform. This gives a good insight to the permit to work system in place for carrying out our daily tasks.

Once on the platform you are welcomed both by the OIM, Medic and Safety Advisor who play a

significant part in the induction to safety on board. Everything is very well explained and detailed.

It's a very welcoming meeting and starts with some mandatory expectations of minimum PPE standards and declaration of medications.

We were also given a tour of the accommodation and lifeboat muster points in the event of a platform alarm sounding. Lifejacket demonstrations and a tour of the lifeboats and seating arrangements were also held.

We were constantly reminded and assured that we are encouraged to stop a task at any point if we felt things were not going right or felt a sense of unease.

After a break we were given a tour outside of the accommodation of all areas and in particular lifeboat stations, life raft stations, escape to sea staircases, immersion suits and donut stations.

On day two we met both the

Safety Advisor and the OIM. We watched some films about major accident hazards and what can go wrong if we don't have procedures in place and the right attitudes to safety.

The OIM explained the current health of the barriers in place to manage MAH and the cumulative risk and potential escalation. New starts asked questions around safety system impairments and feedback was provided to ensure people were confident the asset was managing MAH risk.

The overriding message was that no work is so important that we cannot take the time to do it safely.

Values like excellence, teamwork, honest communication, safety, passion, results and respect are essential to have.

Golden rules are put in place on most assets in the North Sea to apply safer systems of work.

Think safe, work safe, home safe. These standards support Repsol

HIGH EXPECTATIONS: Effective inductions help new workers to keep safety as their top priority



Meet a safety rep

NAME: Adam Foster
JOB: Responsible Electrical Person (REP) / Area Authority (NRP)
COMPANY: Offshore Design Engineering (ODE)
DUTY HOLDER: INEOS Oil & Gas

Describe your job role?

My main role is platform REP which involves being the lead authority on all matters of electrical safety on the platform and being responsible for the control and maintenance of electrical process plant and equipment.

I am currently involved with decommissioning projects in the southern North Sea. As an Area Authority (NRP), this role involves reviewing decommissioning procedures, task risk assessments, planning/scheduling of works, review and issuing of all permits for the project.

How long have you been working in the oil and gas industry?

I have been working in the oil and

gas industry for 11 years including eight years offshore.

When did you become a safety rep and why did you want to become one?

I have been a safety rep once before, about six years ago, and have been in the current role for five months. I originally volunteered for the role because I thought it would be something different and interesting to do. I enjoy a good chat and meeting new people and I believe I'm quite approachable so thought I would be good at the role.

Fast forward a few years and, after a short spell away from offshore, I was asked if I would be interested in doing the role again. So, after some gentle persuasion (delivered in the form of a choke hold from a 6'7" scaffolder!), I accepted.

What do you consider to be the main functions of a safety rep?

To be the voice of the workforce,

bringing any safety concerns raised by their constituents to the attention of management. Also to be a bridge between management and the workforce, to help find solutions to safety issues/concerns and help close them out.

What are your day-to-day duties?

My day starts with a handover from nightshift, with works completed and ongoing. Following that I will do a platform walk-round, familiarising myself with works completed overnight and hazard spotting, as part of this gas tests are performed in preparation for the day's tasks.

We have a morning meeting to discuss the day's tasks, hazards, safety concerns and safety cards raised, identifying potential conflicts and planning accordingly with all personnel involved. Permits will then be issued as required. Any new permits will be reviewed and discussed with the OIM / company rep for prioritisation and issue.



I review safety cards from the previous day and if I can assist with open cards I will, before putting them through for review/action if required. I get involved with the weekly safety meetings, attend safety committee meetings and consult members on any matters arising from them.

In your opinion, what makes a good safety rep?

Most importantly I think you should be approachable and have a good rapport with the crew. Hopefully that way they will feel that they can talk to you about safety concerns, which you can then raise in confidence if required and hopefully close out prior to any incidents occurring.

I also think it is important that you have a sensible approach to safety and be a good problem solver. I think it's much better if you can go to someone with a solution rather than just a problem and can usually resolve any issues much faster that way.

Lastly, in the 'roughly toughy' offshore industry, just to be that person who lends an ear and has a 10-minute chat, is vitality important.

30 years of Offshore Health and Safety

By Bob Egan
Workforce Engagement Specialist, Health and Safety Executive

In this, the 30th year of Offshore Safety Reps and Safety Committees, the Health and Safety Executive (HSE) would like to offer its thanks and support to all those who have volunteered and continue to play their part in improving the health and safety of all at their workplace.

Safe operations work best when:

- There is an active group of safety reps and workers who are looking out for themselves and others;
- Where the Safety Committees function well, recording people's concerns, actioning issues and feeding back results;
- Where people follow procedures and have no concerns about stop-the-job authority.

Risks to safe operations can include workers feeling threatened, ridiculed or marked down in workplace assessments for highlighting their concerns to safety.

The current legislation – borne out of the Piper Alpha tragedy and many more workplace incidents – has seen a number of concerns to HSE from Safety Reps and workers, either by themselves or through



SAFETY FIRST: Bob Egan says both workers and industry have key roles to play

trade unions regarding compliance of these regulations and Stopping the Job.

HSE will address regulatory compliance and will continue to inspect to ensure safety reps have

what they need to fulfil their vital roles.

But industry also needs to address why this is happening in 2019. Safety Rep Essentials will deliver the information to all in the

industry on how to comply with regulations and will provide best practice.

HSE supports all in the industry who contribute to safe operations, those who find solutions to issues,

those who Stop Jobs, those participating in workgroups, those onshore who support safety offshore and those who volunteer to represent their colleagues as safety reps.

Callum takes a leading role

Step Change in Safety welcomes new co-chair for Safety Alerts and Moments work-group

The Step Change in Safety Alerts and Moments work-group is delighted to announce a new co-chair.

Callum Chesshire, a passionate HSE professional working with EnQuest, has been an active and valued member of the work-group, and has helped contribute to the group's vital work in producing Safety Alerts and Moments to the oil and gas industry.

Callum said: "I look forward to working with Trevor Stapleton and the rest of the valued members to support and guide the Safety Alerts & Moments work-group.

"We will continue to focus on learning from incidents, sharing good practice and developing material that can be used to help those in our industry avoid repeating the same mistakes.

"It is essential to improve in



Work-group co-chairs Trevor Stapleton, left, and Callum Chesshire

these areas if we are to continue improving safety across the UK oil and gas industry and I know this group will continue to make a real difference."

Welcoming Callum to the co-chair's position, Trevor Stapleton said: "It's great to have Callum onboard and he is already making a difference to how we work together and what we produce as a group."

Safety Alerts give details of events surrounding an incident, near-misses or good practice. Safety Moments are downloadable PowerPoint presentations which give details of an incident,

near-miss or good practice, discussion questions and related resources.

Every Safety Alert and Moment is deliberately kept anonymous to encourage sharing within the industry. No companies, installations, dates or names are identified.

Step Change in Safety encourages all members to play their part by submitting useful lessons which can be used to prevent incidents across our industry. To view these Safety Alerts and Moments, visit www.stepchangeinsafety.net/safer-conversations/safety-alerts

Keep up the good work on safety

by a Safety Rep

Life in the North Sea as a safety rep is probably as challenging and rewarding as it would be on any other platform.

The reps on a rig each have their own qualities, which makes the final team a good one.

Some like quietly working in the background and some like to be upfront doing the talking, and in between these are a different set of abilities.

I generally feel that it is this mixture of people skills that makes the best team and I think we seem to have found that balance.

To anyone thinking of becoming a safety rep and wondering what they can offer, I would say give it a go, because we need a full range of personalities and qualities.

Just as important to the team is the OIM and platform management as a whole because, without their backing and support, we would still function but to a lesser degree.

We all get involved in

investigations, which can be a bit awkward as we have a good working relationship with all the platform personnel and it is not nice to see someone in the uncomfortable position of having their work investigated.

The "plus" though is that we participate and observe at the same time so get the chance to see that these investigations aren't there to point the finger at an individual but to ultimately gain knowledge of what happened and to share lessons to prevent things happening again, which can only be a good thing.

One of the challenging things is keeping the momentum going and continuing to look after each other.

To that end, if you don't fancy becoming a safety rep you can always help us, your colleagues and yourself by maintaining good values, reporting anything you see and – just as importantly, if not more so – praising the good things that you see your work mates doing and encouraging them to keep up the good work.

Driven to make positive change

An interview with Steve Rae, executive director, Step Change in Safety

This summer, Steve Rae was appointed executive director of Step Change in Safety. With more than 35 years of experience in the worldwide oil and gas industry, he is held in high regard within the onshore and offshore community.

Having qualified as an electrical technician, he began his career in the early 1980s as an offshore technician and worked on many North Sea installations before being assigned to Piper Alpha. His escape and survival from the platform on the night of July 6, 1988 left him with an unquenchable desire to make a positive change in the safety culture across the industry.

Steve's association with Step Change in Safety – the UK's oil and gas safety organisation – dates back to 2007, when he was a member of the leadership team, which is responsible for planning and monitoring the activities of the organisation.

Steve, welcome to your new role at Step Change in Safety. You're certainly no stranger to the organisation. What was it that drew you to the position of executive director?

Given my past life experience with Piper and my desire to positively influence safety, I can think of no better role to hold than the one I have taken up. Step Change in Safety is ideally positioned to influence the industry regarding all things safety, hence why I see this as the ideal role to influence safety.

The oil and gas industry is changing and adapting to the challenges it faces. How do you see Step Change in Safety continuing to meet the needs of the industry?

Over the years, Step Change in Safety has extended its reach across the industry through its many workgroups. These workgroups are populated by volunteers from within the industry and, as such, they bring an industry perspective along with their knowledge and skills to Step Change in Safety. We must continue to draw from within the industry to populate these workgroups while also ensuring that we attract representation from across the generations and sectors to maintain a collective relevance and applicability. We must also develop feedback tools to assess our delivery model, uptake and relevance, as this will allow us to identify where we need to focus. In taking this approach, we will be well placed to meet the needs of the industry.

What are your main priorities within the first few months of your appointment as executive director?

Engagement (I want to improve the engagement with ESRs, giving them a purpose. I also want to create an OIM/asset manager-type forum to bring on-offshore/site leadership into our network);

Leadership (Increase the involvement of leadership onshore and offshore in shaping our agenda to match the expectations of the industry);

Collaboration (Increase the engagement with key groups such as the well service and drilling communities, OPITO, the graduates, apprentices and to engage the training providers).

I also want to work on creating some leading indicators around our engagement model and the use/uptake of our programmes. This

will assist us in shaping our future agenda and avoid us developing tools that have little uptake. An increased uptake should lead to increased standardisation across the industry. Ultimately, we are judged on lagging indicators, which result in reactive initiatives – this mindset needs to change, hence the desire to add leading indicators to our metrics.

From your experience, what further lessons does the industry still need to learn and implement here in the UK? What kinds of learning are crucial? What are the challenges in maximizing them?

As an industry, I believe we do learn well. That said, I have heard many times that the maturity of our operations would suggest there are no “new” incidents, just repeats on different days. If this is the case, then we should question our approach and ability to share and retain learnings going forward.

On crucial learnings, we operate in a very mature basin where a high proportion of our assets are working beyond their initially intended life span. While I accept there are robust assurance programmes in place, we must accept that our vulnerability increases with age and hence work with the approach of chronic unease.

I see the sharing of incident-related information through alerts, safety moments and high-value learnings, in a timelier fashion as something that needs to be and could be significantly improved. I believe there is much more we could, and can, do to ensure we work collaboratively and towards a common/standardised approach in many areas of our business. Our SWE is one excellent example of what can be achieved if we choose to take the collaborative approach.



DRIVING FORCE: Step Change in Safety executive director Steve Rae

I also see competency assurance as a crucial aspect of our business and something that needs to be improved with a sense of urgency.

What would you say has been your most memorable achievement in your career so far?

This is an interesting question, as there have been many achievements that for differing reasons have been pleasing. If I had to pick one it would be my appointment as chairman of Aiming High. This was Statoil's (now Equinor) safety leadership programme for their Peregrino development in Brazil. Prior to me being appointed, this had been a Statoil management position. They willingly chose to appoint me into the role despite me being a contractor employee. Their decision was based on my level of commitment, passionate approach and the impact

my level of engagement had on the Aiming High leadership team.

At Step Change in Safety, we ask everyone to #PlayYourPart. How will you be encouraging more people in the industry to do that?

Playing Your Part requires individuals to see where they can make a difference, and for them to understand what the impact of “playing their part” can be. I have, and will continue to, encourage people to start with a small step, a safety intervention on someone close to you, a review of a process familiar to you, a more thorough inspection of equipment you operate. Record the findings, share them and ask your colleague to do the same. Provide positive feedback and encouragement. At your own pace, expand your comfort zone into other areas. Know you're making a difference and enjoy the feeling of empowerment.

OGUK's HSE conference to tackle key industry themes



Trevor Stapleton

Industry view

By Trevor Stapleton
OGUK health and safety manager

The UK's offshore oil and gas industry is supported by hundreds of thousands of talented and highly skilled people who help to ensure that safety remains at the heart of everything we do.

As a key part of industry's relentless focus on safe operations, OGUK will host a health, safety and environment conference on November 6 that will explore how we take health and safety forward into the next decade, alongside the practical steps needed to

reduce greenhouse emissions in support of a net-zero future and continued efforts to reduce environmental risk.

The prevention of hydrocarbon releases, control of major accident hazards, emissions reduction and mental health in the workplace will be some of the key themes of the conference.

The agenda will shine a spotlight on where improvements have been made and what the future looks like for everyone working in our industry.

We are all too aware of the personal and long-lasting consequences if things go wrong and OGUK remains focused on bringing industry together to prevent hydrocarbon releases across

the UK Continental Shelf. Working with Step Change in Safety and the MER Asset Integrity Task Group, we're co-ordinating activities as part of our response to the challenge from the HSE.

As we highlighted at last year's Safety 30 event, it's not all about plant and process.

Having people with the right skills, experience and knowledge to do their job properly and safely is a key element in making sure the worst doesn't happen.

We have a clear duty of care to protect the workforce as they carry out their vital roles, and this includes areas such as personal safety, aviation and health.

As one of the key areas OGUK has focused on this year, thinking about

mental health and wellbeing is important, and we're only at the beginning of an important conversation.

More than 400 people are expected to attend the conference which will feature presentations from keynote speakers including HSE chairman Martin Temple, OPRED chief executive Wendy Kennedy and Janice Milne, head of environmental policy at Sepa.

While it will reflect on past events, the one-day conference will also focus on how far the industry has come in terms of major hazard management and more importantly, will highlight the ongoing efforts to continuously improve to secure a safe and sustainable future for the UK Continental Shelf.

Three decades of safety success

By Audrey Laing
Senior Operations H&S
Advisor, ConocoPhillips
UK Ltd

We are about to celebrate 30 years of the SI971 Regulations in September, and Brian Hale is sharing that date as he has served as an Elected Safety Representative since the role's introduction all those years ago.

Brian started working offshore in 1982 for Aquadyne and, since 2015, has worked for Bilfinger Salmis. He began working as core crew in 1985, starting on the Maureen platform where, in 1989, he became an Elected Safety Representative with the introduction of the SI971 regulations. In 1999, Brian moved to the Judy platform where he has worked ever since and continued in the role as an ESR.

Brian is Radiation Protection Supervisor on the platform, and he

"Brian strives to improve working practices"

is also known as "Turbo Wellies", a nickname that he embraced many years ago for the yellow wellington boots he is never seen without and for the pace at which he walks around the platform.

This moniker has become so embedded on the platform that he signs off all his emails with it.

Brian continually strives to improve working practices and to educate people. He encourages colleagues to "Stop the Job" if/as required and has demonstrated this himself on countless occasions.

He takes a huge amount of pride in his work and is a great example of 'walking the walk' (in yellow wellies!).

Brian has received numerous awards and special thanks including ConocoPhillips Safety Ambassador Award twice and Gold Coin award and a Safety Leadership nomination worldwide by Stork.

Over the past 30 years, Brian has clearly demonstrated the role of an Elected Safety Representative by contributing to a safe and healthy work environment, investigating hazards and incidents and promoting health and safety among the workforce.

HALE AND HEARTY:
Elected Safety Representative Brian Hale is still going strong after 30 years in the role



Campaign launch puts offshore industry's eye safety in focus

Step Change in Safety was delighted to welcome representatives from Shell at our eye safety webinar where we formally launched the new eye safety film.

The new campaign comes after Shell approached Step Change in Safety to request an industry-wide initiative to address the importance of the awareness of eye safety and eye injury prevention techniques. A workgroup was quickly formed and included representation from Stork, ConocoPhillips, Apache, Shell and Bilfinger Salmis, to understand what we currently do as an industry.

The group has created five posters:

- A matrix for what eye protection to wear for which task
- Guidance to ensure the PPE fits properly
- A dust-down procedure
- Feel it, flush it, find the medic
- Don't lose sight of what matters

Step Change in Safety is very grateful to Bilfinger for giving their eye safety video so it could be edited, branded and made suitable for all member companies to use.

The film was officially launched during a webinar on August 7

which was supported by Shell who explained the journey they have been on. OIMs and ESRs from Brent Alpha and Brent Charlie dialled in to share their experience of what they have been doing. They have seen a phenomenal 80% reduction in eye injuries since implementing some simple changes.

A delegate said: "I think all can relate to the issues felt on the Brents with regards to eye incidents. There were a few further suggestions that I took away from the discussion which we will look into and trial."

Watch the webinar, and video at: youtu.be/d_5hKZnV9E8



Register with us!

Downloading all our resources and attending our events for FREE could not be easier. As an employee of one of our member companies, all you need to do is register once on our website to get started.

Visit www.stepchangeinsafety.net and create an account with your work email address which includes the business domain of one of our registered companies.

Once you've created your account and it's been verified by Step Change in Safety, you will automatically be logged in each time you visit our website and you'll receive the full benefits of your company's membership. **#playyourpart**

News

New regulator role for former Safety Rep of the Year

After a rigorous selection process, the Health and Safety Executive's Energy Division has chosen former Safety Rep of the Year Bob Egan as its Workforce Engagement Specialist.

The appointment follows a four-year secondment from global oilfield services company Petrofac as the HSE's Head of Workforce Engagement, where Bob worked alongside HSE inspectors to help improve the link between the HSE and the on and offshore workforce.

In his newly created position, Bob will focus on workforce involvement in the Safety Cases for assets, developing a guide on good practice which will comply with the workforce involvement section of corporate major accident prevention policies (CMAPPs), and will continue to make sure safety reps have everything they need to carry out their roles effectively and in full compliance with the regulations.

Dundee-born Bob has worked in the offshore oil and gas industry since 1992. Prior to that, he worked in the petrochemical and construction industries. His offshore career began as a pipefitter and he has worked for the majority of contracting companies in the UKCS. Latterly, he was Petrofac Trade foreman, shutdown co-ordinator and Elected Safety Rep (ESR) on Maersk Oil's GP3 FPSO.

As an ESR for more than seven years, Bob has witnessed both good and bad practice in the engagement of safety-related issues with safety reps and the wider offshore and onshore workforce.

In 2014, Bob won the 'Safety Representative of the Year' title at the Offshore Safety Awards and was praised for being "a role model for safety leadership... who earned the unwavering respect of his peers, constituents and managers".

Seconded from Petrofac in 2015, Bob's HSE role gave him the opportunity to help the Regulator focus on the value and importance of proper engagement when it comes to major hazards within the industry.

He also sits on the Step Change in Safety Leadership Team (SCLT) and is co-chair of the safety organisation's Workforce Engagement Support Team (WEST).

With his industry experience and passion for positive workforce engagement, Bob believes he's in an excellent position to raise the profile of promoting the value and need for maintaining industry assets, as well as encouraging management and leaders to elevate the involvement of ESRs and the workforce. "Everywhere I've worked and everywhere I've inspected; where there are active safety reps and functioning Safety Committees, there are fewer incidents, better morale and better business," said Bob.

That guy with the red hat on

By Mike 'Safety' Scotland

"That guy with the red hat on, he's the safety rep. If you have any safety concerns or problems just go to him and he'll help you."

Possibly one of the proudest moments of my offshore career was becoming a safety rep. During my time in the position, I have been involved with weekly safety meetings with my fellow safety reps, discussing the latest safety trends on the rig and putting together an action plan on how to rectify the problems and change the trends as a team.



Mike is proud to be making a difference

I have carried out presentations in front of more than 150 offshore workers at a time to hit home why it is important to follow the correct procedures when carrying out a task. It's to make sure we all go home to our friends and family safely, not just because we are told to do so.

I once carried out a presentation in mute, where I acted out teaching my son his first words, catching up with my mum on the phone then singing my son to sleep. I then pulled out a pair of ear plugs, put them in my ears correctly and re-enacted the same sequence again but in full volume.

I can't say I didn't feel embarrassed singing in front of a cinema full of grown men but asking them how they would feel if they lost their hearing and couldn't hear the voice of their loved ones again hit home pretty hard and the amount of people not wearing ear plugs whilst out on shift drastically reduced.

Being a safety rep has been a great experience and it has put me in positions where people I don't know have stopped and asked me for help and have ended up becoming good friends.

I have a passion to help others in the safest way possible and being a safety representative has allowed me to fulfil that while sharing my knowledge and experience on a larger scale. Here's to another successful 30 years and more of the safety representatives process.

Anniversary

Celebrating 30 years of vital Safety Reps

**By Barry Christie
HSE Training Team Leader
at Petrofac Training**

As we celebrate 30 years of Safety Reps offshore, this is a great opportunity for our industry to recognise the importance of giving reps the skills and, indeed, confidence to fulfil their role successfully.

At Petrofac we set the standard in safety training and have been delivering training to safety reps for many years. We've been there from the start and have welcomed a diverse range of people from all aspects of the industry through our doors. These reps all have something to bring to the mix. Whether they're production or non-production, catering or drilling, maintenance or deck crew, they all have a part to play in ensuring health and safety is always moving forwards and that no one loses sight of its importance. Our main focus at Petrofac is to keep people safe and safety reps play a key role in ensuring that it stays that way offshore.

I was really pleased to hear that the standard for basic training has changed to incorporate more on the



Barry Christie

Safety Case and major accident hazard potential. This highlights the need to give safety reps development training so they can be truly involved in Safety Case reviews and revisions, as well as the better-established understanding of inspections and incident investigation.

Safety reps are an extra pair of eyes and ears for everyone on board. If you value them, they will value you. Let's keep working together to ensure everyone comes home safe and sound at the end of their trip.

Feedback - business tool or bullying tool?

by a Safety Rep

The customer satisfaction card, the comment book and feedback forms - all these are familiar to anyone who dines out, stays at a hotel or goes to an event.

The provider wants to know how you felt about the experience, how it could be better and how to get your return business.

As formulas go it's very simple.

The customer has a choice of where to go and what to do. That choice is framed by information that the business provides - the menu, the star-rating, the price, the experience promised.

When the time comes to depart you are presented with a card, online form or email to enquire about how well that promise was met. So, on the whole, it's an equitable system.

Now transport that to the offshore world. We also have "comment gathering" but now the dynamic is vastly different. The customer has not been given any parameters to frame their opinion, the budget, the crew ratios, and the ageing and shambolic infrastructure that was new when Elaine Paige and Barbara Dickson were number one.

The North Sea has changed beyond recognition, but now, as back then, the comment book was doing the rounds.

To what purpose? To give positive feedback to increase morale, to provide reassurance that the other workers judge your work to

"It's well past time to consign these to the bin"

be good. To prove to your boss that the client is happy and therefore you are doing your job.

What happens when the cards are used as a weapon to undermine and belittle, and to put job security on the line? Sounds like bullying to me.

The impact on people's lives by the constant negative comments is caustic. These seemingly innocuous bits of paper take on a wall-like structure, blocking the catering off from the general POB and producing ill will.

So why is it still done? Why is it still allowed to be done?

Answers on a postcard. We live in a world where mental health is rightly being championed yet we encourage a system that actively judges the efforts of others.

It's well past the time to consign these to the bin.

The magic that can happen at a safety rep forum

By a BP safety rep

When safety reps from different assets and from across the business come together, something magical happens.

For the last three years I have seen first-hand this magic for myself. What is this magic?

Well, it's simple – it's the energy that is created when safety reps are given the time and space to tackle some of the key safety concerns our industry and workforce face.

The regular bringing together of safety reps has been happening in BP for the last 22 years and has involved thousands of safety reps. BP has held 89 safety rep forums across the UK and their benefits have been felt at an individual, business and industry level.

While the BP safety rep forums have changed to adapt to the challenges faced by the industry, the principles have remained the same – the key being to bring safety

reps together to share their experiences and best practices from their assets, while also giving the time to discuss issues and concerns. Almost 80% of the time we will find that the solution to an issue can be found within the room.

The energy felt in the room during a safety rep forum is addictive and inspiring. The enthusiasm from the safety reps to share good practices and implement change is why, over the 22 years, the forum has seen the transfer of hundreds of good practices shared and implemented around the BP organisation and beyond.

These good practices have included the introduction of defibrillators offshore, valve guides for assets and PIPE (process information prevents explosions) tours at sites to raise awareness of process safety. It is always exciting to hear what initiatives and ideas the safety reps come up with.

The forums not only allow the



WORKING THEIR MAGIC: Safety reps, like these from BP, join forces to share great ideas across the industry

"The forums are a great way of discussing different ideas and practices from across BP sites, and identifying things that we can all use to standardise safety on site and to utilise the safety rep's role."

Mark Dunwoodie,
Clair Safety Rep

"Both times I've attended the UKSRF, I have found it to be an engaging atmosphere with a focus

transfer of ideas and initiatives between safety reps but also provide an opportunity for true workforce engagement with the front line.

Many forums have provided key insight into whether safety messages and initiatives are being implemented, as well as feedback on early concepts. From my experience, the safety reps are the best group of people to give you an honest answer and truly pinpoint the key safety issues at your site.

on learning and sharing good practices between assets both on and offshore with an aim of driving standards up within BP."

Nathan Rogers,
Hull Safety Rep

"Highlight would have been getting into the Dome at Dounreay during one of the Forums there."

Stuart Mann,
Clair Ridge Safety Rep

The forum has travelled across the UK, visiting not only BP sites but also organisations engaged in the wider oil and gas, energy and nuclear industries with the intent to learn from others and share good practice.

For many safety reps, highlights of the forums have been visiting sites such as Spade Adams, the OSRL (Oil Spill Response Limited) base in Southampton, Dounreay nuclear plant and Airbus UK factory is Broughton.

"The forum is our way as safety reps to coordinate our actions across all assets to make a one-team approach to the issues that we all face day to day and to share learnings."

"I was interested to learn that the issues we have on Clair Ridge are also shared on other assets."

Kris Mcphee,
Clair Ridge Safety Rep

The forums have allowed us to reflect on what we can learn from others and share some of the best practices implemented within the oil and gas industry.

I believe the BP safety reps are one of our best assets in the prevention of workplace incidents and forums provide a great place for the group to work their magic.

Consider if you could start your own company safety rep forum, as the power of bringing safety reps together can only benefit all.

Reasons to be a safety rep

By a TAQA safety rep

"Why would anyone want the hassle of being a safety rep?"

I used to be asked that plenty of times. Some see you making waves and being put into the crosshairs of management for your efforts. In some cases that can be right!

Then again, if you have the right managers, and the right reps you can end up with a machine that runs smoother than half the kit offshore.

If a rep is fulfilling his or her role in the right manner, they are there to be a help to everyone. You can help your friends and colleagues have a voice and be part of the discussion regarding safety in our hazardous work environment.

You can help your managers and team leaders make a more informed set of decisions regarding processes and procedures. After all, we all feel we have a better idea of what works than those up in the offices, so why not help pass that knowledge on?

You can help your company to excel, not just on paper, (those pesky KPIs and LTIs) and make sure that people go home in as good a condition as they turn up in – sometimes better!

At TAQA we use a system called LOFEO – looking out for each other. This is the essence of being a safety

"You can help your company to excel"

rep. You are elected to look after your people, and that is worth the little time you spend in the occasional meeting, or the angry look you get from a boss for saying "we can't do that".

Yes, I have had trouble come my way due to doing the right thing. Most times, after the initial temper has worn off, there is a sideways apology and the right thing is done. But I can be happy in the knowledge that the right thing is looking after my people.

There are plenty of things we have to do in the oil industry, and in similar industries, that can seem a waste of time or futile. Being a safety rep is not one of them. If you want to help your friends and colleagues, you should ask about how you can help. A little or a lot, it all helps make the system work.



Safety rep - perception vs reality

A lot of people think becoming a safety rep is for one of two things:

1. To better your career;
 2. To be a brown nose on your platform – a 'management lackie'.
- But it is neither of the above. Becoming a safety rep is about becoming part of the safety culture on your installation or place of work.

You have a direct channel to management that maybe wasn't

there before, and you can help make a difference to the safety at work for you and your peers.

You can challenge procedures, get involved in incident investigations and input knowledge first hand. But, best of all, you are a point of contact for all on board. It's a great chance to communicate with your colleagues, learn new things and build rapport.

Safety reps are kind of magic

Thirty years ago saw the birth of Taylor Swift, Tango & Cash hit our cinemas, parents jostled to buy a Nintendo Game Boy, Queen still dominated the charts with hits such as The Invisible Man, and the Offshore Installations (Safety Representatives and Safety Committees) Regulations came into force.

To the men and women who willingly take on this extra, unpaid role - you take my breath away.

The safety reps' role is undertaken in addition to their full-time jobs and, consequently, they are often under pressure to fulfil both tasks - after all the show must go on.

Sometimes they simply don't have the resources to be able to perform their functions effectively - access to email, laptop, time, training. The losers in the end are those who don't support and make best use of this critical resource.

Safety reps have one vision - to "improve safety and effect change through collaboration" (Ref: Step Change in Safety, "Safety Reps Charter"). In other words, they are there to help you keep yourself alive.

Instead of lazing on a Sunday afternoon, often safety reps are supporting the safety meeting by delivering presentations and acting as that bridge between the

workforce and the management team. You'll also find safety reps making a breakthrough in incident investigations, participating in Operational Risk Assessments (ORAs), being consulted on safety cases, and getting involved in planned or impromptu inspections.

But all this doesn't happen in a flash. Former PM Gordon Brown summed it up well when he said: "Their dedication has protected countless workers and their families from the consequences of deaths and injuries at work and I pay tribute to their tireless efforts on behalf of us all."

Employers can support the good efforts of safety reps by ensuring they are given adequate time off to attend training that equips them to fulfil the full range of their duties - including those around major accident hazard management.

It's a kind of magic how safety reps make such an impact to safety offshore. If you think this is something you might like to be involved with, speak up before the next elections offshore.

So, constituents, show your appreciation to your installation safety reps and let them know you think they're somebody to love.

Some day, safety reps will receive the credit they deserve. Until then, we will rock you.



SOMETHING TO CELEBRATE: Safety reps help to "improve safety and effect change through collaboration"

THE BIG BANG THEORY

Best wishes to unsung heroes

by a Safety Rep

Happy birthday to you,
Happy birthday to you,
Happy birthday dear safety rep,
Happy birthday to you!

Safety reps are 30 years on - but what has changed? If safety reps

were an asset, they'd be the Forties Alpha (big, over-engineered with a modern upgrade) where they should be a Golden Eagle (modern happy and fit for the next 40 years).

So, what has changed? Is the safety rep system knackered? We hear about the good, the good and the good but what about the bad? You know, the committees that have selected reps or those that are just "talking shops" - but when will the HSE serve that first improvement notice? I

don't think they will (but then that's just my opinion) for fear of upsetting the industry or worse still a court challenge.

The whole thing needs revamped in order to get the industry that commercially claims it listens and engages - but really what has changed since pre SI971?

The trouble with the industry is that it thinks safety reps are important - but has it given safety reps the importance they deserve?

TEA duko

Tea break

	6	5		7		9		
	3	2		6	5			
9			2		1	8	6	
	5					4	8	
3				4				
2		1	8	5			7	
4	2	7				3	1	6
	1					7	9	
	8	9	3	1			2	4

Lunch break

7			8			5		3
	9					2		
		1				4		
	1	6			3		5	
			7			9		1
8	5				6		2	4
4	2	9			7			
				3	1			
	6		2			8		9

Delayed break

4			9	7				
2	8						4	7
	3			8		2		
			6					
				1	4		7	2
				5		1	3	6
	6		8					4
	2	3	5					9
							6	



PLAY YOUR PART

Tea Shack News wants to hear your opinions on safety-related issues at your workplace. Send your comments and letters to editor@teashacknews.com