

December 2020

NEWS • UPDATES • EVENTS • WORKGROUPS • PLAY YOUR PART

Welcome to the December update from Step Change in Safety

As we approach the end of 2020, which I may add has been the strangest of years for us all, I want to thank you all on behalf of Step Change in Safety, for your continued support.

In summary, 2020 required a fundamental change to our normal mode of delivery. With only a small number of attended meetings under our belt, March saw us all heading home. Prior to doing so, we recorded our first series of COVID-19 awareness videos before closing the office doors.

Some nine months on, we have adjusted to online meetings and virtual events which have proven to be successful. Carolyn Smith joined the team in March and has done a fantastic job in refreshing our [Elected Safety Rep Network](#) which you can read about within this newsletter. Carolyn has also steered our [Mental Health First Aid](#) program through its first series with a second series planned in 2021. These courses have been very well received and we must pass on a BIG thank you to all at Omniscient Safety Innovations for delivering these courses on our behalf.

2020 also saw Aimie Clark officially join the Step Change in Safety team after her period of secondment. Aimie has done some excellent work in the area of [Alerts and Moments](#) and [e-obs](#) and has also played a key role in facilitating the Lifeboat Familiarisation workgroup. I am very pleased to announce that the TEMPSC Familiarisation Guidance will be published early Q1 2021.

Gillian Simpson returned after extended leave and picked up where she left off with the [MAH Understanding](#) group. Gillian has also led the launch of our e-obs system and I'm now pleased to announce that we have a number of member companies in the process of deploying the system across their organisations. E-obs is our first foray into digital technology and we hope it will be followed by other [Safe Working Essential](#) tools during 2021.

Kirstin Gove led our efforts in the [COVID](#) communications campaign while also managing the launch of our [new website](#) which has proven to be an excellent resource for increasing our engagement across our stakeholder communities. In the absence of physically attended events Kirstin has put her journalistic talents to good use through the publication of periodic updates published across our media channels and the monthly Energy Voice supplements.

Emma Gracie has been kept busy with attending to the support teams move from office to home arrangements while also playing a key role in relocating our office to its new location in [Annan House](#). Emma has also been looking after bookings for our online events and courses.

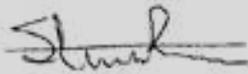
As for me, I have spent a great deal of time refreshing our [Leadership Team](#), strengthening our relationships with other trade associations and academia as well as developing plans for future work fronts.

2021 will see us introduce [quarterly themes](#), targeting the areas highlighted in both the HSE and OGUK's annual health and safety reports. These quarterly themes will be used to heighten awareness and understanding in the areas identified in these reports. More information on our themes can be found in our website and media pages.

So, as we leave 2020 behind, we do so knowing that we have made a positive contribution in keeping COVID from our worksites, increased the number of Mental Health first aiders, introduced the e-obs tool which will allow us to trend safety observations across the industry, and increased the number of alerts and moments circulated across the world. We believe that in doing these things we continue to improve safety and wellbeing in our oil and gas industry.

Thank you for your support and may I take this opportunity to wish you all a safe and healthy festive season whether you're at home or at work.

Regards



Steve Rae, Executive Director

Lifting and Mechanical Handling



Next year, Step Change in Safety is introducing quarterly safety themes, and during the second quarter of 2021 the focus will be on Safe Lifting Operations and Preventing Falling Objects. A routine activity whose hazards are often underestimated. From April-June, the Lifting Workgroup will be engaging with members to focusing on:

- ▲ Improve hazard awareness of lifting tasks and potential dropped objects
- ▲ Increase detail of specific task risk assessment
- ▲ Standardisation of crane maintenance inspection.



Lifting Workgroup - New Co-chair

Please join us in welcoming Chris Stuart of PBS by Ponticelli as new co-chair of Step Change in Safety's Lifting Workgroup, joining long-standing co-chair Kenny Lawtie of Wood.

Chris has over 25 years of experience within the energy sector, having started his career on the tools and developing into various management positions.

Chris has comprehensive knowledge of rigging and lifting operations, from technical aspects, competence requirements and project management, and as a company representative, personifies safety leadership and model behaviours ensuring safety procedures, HSEQ expectations and good practice are implemented.

Focal Point Engagement



In 2021, we look to re-engage with our focal points:

- ▲ A Survey will be issued in December to gain feedback from focal points around their roles, expectations, resources and required support.
- ▲ Quarterly Focal point sessions via Teams: Q1 session will take place 10th February 09:30 and 18th February 13:30 (Duplicate sessions to allow maximum engagement).
- ▲ We look to establish an online network for focal points via Microsoft teams to allow better engagement, communication and sharing of information / feedback. All focal points will be invited to join the network. For GDPR purposes, focal points must express their permission to be added to the network. There will be a section on the focal point engagement questionnaire that will ask if you would like to have access to the network.

Totally Enclosed Motor Propelled Survival Craft (TEMPSC)

TEMPSC Familiarisation Guidance

In 2019, the TEMPSC familiarisation workgroup was established in order to create guidance on TEMPSC familiarisation for all workers offshore and to facilitate regulatory expectation that TEMPSC familiarisation will take place by means of physical entry into the TEMPSC at locations where personnel are working.

The guidance is now in its final stages of completion and will be published and available as a resource on the website in Q1 2021.

Joined-up Thinking

 Joined-up
thinking

The Joined-up Thinking group aims to provide standardised educational packs to help the workforce to gain a better understanding of the hazards they may face at a worksite. The packs cover a wide range of subject matters and scenarios and are suitable for use in onshore and offshore safety meetings. Each pack takes around 30 minutes to deliver and consists of a high-quality video, speaker notes and applicable resources and guidance.

May 2020 saw the release of the [Confined Space Entry pack](#) which was produced jointly with the Marine Safety Forum. The film follows a successful task involving confined space entry, from planning phase to completion, highlighting good practice and controls throughout with questions at the end to encourage engagement. Also included within the pack are a variety of applicable safety alerts and useful guidance.

The Joined-up Thinking packs can be downloaded [here](#).

In 2021, the group look to work closely with the Alerts and Moments, Lifting and MAH workgroups to develop resources in line with the Step Change in Safety 2021 Quarterly Safety Themes.

If you have any learnings, focus areas or good practice you would like to see as a Joined-up Thinking pack in 2021 please get in touch with aimie@stepchangeinsafety.com.

Competence Forum



Step Change in Safety's Competence Development Team, headed up by long-standing co-chair, Mike Meen of Add Energy, has this year been working on a new guidance document. Following the successful publication and subsequent revision of the [Competence Management Framework Guidance](#) document in 2019, it was recognised that the next step would be to provide support for competence at supervisory and leadership levels. The Competence Management Framework which offers guiding principles and standard definitions to establish and continually improve a competence management system is further built on with the Competence Leadership and Supervision Guide whose intent is to offer some support in establishing and continuously improving leadership competence.

With the original Competence Guidance document outlining the competence assurance process, listing the five key components of an effective competence management system and details guidance on identifying safety critical tasks and aggregation of these into positions and jobs, the L&S Guidance includes policy settings and objectives, organisational responsibilities, audit and review and organisational risk and resilience.



Step Change in Safety's resources are free for employees of member companies and can be accessed via the [website](#).

With the recent addition to the Step Change in Safety Competence Development workgroup of Maureen Jennings, academic at the University of Aberdeen and the contributions of Graham Harker, the Leadership and Supervision Guidance is due to be published in early 2021.



Competence Workgroup - Maureen Jennings

Please join us in welcoming Maureen Jennings as a new member of our Competence Workgroup. Following graduation in BSc (Hons) Fuel and Energy Engineering, Maureen has worked for over 33 years in the oil and gas industry on and offshore. This included over 10 years with Shell EXPRO as a Chartered Process Engineer in key roles associated with installation and pipeline process operations, design safety and audit, control room operations and shift supervision, incident response, and the decommissioning/recommissioning of process systems and pipelines.

In the early 1990s she undertook and was awarded a BA (Hons) in Psychology in order to focus on human factors and major accident hazards management which resulted in a move into the domain of on/offshore emergency response competence assessment. During this time she spent 16 years in a number of roles associated with the assessment of OIMs/Plant Managers, Supervisors and CROs in controlling emergencies in the oil and gas and renewable energy industries worldwide.

In 2018, she was awarded the Degree of Doctor of Philosophy in Engineering and Law following three years research at the University of Aberdeen investigating the effectiveness of the current competence assessment of OIMs in controlling major emergencies. The research has since been extended to investigate the effectiveness of the competence assessment of CROs in emergency response. To date four peer-reviewed papers have been published addressing current competence assessment and accountability within the oil and gas industry.

She also undertakes technical and ethics evaluation of tenders and project proposals for the European Commission.

Mental Health Awareness



Mental Health Pandemic

You may have noted in the media recently claims that mental health is itself a new pandemic. While issues of isolation and job insecurity hit the nation, this is nothing new to a sector constantly in flux. Even before the COVID-19 pandemic it was recognised that mental health is integral to a safe and healthy workforce, and Step Change in Safety had already been running a series of classroom-based training courses.

As Coronavirus plunged us all into uncertainty, we, like so many others, have had to adapt our strategies and strengthen our resilience. Maintaining good mental health is crucial for everyone as it impacts on the safety of individuals and those around them. Mental health and wellbeing continues to be a priority area for the energy sector.

During lockdown there had been an increased need for provision of MH awareness training. Step Change in Safety have been investigating various options of remote delivery.

Step Change in Safety's key aims of mental health awareness training include

- ▲ Improving MH awareness amongst workers
- ▲ Reducing the stigma of poor mental health
- ▲ Providing individuals with the knowledge to recognise symptoms
- ▲ Providing individuals with resources and direct them to expert help if necessary
- ▲ Encouraging and enabling individuals to start conversations which may assist in mitigating the onset of poor mental health
- ▲ Improving the overall wellness, and therefore safety, of the industry cohort.

A wide range of factors can result in periods of poor mental health including remote working, fears of redundancy and furloughing, and family ill-health. Being able to spot the signs and symptoms associated with deteriorating mental health and having the knowledge and confidence to provide the opportunity for those affected to talk openly about their feelings is crucial in supporting positive wellbeing and therefore safety.



Mental Health Awareness



So, take a moment to ask yourself, would you recognise signs and symptoms of a change in the mental health in yourself and your colleagues? Would you know who turn to for help?

If you are unsure of the answer to these questions, then Step Change in Safety's – **Seven Days for Safety** – Mental Health Awareness video is for you. This short, informative video brings together three experienced mental health experts in a conversational style film covering the simple and practical mental health advice.



To support our members Step Change in Safety has developed a range of tools to increase awareness and facilitate discussion including:

www.stepchangeinsafety.net/workgroups/mental-health/

Sources of further information and advice

Mental Health Foundation:	www.mentalhealth.org.uk
HSE:	www.hse.gov.uk
Health Protection Scotland:	www.hps.scot.nhs.uk
Mates in Mind:	www.matesinmind.org
Samaritans:	www.samaritans.org
MIND:	www.mind.org.uk



Safe Working Essentials



2020 saw the SWE workgroup regroup to consider if the current suite of tools remains suitable and if improvements could be made. A member survey indicated that some changes would be welcomed and therefore the group has set about making small revisions to the tools if necessary. The group is also considering the digitalisation of these tools which will accompany the digital version of the observation card tool (e-obs).

Several companies attended training for administrators of the e-obs tool and will be rolling this out in Q1 2021, allowing better visibility of safety observations across operator and contractor employing company. High level data gathered by Step Change in Safety will also help drive our future agendas.

NOW AVAILABLE ONLINE OBS CARD

The image is a promotional graphic for the 'NOW AVAILABLE ONLINE OBS CARD'. It is split into two main sections. On the left, a hand wearing a grey work glove holds a black book with red and white text. The book cover features the 'STEP CHANGE IN SAFETY' logo, 'SAFE WORKING ESSENTIALS', 'OBS', 'DRA', and 'TBT' icons, and the phrase 'PLAY YOUR PART'. On the right, a hand holds a tablet displaying a 'Dashboard' interface. The dashboard has a header 'Welcome to the Safety Observations Dashboard' and several interactive buttons: 'Create Card', 'Get View', and 'Send'. A red circular callout bubble above the tablet says 'Works across multiple devices'. In the bottom right corner of the tablet area, there is an 'OBS' eye icon with a mouse cursor pointing at it.

Major Accident Hazard Understanding

MAH

Spadeadam course

Many member companies already host MAH awareness courses at the Ministry of Defence site in Cumbria, but some of our smaller member companies are unable to fill a session on their own. The MAH Understanding group has been devising a course using learnings from high potential scenarios to accompany the live demonstrations. Unfortunately, due to COVID, these courses will be postponed until 2022.

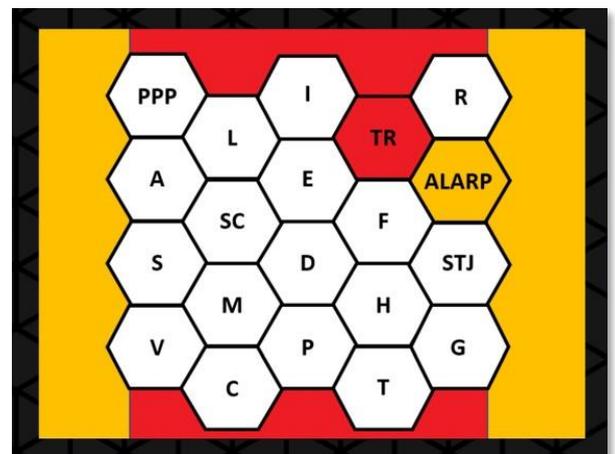
Major Accident Hexagons

The MAH Understanding workgroup created a new resource for Seven Days for Safety, the first of hopefully many game-based learning resources. The game was modelled from the 1980s 'Blockbusters' gameshow and saw 'contestants' being quizzed on their knowledge of MAH to create a 'gold run' from one side of the board to the other.

[Download the game](#)

MAH Awareness Film

A new short film which is ideal for inductions or general MAH awareness has been created from editing previous MAH Awareness films and will be available to download from our website in Q1 2021.



Workforce Engagement



Seven Days for Safety

COVID prevented face-to-face events throughout most of 2020, so the Workforce Engagement Support Team (WEST) created a virtual event that ran from Monday, 14 to Sunday, 20 September. The week-long event featured a series of prerecorded videos and new resources being released on a daily basis, which covered:

- ▲ Mental Health
- ▲ Elected Safety Rep guidance
- ▲ Major Accident Hazards
- ▲ Occupational Health

A live webinar on the Sunday concluded the week's events and involved over 150 participants.

Seven Days for Safety provided an opportunity to re-engage with the offshore community and raise attention of and focus on topics that have the potential to harm the workforce. Ultimately, it was about raising awareness and understanding of topics that were covered.

All of the resources are available from the [Seven Days for Safety](#) section of our website.



**SEVEN DAYS
FOR SAFETY**

Visit our website each day for 7 topics, that effect the workforce and make our industry a safer place

www.stepchangeinsafety.net/sevendaysforsafety



**Workforce
Engagement**

**14th - 20th
September**
(webinar 20th Sept)

#PlayYourPart

ESR Network



With so many individuals being furloughed or even made redundant this year, Step Change in Safety has had to have a real drive at updating and maintaining our Elected Safety Rep Network. Now with over a hundred strong, active ESRs in the Network they are continuing to drive safety and engagement throughout UK sites.

The diverse [ESR Network](#) communicates via their own Teams channel where they can ask questions, consult each other, discuss topical issues and report information to and from their sites.

Unfortunately, due to restrictions we are currently unable to hold live events in person, however, a quorum of ESRs has come together to form a Steering Committee who are in the process of discussing focus areas and plans for the year ahead.

The ESR Steering Committee is headed up by co-chair, Adele Basset of Spirit Energy who recently took on the role. Adele said:

“It could be argued that now, more than ever safety representation from the workforce is paramount. These people are the eyes and ears for safety at site and are often confided in with workforce concerns and presented with ideas.

“The usual Safety Rep requirement of not being away from site for over 6 weeks has had to be overridden with guidance from the HSE to allow for reduced manning and furloughed workers.”

We would also like to introduce and welcome John Forrest, an award winning ESR to our Network who hopes to inspire and support his fellow reps in the year ahead.



John Forrest, PBS by Ponticelli

John has joined the Step Change in Safety Elected Safety Rep Network and possesses over 25 years' experience in maintenance. Having spent a large portion of his career in the Armed Forces, John transitioned to the offshore industry bringing his knowledge, experience and drive.

John has comprehensive maintenance experience from managing projects and competence, to reviewing and producing procedures and processes. Safety has played a large part in each of these roles and this allows John to help ensure a high standard of safety is offered and followed.

Safety Alerts and Moments



Here are some of the most recent Safety Alerts and Moments which are available to download:
www.stepchangeinsafety.net/alerts-moments/



△ Moment: **Texas City – Could this happen again?**

This Safety Moment is based on the US Chemical Safety Board (USCSB) animated film of the BP Texas City Refinery explosion which occurred 23rd of March 2005.

We have identified some of the key short comings that lead to this incident occurring using the Step Change in Safety 7Cs. When watching the video please consider which of the 7Cs contributed to the incident. There is a short practical exercise to identify the 7Cs to follow the video. [DOWNLOAD](#)



○ Alert: **Collapsed winch drum**

The crane winch drum barrel boss was being replaced. The winch drum had been removed from the boom hoist winch and positioned on the deck.

There was a discrepancy between the drawings and what the team found at site.

Approximately 15mins after the barrel boss was removed, the drum collapsed. An individual was trapped between the collapsed drum and the scaffold boards. [DOWNLOAD](#)

○ **Safety Alerts** give details of events surrounding an incident, near-miss 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.

High Value Learnings draw particular attention to incidents and near-misses with Major Accident potential, we have created High Value Learnings. Incidents involving:

- ▲ Fire, explosion or the release of a dangerous substances
- ▲ Events involving major damage to the structure of the installation or loss in its stability
- ▲ Any other event arising from a work activity involving death or serious personal injury.

Please note that every Safety Alert and Moment is deliberately kept anonymous to encourage sharing within the industry. No companies, installations, dates or names will be identified within the Alert or Moment. Safety Alerts and Moments can be [submitted via our website](#).

High Value Learnings use a set format. If you wish to submit a High Value Learning, please contact: learning@stepchangeinsafety.net.

OIM Network



The OIM network got off to a slower start than hoped with COVID impeding the progress as planned. However, after two meetings, the network has an active Teams site which acts as a repository for useful documentation and a discussion board. Many of the network are now involved with workgroups, offering advice and helping to embed Step Change in Safety resources on their assets.

All OIMs / site managers of member companies are welcome to join this network. If you wish to get involved, please contact [Gillian Simpson](#).

Step Change in Safety Membership

Step Change in Safety is a member-led organisation which allows individuals from member companies to influence its future plans and activities. Membership allows your company's employees to attend events, download resources and use our industry toolkits free of charge.

Member companies are expected to:

- ▲ **Promote** Step Change in Safety strategies and principles
- ▲ **Demonstrate** visible safety leadership
- ▲ **Support** site managers and the workforce
- ▲ **Encourage** effective collaboration by sharing best practice and learning across all industry sectors
- ▲ **Work towards** consistency and continuous improvement in industry standards
- ▲ **Ensure** effective workforce involvement and the best use of Safety Representatives.

To find out more about becoming a member and to browse our membership directory, visit the [membership section of our website](#).

Annual Themes 2021

In 2021, Step Change in Safety is introducing quarterly safety themes that will focus on different topics. The choice of topics reflects points identified in recently published annual reports by the UK Health and Safety Executive and OGUK.

Next year, the topics will be:

- ▲ Q1 – Life Saving Rules
- ▲ Q2 – Safe Lifting Operations and Preventing Falling Objects
- ▲ Q3 – Major Accident Hazard Understanding
- ▲ Q4 – Personal Responsibility for Safety

Q1			Q2			Q3			Q4		
Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
											
<h3>Life Saving Rules</h3> <ul style="list-style-type: none"> • Embed practical understanding of company life saving rules • Identify awareness gaps • Reinforce implementation of good practice 			<h3>Safe Lifting Operations and Preventing Falling Objects</h3> <ul style="list-style-type: none"> • Improve hazard awareness of lifting tasks and potential dropped objects • Increase detail of specific task risk assessment • Standardisation of approach to crane maintenance inspection 			<h3>Major Accident Hazard Understanding</h3> <ul style="list-style-type: none"> • Reinforce MAH understanding • Increase awareness of individuals' responsibility for MAH prevention • Identify site specific MAH risks 			<h3>Personal Responsibility for Safety</h3> <ul style="list-style-type: none"> • Enhance awareness of personal hazards • Play your part – looking after yourself and others • Health and welfare aspects of safety 		

Visit Annual Themes webpage

Inclusive Offshore Working Practices

Axis Network partnership

In June 2020, we partnered with AXIS Network with the aim to promote an inclusive offshore working environment for all, by identifying areas to improve upon and recommend good practice for a mutually inclusive workplace.

Progress so far.....

The workgroup was established August and identified the following topics of interest around inclusivity offshore:

- ▲ Meal choices
- ▲ Training materials and facilities
- ▲ Inclusive facilities
- ▲ Language
- ▲ Environment / Welcome back message
- ▲ Bed sharing
- ▲ PPE (particularly survival suits).



Inclusive Offshore Working Practices - Survey

In order to engage with the workforce and gain feedback around inclusivity offshore, a survey was issued in November. The survey results will be published soon and will be available on the website. Survey responses will be used to identify further areas of inclusivity and highlight good practice.

Engagement, case studies and leadership blogs

Several case studies such as 'Survival Suits' and 'The Importance of Stakeholder Engagement' have been developed through conversations with organisations, individuals, PPE providers and Training providers and are available to [download](#) from the website.

What's next?

The workgroup is currently reviewing improvement suggestions and good practice and look to publish guidance / good practice on inclusive offshore working practices by Q1 2021.

To find out more, meet the workgroup, view the case studies and provide your feedback click [here](#).

Social Responsibility - Absafe

Absafe is north-east Scotland's only charity dedicated to safety education. It educates schools, communities and businesses in the fundamentals of safety awareness using engaging, interactive and most importantly, fun methods. Absafe teaches the basics of personal safety from its facility in Aberdeen, The Safe, to ensure no one learns about safety by accident. Absafe supports safety in the classroom, the workplace and the wider community.

Since its inception in 2012, the charity has taught thousands of children, enrolled hundreds of volunteers and been supported by numerous corporate sponsors. But this is just the beginning.

Absafe's CEO, Louise Richardson, says: "We have big plans to further develop our facility to include new and up to date sets - but we need the funding to do it. We're fundraising, hosting events and networking our way around the city to spread the word about the great work we do every day. Be a part of Absafe's next chapter. Contact us today to begin your safety adventure."

The charity's mission is to ensure the building of safer communities – and it does this by making learning engaging and interactive. Absafe educates schoolchildren about the fundamentals of personal safety so they can make informed decisions to keep themselves, and others, safe. By educating children in safe practices now, by adolescence, safety awareness and behaviours become ingrained. When they join the workplace, they'll be engaged with company practice, see safety as a positive tool and set a gold standard for safety.

A visit to 'The Safe' is like no other field trip. Located just behind the Gordon Barracks in Aberdeen, the facility is a one-stop safety shop. It takes visitors on an unforgettable safety adventure that gives real-life context to the learning experience. The Absafe team and volunteers deliver engaging, fun and informative sessions that teach children about everyday hazards and how to deal with them. Including:

- ▲ Road safety
- ▲ Railway safety
- ▲ Home safety
- ▲ Fire Safety
- ▲ Solvent Misuse
- ▲ Anti-social behaviour
- ▲ Cyberbullying and security



Absafe

The charity understands the importance of instilling long lasting safety messages from childhood, but this understanding and engagement should continue into the workplace. That is why it extends its services to reach people in business too. Absafe's unique brand of safety education uses fun events to engage employees; from simple lunch 'n' learns on topics such as Winter Driving or Fire Safety, to its CSI:Absafe team building events as small or large as is required. The team ensures its events fit each corporate client's bespoke needs.



Absafe's CEO, Louise Richardson, says: "Just like for many others, 2020 has been a real challenge for Absafe. In March we needed to take a breath and look at what we needed to do to ensure that children and young people still were able to receive education on health, safety and risk. As we know that what we deliver does save lives.

"We took this time to adapt and change what and how we did this up until the schools are allowed back at 'The Safe'. This has allowed us to engage with more children than before and young people in different ways, and we have worked with numerous agencies both statutory and third sector. As a charity we have felt richer for this.

"We are delighted to partner with organisations like CNOOC, which supported our dog in the park programme. A number of organisations have assisted us through this difficult time and have contributed to our new pro-social behaviour room. It is important that we have continued support from our corporate sponsors as without this funding Absafe would not be able to continue to deliver the lifesaving education and help us contribute positively to our community."

Volunteers continue to be the backbone at Absafe, so if you think you could support this very worthy charity with your time or corporate sponsorship – please contact them.

For more information about Absafe, visit www.absafe.org.uk.
You can also follow the charity on [Facebook](#), [Twitter](#), [LinkedIn](#) and [Instagram](#).

And Finally



Our new address
4th Floor, Annan House, 33-35 Palmerston Road, Aberdeen, AB11 5QP