

June 2019

**NEWS • UPDATES • EVENTS • WORKGROUPS • PLAY YOUR PART**

## Hello and welcome to the June update from Step Change in Safety

We've got lots of news and events to share with you this month. Firstly, there's the announcement that Steve Rae, a much-respected and vastly experienced oil and gas industry professional, will be joining Step Change in Safety in the role of Executive Director. Everyone involved in our organisation including focal points, workgroup members, the Leadership Team and support staff, is looking forward to Steve's arrival next month.

We're also putting great efforts into planning the biggest ever Safety Rep event to mark 30 years since the introduction of the Si971 legislation which gave powers to safety reps. We'll be launching new guidance for OIMs, supervisors, employers and, of course, reps which will bring improved support and understanding on the implementation of this legislation.

There's lots happening and, as always, we would welcome your support, participation and feedback. Please do not hesitate to get in touch with us.

Kind regards from the Step Change in Safety support team.



### 1. Upcoming Events

## 30 years of Si971 Elected Safety Rep Event



**OFFSHORE INSTALLATIONS REGULATIONS**

**Wednesday 18 September 2019, Aberdeen**

We would like to announce an event on 18th September 2019 to recognise the 30th anniversary of the Offshore Safety Reps and Safety Committees Regulations. This event will be educational, proactive and provide tools and ideas that help prevent incidents that may affect you. We will be unveiling new guidance to OIMs and supervisors, employers and Safety Reps. We'll also be kicking off a campaign for constituents so that they get the best from their Rep.

This is a new era, bringing together onshore and offshore Safety Reps.

Members are free, non-members £65, lunch included

Save the date and further information will be available soon...

If you have questions or content you would like to see, please email: [ESR@stepchangeinsafety.net](mailto:ESR@stepchangeinsafety.net)



[www.stepchangeinsafety.net](http://www.stepchangeinsafety.net)

#playyourpart





## 30 years of Si971 - Elected Safety Rep event Wednesday 18 September *\*Venue to be announced soon\* Aberdeen*

Thirty years ago this September, Si971 came into force. To give it its full title, Statutory Instrument No.971 The Offshore Installations (Safety Representatives and Safety Committees) Regulations 1989 gave powers to the safety reps. In addition, it gave duties to the operators and companies working in the offshore oil and gas industry in UK waters. There were safety reps before however, without legal guidance and powers, there was an inconsistent approach and ability to impact.

This year, we celebrate the 30<sup>th</sup> anniversary of these regulations and, while reflecting and learning from the past, we look to make significant advances and bring improved support and understanding on the implementation of this regulation.

On **September 18<sup>th</sup> 2019**, we are holding the largest ever Safety Rep event. We want all Elected Safety Reps there. We are sending out invites to each company to ensure you get time off. We also invite our **onshore safety** reps in high hazard roles and those from the office as we have extended the guidance to support them.

It is time to move on from the past and get this right and we need the right people to do that. We will have relevant speakers and training on the new method to get the most out of the regulations. We will deploy new guidance to **OIMs/ Supervisors**, employers and reps. We will also kick off a campaign for constituents, so they get the best from their rep.

We sincerely look forward to seeing you and if you have any questions or issues on being able to attend please contact WEST Safety Rep 30: [esr@stepchangeinsafety.net](mailto:esr@stepchangeinsafety.net)

**Venue:** TBC, Aberdeen *\*Venue to be announced soon\**  
**Member price:** £0.00 (Non-members £65)  
**Date:** Wednesday, 18 September 2019 - 10:00 – 16:00

### WEST workgroup – ESR event, September 2019 planning sub-committee

We have a dedicated sub-committee to plan this event. Would you like to get involved? Do you have any ideas for content or what you would like to hear more about at the event?

**Meetings take place at the Step Change in Safety office every 2 week(s) on Thursdays effective 23/05/2019 until 12/09/2019 from 14:00 to 16:00**

The WEST team would very much welcome your input so please get involved.

Contact us for more information at: [esr@stepchangeinsafety.net](mailto:esr@stepchangeinsafety.net)



 **STEP CHANGE  
IN SAFETY**

**Helicopter  
Awareness Courses**

Jointly presented by all UK offshore helicopter operators, aimed at the workforce, for a better understanding of maintenance, engineering and flight ops.



**Three events still available to book:**

▷ **Tuesday  
2nd July**  
09:30 - 12:00  
Jury's Inn,  
Dyce, Aberdeen  
& Bristow

▷ **Thursday  
26th September**  
09:30 - 12:00  
NHV Norwich

▷ **Tuesday  
5th November**  
09:30 - 12:00  
Jury's Inn,  
Dyce, Aberdeen  
& CHC



**Book your free place:**

[www.stepchangeinsafety.net/news-events/events](http://www.stepchangeinsafety.net/news-events/events)



**Member price:** £0.00 (Non-members £65) Limited numbers available. Open to family members.

**To book:** Visit our website /click here: <https://www.stepchangeinsafety.net/news-events/events>

## Competence Forum



5 September 8:30 - 11:30am

14 November 8:30 - 11:30am

Venue: Step Change in Safety, The Exchange 2, 62 Market Street, Aberdeen AB11 5PJ

Membership price: £0.00 (Non-members £65)

## Lifting Forum



11 September 9:00 - 12:00pm

20 November 9:00 - 12:00pm

Venue: Step Change in Safety, The Exchange 2, 62 Market Street, Aberdeen AB11 5PJ

Membership price: £0.00 (Non-members £65)

To book your place on either of our forums, please visit the events section of our website.

<https://www.stepchangeinsafety.net/news-events/events>

## Train the Trainer - Shoulder Measurement Tuesday 27th August

Delegates will be trained to **train** people to measure offshore workers aligned with the passenger size restrictions which came into effect on 1st April 2015.

**Venue:** Robert Gordon University - Garthdee Campus. Ian Wood Building

**Member price:** £150.00 (Non-members £190.00)

**Date:** Tuesday, 27 August 2019 - 9:00 - 12:30

## **\*Two dates to meet demand\*** Mental Health Champions Course Tuesday 30<sup>th</sup> July & Wednesday 6<sup>th</sup> November

Step Change in Safety is pleased to offer its members the opportunity to come along to the one-day Mental Health Champions Course. This course is designed to provide knowledge and confidence to all delegates to deal with the most common mental health issues. It will help to build a mentally healthy workplace, challenge stigma and support positive wellbeing. The course will be a combination of presentations, group discussions and activities. As this course is one day, it is limited to a **maximum of 16 places**.

**Venue:** Step Change in Safety, 2nd floor, The Exchange 2, 62 Market Street, AB11 5PJ

**Member price:** £50.00 (Non-members £100)

**Date:** Tuesday 30<sup>th</sup> July 2019 - 09:30 -16:30

Page 4

**#playyourpart**



29 August 2019

P&J Live, Aberdeen

## Nominations Open!



The Offshore Safety Awards, jointly organised by Oil & Gas UK and Step Change in Safety, seek to acknowledge the excellent work being done to promote safety across the industry and to share and celebrate the outstanding contributions being made by individuals and companies to the industry's safety goals.

Nominations are invited in the following categories:

- Safety Representative of the Year
  - Innovation in Safety
- Workforce Engagement
- Operational Integrity
- Sharing and Learning
- Maritime Safety - new for 2019!

Visit the Offshore Safety Awards website for full details of how to apply: <https://bit.ly/2as6D9J>

Nominations will close at midday on 26 June 2019

Join us at the awards where each finalist will share their award submission and the audience will participate in live voting to decide the winners.

## 2. News

### Steve Rae to take the helm at Step Change in Safety



The UK oil and gas industry has warmly welcomed the news that Steve Rae has been appointed to the role of Executive Director of Step Change in Safety.

Steve is a born and bred Aberdonian who is held in high regard within the global oil and gas community having spent more than 35 years working in the industry. Having qualified as an electrical technician through a traditional City and Guilds program, 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 6<sup>th</sup> July 1988 left him with an unquenchable desire to make a positive change in the safety culture across the industry.

Steve is a highly accomplished and respected business executive who brings a wealth of experience and enthusiasm to his new role. Throughout his career, he's held several senior positions in the UK, USA & Brazil including: Operations Manager, Noble Drilling; Vice President International Drilling Operations, Seawell Americas; Vice President of International Drilling and Engineering, Global Vice President of QHSE, at Archer - the Well company. The experience gained throughout his time in industry has provided him with a unique perspective on safety culture, effective team leadership and workforce engagement from "boardroom to coalface."

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. His other past industry roles include: Director, OPITO; Chairman, North Sea Chapter; and Director, International Association of Drilling Contractors (IADC). In 2013, the IADC recognised Steve with the 'Val Hood' award for his services to the Drilling Industry. In 1996, he attended Aberdeen's Robert Gordon University, graduating in 2000 with an International MBA.

Steve is also Chairman of the Pound for Piper charity trust which provides support towards the up-keep of the North Sea Memorial Rose Gardens and the Piper Alpha monument located in Aberdeen's Hazlehead Park.

### 3. Membership engagement events



The Step Change in Safety support team have been out and about meeting lots of our members in their places of work. These mini roadshows are organised with the help and support of our member company Focal Points, communications teams and workgroup members.

It is a great honour and pleasure for us to get the opportunity to provide more information about our organisation and how you can benefit from our FREE resources. It's also a very important chance for us to hear your views, listen to feedback and plan our work-scopes for the future.



Pictured: Step Change in Safety roadshow at Stork, a Fluor company, as part of Fluor's Safety Week. Many thanks to Nikki Morris, Jade Crotty, Laurie Anderson and Steve Hunt, and to everyone who came along and visited our information stands.

We are already in discussions with several of our member companies about holding similar engagement and information events throughout the year. We can also hold sessions to suit your requirements such as bow-tie lunch and learns.

If you would be interested in hosting such an event, please get in touch with Kirstin Gove:

[kirstin@stepchangeinsafety.net](mailto:kirstin@stepchangeinsafety.net)

**Thursday 6<sup>th</sup> June:** CNOOC at Discovery House, Prime Four, Kingswells, Aberdeen

**Tuesday 11<sup>th</sup> June:** EnQuest, Worley, Bumi Armada at Annan House, Aberdeen



## 4. SCLT Elected safety reps



The SCLT ESRs (Step Change Leadership Team Elected Safety Reps) are a group of elected safety representatives who have a huge influence on Step Change in Safety's activities.

Since 2011, different members of the group have attended every Leadership Team meeting and speak on behalf of their colleagues on the issues which generate interest or cause concern. Their presence at these meetings is invaluable and ensures that Step Change in Safety's activities are fully aligned with the workforce.

ESRs have a voice and is listened to. If you would like to raise an issue through the group, please email them:

[esr@stepchangeinsafety.net](mailto:esr@stepchangeinsafety.net)

**"We are the interface between workers and the Step Change Leadership Team. We have the ability to put the workforce's concerns directly to the Leadership Team for immediate feedback."**

Currently, the SCLT ESR Members are;

Joe Kirby, Steward

Glen Sheppard, CNOOC, CRO

Roy Hetherington, Worley

Lee Chegwidden, Prod Tech Apache

Steph Sunley, HeliAdmin, Aramark

Davy Murray, Scaffolder, Stork

Paraic Faherty, Chef Manager, Entier

Stuart Mann, HVAC Technician, IES, Callanberg

Thomas Hunter, Scaffolder, Stork

William Davidson, Wood, Inst Tech

Yoram Odentz, Camp Boss, Sodexo

Gary Calder, Services Team Leader/Materials, Wood



Pictured (L-R): Glen Sheppard, Lee Chegwidden, Joe Kirby

By Joe Kirby, SCLT ESR

*“Who are you and what do you do?”*

*These were the questions that, following last year’s elected safety rep event, became the biggest talking point.*

*So, who are the SCLT ESRs? What do we do?*

*The SCLT ESRs are a group of elected safety representatives who have a huge influence on Step Change in Safety's activities.*

*We have a seat at the most important table within the industry – The Step Change in Safety Leadership Team - making sure your voice is included in the direction of the industry. 12 out of the 18 SCLT ESR positions are currently filled and we are looking for prospective reps to get involved.*

*We are currently looking for mechanical, marine and drilling safety reps to get involved so, please consider getting involved so that our cross-section of the workforce becomes ever greater.*



**STEP CHANGE IN SAFETY**

**Safety Reps Charter**

Improving safety and effecting change through collaboration

WE WILL	WE SHALL EXPECT TO BE
<ul style="list-style-type: none"> <li>Actively promote that our safety actions are most effective when we genuinely care about each other and strive to continue our culture of care when we are on board.</li> <li>Pursue workforce involvement in safety through our day to day jobs actively pursuing increased participation in safety observations and conversations and challenging things that don't seem right.</li> <li>Engage in open discussion with constituents; act as a conduit to management for health and safety issues and concerns; filter out the non-safety related issues and maintain a proactive approach to safe work whilst on board.</li> <li>Feed back to the workforce the answers to all questions raised.</li> <li>Share skills and knowledge gained through safety training with members of the workforce.</li> <li>Enhance communication between all safety reps by sharing information across the industry.</li> <li>Actively promote the safety rep role through campaigns, attendance at (internal and external) safety meetings, and events to communicate industry initiatives and best practice.</li> <li>Give support and encouragement to other safety reps.</li> <li>Meet with regulatory inspectors when they visit and give them honest opinions.</li> <li>Highlight to the workforce the management of Major Accident Hazards and the part we all play to mitigate them.</li> <li>Play our part and be a visible proactive presence within Step Change in Safety and engage in safety rep forums across industry.</li> <li>Look out for the health, safety and welfare for our constituents and be a safe person to talk to if they need support.</li> </ul>	<ul style="list-style-type: none"> <li>Elected in line with the correct procedure contained within the safety reps regulations.</li> <li>Given sufficient time, support, training and facilities to effectively fulfil our role.</li> <li>With the support of the OIMs granted adequate time on a weekly basis to allow the safety Committee and reps to function in a fully proactive manner to the benefit of all.</li> <li>Consulted on safety matters which affect the safe operation of the site.</li> <li>Given commitment from all levels of management and supervision to support safety reps, and not disadvantaged in any way for fulfilling this role.</li> <li>Encouraged to participate in incident investigations as either a member of the investigation team or independently.</li> <li>Encouraged to participate in site audits and inspections.</li> <li>Listened to by managers when any highlighted issues or concerns are given the appropriate attention and outcomes are fed back.</li> <li>Given appropriate access to information related to the occupational health and safety of our constituents.</li> <li>Visibly supported by management and given time with them during visits.</li> </ul>

**PLAY YOUR PART**

#playyourpart [www.stepchangeinsafety.net](http://www.stepchangeinsafety.net)

## 5. Safety alerts and moments



Here are some of the most recent Safety Alerts and Moments which are available to download:

<https://www.stepchangeinsafety.net/safer-conversations/safety-alerts>

### Safety Alert - Partial load lost during road transit

#### Description of Process:

A driver was tasked with collecting pallets from vendor for onward delivery. The driver secured the loads as per company procedure before continuing his journey.

#### Description of Incident:

On arrival at delivery location, pallets were unloaded.

Later, it was discovered that a piece of equipment was missing and that this had fallen from the truck whilst in transit.

The missing piece of equipment was described as a tubing hangar load ring weighing approximately 43kgs and 13" diameter.

Following an investigation, it was concluded that the banding securing the tubing hangar load ring had failed.

The load ring had been banded to the pallet using polypropylene type banding. The single piece of banding had been fixed across several unprotected sharp edges.

Tension had then been applied to the banding to secure the load ring to the pallet.



### Safety Moment - In the line of fire (includes film clip)

#### Description of Process:

A crew were handling caissons (approx. 10 ton each) on an offshore installation. The work party consisted of a crane operator, a banksman and two load handlers.

#### Description of Incident:

During the lift, a caisson swung uncontrollably, crushing and breaking the pelvis of one of the load handlers.



**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.

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.

## 6. Safe Working Essentials



Safe Working Essentials has been successful in simplifying and standardising safety observation systems, dynamic risk assessments and toolbox talks. The next step in the simplification journey is the implementation of a simplified and standardised **online safety observation tool**.

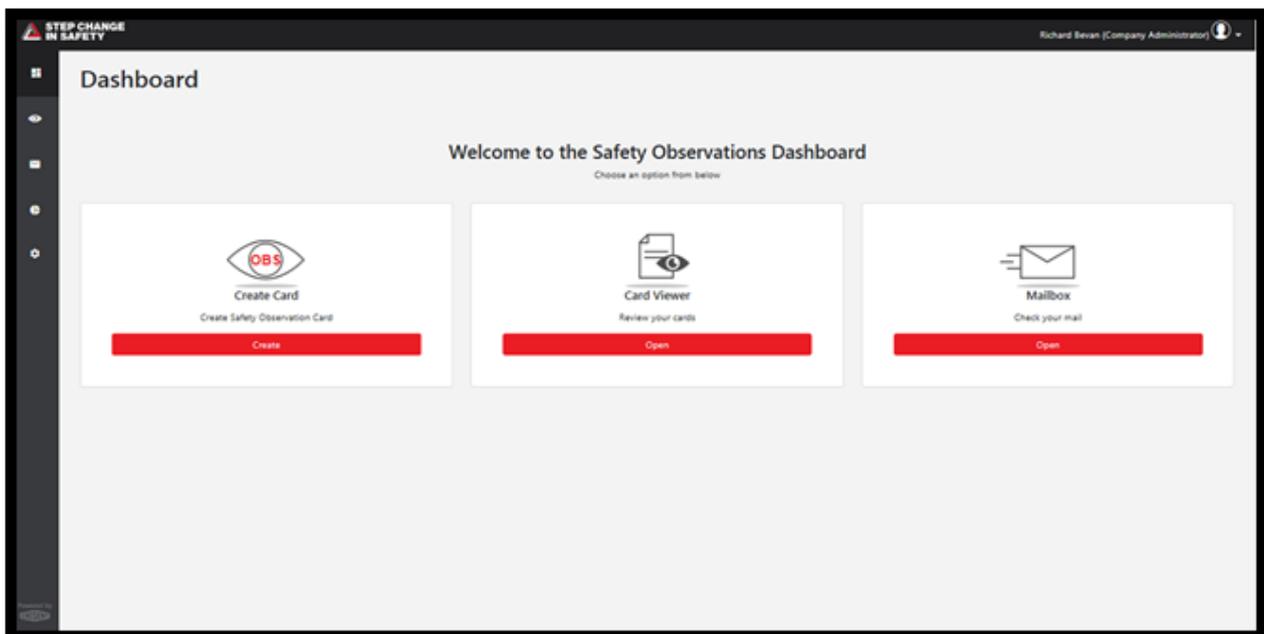
The online tool will benefit both the site operators and contracting companies. Site operators will be able to review and analyse the observations made at their sites. Contracting companies will also be able to review and analyse the observations made by their workforce across the locations where they work.

Step Change in Safety will be able to trend industry observation cards to assist their members by identifying common opportunities for improvement and proactively addressing these in our workgroups.

Most importantly however, the system has been built with user feedback in mind. The card inputter will be able to track their observation card from entry to review, to action assigning and closing out. Throughout this process, the system administrators can provide the card inputter with recorded feedback.

The tool has a built in reporting module which will provide users with simple analytics. Data exports are also possible, enabling organisations to use analytic tools of their choice.

We are in the final stages of the tool development and pilot testing is underway. Once the pilot is complete, we will be contacting all member companies with further details of roll-out.

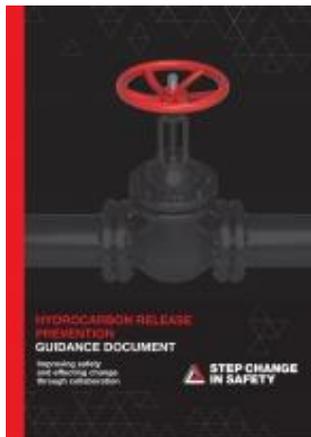


## 7. Hydrocarbon Release Prevention

Did you know that our Hydrocarbon Release Prevention Guidance is available online?

At Step Change in Safety we strive to improve safety and effect change through collaboration and this document has been a true representation of that.

The Hydrocarbon Release Prevention Guidance work-group - the authors of this essential document - was made up of representatives from operators, service providers and the HSE. Since it's release, we have been offering this guidance to anyone who wishes a digital copy free of charge in a bid to effect change throughout the North-Sea and the greater oil and gas community globally.



For a copy of the guidance log on to our website and download it FREE:

<https://www.stepchangeinsafety.net/safety-resources/publications?page=1>

Effective asset integrity management is vital in preventing hydrocarbon releases (HCRs). This guide provides a pragmatic framework for those seeking to prevent HCRs. It is equally applicable to those looking to establish an HCR prevention programme, as it is to those looking to improve ones already in place.

The HCR prevention resource consolidates and builds on legacy guidance and originated when members from the HCR workgroup – made up of representatives from operators, service providers and HSE – carried out peer to peer assessments, across 12 operators and their installations. The insights proved invaluable as they identified issues the industry currently faces and the various approaches taken to resolve them.

The safety guidance focuses on key areas which, if acted upon, could have a significant impact on preventing HCRs, including; performance management, operational activities, investigations and learning, competency, integrity management, leadership, communication and engagement, and plans.

Discussing the importance of documents such as the HCR Prevention Guidance, Chris Flint, Director, HSE Energy Division, said: “Offshore oil and gas installations process vast quantities of flammable and toxic hydrocarbons on a daily basis, and ‘*keeping it in the pipes*’ is key to their safe operation. This is because a hydrocarbon release can be the starting point in a sequence of events, including fire and explosion, that leads to catastrophic loss of life. The Piper Alpha disaster is an enduring reminder of what can happen, when a hydrocarbon release occurs.”

## 8. Step Change in Safety workgroups



These groups are chaired by, and made up of, individuals from our member organisations:

- **Major Accident Hazard Understanding**
- **Safe Working Essentials**
- **Workforce Engagement (WEST)**
- **Safety Alerts and Moments**    **\*\*Currently recruiting new workgroup members\*\***
- **Competence**
- **Human Factors**
- **Joined-Up Thinking**
- **Lifting Forum**
- **Helicopter Safety** - Step Change in Safety is also the secretariat for the Offshore Helicopter Safety Leadership Group (OHSLG) which brings together all the helicopter operators, oil and gas operators, trade unions and the regulator.

We actively encourage our members to get involved in our workgroups. All members of Step Change in Safety have the opportunity to join a workgroup which gives them, and their company, the chance to make a real impact on safety. To find out more about joining a work-group, please contact any of the Step Change in Safety support team or email the support team inbox – [info@stepchangeinsafety.net](mailto:info@stepchangeinsafety.net)

### **WEST workgroup – ESR event, September 2019 planning sub-committee:**

As you will have noticed in the events section of this newsletter, Step Change in Safety is holding a special ESR event to mark the 30<sup>th</sup> anniversary of Si971 coming into force. Our WEST group will be sending out invites to each of our member companies to ensure as many Safety Reps as possible time off.

We are setting up a dedicated sub-committee to plan this event. Would you like to get involved? Do you have any ideas for content or what you would you to hear more about at the event? We have a schedule of monthly meetings and would welcome your input.

Please get involved. Contact us for more information at:

[ESR@stepchangeinsafety.net](mailto:ESR@stepchangeinsafety.net)



**9. Tea Shack News**

**PLAY YOUR PART  
TEA SHACK NEWS**  
NEWS ITEMS • STORIES • INFORMATION • YOUR WORDS • QUIZ

The latest edition of Tea Shack News is now available:



Tea Shack News is published in the Energy section of the Press and Journal and is also available in the main offices of our member companies and heliports across the UK.

You can also download a copy of every edition of Tea Shack News from our website at:

<https://www.stepchangeinsafety.net/about/steering-groups/workforce-engagement/tea-shack-news>

The deadline for contributions for our next edition is:

**Monday 12<sup>th</sup> August 2019**

The theme for this edition will be **“30 years of Si971”** so feel free to be as creative, informative and insightful as you wish.

If you are not receiving any hard copies and would like to be added to the distribution list, please let us know. Also, if the contact person for TSN or your address have changed, do send us an email so we can update our records. We’re grateful to all those who forward on the TSN link and/print off copies for their employees and colleagues. If you would like to know any more about TSN distribution, please get in touch.

**GOT A GOOD STORY OR FEATURE FOR TEA SHACK NEWS?**

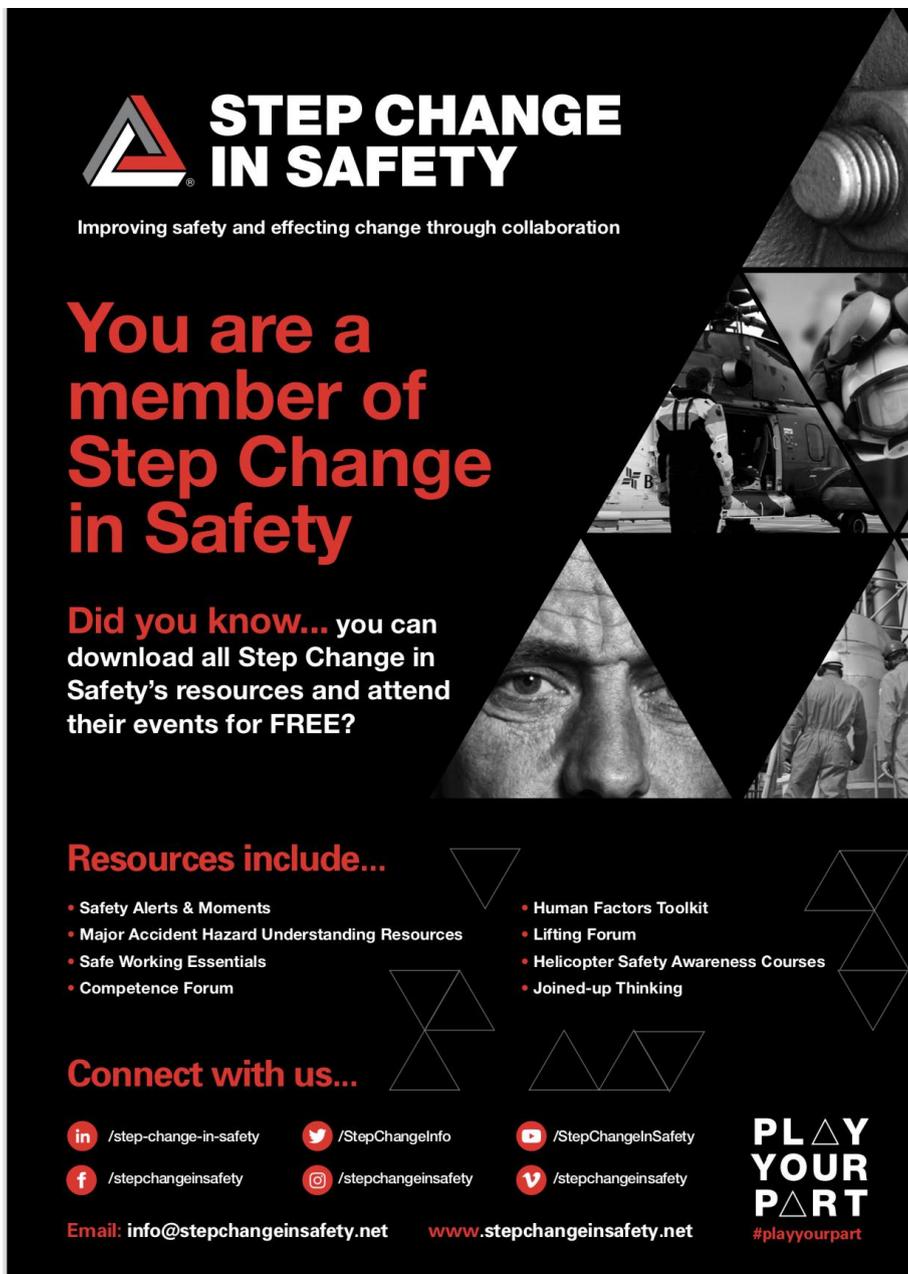
Send it to us, we’d love to hear from you. For all questions, queries, and stories for Tea Shack News: please email: [kirstin@stepchangeinsafety.net](mailto:kirstin@stepchangeinsafety.net)

Or give Kirstin a call on: 07817 667091

## 10. Step Change in Safety workplace poster



You asked, we responded! We're all working in the Digital Age however, sometimes the old ways are the best. Some of our member companies have asked us for a poster which they can put up on workplace noticeboards both on and offshore explaining how their membership of Step Change in Safety benefits all their employees. The new 2019 poster is available to download on our website in the 'Guidance and Publications' section. Click here to view: <https://bit.ly/2wH6qux>



**STEP CHANGE  
IN SAFETY**  
Improving safety and effecting change through collaboration

**You are a  
member of  
Step Change  
in Safety**

**Did you know... you can  
download all Step Change in  
Safety's resources and attend  
their events for FREE?**

**Resources include...**

- Safety Alerts & Moments
- Major Accident Hazard Understanding Resources
- Safe Working Essentials
- Competence Forum
- Human Factors Toolkit
- Lifting Forum
- Helicopter Safety Awareness Courses
- Joined-up Thinking

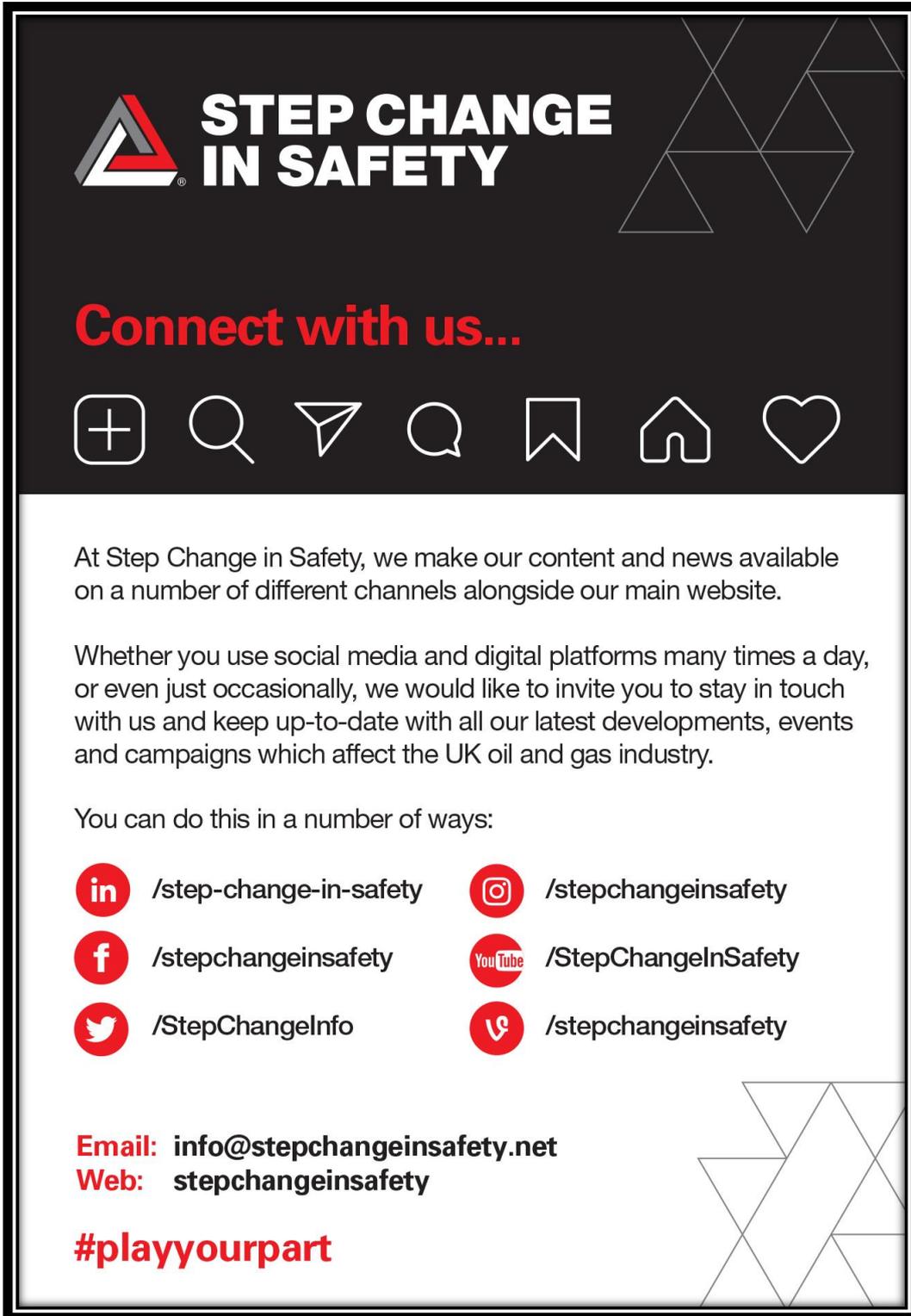
**Connect with us...**

 /step-change-in-safety   
  /StepChangeInfo   
  /StepChangeInSafety  
 /stepchangeinsafety   
  /stepchangeinsafety   
  /stepchangeinsafety

Email: [info@stepchangeinsafety.net](mailto:info@stepchangeinsafety.net)   
 [www.stepchangeinsafety.net](http://www.stepchangeinsafety.net)

**PLAY  
YOUR  
PART**  
#playourpart

## 11. Step Change in Safety work social media



 **STEP CHANGE  
IN SAFETY**

**Connect with us...**



At Step Change in Safety, we make our content and news available on a number of different channels alongside our main website.

Whether you use social media and digital platforms many times a day, or even just occasionally, we would like to invite you to stay in touch with us and keep up-to-date with all our latest developments, events and campaigns which affect the UK oil and gas industry.

You can do this in a number of ways:

 /step-change-in-safety	 /stepchangeinsafety
 /stepchangeinsafety	 /StepChangeInSafety
 /StepChangeInfo	 /stepchangeinsafety

**Email:** [info@stepchangeinsafety.net](mailto:info@stepchangeinsafety.net)  
**Web:** [stepchangeinsafety](http://stepchangeinsafety)

**#playyourpart**