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TEA SHACK NEWS

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Issue 7, 2015

Shortlisted for the 2015 IOIC Scotland Awards for BEST PRINTED PUBLICATION



How Boring are your Safety Moments?



Bored meeting? See page 6

IN THIS EDITION:



Emergency response p4



Major Accident Hazards p6/7



Wet training BOSIET p9

Smart thinking

Bob Banks has always enjoyed inventing things. The mechanical maintenance technician has been working offshore for 15 years, which has proved to be the perfect place to try out new ideas.



See Bob's video about the safety barriers on the Tea Shack News page of the Step Change website

Bob has invented the Work Area Safety Pack which has been successfully trialled on the Britannia Platform.

"Anyone who has ever worked offshore is well aware of how time consuming and frustrating it can be to carry out the simplest of tasks," said Bob, who has worked with Petrofac for most of his offshore career.

"A lot of your time is often wasted looking for equipment that isn't where it should be. After you've organised your tools, and carried everything up several flights of stairs to the worksite, you then realise that you now have to search around for barriers, signs, drop mats and a rope to pull it all up a ladder, and then hunt around for a piece of sheeting to make a windbreak. It takes far longer to set things up than it does to actually do the job!"

Wanting to make life easier for himself and others, Bob created the Work Area Safety Pack, which contains

a light-weight drop mat, wind break, barrier, and warning information sign all rolled into one.

Drop Mats

"The drop mat can be secured to grating with Velcro straps to prevent it from blowing around in the wind. It can also be attached to scaffold or railings to act as a windbreak. It has a padded centre section for protection when kneeling on the grating and can be rolled up and secured with the shoulder strap which allows the operator to have two hands free when climbing up and down stairwells or ladders."

But that's not the end of Bob's impressive ingenuity.

Barriers

Bob was concerned about the risks posed by barrier chains around hazardous equipment; chains were often being discarded on the floor creating risks for other people, and the plastic chains couldn't be properly tensioned.

Bob experimented with different materials and came up with a more efficient and professional looking barrier system. After a successful six-month trial on Britannia, Petrofac decided to distribute sample barriers across their assets worldwide.

Bob was shortlisted as a finalist for the UK Oil and Gas Industry Safety Awards for Innovation in Safety and has recently received a Conoco Philips Safety Ambassador Award.

What about you?

Are you committed to the safety of your colleagues, and have a good solution to an unnecessary and unsafe problem? Perhaps now is the time to try....



The Regulator's View

Tony Hetherington



Since the last TSN, two landmarks featured for me. First, OGUK produced its Health and Safety Report for 2015. This had lots of good news about personal injury rates offshore and the relatively good performance of the industry compared with many onshore activities. However, as reported elsewhere in this issue, the Safety Critical Maintenance (SCM) backlog continues to increase. Precautions to manage the backlog may be in place, but the backlog does demonstrate a general failure to deliver planned maintenance. Consequently, I think my inspectors have been right to focus their inspections on maintenance. Inspectors will examine how the safety critical backlog is managed, ensure other precautions are in place and that safety critical systems are not compromised. Also fundamental for the industry is that the increase in the SCM backlog is associated with reducing production efficiency and this association was evident even when the oil price exceeded \$100. The industry cannot afford not to maintain their assets; it threatens the whole ability to maintain safe production.

Second, I met Lord Cullen (author of the Piper Alpha Investigation Report) when he visited the HSE offices in Aberdeen to meet Bob Egan. Bob is the Elected Safety Rep seconded to HSE as our Head of Workforce Engagement who featured in issue 6 of TSN. Lord Cullen and colleagues at IoSH were so impressed with Bob's unique approach that they wanted to meet the man himself. Lord Cullen impressed me with his analysis of how many things had improved in the last 25 years, but also that there is no room for complacency. We still have continually to look for risks, put control measures in place and monitor to ensure the controls remain effective. And, to make sure all this happens, you, the rest of the workforce and your representatives have to be fully engaged. Without workforce input even the most sophisticated safety management systems will be unable to pick up the essential knowledge every worker has about how well controls are implemented and if they are working.

Bob's Blog



Bob meeting Lord Cullen

I was supermarket shopping when an offshore mate's wife stopped and told me about her concerns for her husband. "He and his workmates have lost faith in the information they get from their employers. They are afraid of saying too much. It's inevitable someone is going to get hurt"

This struck a chord with me and the importance of my role at the HSE. Her concerns are a good indication of the current feelings and challenges in the industry. The law requires employers to ensure the safety of their staff, but regulators can only act on what they find, see and hear. Every pair of eyes offshore is needed to help us help them.

It's no use just relying on what our employers have written in the Safety

Case to keep us safe – what is written there needs to be put into action and we are all responsible for ensuring this happens. Everyone should be aware of the Safety Case and safety reps need to be trained and consulted on it.

A workforce educated in hazards and risks will highlight issues directly or through their safety reps and thus play their part in keeping their workplace safe and sustainable. But unless employers and operators have proper mechanisms to keep us involved, they are missing an essential tool that will help them keep us safe and maintain safe production – everyone wins!

If you have views on how to improve engagement, contact me:

Bob.egan@hse.gsi.gov.uk

TEA SHACK NEWS

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Read the publication online

We'd love to hear your news and stories. Here's how you can contact us:

 www.stepchangeinsafety.net/tsn

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Stories from the shack

In our galley mess we have a touch screen coffee machine. It's been there for two or three years. On my last trip I printed a sign:

'Voice activated. Please speak your order.'

The number of guys who spent five minutes saying COFFEE in a louder, slower voice was hysterical!

We want to hear your funny stories.
 Email: editor@teashacknews.com

Elected to Make a Difference – Patrick Ryan



like a close-knit family – you strive to keep each other safe. You want them to get home to see their son's birthday or be a part of their daughter's wedding. And you look forward to hearing their stories when they get back.

I was at home when I heard one of my colleagues got injured on a piece of equipment that is known for taking no prisoners. I felt sick hoping he was ok. Luckily he was, but it was a sobering thought as it was so close to home and it could have been much worse.

After that, the whole workforce stepped up their game and came up with some good ideas and practices to stop the same thing happening again. It's always a positive sign, and means the incident has hit home and they don't want to see a colleague hurt again.

We can all make a positive difference on one scale, and as part of the Step Change safety reps and Leadership Team, I hope I can help to make the difference on a bigger scale.

I've been working offshore for nine years and have been an Elected Safety Rep (ESR) for the same length of time. My years have been spent in the Brent field, most of it on the Brent Bravo with WoodGroup PSN, and now with Archer. I have to say I'm thankful for all of the experiences I've had, and all the people who have set me in good stead for good safety practices by speaking up when things didn't seem right.

Safety interested me from the get-go and probably stems back to my Army days. Like being offshore, the Army is



Industry Insights

Deirdre Michie

Undoubtedly these are tough times for our industry – and worrying times for many people involved in extracting the UK's oil and gas.

The problems associated with operating in a mature basin, where today costs exceed income on some fields, are well documented.

Production has been in decline for some years, we pay tax on production at a far higher rate than other sectors and, until the recent establishment of the Oil and Gas Authority, suffered from under-resourced regulation. Add to that the oil price crash, and the UKCS doesn't compete effectively against other parts of the world for investment.



Of course we have been part of the problem, often pursuing inefficient practices and over-specifying on goods and services, and have seen spiralling costs as a result.

However we realised over a year ago – well before the oil price plunged - that we needed to act, and have been taking steps to tackle our situation. We also recently launched a new Efficiency Task Force, to help drive the transformational change that is required to sustain the business.

While we are making some progress – operating costs are coming down and production is going up for the first time in 15 years – there are still challenging times ahead.

No-one wants to see jobs lost, the majority of which have been onshore, but companies are having to make difficult decisions as they manage their way through this difficult period.

With the right action we will emerge from our challenges stronger, and in better shape, while still ensuring safe production.

We must act as a united industry and do what is needed to ensure our sector is safe, competitive and sustainable so that it can continue to support jobs, energy security and exports across the UK – both now and in the long-term.



Union Opinion Industry U-turn required on 'race to bottom'

Wullie Wallace, Unite the Union

In the summer of 2013 Unite said that the North Sea could go in one of two directions: either all stakeholder groups cooperate or the industry goes it alone in a de-regulatory race to the bottom.

Regrettably the industry is opting for the latter direction.

Offshore trade unions and their members are not blind to the challenges facing the industry and the significant ramifications of a declining global oil price. We are acutely aware of the impact on jobs and working practices because it's our members who are suffering at the coal-face of the cuts.



So the growing industrial unrest in the North Sea cannot be lazily dismissed as an act of 'militancy'. It's a collective response to impositions and a failure to properly consult with workers from the beginning of the downturn.

Industrial relations have been in a state of catch-up ever since the turn of the year but the biggest barrier to a mutually beneficial resolution remains the issue of the three week shift rotation impositions across the sector.

There's no other way to define it: offshore workers who are fortunate enough to keep their jobs must work harder, longer and in some cases for a lot less money.

There are also major fears over the impact of longer working hours on occupational health and safety. These fears are justified given that safety breaches are more likely to occur at the bookends of shifts, and the marathon of consecutive shift work is about to increase by a third.

It's far from business as usual in every possible sense across the North Sea. It's in no-one's interest to compromise the future prospects of a productive, profitable, sustainable and safe offshore sector for the next generation. But this can only be achieved through co-operation, not imposition.

The ball is very much in the industry's court to act in a manner that benefits the many and not the few, but it's a rapidly closing window of opportunity, while the increasing view of our members is that the race to the bottom is the settled will of the employers.

Less is More



that causes complexity, confusion and chaos – particularly if related to safety. Through Step Change, the industry has committed to making a positive and lasting change by finding unnecessarily duplicated safety systems and removing them.

So all of those toolbox talks, task risk assessments and safety observation cards will be streamlined so that every installation follows the same procedure. The result? Workers won't have to spend time getting used to a new practice on every installation, and risk getting mixed up with different procedures.

And those training courses that you've been on to do the same job for a different company? They'll be streamlined too, so that everyone receives the same piece of training for the same work.

It doesn't matter what the oil price is and how many notches a company can tie its belts by: a worker's life has not become less valuable and they must still return home after a trip offshore.

These challenging times are an opportunity to simplify everything



And those fancy guidance documents that companies like to reproduce and tailor to their own corporate colours? Well that'll end too. Instead, Step Change will produce guidance that has been created by the industry, for the industry. And it's free to all of Step Change's members.

It sounds like common sense, doesn't it? We know it works for the industry – look at the green hat policy,

the new common clothing policy and MIST – all standards which the industry subscribes to and which have saved individual companies tens of thousands of pounds.

It'll take some time for real change to be seen, but we hope the process will challenge complexity, engage the offshore workforce and maintain safe, reliable and cost efficient operations.



Emergency Response

It goes without saying that working on an offshore installation is hazardous. Substantial effort is made to ensure accidents don't happen, but if something does go wrong, everyone must know their role and be ready to respond.

Step Change in Safety recently attended an OIM Emergency Response training awareness exercise run by Petrofac Training. We saw how complex the exercises can be, how skilled the OIMs need to be to respond, and how hard it is to process and communicate critical information under pressure.

The training began with an overview of what makes a successful OIM: the ability to control, command and communicate effectively. This was followed by everyone taking part in mock scenarios. Delegates were assigned different positions: OIM, control room operator (CRO), medic and key events coordinator. The scenarios included fires, helicopter collisions, hydrocarbon leaks and injuries. The group left with more respect for those who calmly deal with these high-potential incidents. In the highly unlikely event that responders need to call on the skills learned in this training environment, it is reassuring to know they are able to keep calm and carry on.

Tea Shack News spoke with people who are trained to act and think quickly in the event of an emergency.



Offshore:

The OIM: The OIM is responsible for declaring an emergency situation and coordinating the entire response. They decide on what actions to take.

"I'm trained to respond to everything including bomb threats, medical emergencies and helicopter incidents. I have a birds-eye view on full incident coordination, so I manage all response and resource requirements.

"During an incident, you're so focused it's not until the de-brief that you can reflect on what went well, or what needs to be improved. I feel nothing but pride when the teams work well together." – Vicky Lamont, Brent Bravo Platform

The Fire Team: "I've been on the fire team for several years, and am trained to deal with incidents that may occur following a platform fire. Safety is something I'm passionate about. In the event that something does go wrong, I want to assist in controlling the issue and be part of the incident investigation team, so I can find out why the incident happened in the first place.

"We have a four-day fire team training course every two years. I hope I never have to use the training in a real-life situation." – Brandon Ross, Claymore Platform

The HLO: "As a Helicopter Landing Officer (HLO), I deal with any incident on the helideck and as a Heli Admin, I'm part of the Incident Management Team (IMT). I confirm who is or isn't accounted for, and declare any injuries.

"We once lost power on Claymore which left us without electricity, phones and access to Vantage. We down-manned immediately, but achieved our goal before darkness stopped us from flying. Thankfully not many people have actually had a real helicopter evacuation." – Derek Potts, Claymore Platform

The Coastguard: "HM's Coastguard is responsible for co-ordinating civil maritime Search and Rescue (SAR) operations in the UK. We send adequate resources to people either in distress within the UK search and rescue region, or in danger on the coastline and cliffs. In all types of incidents, the Coastguard would co-ordinate the search and rescue mission.

"The most appropriate resources are sent to the situation, which can include Coastguard Rescue Officers, helicopters and lifeboats. They have to take into account visibility, sea states, tides, weather and the situation. Every incident is different, so we have to select the appropriate response for all involved." – Geoff Matthews, HM Coastguard

The standby vessels: "The Emergency Response and Rescue Vessel (ERRV) provides support for offshore installations on a daily basis. We see the best and the worst of Mother Nature which is challenging but rewarding.

"Our support ranges from providing rescue cover for heli operations, oversee cover (close standby) and traffic monitoring.

"The ERRV must be kept in a constant state of readiness. I ensure the crew are

well-practised in emergency response drills because, in an emergency, you rely on your training for your actions to be instinctive, efficient and correct.

"It's not just a case of being here; it's a case of being ready." – Bruce Parker, Master Vos Vigilant

Onshore:

Incident Management Team: The Incident Management Team (IMT) is based in the office and is responsible for providing overall management of the emergency response to an incident.

"The IMT comprises of an on-call duty manager and multi-discipline team of technical, operational, HR and logistics personnel, with additional supporting resources such as drilling or environmental specialists when required. The OIM will be in contact with the IMT throughout the incident. We coordinate support by liaising with the emergency services, government agencies and specialist contractors to assist in the management of the incident on site. We also communicate with and provide support to personnel involved in the incident and their families. The IMT manager's priority is always people, then the environment and then the asset." – Stuart Taylor, Apache

The Police: "The Energy Industry Liaison Unit (EILU) works with the industry to improve offshore emergency response. This unit is the single point of contact between police and industry and we advise fellow police officers during offshore emergencies. We take part in exercises, deliver training to operating companies, and train and maintain Police Liaison Officers, who are the link between Police Scotland and companies' emergency response teams during offshore incidents.

"The Police co-ordinate any onshore consequences, and investigate any crimes or deaths. Officers can be required to deploy offshore so we've all completed the BOSIET." – Fay Tough, Energy Industry Liaison Unit



Communicators: In an emergency situation, it is vital that families, companies and the public receive truthful and accurate information. A company's emergency response team includes relative responders and media advisors, who ensure factual information is disseminated in accordance with strict communication procedures in a timely manner. They also ensure a joined up approach is taken with all agencies involved in the response.

Safety Critical Maintenance Backlog

The latest industry report from Oil and Gas UK (OGUK) has revealed a growing backlog of safety-critical maintenance across the energy sector.

The industry body's annual health and safety report found the backlog element of HSE's inspections was consistently 'one of the weakest areas' of performance, although it argued that decisions to defer maintenance were only taken after robust risk assessments.

As well as safety critical backlog issues, poor management of the backlog system was indicated. The report highlights an increasing trend in safety-critical maintenance concerns since companies began reporting in January 2009.

Tony Hetherington of HSE said "The industry cannot afford not to maintain their assets; it threatens the whole industry's ability to maintain safe production".



Helicopter safety vs. offshore safety: get your perspectives in order

After a helicopter incident, it's not surprising that confidence in helicopter travel is low. But what about confidence in safety offshore? The last major accident may have been several years ago, but we must not get too comfy, or get complacent. There are more hazards offshore than there are during a helicopter trip – let's not forget that. Surprisingly though, there are more robust and regulated checks before, during and after a flight. More checks, more talks, more forms and more measures. Why aren't the safety measures offshore followed as closely, when the hazards surround us all day? During each trip we spend up to three weeks on the installation but only a few hours in a helicopter. When we're on a chopper and there's vibration that doesn't feel right, we wouldn't hesitate to tell the crew who would then address the issue. But when we're on a platform and there's 'something not quite right', what do we do then? Do we put the same importance on offshore safety as we do helicopter safety?

We need to be vigilant at all times and take responsibility for our own safety and that of others.

The pack on competence can be downloaded from www.stepchangeinsafety.net/jut2015

Joined-up thinking

CONTROL OF WORK
Is **YOUR** work adequately controlled from a safety perspective?

COMPETENCY
Do **YOU** feel competent to do the job **YOU** are asked to do?

COMMUNICATION
Are **YOU** sure safety critical communication is mutually understood and acted upon?

CULTURE
Do **YOU** feel pressure to maintain production or avoid taking equipment offline?

COMPLACENCY
What is the worst thing that could happen today? What would **YOU** do?

COMMITMENT
How are **YOU** playing **YOUR** part in making **YOUR** worksite safer?

CHANGE MANAGEMENT
How are you playing **YOUR** part in managing change at **YOUR** worksite?

WORKING TOGETHER TO PREVENT HYDROCARBON RELEASES

STEP CHANGE IN SAFETY

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“Great graphics, simple language and good support material. **Equally useful onshore as well as offshore.** If the session is run correctly, it generates good discussion and prompts the question of whether additional checks are required.” *Ann Smith, Senior HSE Advisor, Wood Group PSN*

“The material prompted a great conversation on how change management is being applied on our project. Great feedback was also given on the quality of the material from Step Change – using a **real example to demonstrate failings and learnings certainly hit the mark** with the team.” *Kevin Robertson, Senior HSSE Advisor, Amec Foster Wheeler*

“It triggered much conversation and reflection, along with a tangible appreciation of the challenges in delivering safer operations offshore. The failure talk-through and accompanying system schematics were particularly powerful, making a **complex failure readily understandable to all.** A big thanks to the Step Change team.” *Andy Edwards, OIM, Maersk Oil*

“The format makes these case studies easy to understand for non technical people while the concise narrative avoids becoming too technical in its description making them **extremely informative and educational.** These case studies have their part to play in making the industry a safer place and present an opportunity for us all to **increase our awareness and understanding of risk and hazard awareness** if we chose to ‘play our part’.” *Steve Rae, VP QHSE, Archer*

TEA SHACK PULL OUT

www.stepchangeinsafety.net/tsn

Everyone has their own part to play in managing major accident hazards, not just 'the safety guy'. These articles describe different ways you can play your part to keep your colleagues, and yourself, safe.

How boring are your safety moments?

Tired of listening to unhelpful safety moments and thinking "that's ten minutes of my life I'll never get back?" Want to know how to prevent incidents that could harm you or your colleagues?

Step Change in Safety has the answer.

Step Change has launched a new online resource to make safety moments more engaging, more helpful and ultimately, keep you and your colleagues safe.

The Joined-up Thinking Safety Moments will discuss hazards associated with working in the oil and gas industry, and the reasons for and consequences of an incident. We know safety moments are usually dull, so the new resources are more engaging and interesting. They are also a way of sharing and learning about good practice that goes on in the industry and have been specifically designed for conversation within meetings, toolbox talks and at events.

Where can I find them?

You can find these safety moments on the Step Change website, along with all of the supporting material and guidance documents. Users can also rate each safety moment which will help others decide whether it could be useful to them.

How do I report an incident?

You can report incidents and near-misses via an easy-to-use form on the Step Change website. The submissions will be read by an industry workgroup who may turn it into a safety moment for the rest of the industry.

Everything will be kept completely anonymous so there's no need to insert the date, installation or person responsible when reporting an incident.

So why are we doing this?

We believe that one of the ways to stay safe is to share experiences and learn from others. If people are open about what could have gone wrong, or what did go wrong, the whole industry can learn and prevent future incidents.

You can see an example of a safety moment on page 8 of this issue.

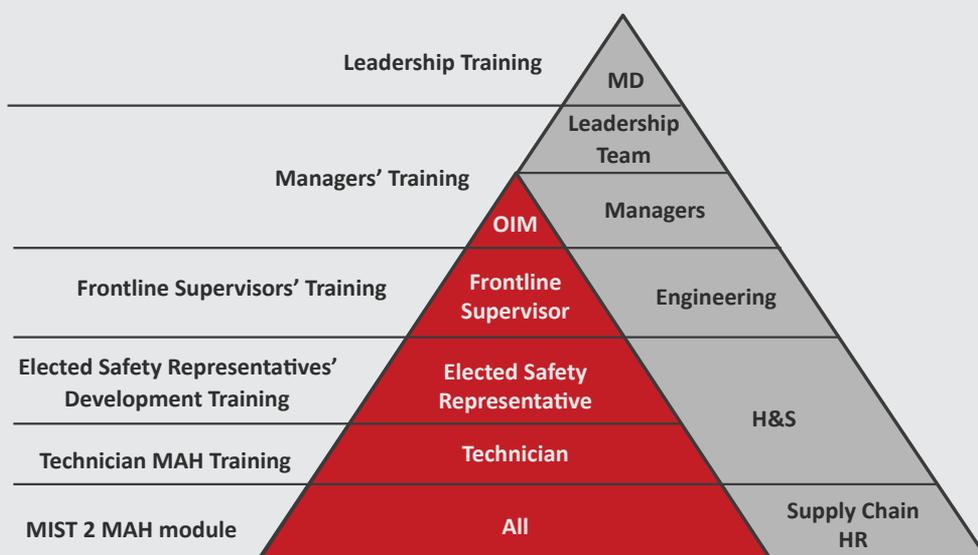


Understanding Major Accident Hazards

Knowing what can go wrong is the best form of defence, and a workforce which fully understands the impact of Major Accident Hazards (MAHs) could be the best route to a safer industry.

The Major Accident Hazard Understanding workgroup has split on and offshore oil and gas workers into categories and determined what they need to know about MAHs to stay safe. They are also highlighting available training and resources which could improve people's skills within the industry.

"Understanding of Major Accident Hazard management is important for everyone in the industry as everyone has a part to play," said Stuart Taylor (Apache) and Peter Hepburn (Maersk Oil), who chair the group. "Our workgroup has made a gap analysis tool which will inform organisations about what their employees should understand about MAHs, and where there are gaps in their current training."



For more details of Major Accident Hazards see 'The Big Bang Theory' in Tea Shack News, issue 5



It's good to talk

“Lots of people are doing great work to make our workplace safer and more cost effective. If only they would talk to each other and share their ideas across the industry...”

A Step Change workgroup which aims to reduce the number of hydrocarbon releases (HCRs) is doing precisely that. The HCR Improvement and Implementation workgroup visit people within operating companies who are involved in keeping hydrocarbons contained, including operations teams, health & safety departments, competence managers, technical authorities, human factors specialists, offshore supervisors and OIMs. By

asking probing questions, the workgroup evaluates the companies' plans and how well they are following them. Each company receives feedback on good performance areas and areas which could be improved.

The group sees itself as a 'self-help' group, offering advice to people who ask for it before the HSE inspects them and tells them what they have to do.

To date, eight major operators have undergone this peer-assessment and are now sharing their good and not-so-good practice.

Common areas for improvement include:

- Are human factors being fully incorporated into operations and involved in investigations?
- How do we assure ourselves on our third party competence?
- Are we genuinely pushing the technology boundaries with inspection techniques?
- How could we encourage a greater level of learning across the industry?
- Remain focused on the basics; small bore tubing, flange and joint management.

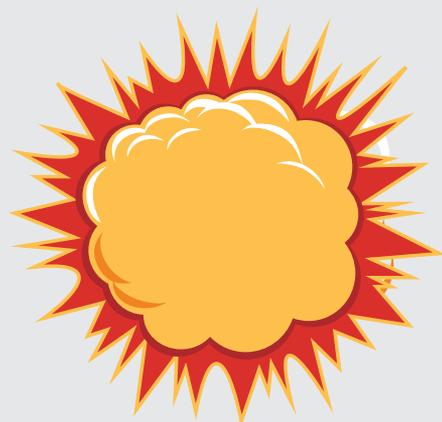
Examples of good practice have been shared with the companies which have been assessed, and many of these will be shared with the rest of the industry through the Step Change website.

Nexen shared their Major Accident Hazard tool with industry peers to inform them how the adoption of a simple process safety dashboard has developed improvements in asset integrity. An example of how this has helped is training

compliance where core crew have achieved 100%.

Changes have also been made in Apache as a result of the survey. “We will tie together all of the good work we are doing in Apache North Sea to manage our process, Major Accident Hazards and HCR risks,” said Bob Davenport, Operations Director. “This will be turned into a coherent plan which will leverage all the ongoing work, ensure our priorities are right and any gaps are recognised and acted on.”

There's been a lot of talk about the industry collaborating to help through difficult times, and the peer-assessment is an example of talk turning into action. If you would like to be involved in the process by either sharing or learning, please visit the Step Change website.



The Big Bang Theory

Performance Standards

So far in the Big Bang Theory, we've discussed Major Accident Hazards and the Safety & Environmental Critical Elements (SECEs) that help to reduce the likelihood of a major accident hazard happening.

SECEs are managed through Performance Standards which describe the performance required of a system or item of equipment in managing the hazard. We refer to this as:

Functionality – what must it do to manage the major accident hazard?

Reliability – how likely is it to perform on demand?

Availability – what proportion of time will it be available?

Survivability – how must the system continue to perform during a major accident?

Dependency – what other SECEs are required for this one to function correctly?

SECEs are listed in your installation safety case. Performance Standards are summarised in your safety case and the performance standards for all SECEs can be found in full in your installation verification scheme.

Make safety moments count



- Pressure testing of a choke manifold was being undertaken in an onshore well test pressure test bay.
- After the test pressure was applied, the workshop foreman and technician entered the test area to visually check the manifold for leaks.
- **What could go wrong? What could be the consequences?**

DISCUSS



Slide 1: Set the scene

Share and discuss the hazards and potential outcomes. While the actual incident is not revealed, the audience should share stories and lessons learned from other incidents they know of or were involved in.

What happened:

- A thermowell failed under pressure and was ejected at approx. 300 mph, striking the technician on the knee with a force equivalent to being hit by a family car.
- **Severe corrosion** had affected the integrity of the thread connection. Pressures encountered during testing overcame the mechanical strength of the thread and caused the thermowell to be ejected.



Slide 2: Explain the event

The incident is revealed: what led to the event and the consequences. The incident may also be good practice which avoided a bad outcome.

What behaviours and steps would prevent this from happening?

DISCUSS

**What similar situations might you face?
What might you do differently today in your work?**



Steps which could have been taken to avoid this incident:

- Pressure retaining threads should be **inspected for corrosion and wear** with calibrated thread gauges during routine maintenance and before testing.
- A **review of the risk assessment** had not been conducted before performing the pressure test.
- The **pressure testing bay** was built to contain the failure of equipment but **was not fitted with viewing ports**, which meant the technicians needed to enter the bay to check for leaks.



Slide 3: Discuss

What does this event mean for you? Could this happen in your workplace? Have you learned anything from similar events? What could be done in your workplace to prevent something similar happening in the future?

Slide 4: Help and advice

Some wise words to point you in the right direction.

Highlights resources (documents, videos, books, websites) which may help you learn more about preventing a similar incident in the future.

What's happening with the BOSIET (again)



which typically affects the ear or lung). There is a very small risk of this happening when breathing compressed air underwater. After extensive work by the OPITO BOSIET/HUET/FOET Industry Workgroup (which took advice from medical professionals) it was believed that the risks could be controlled to as low as reasonably practicable (ALARP) provided appropriate risk controls were put in place.

Following discussions with OPITO, the International Association of Drilling Contractors, Oil & Gas UK, Step Change in Safety and the trades unions, it was agreed that Category A EBS training could be included in the HUET, subject to there being no inversion while using the new breathing system. There will, however, be an inversion exercise using breath holding only.

It is important to note that in-water HUET training using compressed air EBS equipment falls within the provisions of The Diving at Work Regulations 1997, which requires those undertaking this type of training to undertake a full diving medical. After consultation with the industry, the HSE has now issued an exemption which means delegates do not need to undertake this medical before training. However, the HSE has specified further ear, nose, throat and respiratory health checks; in-pool chest depth limitations and incident recording requirements must also be met as a condition of the exemption.

In the December 2014 issue of Tea Shack News, we stated that the BOSIET course was under review and the inclusion of the Category A-EBS in the HUET course was the workgroup's main priority.

We know there has been some frustration with the workforce about not including the Category A-EBS in water exercises, but the delay has been due to concerns regarding barotrauma risk (injury caused by a change in air pressure,

So what does this actually mean?

There is still a number of issues to address. The Industry Workgroup will re-convene as soon as possible to discuss the further requirements imposed by the conditions of the exemption, and to complete the review of the BOSIET/HUET/FOET standards with a target implementation date of 1st January 2016.

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Applied to Life.™

3M™ PELTOR™ Helmets with 3M™ Uvicator™ Sensors—
Telling you when it's time to replace your helmet.

3M™ SecureFit™ Series Protective Eyewear —
Giving you superior levels of comfort and security of fit.

3M™ PELTOR™ Communication Headsets—
Improving your communication, safety and productivity.

3M™ Scotchlite™ Reflective Material —
Enhancing your visibility to improve your safety.

**Protecting
your people.**

3M Oil & Gas
3M Aberdeen
Altec Centre, Minto Drive, Athens Industrial Estate
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A picture says a thousand words

Sometimes, the simplest safety practice can be the most effective. Tea Shack News received this from Jürgen Joosten on board Centrica's NL Platform F3-FA about one of the ways they stay safe...

"At every site, there are unsafe acts and unsafe conditions. There is always something to improve whether it's simple housekeeping, potential dropped objects or corroded cable trays. While these things are hazardous, the real problem can be when people get complacent or think it's someone else's responsibility.

"We wanted to change this on our platform. Our OIM Herman Speckmann, takes his camera with him on weekly safety rounds – of course, with a permit. He takes a photo of every unsafe situation, prints it out on A4 paper and chats about them with his team in a round-table discussion. By the end of the day, actions have been taken by people to resolve the situations.

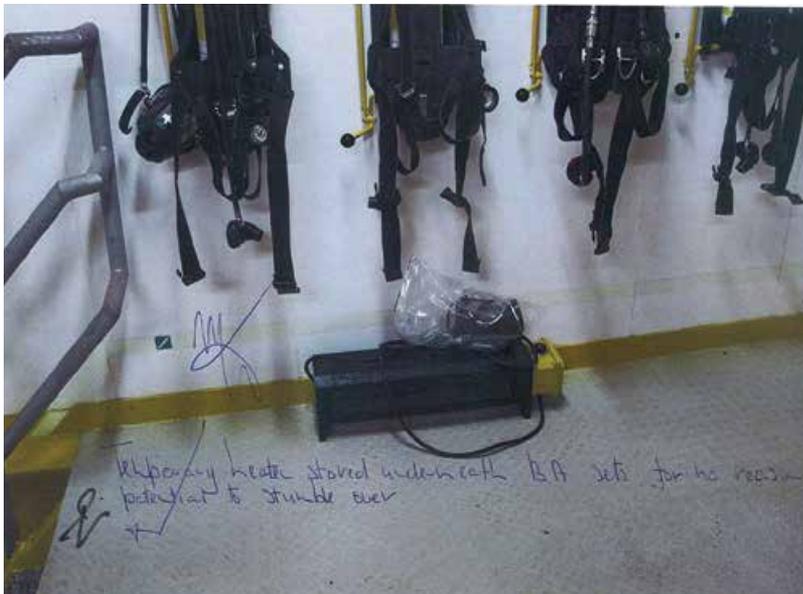
"There's definitely a no-blame approach and people will pick up the issues they can solve. So an electrician will focus on electrical issues, a mechanic will clean up his workshop and a roustabout will focus on housekeeping on deck.

"Of course, this has resulted in less intervention cards, less observations, positive audits and a safer workplace. When Hermann started taking photos, he found there was a lot to discuss. But over time, there has been less and less. People on board try to reduce the number of pictures by taking care of the issues the moment they see them. We're up to such a high standard now that the platform has been called "an example for the rest of the industry" by the HSE.

"Although the F3-FA is a small platform with only 18 people on board, I think this practice could definitely work on larger platforms. In fact, it could make even more of a difference because there are more places and meetings to share the photos, and more people to improve the culture. Pictures could be put on a 'Wall of Improvement' and an improved safety culture could have more of an impact.

"Taking photos has been so simple but people are learning quickly, taking responsibility and, ultimately, making sure the platform is a safer place to work."

Do you have a story to tell about good practice you have seen at your place of work? Send your ideas to: editor@teashacknews.com



Playing my part: Gordon Craig

Gordon started his career as the RAF chaplain in 1988. He served in the RAF until 2012, deployed in various locations such as the Falklands, Turkey, Northern Iraq, Yugoslavia, Saudi and Afghanistan.

Gordon met his wife Rhona, a primary school teacher, at a disco in 1979 and they married five years later in Paisley. They then moved to Norfolk where they started their family: Gemma

came along two days after the Gulf War started in 1991. The young family then moved to Wales (RAF St Athan) two years later where their second daughter, Lauren was born. They then moved to Lossiemouth in 1996 where their son Mark was born.

After a bit of travelling round the UK, Gordon set up base at Amport House in Salisbury at the Armed Forces Defence

Academy, to train soft skills. This was his favourite job which involved training Army Visiting Officers who supported bereaved families. Gordon is now based in Aberdeen but commutes back and forth to Lincoln where his family live. He manages the Oil Chaplaincy Trust Fund, enjoys helping people and he says 'it is nice to make a difference in people's lives.'

Training and Competency; safety critical elements

Erik-Jan Bijvank

Editorial Feature



The offshore oil and gas industry regularly sees extreme working conditions; we all have a commitment to keep ourselves and others safe while working in these harsh environments. In order for us to work safely, we need to make sure we have effective workscope planning, supply safe plant and equipment, design and use robust processes as well as clear and workable procedures that are easy to access and understood by all.

Central to all of this are the workforce and their daily hard work to perform these offshore activities. It is well known that employers must make sure that there is a link between identified safety critical tasks, roles and responsibilities at all levels and monitored competency management systems to help us reduce risk and keep you all safe.

Are you competent enough?

Being competent to carry out a particular task is not only about training, skills or experience. The Chartered Institute of Personnel Development describes competency as “the personal attributes or inputs of an individual”. In other words, competency is the behaviours and technical qualities that individuals must have, or must obtain, to carry out their work safely, and then apply that experience in their day to day working lives.

So how do we ensure all individuals are competent to carry out their work? Since 2009, Stork's safety programme, REACH, has embedded an employee-led engaging HSEQ culture at every level of our UK & Africa business. Over the past two years, we have launched the programme globally across our wider organisation – now named REACH Beyond Zero.

REACH Beyond Zero

And while safety remains one of Stork's core values, REACH Beyond Zero not only focuses on the other letters in HSEQ (health, environment and quality), but makes it a broader programme which challenges all of us at Stork to think and to do more to improve our HSEQ culture and performance.

The programme is supported by our Training and Occupational Health Centres, both of which are in Aberdeen and serve all of our colleagues working offshore. Our training centre has carried out well over 4000 courses and assessments within the last 12 months to provide our teams with the skills to cope with high risk situations. Our offshore professionals are exposed to some of the most physically and environmentally demanding conditions that the industry has in store for us. Our occupational health facility was constructed just for that purpose; the health needs of our colleagues.

How to manage it

At the best of times, our offshore work setting can be risky due to the presence of hydrocarbons under pressure. This highlights the importance of process safety. As a service company, we put big emphasis on personal safety as well, though. Understanding the workplace is one thing, acting and behaving consistently within it is equally important. A Competency Management System (CMS) will bring real benefits to any business and the people who work in it, as it will give all of our staff and contractors a structured and measured system.

There is more and more focus from industry regulators and professional bodies on the need for formal processes to develop maintain and monitor the competence of our people. By having our CMS in place, we not only meet industry and client standards, but also set our own minimum competencies. This raises the bar to ensure those who work for us, whether they are staff or contractors, meet the same competency checks. From experience we have found this extra step is extremely important; 3rd party contractors must undergo the same competency checks as our staff, guaranteeing consistency and quality across the board. This leads to a safer working environment for all of us.

With all of these actions taking place, we build a strong foundation for a safe working environment. However, it is the application of this experience that makes the difference in a dynamic working environment – it's ultimately down to us all to make the right choices each day. This makes training and competence part of our safety critical elements.



What is your biggest achievement?

I was appointed as Chaplain to the Queen in 2009. I was invited to Balmoral in 2013 to spend a weekend with the Royal Family after the Shetland crash and to conduct the service at Crathie Kirk.

Where is your favourite place?

I travel a lot with my work so it is nice to get home and spend time with my family.

What is your favourite TV programme?

My wife and I used to love Taggart, nowadays it would be either Ripper Street or any similar crime programme.

What are you reading just now?

I have been reading books by the author Ann Cleeves which are set in Shetland, they depict the area perfectly.

What are your hobbies?

I love music, I used to play the bass guitar in various rock bands but now prefer just to listen to it. I am also very interested in flying and aviation from the days I used to fly, and had my pilot's licence when I lived in Germany.

What is your favourite film?

It would definitely be Gladiator, although if I was with my wife I would have to say cuddling up to her with a glass of wine on the sofa while watching Mamma Mia. Are Chaplains allowed to tell porkies?

Snack Facts:



Watching this year's Great British Bake Off? Here are some sweet facts for you to digest...

- National Doughnut Day is on the first Friday of June and honours the women who served doughnuts to soldiers during World War One. 'Doughnut Dollies' volunteered with the Salvation Army and gave them out to soldiers behind the front lines.
- Popcorn is a healthy snacking alternative. There's only 4g of fat and less than 1g of sugar in 100g.
- 10 miniature marshmallows have no fat and less than 25 calories. Of course when you dunk them in your hot chocolate and cover them in cream there's a few more calories involved...



Pound for Piper

Money to help pay for the ongoing maintenance of the North Sea Memorial Garden in Hazlehead Park, Aberdeen has been handed over to help keep the garden looking its best for years to come.

The garden pays tribute to the 167 men who lost their lives in the 1988 Piper Alpha disaster and has been the location for a number of industry memorial services.

The £185,000 handed over is the remainder of the money raised by industry to support the refurbishment and upkeep of the garden.

Carol Banks, from the Pound for Piper Memorial Trust, said: "The North Sea Memorial Rose Garden is a place of reflection and remembrance for the families and friends of those who lost their lives in what was the world's worst offshore oil and gas disaster, and we very much welcome this latest industry support."

And the winner is...



Congratulations to Connor Stewart who won the Joined-up Thinking competition for commitment to safety. Connor's behaviour may have helped prevent a major accident and an account of his actions will be used to produce a Joined-up Thinking video on Commitment,

which will be released in February 2016. Connor has chosen to donate his £250 prize to the Teenage Cancer Trust Scotland.



TEA duko

Tea Break

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Delayed Flight

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Show you care

by Nikki Morris

I've seen so many interventions, or been involved in them, where we intervene because a rule says we should. Put a lid on your coffee cup! Walk on the left! Wear glasses and hearing protection when you leave a safe area! They're easy interventions because the individual can use the rule as a reason to intervene. But have we forgotten WHY these rules are in place? Has anyone pulled you up for not holding the handrail but you get the feeling that they are just going through the motions, following a rule, and don't really care whether you do or don't?

During what's perceived as high risk activities there are interventions without a second thought: "hold on a minute, you could get hurt doing it that way!" Or, "we should definitely get confirmation this is isolated before we crack on - we could get killed." So why do we treat the two differently? They're both important, they both stop people getting hurt. One is perhaps perceived as having a greater consequence whereas the other may have a lesser consequence? So do we just do it because we think we should? And sometimes we even just walk on by and don't intervene at all - after all, they know the rules; it's only them who will suffer.

Surely intervention is about understanding, humanity, caring about the people around us and looking out for each other, rather than being seen to be following or enforcing the rules. Helping them understand why we have them makes people feel valued and can build a positive safety culture. A wee reminder every so often doesn't hurt, but a half-assed intervention could!



FANCY A DATE?

See www.stepchangeinsafety.net for more details

1ST OCTOBER	Release of Joined-up Thinking pack – Competence
6TH OCTOBER	Asset Integrity event (AECC, Aberdeen)
21ST OCTOBER	Helicopter Safety Awareness course
4TH NOVEMBER	Human Factors lunch and learn (Fully Booked)
24TH NOVEMBER	WEST event (AECC, Aberdeen)
1ST DECEMBER	Release of Joined-up Thinking pack – Culture
10TH DECEMBER	Workforce Engagement lunch and learn



PLAY YOUR PART

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