

February 2020

NEWS • UPDATES • EVENTS • WORKGROUPS • PLAY YOUR PART

Welcome to the February update from Step Change in Safety,

The new decade has certainly got off to a busy start for the organization – our event calendar for the year ahead is rapidly filling up and we continue to introduce e-obs to our member companies.

2020 sees the launch of our OIM Network and also a revitalized ESR Network, both of whom will be increasing engagement, collaboration and leadership and understanding between workforce colleagues at all levels.

We will soon be launching our new website and there's an imminent office move on the horizon! In just a few short weeks we will be setting up our new home, together with our OGUK, at Annan House on Palmerston Road. As always, we welcome any inquiries and feedback from our members so please do not hesitate to get in touch.

Kind regards from the Step Change in Safety support team.

Upcoming events



As you'd expect from Step Change in Safety, we have a full schedule of events planned for 2020. Many of the dates and venues have already been set and are detailed within this monthly update and our website. We will continue to add events to the calendar as we progress through the year.

The support team will be holding "regional roadshows" at some of our major energy hubs throughout the UK to engage further with our member companies and their employees. We'll also be running our Mental Health Champion training courses at these UK-wide locations and, together with NHV Helicopters, we're delighted to offer our popular Helicopter Safety Awareness course in Norwich this April.

As always, please get in touch with us to ask about all our events. We're looking forward to meeting you!



**Nominations
Open!**

14 MAY 2020
OffshoreSafetyAwards.com

Competence Forum



4th March 08:30 - 11:30
27th May 08:30 – 11:30
19th August 08:30 – 11:30
11th November 08:30 – 11:30

(topics and speakers to be confirmed)

Lifting Forum



25th March 08:30 - 11:30
24th June 08:30 – 11:30
16th September 08:30 – 11:30
25th November 08:30 – 11:30

Human Factors Breakfast



26th February 08:30 - 10:30
29th April 08:30 - 10:30
29th July 08:30 - 10:30
28th October 08:30 - 10:30

Venue for Competence Forums, Lifting Forums, Focal Point Forum and Human Factors Breakfasts:
Step Change in Safety, The Exchange 2, 62 Market Street, Aberdeen AB11 5PJ (and Annan House tbc)

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>

Focal Point Forum



Our first Focal Point Forum and webinar will take place on **Wednesday 11th March**.

This is an important opportunity for our Focal Points to get all the very latest information about work scopes, workgroups, events and resources which they can then share with their onshore and offshore colleagues. Please keep an eye on your inboxes for more details or get in touch at : info@stepchangeinsafety.net

Mental Health Awareness courses



Become a Mental Health Champion

Step Change in Safety is committed to raising and promoting awareness of mental health among the onshore and offshore workforce.

Throughout 2019, we ran several sold-out “Mental Health Champion” one-day courses and, given the positive feedback and high demand for these sessions, we are now increasing the number of courses taking place this year.

With 10 courses available in 2020 in both Aberdeen and Norwich, we recommend early booking to secure your place.

This one-day course qualifies you as an MH Champion, gives you:

- ◆ An understanding of common mental health issues
- ◆ Knowledge and confidence to advocate for mental health awareness
 - ◆ Ability to spot signs of mental ill health
 - ◆ Skills to support positive wellbeing

Format:

- ◆ One day face to face course
- ◆ Learning takes place through a mix of presentations, group discussions and workshop activities
- ◆ We limit numbers to 16 people per course so that the instructor can keep people safe and supported while they learn

Everyone who completes the course receives:

- ◆ A certificate of attendance to say you are an MH Champion
 - ◆ A manual to refer to whenever you need it
 - ◆ A quick reference card for the Mental Health action plan
- ◆ A workbook including a helpful toolkit to support your own mental health

 To book: The first two courses of 2020 are available to book online.

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

 Dates:

Thursday 27th February 2020 - 9:00am to 4:00pm

Tuesday, 12th May 2020 - 9:00am to 4:00pm

 Venue:

Step Change in Safety, 2nd Floor, Exchange 2, 62 Market Street, Aberdeen

Non-member price: £200.00 Member price: £150.00

MENTAL HEALTH COURES WILL TAKE PLACE IN NORWICH & OTHER REGIONAL LOCATIONS LATER IN 2020



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**
 - **Workforce Engagement**
 - **Operational Integrity**
 - **Sharing and Learning**
 - **Maritime Safety**
- **Welfare and Wellbeing – new for 2020!**

Visit the Offshore Safety Awards website for full details:

www.offshoresafetyawards.com

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.

Helicopter Safety Awareness courses



All offshore helicopter operators in the UK have come together with Step Change in Safety to present awareness courses about **offshore helicopter safety**. The Helicopter Safety Awareness Courses are running throughout 2020, and are jointly presented by **Babcock, Bristow, CHC** and **NHV**.

The courses are aimed at the offshore workforce, onshore logistics personnel and supervisors so that they can gain a better understanding of the processes involved in helicopter maintenance, engineering and flight ops. The course covers:

1. **Flight Operations**
2. **Passenger Handling**
3. **Engineering**

Topics like triggered lightning, RTB, pilot training and much more will be covered in this half day course. The first half of the course will be presentation based, and the second half is an optional tour of the helicopter hangar. This is a unique opportunity to get up close and personal with the helicopters.



Book your free place:

www.stepchangeinsafety.net/news-events/events



Venue: NHV Norwich

Member price: £0.00 (Non-members £65) Limited numbers available.

Date: Wednesday 1st April 2020 September 9:00am to 12:00pm

Venue: Survivex, Kirkhill Commercial Park, Dyce Avenue, Aberdeen & **Bristow** Helicopters

Member price: £0.00 (Non-members £65) Limited numbers available.

Date: Wednesday 17th June 2020 9:00am to 12:00pm

Venue: Survivex, Kirkhill Commercial Park, Dyce Avenue, Aberdeen & **CHC** Helicopters

Member price: £0.00 (Non-members £65) Limited numbers available.

Date: Tuesday 2nd July - 9:30am to 12:00pm

Venue: Survivex, Kirkhill Commercial Park, Dyce Avenue, Aberdeen & **Babcock** Helicopters

Member price: £0.00 (Non-members £65) Limited numbers available.

Date: TBC



JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER
1	1	1	1 HELICOPTER SAFETY	1	1	1	1	1 OIM NETWORK	1 ESR EVENT	1	1
2	2	2	2	2	2	2 TOFS	2	2	2	2	2
3	3	3 COMPETENCE FORU	3	3	3	3	3	3 FP FORUM	3	3	3
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6	6	6	6	6	6	6	6	6	6	6	6
7	7	7	7 REGIONAL	7	7	7 MENTAL HEALTH	7	7	7	7 OGUK HSE CONF	7
8	8	8	8 ROADSHOW	8	8	8	8	8	8	8	8
9	9	9	9	9	9	9	9	9 ESR/OIM MEETING	9	9	9
10	10	10	10	10	10 HULL ROADSHOW	10	10	10	10	10	10
11	11	11 FP FORUM	11	11	11 MENTAL HEALTH	11	11 MENTAL HEALTH	11	11	11 COMPETENCE FORI	11
12	12 OIM NETWORK	12	12	12 MENTAL HEALTH	12	12	12	12	12	12	12
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15	15	15	15	15	15	15	15	15 MENTAL HEALTH	15 TOFS	15	15
16	16	16	16	16	16	16 LEADERSHIP TEAM	16	16 LIFTING FORUM	16	16	16
17	17	17	17	17	17 HELICOPTER SAFET	17	17	17 LEADERSHIP TEAM	17	17 MENTAL HEALTH	17
18	18	18	18 MENTAL HEALTH	18	18	18	18	18	18	18 HELICOPTER SAFET	18
19	19 ESR NETWORK	19	19	19	19	19	19	19	19	19 TOFS	19
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25	25	25	25	25	25 SAFETY REP EVENT	25	25	25	25	25 LIFTING FORUM	25
26	26 HF BREAKFAST	26 LEADERSHIP TEAM	26	26 TOFS	26	26	26	26	26 REGIONAL	26	26
27	27 MENTAL HEALTH	27	27	27 COMPETENCE FORI	27	27	27 MDs EVENT	27	27 ROADSHOWS	27	27
28	28	28	28	28 LEADERSHIP TEAM	28	28	28	28	28 HF BREAKFAST	28	28
29	29	29	29 HF BREAKFAST	29	29	29 HF BREAKFAST	29	29	29	29	29
30		30	30	30	30	30	30	30 COMPETENCE FORI	30	30	30
31		31 LIFTING FORUM		31	31	31	31	31	31	31	31

Events update



Step Change in Safety joins Eventbrite

As you will all know, Step Change in Safety facilitates a full calendar of safety-themed events every year. To book a place at any of these events, we ask delegates to use our website however, we're delighted to share the news that (at long last!) we have signed up to the global event platform – Eventbrite. This important change will make the online booking process even more simple and pop diary reminders into your calendar automatically.

During February, we will be migrating the events which are currently on the Step Change in Safety website over to our new Eventbrite page. Please bear with us while we make these changes and stay tuned for further updates.



Website

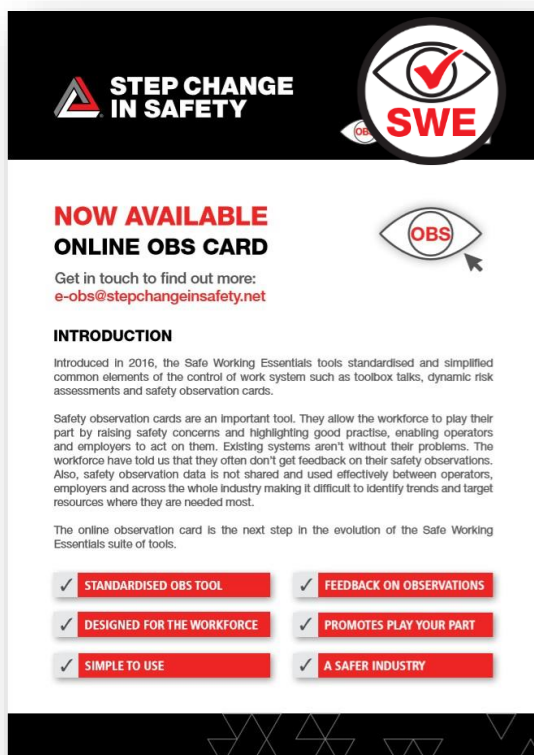
While we're on the subject of online changes, we'll soon be unveiling our new Step Change in Safety website. We've taken all your feedback about the current site and have incorporated these ideas into the new platform which will be easier to navigate and be an ever greater source of information and resources for all users.

Remember – you need to sign up to download our resources and attend events for FREE.



COMING SOON

e-obs tool (from Safe Working Essentials)

E-OBS


**STEP CHANGE
IN SAFETY**

SWE

**NOW AVAILABLE
ONLINE OBS CARD**

Get in touch to find out more:
e-obs@stepchangeinsafety.net

INTRODUCTION

Introduced in 2016, the Safe Working Essentials tools standardised and simplified common elements of the control of work system such as toolbox talks, dynamic risk assessments and safety observation cards.

Safety observation cards are an important tool. They allow the workforce to play their part by raising safety concerns and highlighting good practise, enabling operators and employers to act on them. Existing systems aren't without their problems. The workforce have told us that they often don't get feedback on their safety observations. Also, safety observation data is not shared and used effectively between operators, employers and across the whole industry making it difficult to identify trends and target resources where they are needed most.

The online observation card is the next step in the evolution of the Safe Working Essentials suite of tools.

- ✓ **STANDARDISED OBS TOOL**
- ✓ **FEEDBACK ON OBSERVATIONS**
- ✓ **DESIGNED FOR THE WORKFORCE**
- ✓ **PROMOTES PLAY YOUR PART**
- ✓ **SIMPLE TO USE**
- ✓ **A SAFER INDUSTRY**



Works across multiple devices

Can be used in conjunction with hand written cards

Process flow

```

graph LR
    Worker[Worker] -- "Observation Card Input" --> OBS((OBS))
    OBS -- "Feedback" --> Worker
    OBS --> Reviewer[Reviewer]
    Reviewer --> Actionees[Actionees]
  
```

EMPLOYER/ASSET TRENDING

- Employing company
- Asset operators

INDUSTRY-WIDE TRENDING

- Step Change in Safety

For more information please get in touch:
e-obs@stepchangeinsafety.net

Interest in the new online safety observation system, e-obs, continues to grow since its launch in November last year.

During December, around 35 of our member companies attended our e-obs drop-in sessions to learn about the system and its capabilities. To help our member companies familiarise themselves with e-obs we have set-up a 'dummy' system where they can explore the systems functionality. Twelve member companies, including a mix of operators and contractors, are now exploring e-obs using this trial system.

In January we have been building on the drop-in sessions by engaging with members on a one-to-one basis. If you didn't manage to make one of the drop-in sessions we will be more than happy to run a presentation and demonstration e-obs at your company. If you attended a drop-in session but now need access to the 'dummy' system please contact us at e-obs@stepchangeinsafety.net

Contact: e-obs@stepchangeinsafety.net Or call: **01224 577268**

[Watch the introduction video](#)



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

In January 2020, we welcomed the following companies to our member community:

Exceed xcd.com Fides Oak Ltd

Step Change in Safety welcomes back a familiar face

In December 2019, Step Change in Safety was delighted to welcome px Group to our member community. px Group is an infrastructure solutions business for the oil and gas industry and at its helm in the CEO position is a former Step Change in Safety stalwart – Geoff Holmes. Geoff is a former member of the Step Change in Safety Leadership Team. Geoff, and the rest of the px team, is looking forward to starting again as 'new' members.

So why did px Group choose to join Step Change in Safety?

Geoff says; *"one of the great things about SCiS is the variety of its constituents, which range from trade associations and unions to businesses and the HSE. This collaborative approach means the expertise that can be shared around the organisation is rich and varied, presenting an excellent opportunity for all stakeholders to learn and improve."*



"Joining SCiS is also an opportunity for us to share our own thoughts on best practice, particularly related to the goal of 'zero harm' to people, the environment, and assets. We hope to offer a fresh angle on how the industry can reach that goal. We believe that we have some innovative ideas to help improve safety – hopefully we'll be sharing those with you in due course! We're already in discussion with SCiS to see which events we can add to in the short term, and to see what new ideas we can contribute to the organisation over the longer term. We plan on being heavily involved in both attending and leading seminars, workshops and other events. We hope that our contribution over the coming years can help all SCiS members improve and grow in one form or another. We look forward to meeting you soon!"

OIM Network



Step Change in Safety launches OIM Network Feature written by Steve Rae

This year see the establishment of the Step Change in Safety OIM Network consisting of three co-Chairs and twelve OIMs.

The network will seek to:

- Support and influence the Step Change in Safety agenda; providing strategic input and ensuring Step Change in Safety focus is on what matters at the frontline
- Provide a cross industry network for OIMs to share and learn
- Provide a “safe space” for mutual support (wellbeing)
- Support Elected Safety Reps and assist them in engaging with their communities
- Provide support to existing workgroups, providing leadership support and, or, SME knowledge where appropriate
- Providing critical and constructive review of Step Change in Safety workgroup outputs
- Build knowledge of existing Step Change in Safety products and offerings to support wider embedding in the industry
- Championing and encouraging safety leadership

The network aims to meet four times annually in Aberdeen to shape and assure its contribution to the Step Change in Safety agenda.

Additional support to existing Step Change in Safety workgroups will be variable.

Those joining the network will be subject to a 2-3 year tenure period in order to facilitate ongoing development and equal opportunities for all.

As the senior person at the frontline of offshore operations, you have a unique responsibility under law, alongside our moral obligations, to ensure our industry is as safe as we can possibly make it.

Should you wish to express your interest in joining the network, and are comfortable with meeting the commitments discussed above, we invite your expression of interest including an overview of any specific areas of Step Change in Safety’s agenda in which you have interest or expertise.

Expressions of interest, or enquiries, should be addressed to dale.checksfield@chrysaor.com

The deadline for all enquiries is **21st February 2020** and further communication issued thereafter.

#PlayYourPart

ESR Network



2020 heralds in a revitalised ESR Network

"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."

The ESR Network is a group of elected safety representatives who have a huge influence on Step Change in Safety's activities.

Until this year, the network was known as the SCLT ESRs (Step Change in Safety Leadership Team Elected Safety Reps). Different members of this group have attended every Leadership Team meeting since 2011 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 our activities are fully aligned with the workforce.

The network will seek to support and influence the SCiS agenda by:

- Providing strategic input and relevance, from an offshore leadership view point
- Supporting ESRs by facilitating engagement sessions between them and their constituents
- Provide support to existing workgroups, from offshore leadership and their SME knowledge
- Providing critical input to workgroups during scoping and pre-publication, ensuring they "land well"
- Develop increased understanding and knowledge of existing Step Change in Safety Leadership Team offerings
- Creating offshore influencers/ enablers resulting in improved offshore support and uptake
- Champion and encourage Safety Leadership
- Creating an industry network for OIMs where sharing and learning can be done in a "safe space"
- Creating a inclusive support program to improve OIMs wellbeing/mental health awareness

To watch and download our new **Safety Rep Film** please go to our **YouTube channel**:

[Click to view the Safety Rep Video](#)



“Time Out For Safety”



“Time out for Safety” (TOFS)

The first in a series of industry panel sessions organised and facilitated by Step Change in Safety is now online. Focussing on Elected Safety Reps, the members of the panel answered all the outstanding questions raised during the Global Webinar which featured in our ESR SI971 30 year anniversary conference, as well as any current issues facing the oil and gas industry workforce on the subject of safety reps.

‘TOFS’ Session 2: Mental Health in the workplace

Thursday 20th February

‘TOFS’ Session 3: Lifting

Tuesday 17th March

We are inviting questions and topics of discussion from each and every member of the onshore and offshore workforce. The TOFS sessions have been organised to promote openness, ignite debate, and provide an open (and anonymous) channel for raising challenging issues and getting genuine, no-holds-barred answers. Panellists vary each session.



Please send all questions to Kirstin@stepchangeinsafety.net

The panel session series will be featured on our YouTube channel:

[Click to watch the discussion on our YouTube channel](#)

MENTAL HEALTH IN THE WORKPLACE

THURSDAY 20TH FEBRUARY



Please send all ideas, questions, queries and points of concern to us NOW.

Let your colleagues and workmates know.

All questions raised during the TOFS panel will be asked anonymously (unless otherwise stated).

kirstin@stepchangeinsafety.net

Step Change in Safety work-groups



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

Improving safety through engagement, leadership and collaboration



Competence



Human Factors



Lifting Forum



Helicopter Safety



Alerts & Moments



Workforce
Engagement



Major Accident
Hazard Understanding



Safe Working
Essentials



OIM
Network



Elected Safety
Representatives

Joined-up
thinking

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.

Do you want to **#PlayYourPart**? To find out more about joining a workgroup, please contact any of the Step Change in Safety Support Team or email info@stepchangeinsafety.net



**STEP CHANGE
IN SAFETY**

**Deliver Simplification
Drive Engagement
Deploy Sustainably**

Our members make a difference,
are you playing your part?

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>

High Levels of CH₄ at shakers during well test operations

Description of Process: Well killer operations after well test

Description of Incident:

After the well test, the rig was killing the well by reverse circulating out the completion fluid and displacing the well to oil based mud (OBM). The gas was routed to the well test manifold and then onward to the flare boom in order to burn it off. Once clear returns of completion fluid were seen at the well test manifold, the pumps were stopped, and the decision was made to take the rest of the returns to the pits.

As returns were hydrocarbon free and the reservoir was isolated, the assumption was made to kill the remainder of the well by taking returns directly to the shakers. The line up did not include flowing through the mud gas separator.

Release of compressive load in volute spring

Description of Process: Due to hatch size constraints, the master valve actuator assembly had to be removed to allow the xmas tree to be lifted from the well bay area.

Description of incident:

This actuators assembly is a discrete unit which contains a pre-compressed volute spring which enables the valve to operate as failsafe. During the removal of the actuator, the housing became separated, exposing the compressed volute spring with the load contained by the valves stem nut.

This deviation had not been encountered previously during this task which had been performed many times before, although at that stage the compressed volute spring remained in a safe condition. Subsequently, the technician decided he would release tension on the valve actuator volute springs, which retained a compressed load, by unscrewing the valve stem nut. Co-workers challenged the technician, who gave repeated assurances that it was safe to continue.

During the use of an air driven impact wrench to remove the valves stem nut, the nut released after shearing off the last two threads, thereby releasing the stored compressed energy of the volute spring. This resulted in the technician who was standing directly in front of the spring to be thrust backwards thereby sustaining injuries.

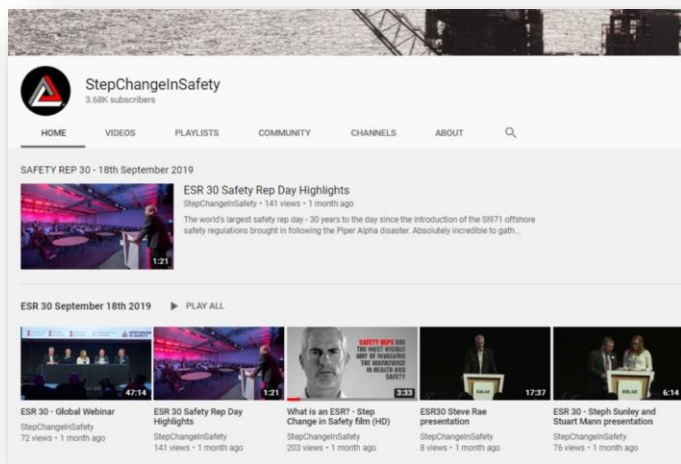
Safety Alerts give details of events surrounding an incident, near-miss or good practice.

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.

#playyourpart

Step Change in Safety YouTube channel



To view some of our most recent presentations and films, please visit our YouTube channel.

[Visit our YouTube channel](#)

Industry information: Vantage

Industry Notification: Personal details & emergency contacts at work

Please ensure that in addition to your employer details being recorded properly in Vantage, your personal details including name, address, telephone number and next of kin details including their name, address, telephone number are also up to date and correct.

In the unlikely event that you fall ill, it is highly important to ensure that the operator informs the correct employing company and that they in turn can also make direct contact with the next of kin. This will not happen if any of these details are incorrect and could delay important communications. When an emergency happens, whether it's a heart attack or a hurricane, it's critical that operations and emergency service providers have access to your personal details for anyone who needs assistance.

While you can't predict when an emergency may happen, you can be prepared. Make sure that your personal information is up to date, accurate and recorded in both Vantage and by your company. Personal details of high importance include; Full name, address, telephone number and next of kin or emergency contact details including; their name, address, telephone number and your employer details.

Please do not underestimate the importance of this detail. In the unlikely event that there is an emergency, the normal chain of events is that the operator would inform the employing company and that they in turn can also make direct contact with the next of kin or emergency contact. This will not happen if any of these details are incorrect and could delay important communications.

NOTE: Vantage POB is LOGIC's shared service to oil and gas operators for personnel and certification tracking at onshore and offshore installations. LOGIC is part of OGUK. All queries regarding Vantage should be directed to LOGIC vantagepob@collabro.co.uk +44 (0)1224 339730 and not Step Change in Safety.