



Q4: WELLBEING & WORK ENVIRONMENT

STEP CHANGE IN SAFETY

Wellbeing Checker ✓

Wellbeing can be a complex and difficult thing to understand so why not use our Wellbeing checker to help get to grips with it. Take a look through and see where you sit and, if you feel you're in a few amber or red boxes, maybe it's time to consider changing a few things or contacting your 'employee assistance programme'.

	Physical wellbeing	Psychological wellbeing	Social wellbeing	Indicates
Green	<ul style="list-style-type: none"> Physically well Exercising as normal Sleeping well and sleeping rested Eating and drinking as normal 	<ul style="list-style-type: none"> Enjoying leisure activities Feeling mentally healthy, balanced and concentrate Interested and engaged in what's going on around you 	<ul style="list-style-type: none"> Feeling connected to colleagues Regular meaningful interaction with loved ones 	<p>✓ If you're mostly here, you're doing OK</p>
Amber	<ul style="list-style-type: none"> Feeling more tired or weaker than normal Poor sleep and/or exercise pattern Inrequent or problematic eating and drinking 	<ul style="list-style-type: none"> Feeling stressed, tired or sad much of the time Difficulty focusing and concentrating Your 'stress' connection is nearly at the limit Intrusive thoughts Guilt about decisions made 	<ul style="list-style-type: none"> Limited sense of connection with work colleagues Withdrawal mentally from loved ones 	<p>! If you're regularly in this zone it's time to do something to help</p>
Red	<ul style="list-style-type: none"> Disrupted and/or no sleep, nightmares Difficulty concentrating Using alcohol or substances to cope No physical or leisure activity 	<ul style="list-style-type: none"> Feeling afraid, numb or overwhelmingly sad Difficulty concentrating Unable to distract yourself from thoughts Feeling hopeless or helpless most of the time Feeling intense anger and/or acting on anger 	<ul style="list-style-type: none"> Isolated from or avoiding colleagues Cutting yourself off from family and friends Withdrawal from or avoiding social activity Not experiencing enjoyment 	<p>✋ If you're mostly here or experiencing any difficulties it's time to stop and think</p> <p>Your employee assistance programme is free and confidential, see below.</p>

CONTACT YOUR EMPLOYEE ASSISTANCE PROGRAMME:
www.stepchangeinsafety.net

Watch on [YouTube](#)

[Wellbeing Checker](#)

STEP CHANGE IN SAFETY

Dyslexia in the workplace

Wellbeing

What is dyslexia?
It is a language-based learning difference that affects reading, spelling, and information processing.

- Dyslexia affects 10-20% of the population with many people being unaware or undiagnosed
- These difficulties do not reflect the person's intelligence
- Dyslexic people have strengths and abilities they excel at
- Dyslexia exists on a scale from mild to severe

Signs of dyslexia in the workplace

These are some examples but doesn't mean all dyslexic people display all these difficulties.

[Dyslexia Awareness Info Sheet](#)

Dyslexia Craig's Story

Craig Johnston

Watch on [YouTube](#)

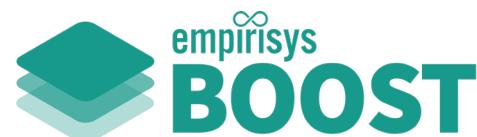
[Dyslexia – Craig's Story](#)



[Resource Pack: Occupational Lung Disease & Respiratory Protective Equipment \(RPE\)](#)

**NEWS | E-OBS UPDATE**

enhanced by



We are delighted to announce that [Empirisys](#), are now the official service provider of our Electronic Safety Observations System: E-Obs.

In addition, E-Obs now comes with a premium analytical feature 'Boost' which uses AI to help you unlock the full potential of your observation data.

With E-Obs Boost:

- Uncover hidden trends and improve data quality using Smart Suggestions
- Save time with automated action recommendations tailored to your observations
- Detect weak signals faster through our advanced analytics dashboard, reducing the need for manual reporting and analysis

FREE E-OBS BOOST TRIAL UNTIL 4 MARCH 2025

SCiS Contact

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**NEWS | COLLABORATIONS**

Step Change in Safety and IChemE Safety Centre have signed a Memorandum of Understanding (MoU) to collaborate in advancing process and plant safety.

The ISC is a not-for-profit multi-company, subscription based, industry consortium, focused on improving process safety. They share, analyse and apply safety related thinking.

Step Change in Safety and NOF have exchanged reciprocal memberships.



NOF are a not-for-profit, UK wide organisation, helping their members make valuable connections between businesses in the global energy sector.

Stay tuned for details on the exciting benefits these collaborations will bring to our member organisations, coming in January 2025!

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**NEW MEMBERS**

A warm welcome to our recent new members – click on each logo for more info.



**IKM
Testing UK Ltd**



Tyne Coast College

 **CENTURION**

**Foyer
Design**

N  **F**



EQUILIBRIA™

**Q4 EVENTS ROUND-UP****Occupational Lung Disease & Respiratory Protective Equipment (RPE)****6 November**
Aberdeen Beach Ballroom

This half-day session brought together industry leaders, health & safety professionals, and RPE experts for a comprehensive exploration of best practices, innovative solutions and, of course, sharing & learning.

Wellbeing Event**13 November**
Aberdeen Beach Ballroom

A whole day dedicated to boosting health and wellbeing at work and in life, with expert speakers and interactive stalls from local communities and charities.

Human Factors Quarterly Forum**14 November**
Aberdeen Beach Ballroom

How human factors influence risk assessments and decision-making in the workplace. Practical strategies for integrating human behavior, capabilities, and limitations into the risk assessment process to improve safety and performance.

Sunday Safety Session**24 November**
Online

Designed to include or replace a Sunday Safety Meeting and unite onshore and offshore worksites worldwide, with topics focused on quarterly theme.

**Q4 EVENTS ROUND-UP****Focal Points Quarterly Forum****27 November
Chester Hotel**

An in-person event to allow for networking and engagement. Quarterly SCiS update to all FPs, Wellbeing Survey initial results and Give Blood awareness presentation.

Lifting Event**5 December
3T Training Services**

An in-person event to allow for networking and engagement, discussing and showcasing Master Links - Standards and Inspections.

All Step Change in Safety events and forums are **FREE** to employees of member organisations.

Explore our **2025 Events Calendar** and book your spot today!



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**2025 Q1: PREVENTION OF MAJOR ACCIDENTS**

A good understanding of Major Accident Hazards is key to maintaining safe operations. How these hazards are managed can help prevent major incidents and ultimately save lives.



Q1 resources will help you:

- ▲ Learn how routine activities interact with barriers which keep us safe
- ▲ Be better equipped to recognize when a barrier has been impaired and what action to take
- ▲ Understand how decisions affect the risk of major accidents

FEATURED RESOURCES

SAFETY MOMENT

Narcotic effects of Hydrocarbons

Disclaimer: this safety moment is designed to prevent similar incidents occurring. All guidance herein is provided in good faith and Step Change in Safety nor its member companies accept responsibility for any inaccuracies or omissions contained within this safety moment.

**STEP CHANGE
IN SAFETY**

[Narcotic Effects of Hydrocarbons](#)

[Video: Process Safety Fundamentals & the Prevention of Major Accidents](#)



Issue 9 of the Award-Winning Tea Shack News

Packed with Major Accident Hazard prevention information, articles and quizzes - the perfect Tea Break read!

TEA SHACK NEWS

WORKFORCE ENGAGEMENT SUPPORT TEAM

ISSUE 9 • JANUARY 2025

REBOOTED

"Wishing you a safe and healthy festive season"

McCLANE'S CHAOTIC CHRISTMAS

What Nakatomi Plaza Teaches Us About Safety

It's that time of year when families hunker down together with broad smiles, hot chocolate, twinkling lights, and festive movies. And what better way to kick off Christmas than with the perennial classic, Die Hard?

But John McClane's feet may not have been needlessly shredded had safety controls functioned as they should.

Hear me out:

- **Lax Security at Nakatomi Plaza:** The security seems more symbolic than functional. The building's central control system is easily hacked by the terrorists, allowing them to shut down key systems like the lifts and HVAC. To manage the risk, an asset containing high value product should have systems with redundancy and additional layers of protection
- **Inadequate Emergency Response:** As the terrorists take over, the LAPD is called in to handle the situation. However, their response is both slow and ill-informed. The police don't seem to have any prior knowledge of the building's layout or emergency protocols, and they fail to communicate effectively with McClane. Although Al Powell's gut tells him something is amiss, he has no evidence until a dropped object lands on his patrol car

The events that unfolded at Nakatomi Plaza are like what we might see on our worksites e.g. the theft of the untraceable bonds is a loss of primary containment (nuclear source, oil, gas, energy). In other words, a major accident. Assessing risks, implementing effective controls, and then assuring those controls are still working as they should are the building blocks of good risk management.

Perhaps if the Nakatomi Corporation had been so diligent, we would be settling down to watch the more jolly, "Live Well", rather than "Die Hard".

Yippeekayay!
#PlayYourPart



Cover story by Fiona FitzGerald, Co-Chair Major Accident Hazard Understanding Workgroup