

May 2020

NEWS • UPDATES • EVENTS • WORKGROUPS • PLAY YOUR PART

Welcome to the May update from Step Change in Safety,

Over the last eight weeks, we have been extremely active with our COVID-19 response. This targeted response has been very well received and assisted in reinforcing our position as the Oil & Gas industry's, "go-to" Health & Safety organisation.

Throughout this period of disruption and "lockdown" we have not lost sight of some of our other core programs. That said we have had to reappraise our operating and delivery models against the backdrop of COVID-19, the low oil price and the emergence of the 'new normal'. In doing so, our primary focus remains the health, safety, and wellbeing of our workforce. Our focus is on adapting our engagement and collaboration models to ensure we remain accessible, relevant, and responsive to our workforce who have selflessly continued to man our facilities during these challenging times.

The "lockdown" period has significantly impacted our program of events and forums with a blanket postponement of all physical events for the foreseeable future. Despite this interruption our Support Team, Workgroup Co-chairs and members have remained active in the planning and development of alternative modes of delivery. Our May update serves as a comprehensive round-up of the valuable work the groups have carried out in these unprecedented times.

We are now in the process of scheduling events using digital and online media formats that will be bookable via our recently introduced website. As we go to press, we are finalising our booking system (Eventbrite) which will improve the event booking interface. We will provide a further update via the website and media channels when we go live with Eventbrite.

In the meantime, if you haven't already visited our new Step Change in Safety website, we encourage you to take the time to do so and would welcome your feedback on your experience.

We thank you for your continued support and look forward to engaging with you as we adapt to our 'new normal' on behalf of all at Step Change in Safety we wish you, your loved ones and families good health and ask that you "play your part" on keeping yourself and others safe.

NEW WEBSITE launched!

STEP CHANGE IN SAFETY

- Simple user interface
- Up-to-date information
- World class safety resources
- Latest news and features
- Safety alerts and moments
- Guidance and best practice
- Events

www.stepchangeinsafety.net

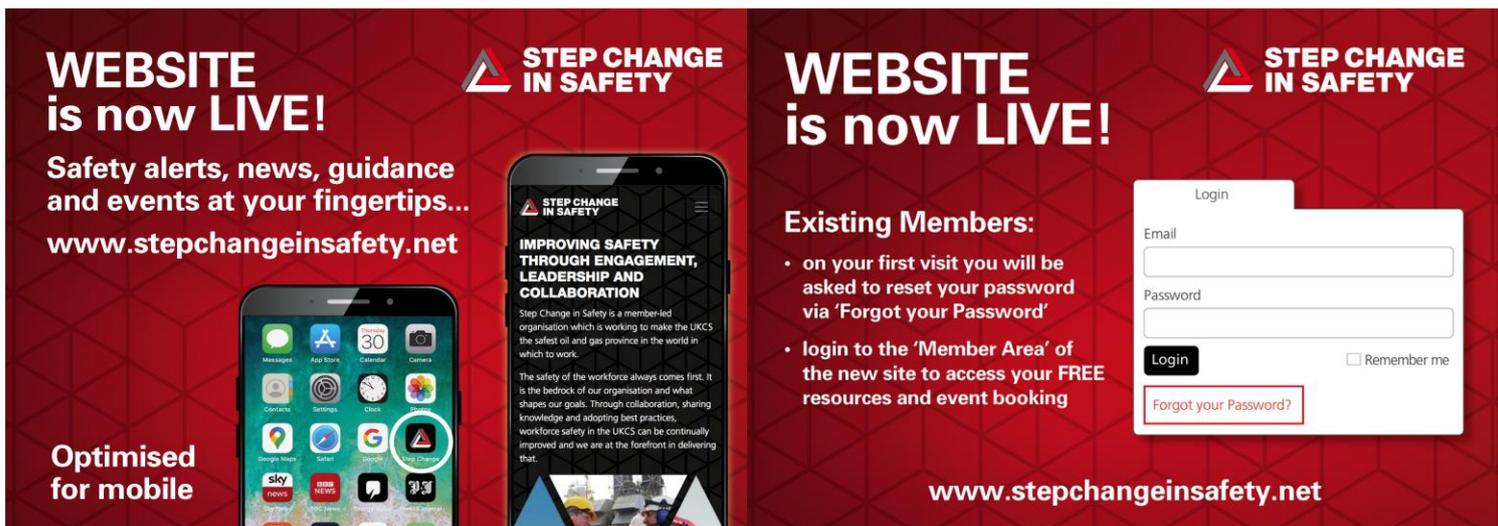
New Step Change in Safety website

After many months of hard work and dedication, we are thrilled to announce that our new **Step Change in Safety WEBSITE is now LIVE!**

We invite you to visit us at www.stepchangeinsafety.net and have a look around.

We have built our new website with you in mind. The streamlined user interface provides a more interactive experience, allowing our members and visitors to easily find the information they are looking for. You can browse the website based on your own interests, learn more about our workgroups and work scopes, explore our world-class library of safety resources and read our latest news. In these uncertain times, our dedicated COVID-19 information hub is easy-to-access and is being regularly updated with information, FAQs, films and resources.

The new website is fully optimised for mobile devices so why not add us to your home screen for quick and easy access? (see picture below)



As you will all know, Step Change in Safety's resources and the majority of our events are FREE for employees of all our member companies.

You need to sign up (and be logged in) to download our resources and attend events for FREE.

If you are logging in for the first time on the new site, you will be required to reset your password via the '**Forgot your password?**' link at the bottom of the login screen (see right-hand picture above).

Please use the email registered to your existing account. If you experience any issues, please contact: Emma Gracie at emma@stepchangeinsafety.net

Please #PlayYourPart by giving us your feedback as it provides us with the opportunity to learn and improve.

Events & Forums



As you will all know, Step Change in Safety took the decision in mid-March to postpone or cancel our planned member engagement events due to COVID-19. With regards to any future events, we are continuing to monitor government, health and industry recommendations to ensure our response remains aligned to the wider community guidance, and we will continue to liaise and communicate with our members, stakeholders and relevant agencies.

Now that our new website is fully operational, we will be using the global event platform Eventbrite which will make the online booking process even more simple and pop diary reminders into your calendar automatically. In the immediate future, we expect to host our forums and events using Microsoft Teams however, the format of each event will be decided on an individual basis and we will continue to keep you informed about joining arrangements and potential venues as the week go on.

Book your place at: www.stepchangeinsafety.net

Competence Forum



2nd July 2020 **09:00 – 11:00**
Topics: Next Generation
Video meeting: Microsoft Teams

11th November 09:00 – 11:00
Topic and venue: TBC

Lifting Forum



1st July 2020 **09:00 – 11:00**
Topics: LOLER survey and results. Hands-free lifting.
Video meeting: Microsoft Teams

16th September 09:00 – 11:00
Topic and venue: TBC

25th November 09:00 – 11:00
Topic and venue: TBC

Human Factors Forum



26th August 2020 09:00 – 11:00
Video meeting: Microsoft Teams

16th September 09:00 – 11:00
Topic and venue: TBC

Safety Alerts and Moments & High Value Learnings



Here are some of the most recent Safety Alerts and Moments which are available to download. Our unique database is now even more simple to search on our new website:

<https://www.stepchangeinsafety.net/alerts-moments/>

Alcohol-based hand sanitiser warning:

Description of Incident:

After application, but before the liquid sanitiser had fully evaporated and dried, the individual touched a metal surface where a build-up of static created an ignition source and the sanitiser ignited, resulting in an almost invisible flame on both hands.

The individual managed to extinguish the flames but was left with first and second-degree burns. Hand sanitiser gels contain concentrations of alcohol. Once the hand sanitiser is applied, individuals must make sure the gel has suitable time to dry.

Gas release from HP compressor valve:

Description of incident:

During normal platform operations, there was a gas release from the stem gland of a compressor recycle control valve. The resulting gas cloud led to the activation of module fixed gas detection, with two detectors in low alarm, and one in high.

The valve had been in service less than one month and during that time the gland follower had been tightened twice



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.

High Value Learnings To 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

HIGH VALUE LEARNING

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

learning@stepchangeinsafety.net

Joined-up Thinking *NEW pack launched*



Joined-up Thinking – Confined Space Entry Step Change in Safety and MSF collaborative pack

Throughout Q1, the Joined-up Thinking team has been working again with the Marine Safety Forum (MSF) to produce a pack focussed on the hazards associated with Confined Space Entry. This collaborative *Joined-up Thinking* pack contains a high-quality film showing a successful task involving confined space entry; from the planning phase to completion, highlighting good practice and controls throughout.

As with all our films, there are questions at the end to encourage discussion and engagement so please allow time to accommodate this valuable aspect. Also included within the pack are speaker notes, a variety of confined space entry safety alerts, guidance for confined space entry working and a safety moment.

The safety moment is based on the Accident Investigation Board Norway (AIBN) safety investigation of a fatality on board a chemical tanker in 2011 and is intended to highlight how the IOGP Life Saving Rules and the Step Change in Safety 7 Cs of safety can be applied to keep people safe when working in confined spaces.

The Joined-up Thinking packs are intended for onshore and offshore safety meetings to provoke discussion and engagement. They cover a range of issues, including hydrocarbon releases and other Major Accidents, which could have devastating consequences. For more information, or to download other Joined-up Thinking packs, please visit www.stepchangeinsafety.net/joined-up-thinking-packs

Do you have any learnings or good practice you can share with the industry? Share your safety alerts anonymously via the website or contact info@stepchangeinsafety.net

ESR Network: Appeal for new members



**PLAY
YOUR
PART**

Are you an Elected SI971 Safety Rep? **The Step Change in Safety ESR Network wants YOU!**

We are currently updating and rejuvenating our ESR network to ensure we:

- maintain strong communication links across sites,
- encourage multilateral learning and
- improve our reach.

If you would like to join the Step Change in Safety ESR Network and contribute to improving health, safety and wellness across the UKCS,

please contact: esr@stepchangeinsafety.net

Major Accident Hazard Understanding workgroup update

MAH

Preventing major accidents by building knowledge and understanding in Major Accident Hazard (MAH) management across all levels of the workforce is one of Step Change in Safety's key objectives.

In Q1 of this year, the MAH group was looking to build upon the success of the Major Accident Hazard Understanding (MAHU) packs and further embed Major Accident Hazard understanding within member organisations; this included the facilitation of Step Change in Safety member specific and external workshops, as well as the creation of bowtie models and resources for specific roles.

SPADEADAM:

The MAH packs are also being utilised to create a Step Change in Safety Spadeadam course. This course is not intended to replace company courses but aims to capture small companies who can't afford to fill full courses, the transient workforce or individuals who may have missed a company course. The intended audience for this course includes onshore / offshore enablers such as OIMs, non-technical HSE personnel, transients and Safety Reps. The first course is planned for September 2020 with further updates to follow.

MAH & COVID-19 / DEPRESSED OIL PRICE:

As we continue to operate our offshore assets and carry out work through this COVID-19 crisis, and as manning issues arise each operator/employer must risk assess continued operation based on activity level versus team numbers and competence. Safety Critical activities and maintenance must be at the forefront of our minds and these activities can only be deferred following risk assessment and approval. Managing MAHs through this crisis is done by continuing assessment of our plant, processes and personnel. The MAHU workgroup is currently considering how they raise everyone's attention to the issues that could arise during this crisis.

EMBEDDING MAH AWARENESS PACKS:

The workgroup is adapting the previously released MAH Awareness packs to make them more versatile.

The presentation slides with the film embedded will play automatically and have recorded voiceover, allowing the full pack to be used without being dependent upon the skills of a presenter.

Additionally, all films will be available with subtitles to enable them to be played in canteens, reception areas etc.



Major Accident Hazard Awareness
A series of short films to help you understand the part you play

- Major Accident Hazard Identification and risk analysis
- Bowties and Environmental and Safety Critical Elements
- Barrier maintenance, assurance and Verification
- Own your barrier

Improving safety and effecting change through collaboration
www.stepchangeinsafety.net #playyourpart



<https://www.stepchangeinsafety.net/workgroups/major-accident-hazard/>

Competence workgroup update: Next Generation



As one of Step Change in Safety's key areas of focus, the Competence workgroup is very active. It's co-chairs Mike Meen (Add Energy) and Allan Errington (Compass) lead the core workgroup, development and next generation groups.

The key elements of the Competence Workgroup Plan for 2020 are:

- Improving direct engagement with the workforce
- Evolving the existing Step Change in Safety Competence Management Framework (CMF) guidance to cover specifics for supervisors and leaders
- Identifying opportunities and share knowledge on the use of emerging technology (e.g. virtual reality, real time video links) for competence management with a focus on competence assurance. Understanding the impact on the workforce of the introduction of such technology
- Ensuring that the 'next generation' of workers are engaged on the topic of competency management.

Regarding this last element - we have a cohort of new and younger generation workers in the early stages of their careers in our industry. Development of their competence is critical to them and the future of our industry. We need to ensure they have a voice on this important topic. The newly established 'Next Generation' subgroup is dedicated to the engagement of younger workers and their competence, with an upcoming competence Forum dedicated to "Next Generation and competence – future users of emerging technology".

At Step Change in Safety's recent Competency Forum, speakers Dr Ruby Roberts (RGU), gave us some insight into technology and our next generation of workers. The successful implementation of new technologies on workers include their motivations, innovativeness, attitudes and expectations, concerns about job security and perhaps most importantly competence. Competence to use technology, complete tasks, evaluate competence, final responsibility and accountability when using technology and decision making skills and cognition and ultimately safety and performance.

Steve Harris (Lloyds Register) then went on to describe who Gen Z are, and what they want out of work and life. "The workplace is about to change. And we can thank about 61 million individuals (Generation-Z) born between 1996 and 2010, who are about to enter the workforce and bring with them completely different priorities, values and needs." Ashley Stahl, Forbes Magazine, September 2019

The oil industry needs to act now in order to attract this new generation of workers. For this generation, providing opportunities for communication goes far beyond social media or the intranet. The future of the workplace will be wearables, robotics, and virtual reality. The challenge for businesses in the next years will be to balance the efficiency and distraction of modern technologies. Investigations indicate that Gen Z and millennials want us to step up our technology deployment.

While millennials and Gen Z want to utilise new technologies, they also battle with the distractions they produce and of course, the potential for burnout. There are many ways to combat workplace burnout, including: unplugging from technology over the weekend, getting out into nature, or removing your work email from your personal phone.

Lifting Forum update and LOLER survey results



With Step Change in Safety's key goals of Engagement, Collaboration and Extending Reach in mind, our Lifting Workgroup Co-chairs, Kenny Lawtie (Wood) and Stuart Begg (TAQA) are keen to raise awareness of the importance of lifting safety standards and compliance in the UKCS.

The Lifting Workgroup's 2020 Plan aims to raise the profile of lifting operations and Step Change in Safety's Lifting and Mechanical Handling Guidance with SCLT and senior leaders. We believe lifting operations have an understated profile with the SCLT and senior leaders in our industry. We wish to improve their understanding of:

1. lifting operations with a particular emphasis on control of MAH;
2. the role that SCiS Guidance has in improving lifting operations. Firstly, the Workgroup intends to do this by holding a Lifting Forum for SCLT/senior leaders and ensuring the workgroup has a SCLT TAG that can champion the workgroup at SCLT in 2020. Secondly, the Lifting Workgroup wants to emphasise the part lifting operations play as a potential initiating event in major accident hazards by improving the understanding of the MAH consequences if lifting operations go wrong.

Using joint working, the Lifting Workgroup would like to connect with the MAH and other workgroups to identify opportunities to improve understanding of lifting operations as mitigating events in major accidents including requesting support from the Human Factors workgroup to integrate HF themes into activities like tackling current resistance to the adoption of hands-free tools for lifting.

By standardising the use of Step Change in Safety's Lifting Plan across the industry in approach and layout to make both lifting plan quality and format consistent, there is an opportunity to drive simplification and standardisation of lift planning through the industry-wide adoption of the Step Change in Safety Lifting Guidance. Our co-chairs would also like to promote the existing OPITO standards for lifting/rigging, engage with OPITO on the development of an OPITO Lift Planning Standard (a mechanism for standardising lift planning across the industry) and engage with IADC and seek opportunities to drive standardisation across the industry.

To date, the workgroup's engagement has mainly been with technical lifting specialist via its Lifting Forums, so they are determined to improve the workgroup's engagement with the wider workforce on lifting operations. 'We want to ensure that key messages and Step Change in Safety's tools/guidance are communicated more directly through engagement with offshore teams involved in lifting.'

To strengthen membership of the workgroup, engagement will be required with ESRs & OIMs through ESR/OIM networks and the workgroup intends to hold a workforce webinar with panel members including HSE. Additionally the Lifting Workgroup would like to discuss and consult on the results of last year's LOLER questionnaire and use information to inform content of the 2020 Lifting Forums and the Workgroup's contribution to other Step Change in Safety events.

To read the results of the LOLER survey, please visit: <https://www.stepchangeinsafety.net/workgroups/lifting/>

Unfortunately, due to the current global pandemic March's Lifting 'Time Out For Safety' (TOFS) and April's Lifting Forum have had to be postponed, however this has given us the opportunity to reflect on the LOLER survey results in more depth and give you all time to consider what questions you would like to pose to the Lifting TOFS expert panel when it is rescheduled. All lifting queries and Lifting Workgroup notes of interest should be directed to carolyn@stepchangeinsafety.net

Workforce Engagement (WEST) workgroup update



COVID-19 affects everyone, it does not care what individual role you play in the O&G sector. This means that companies have to make decisions which affect, the health of employees, business continuity and their business reputation. The vast amount of information and advice means that companies have to adapt quickly and sometimes this information is confusing and counter-productive for all involved.

Employers and operators have duties under law to consult these changes with the workforce. This is challenging for all involved, however there is a mechanism to do this which is through SI971, section 23 C

Consultation is not an email, it is making the time to recognise the committee's role and discuss the changes which affect their constituents. Changes in rotas affect fatigue, being away from home brings stress, travelling to the airport with the restrictions can bring confusion.

The Safety reps work directly with the workforce and the Safety Committee, through the OIM, has direct access to the management structure. Using your Safety Committee as the mechanism of consultation will allow the legal compliance but more importantly the time and information route to involve the workforce.

We recommend that during this time, management consult weekly with their Safety committees and that safety reps meet with their constituencies as required. An easy way to record any of the questions answers and new working practices can be recorded by using the meeting templates on the Step Change in Safety website.

Mental Health awareness week 18 – 24 May 2020



Step Change in Safety is committed to raising and promoting awareness of mental health among the onshore and offshore workforce. Mental Health Awareness Week is the UK's national week to raise awareness of mental health and mental health problems and inspire action to promote the message of good mental health for all. This year's Mental Health Awareness Week runs from 18-24 May 2020 and the theme this year is kindness. At Step Change in Safety we recognise that mental health is integral to overall health and safety. Mental health problems can affect anyone, at any time. We believe that good mental health is good business.

We have a once in a generation opportunity not only during but also following this pandemic for a reset and re-think about what kind of society we want to emerge from this crisis.

During Mental Health Awareness Week, why don't you try a few things:

- Reflect on an act of kindness that made you feel good
- Think how you could be kind to someone in your family, or at your worksite.
- Share your ideas on how you think we could build a kinder society that would support our mental health.

MH: <https://www.mentalhealth.org.uk/>

HSE: <https://www.hse.gov.uk/>

Health Protection Scotland: <https://www.hps.scot.nhs.uk/>

Mates in Mind: <https://www.matesinmind.org/>

Samaritans: <https://www.samaritans.org/>

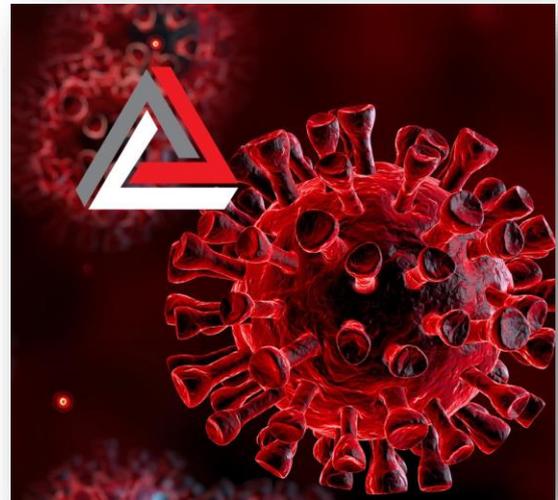
COVID-19: Impact on safety

The COVID-19 section of our website is regularly updated:

<https://www.stepchangeinsafety.net/workgroups/covid-19/>

Here, you can read, download and watch a wide range of resources which include:

- COVID-19 safety news bulletins
- Information films
- Workforce FAQs
- COVID-19 7Cs films
- Good Practice Check-sheets
- FAQs about the use of snoods for helicopter passengers
- HSE SI971 Application Guidelines
- COVID-19 Current workforce engagement practices
- Safety Information packs
- COVID-19 communication from our WEST workgroup



More than ever before, we want your feedback, thoughts and suggestions. You can do this in a number of ways:

Email: info@stepchangeinsafety.net or call +44 (0)1224 577 268 and we will respond promptly

Speak to any of our team – we're working from home but are still available by the usual means:

Steve Rae, Executive Director
Kirstin Gove, Head of Communications
Emma Gracie, Support Team Co-Ordinator
Gillian Simpson, Programme Delivery Manager
Carolyn Smith, Programme Delivery Manager
Aimie Clark, Support Team

steverae@stepchangeinsafety.net
kirstin@stepchangeinsafety.net
emma@stepchangeinsafety.net
gillian@stepchangeinsafety.net
carolyn@stepchangeinsafety.net
aimie@stepchangeinsafety.net

