



شركة تنميه نفط عُمان  
Petroleum Development Oman

Quarter 4, 2024

# HSE Newsletter



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# Welcome

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## Message from Salman Al Maimani, HSE Director (MDH)

As we reflect on 2024, we are inspired by the remarkable milestones achieved in our HSE and process safety journey. This year stands as a powerful testament to the strength of determination, innovation, and unwavering commitment to excellence. It has set a strong foundation for a brighter, healthier, safer, and greener 2025—a future where every action and effort contributes to our shared success.

Guided by reflection and a drive for continuous progress, we have embraced the need to evolve our safety practices to meet tomorrow's challenges. Anchored by four strategic pillars—Safety Leadership, Contractor HSE Management, Risk Awareness and Prevention, and Simplicity and Clarity—we are not just fostering a culture of safety but building a lasting legacy of resilience and innovation, aligned with our "Goal Zero" vision.

Worker welfare remained a cornerstone of our efforts in 2024, with significant progress made through our dedicated Worker Welfare program. We successfully closed 95% of Worker Welfare L1 Audit actions by Q4 2024, a remarkable improvement from 65% in Q3. Similarly, the PDO CP244 Gap Analysis saw impressive advancements, addressing 83% of the identified gaps compared to 72% in Q3. As part of a pilot initiative, we engaged five new FM contractors with the CP244 Self-Gap analysis, achieving an encouraging 80% compliance rate across the board. Looking ahead, the finalised Worker Welfare Specifications will launch in February 2025, with the implementation plan rolling out in Q2. Additionally, the Worker Welfare OPAL Standards are set for publication in November 2024, reflecting our steadfast commitment to enhancing worker welfare standards and nurturing a culture of excellence.

Continuous improvement remained at the heart of our operations in 2024. Two significant SPS projects were completed, demonstrating our dedication to operational excellence. The Lean Leadership (LL) initiative gained momentum, with 11 leaders from MSE completing their training. A special commendation goes to Khalid Al Arai (CDCE1S), who achieved Green Belt Accreditation both internally through PDO and externally from Sultan Qaboos University, showcasing our commitment to professional development. Furthermore, the sustainability of CIF practices progressed significantly, with five teams reaching the "Established" maturity level, underscoring our strides in embedding a culture of continuous improvement across the organisation.



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The extraordinary impact of collaboration and shared purpose was evident through initiatives like Darb Al Salama, Musta’ed, Reflective Learning, and the deployment of early warning systems in process safety. These programs empowered individuals to take ownership of safety, translating awareness into meaningful actions.

In healthcare, our Medical Team achieved remarkable efficiency, reducing the "no-show" rate to just five per day while delivering over 10,000 clinic visits, 453 mental well-being consultations, and 22,358 laboratory investigations. Preventive and inclusive care remained at the forefront, with 1,256 vaccinations administered and support provided to 135 disabled children.

Our commitment to road safety delivered record-breaking improvements, reducing Life-Saving Rule (LSR) non-compliance from 98 LSRs/Mkm in 2022 to just 30 LSRs/Mkm in 2024. While challenges like seatbelt use, mobile distractions, and junction safety persist, we remain resolute in addressing these areas with steadfast determination.

In sustainability, 2024 was a year of bold progress. Recycling efforts increased by 40%, reducing CO2 emissions by 87,000 tons and saving \$5 million. The Environmental Integrated Permit for hazardous waste reuse and recycling set a new industry benchmark. Achieving the OGMP 2.0 Gold Standard for Methane Emissions Reporting reaffirmed our global leadership in emissions management. Partnerships with the Green Alliance and Oman’s Ministry of Agriculture, alongside our advocacy at COP-29, amplified our impact on the global stage. These efforts earned us prestigious recognitions, including the OPAL Best Practices Award and HSE CAE Gold Award, as well as individual honors for outstanding leaders like Shaima Al Lawati (Environment Advisor - KCA Deutag Drilling Limited).

As we step into 2025, we do so with renewed energy, determination, and focus. Together, we will build on the momentum of 2024, transforming ambition into action and further elevating our commitment to the well-being of our people, personal and process safety, and environmental sustainability. With innovation as our compass, collaboration as our strength, and dedication as our fuel, we will push boundaries and shape a future defined by health, safety, and environmental excellence.

Let us make 2025 a year of breakthroughs—a year where we redefine what’s possible and move closer to our shared vision of a healthier, safer, and greener world. **Together, we are unstoppable!**

Q4 2024 SAFETY PERFORMANCE STATISTICS

Fatalities	Third Party Fatality	LTIs	HIPOs	MVIs	Repeated Incidents
1	1	8	13	7	8

# HSE Events and Engagements

Quarter 4, 2024

## HSE Contractor Awards



On December 11th, PDO successfully marked the first **HSE Contractor Awards**. The event honoured and exhibited the endeavours of PDO's contractors in the realm of health, safety, and the environment (HSE). Throughout the ceremony, more than 40 chief executive officers from PDO's contractors and government stakeholders and PDO shareholders attended.





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The award ceremony showcased the very best endeavours across four categories: **Road Safety; Personal Safety & Health; Environment & Sustainability; & Process Safety and Reliability**. The goal of the awards was to continuously enhance the workplace while fostering a strong safety culture and a safe working environment.

Additionally, a twelve-screen exhibit highlighting and showcasing the winning projects and the outstanding work done by our winning contractors was also included in the ceremony.

Lastly, we would like to congratulate the top three winners of the esteemed HSE Professional of the Year award, which is given to the individual who has advanced their HSE competencies and shown exceptional performance in the field of occupational safety and health.

We anticipate seeing even more remarkable nominations the next year as we continue to push boundaries and strive for a safer, healthier tomorrow.



## Scan To View The Following



Event  
Photos



HSE Contractor  
Awards Winners



Event Video  
Coverage



Exhibit Design  
Collaterals



Quarter 4, 2024

# Oman Tree Day

As part of our drive towards a sustainable future, PDO celebrated Oman Tree Day by launching the "Plant A Tree, Grow A Legacy" campaign. By providing seedlings to our staff, we aim to inspire a greener Oman and contribute to a healthier planet.

In addition to this initiative, PDO has supported various plantation drives across Oman in 2024, including:

- Ad Dakhiliyah Governorate: 5,000 seedlings planted.
- Al Wusta Governorate: 6,000 seedlings planted.

**Together, let's create a greener Oman, one tree at a time**







# Process Safety Day 2024

## "Early Warning Signs"

On 9th October 2024, PDO marked Process Safety Day 2024 under the theme "Early Warning Signs," emphasising the critical importance of identifying and addressing potential issues before they escalate into major incidents. It reinforced our collective responsibility for process safety, fostering a proactive approach to risk management.

The Kickoff event was designed to inspire and engage at all levels. A captivating video featuring site scenarios vividly brought the theme to life, making the concept of early warning signs tangible and relatable. The Managing Director's keynote set a powerful tone, stressing the need for a mindset shift that prioritises vigilance, accountability, and proactive action in all safety matters, inspiring us all to adopt this proactive approach.

Subsequent engagement sessions, facilitated by Process Safety focal points, HSE leads and co-facilitated by the Culture Catalysts, brought together employees from various PDO functions, encouraged open dialogue and collaboration on enhancing process safety practices. One of the key discussions revolved around the three archetypes of mindsets—Prisoner, Tourist, and Player—with a strong emphasis on embodying the Player mindset. This mindset is characterised by ownership, enthusiasm, and proactive engagement, urging participants to take personal responsibility for process safety and actively contribute to a safety-conscious culture.

Furthermore, the valuable insights from these sessions helped design the AIPSM DEEP DIVE 2024. The themes of early warning signs, risk normalisation, mindset development, circles of influence and control were central to the deep dive discussions, ensuring that PDO continues to lead the way in creating a culture of safety and proactive risk management.

**Together, we are committed to making safety a way of life at PDO.**



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**“**

This year, we are focusing on identifying “Early Warning Signs.” Let us be proactive: if something seems off, investigate it, no matter how minor.

History shows that small issues can lead to major disasters.

Together, let us strive for Goal Zero and promote a proactive safety culture. I believe in each of you, and I am confident we can succeed. **”**

**Dr. Aflah Al Hadhrami**  
**Managing Director**



# HSE Achievements and Recognitions

Quarter 4, 2024

## PDO Achieves OGMP2.0 Gold Standard for Methane Emissions Reporting

PDO has achieved the Oil and Gas Methane Partnership (OGMP 2.0) Gold Standard for its 2023 Methane Emissions Reporting. This milestone underscores a steadfast commitment to excellence in methane emissions management and highlights dedication to enhancing the accuracy and transparency of emissions reporting. It is a testament to PDO's broader ambition of advancing toward a sustainable and low-carbon future.



## How Did PDO Achieve the Gold Standard?

In 2023, PDO adopted cutting-edge, measurement-based methodologies to elevate its methane emissions management practices. The approach included:

- **Video-Imaging Spectro-Radiometry (VISR):**

This technology was utilised to measure flare destruction efficiency with unprecedented precision.

- **Quantitative Optical Gas Imaging Cameras:**

Deployed for Leak Detection and Repair (LDAR), these cameras significantly improved the ability to identify and address methane leaks.

- **Advanced Helipod Airborne Measurement System:**

In collaboration with the German Aerospace Centre (DLR), this state-of-the-art system was implemented. This marked the first-ever deployment of Helipod technology in the GCC region, exemplifying a pioneering approach to methane monitoring and data validation.





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## Rashid Al Hashmi Hackathon Participation

Rashid Al Hashmi, Senior HSE Coach, recently participated in the highly anticipated 3-day PDO Hackathon held on October 28, 2024. The event attracted over 180 ideas from innovative minds across various disciplines, all vying to tackle critical challenges in the PDO operation sector.

Rashid's groundbreaking idea focused on developing a digital Contractor Competency Compliance platform solution to improve contractor and employee HSE performance while significantly reducing workplace incidents. This solution aligns with PDO's ambitious "Goal Zero" initiative, targeting a future with zero harm to people, assets, and the environment.

The concept emphasised using cutting-edge digital tools to standardise and enhance contractor HSE competency," Rashid shared. "The solution is designed to integrate seamlessly across organisations, ensuring contractor alignment with safety requirements and creating a proactive safety culture."

Rashid's idea was recognised as one of the top 10 winning ideas out of 180 submissions, a testament to its potential impact and feasibility.

Rashid remains committed to advancing this concept toward full implementation and is confident in its ability to transform safety performance across the organisation. "Participating in the hackathon was an incredible experience, showcasing the power of collaboration and innovation in solving real-world challenges.

Rashid's achievement highlights how innovation can drive safety improvements, inspire organisational change, and contribute to the industry's broader goals.





## PDO Advances Personal Data Protection A Collaborative Effort in Compliance and Culture

**Haitham Al Harthy**  
 HSE Data & System  
 Analyst (MSE541)

In June 2022, Oman marked a significant milestone with the issuance of the **Royal Decree on Personal Data Privacy Law**. This legislation challenged organisations across the Sultanate, including PDO, to elevate their standards in personal data protection. As the lead for this initiative within our directorate, I've had the privilege of steering our team through the critical process of identifying personal data in our daily operations and ensuring compliance with the new legal framework.

The **Royal Decree 6/2022**, supported by its Executive Regulations, establishes clear guidelines for handling personal data. In response, PDO launched a comprehensive **Personal Data Protection Program** aimed at aligning our practices with the law.

But what qualifies as personal data? It encompasses any information that can identify a living individual—ranging from a name or account number to digital identifiers such as IP addresses, usernames, or location data like GPS coordinates.

### Entering a Critical Phase

In June 2024, PDO entered a pivotal phase of this initiative. Each function within the organisation appointed a focal point to lead efforts, supported by our Information Digital Transformation (IDT) team and PwC consultants. Together, we ensured a collaborative approach to identifying and managing personal data across departments. Within our directorate, I coordinated efforts with the MDH team, focusing on integrating personal data safeguards into our operational activities.

### A Structured Approach to Personal Data Protection

Our journey to compliance involved a systematic process, encompassing the following key steps:

- 1. Mapping Activities:** We began by mapping out operational activity flows to identify where personal data is collected, stored, and processed within our systems.
- 2. Engaging Stakeholders:** Recognising the importance of collaboration, we conducted workshops and meetings to involve key stakeholders. This approach ensured comprehensive identification and understanding of personal data usage across our activities.
- 3. Risk Assessment:** With support from IDT and PwC consultants, we carried out risk assessments to identify vulnerabilities in data management. This critical step informed our strategies for enhancing data security.
- 4. Implementing Best Practices:** Partnering with our IT and legal teams, we implemented best practices such as data minimisation, access controls, and robust data-handling protocols to ensure compliance and mitigate risks.

# Caring for our Environment

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## Green Alliance

Petroleum Development Oman, in partnership with the Environment Authority and Oman Energy Association (OPAL), hosted the Green Alliance Implementation Workshop on the 28th of November 2024. The Green Alliance Initiative aims to foster a greener future through afforestation, sustainable economic practices, and reduced carbon emissions.

The workshop focused on developing a collaborative plan to address key areas like legislation, project management, and funding. Participants also discussed potential challenges to ensure the successful implementation of the Green Alliance Initiative.

## High Level Meeting with Ministry of Agriculture, Fisheries Resource & Water Reuse.

A high-level meeting was held between His Excellency the Minister of Agriculture, Fisheries Wealth & Water Resource and the PDO Managing Director to discuss the progress of the Memorandum of Collaborations (MoC) between the two parties and future joint projects. Aspects covered progress in the national team on produced water reuse, plantation projects, and the wadi gauges installation project aimed at reducing the impact of extreme weather events on oil facilities through early prediction in concession areas.



## GHG Calculation and Tracking Course

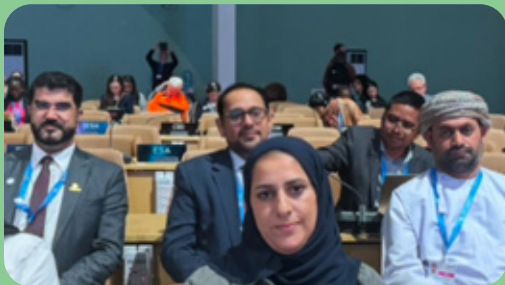
We are thrilled to share that the team has successfully delivered **three rounds of the highly demanded GHG Calculation and Tracking Course**, which continues to attract significant interest from several teams/functions in PDO. This course incorporated gamification concepts to enhance engagement and understanding. Notably, a **Carbon Trading Game** was introduced, making the sessions interactive and providing participants with a hands-on understanding of carbon trading dynamics and market principles.

The course covered key topics, including the science behind GHG and climate change, the impacts of anthropogenic climate change, international and national responses, and GHG management in the oil and gas sector. Moreover, attendees learnt practical knowledge in emissions calculation, methane management, and understanding the business implications of GHGs.

**Stay tuned and be part of the upcoming rounds!**



## Conference of the Parties (COP-29)



The World Summit and the 29th Conference of the Parties (COP-29) to the United Nations Framework Convention on Climate Change (UNFCCC) and its subsidiary bodies was held in the Republic of Azerbaijan from 11 to 29 November 2024. This prominent international event brings together representatives from countries worldwide to discuss climate change issues and seek common solutions to environmental challenges. It offers a unique opportunity for the global community to agree on actions to address the climate crisis, limit global temperature rise to 1.5°C, adapt to climate change, and achieve net-zero emissions by 2050.



Nabil Al Lawati, Head of Corporate Environment (MSE2), has actively participated as part of the negotiation team, leading discussions on technology transfer and the New Collective Quantified Goal (NCQG). The outcome of these negotiations was positive and will benefit all relevant parties.



# Driving HSE Across the Business and Community

Quarter 4, 2024

## Musta'ed and Reflective Learning Program

In Quarter 4, the Musta'ed & Reflective Learning Program achieved key milestones, expanding its footprint and reinforcing safety culture across PDO. The program was rolled out in the Fahud and Saih Rawl clusters, marking a total of four clusters covered to date, including Bahja & Nimr. With **over 350 ambassadors trained across 26 contractors**, the initiative delivered **13 impactful sessions**, focusing on high-activity areas to maximise implementation success. The program rollout has been marked by exceptional leadership contributions, with Saif Al Sawafi (OSON), Nimr Delivery Team Leader, and Khalid Al Hooti (GGOQ), Central Gas Delivery Team Leader, playing pivotal roles in its early stages. Both leaders actively participated in the kick-off sessions held in their respective areas, emphasising the program's importance and the transformative potential it holds. They highlighted how its implementation could drive a significant step change in enhancing the HSE culture and boosting overall performance. Their engagement and advocacy underscore the program's strategic impact, setting the tone for its successful adoption across the teams.

### The Musta'ed program objectives:

To enhance operational preparedness and readiness by proactively identifying, assessing, and mitigating potential risks in day-to-day operations. It focuses on cultivating a strong safety culture through effective leadership, empowering frontline supervisors, and ensuring that all employees and contractors are equipped with the knowledge, skills, and tools required to anticipate and address hazards, thereby reducing incidents and fostering a safer workplace.

The program also looked into TBT, detailing how the teams can structure the Toolbox Talk effectively using the new enhanced Tool Box Identification Card (TRIC). Worksite hazard management MSE13 team is the owner of the Musta'ed implementation.

### Musta'ed

## Are you ready?

1	<b>PLAN</b>	Procedure / Work Instruction / Risk Assessment Lift plan / Permit to work / Third party checklist Barrier Owners identified / Role Verify Understanding / Competency
2	<b>CHECK EQUIPMENT</b>	Certification (COC & COS) / Calibrated Inspected / Tested / Fit for purpose / Backup available
3	<b>PREPARE AREA</b>	House Keeping Zone Management (Red/No-Go) SIMOPS (Above / Below / Beside) Emergency preparedness
4	<b>CONTROL ENERGY</b>	Isolate (Lock out, Tag out & Test) Line of Fire: Manage stored energy i.e. Pressurized Equipment, Tension lines, rotating equipment etc.
5	<b>COMMUNICATE</b>	Toolbox Talk (Transition to work – Ask Open Questions) Radios / Hand Signals / Signage LFI / Focus Area – Personal & Process Safety
6	<b>FINAL CHECKS</b>	100% Ready to Go / Complete Permit To Work Emergency response Plan in place Walk the Line with P&ID
7	<b>START WORK</b>	Comply – Intervene – Respect Adhere to Life Saving Rules Well barriers / DROPS / Hands off <b>STOP</b> & re-assess risk when things change

Starting the job is **not** the first step



The Reflective Learning training was targeted at PDO and contractor staff who facilitate HSE sessions such as Toolbox talks and **Learning From Incidents (LFI)** conversations. The purpose of the training was to show the importance of effective learning from incidents by demonstrating the best practices for facilitating an LFI engagement using PDO safety alerts. The main objectives included:



- Equipping the participants to help their crew members better recognise hazards and risks.
- Demonstrate how they can make the LFI discussions relevant to their work.
- Showcase how something like this can happen here.
- Encourage more interactive LFI sessions where personnel can better share their experiences and insights.
- Leave the reflective learning engagement sessions with the intent of doing something differently.

The learning is shared with the relevant target audience to achieve the objective. For more information on LFI, please contact the Incident investigation (MSE3) team, who are the owner of Reflective Learning implementation.



### Looking forward:

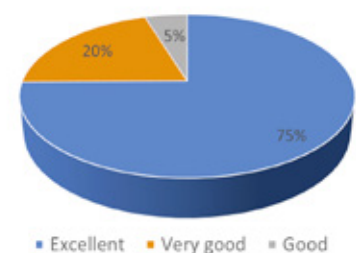
The program will expand to all PDO clusters, leveraging standardised best practices and customised plans to meet the needs of diverse operations. Strengthening stakeholder collaboration and monitoring performance will remain priorities, ensuring consistent improvements and sustained momentum.

Together, let us strive for Goal Zero and promote a proactive safety culture. I believe in each of you, and I am confident we can succeed.

The Musta'ed & reflective learning program continues to drive safety excellence, empowering teams to lead safety practices across PDO's operations. Together, we are building a safer future.

### Feedback from the Participants

How would you rate the overall effectiveness of the training session?



# Safe Roads

Quarter 4, 2024

## International Oil and Gas Producers Association

### Meets in Oman to Discuss Road Safety Initiatives

The International Oil and Gas Producers Association (IOGP) Land Transport Steering Committee met in Muscat, Oman, on October 22nd and 23rd, 2024. This significant gathering was hosted for the first time by Petroleum Development Oman (PDO). As a global entity, IOGP represents major oil, gas, and energy producers worldwide and convened for its regular quarterly meeting with a two-day agenda.

The meeting offered valuable insights into PDO's operations and the implementation of the "Darb Al Salama" road safety program. Additionally, a joint session with the Oman Energy Association (OPAL) explored collaborative opportunities to benefit Oman's energy industry.

Technical discussions centred around implementing the global IOGP 365 road safety recommended practices. The Steering Committee evaluated strategies to harmonise these safety standards across local and international energy operations, with the ultimate goal of achieving zero fatalities and severe injuries from motor vehicle accidents. For OPAL and PDO, this presents an opportunity to learn from international best

During the IOGP meetings, PDO's road safety team presented the main objectives of the "**Darb Al Salama**" **Program**, emphasising its accomplishments and the Safe System approach, including Safe Drivers, Safe Vehicles, and Safe Roads initiatives. This comprehensive strategy involves enhancing driver safety through Life-Saving Rules, ensuring vehicle integrity by adhering to strict safety standards, and improving roads through risk assessments and strategic mitigation of high-risk areas.

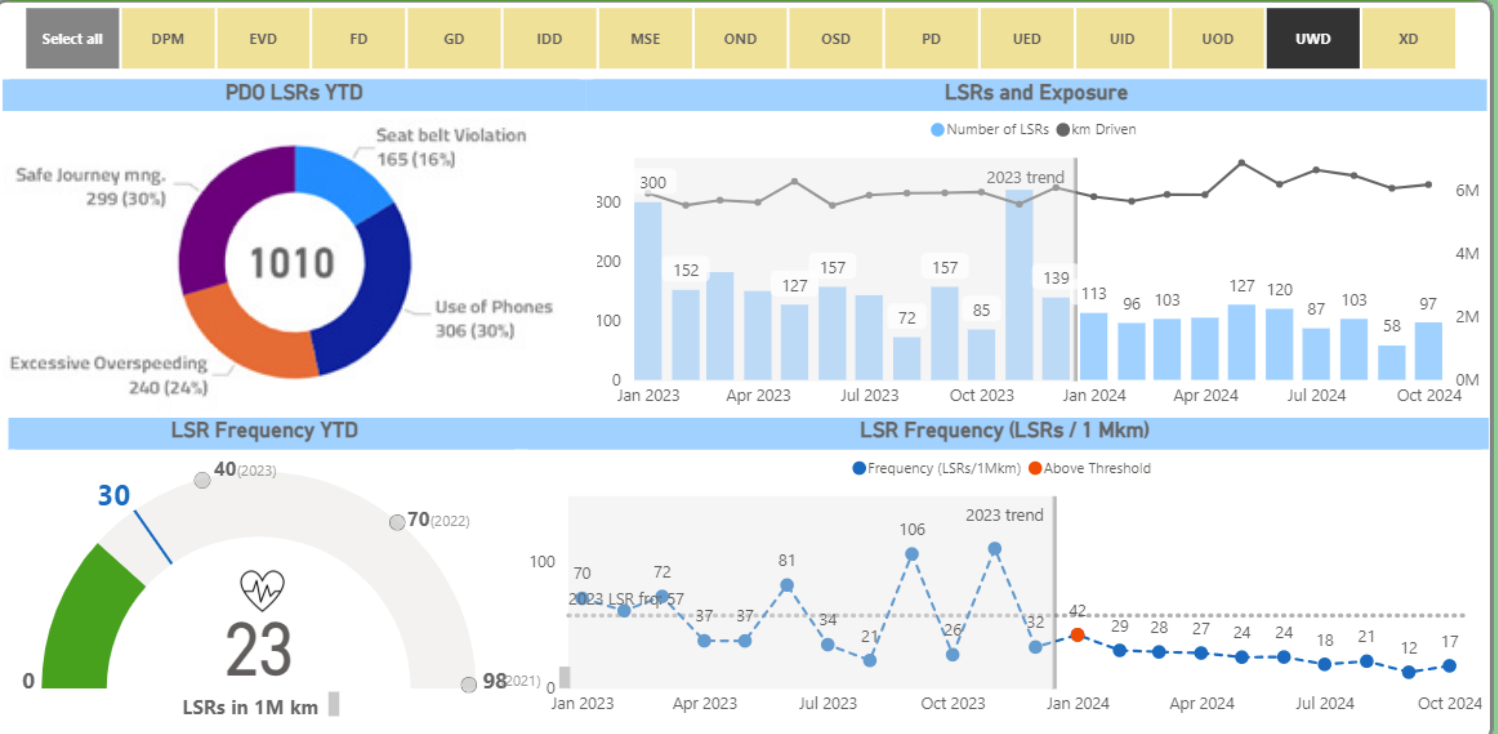




Quarter 4, 2024

Update: October 2024, MSE76

## 2024 PDO Safe Driver DIRECTORATES

☐ Select all  
☐ Contractor  
☐ PDO


Significant progress in reducing driver fatigue and distractions was demonstrated, with over 2,000 Driver Fatigue Monitoring Systems (DFMS) cameras installed to enhance driver safety during journeys.



The dashboard is accessible on PDO Cloud through [Darb Al Salama \(Click Here\)](#).

PDO, in partnership with Al Tasnim Company, showcased the complexities of their operational framework. Steering Committee members observed the Logistics Management System (LMS) in action, witnessing the real-time digital integration of vehicle and personnel movements. This innovation ensures safe driver behaviour and introduces systems for monitoring fatigue and distraction, significantly minimising driver-related risks.

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Additionally, the PDO road safety team presented the **Journey Management Control Centre (JMCC)** Dashboards, highlighting safe driver behaviours and the condition of safe vehicles and roads, integrating for PDO's safe journey management system. This digital solution enhances road safety operations by monitoring over 9,200 vehicles daily, with risks communicated between PDO and contractor teams.





# HSE Capability Development

Quarter 4, 2024

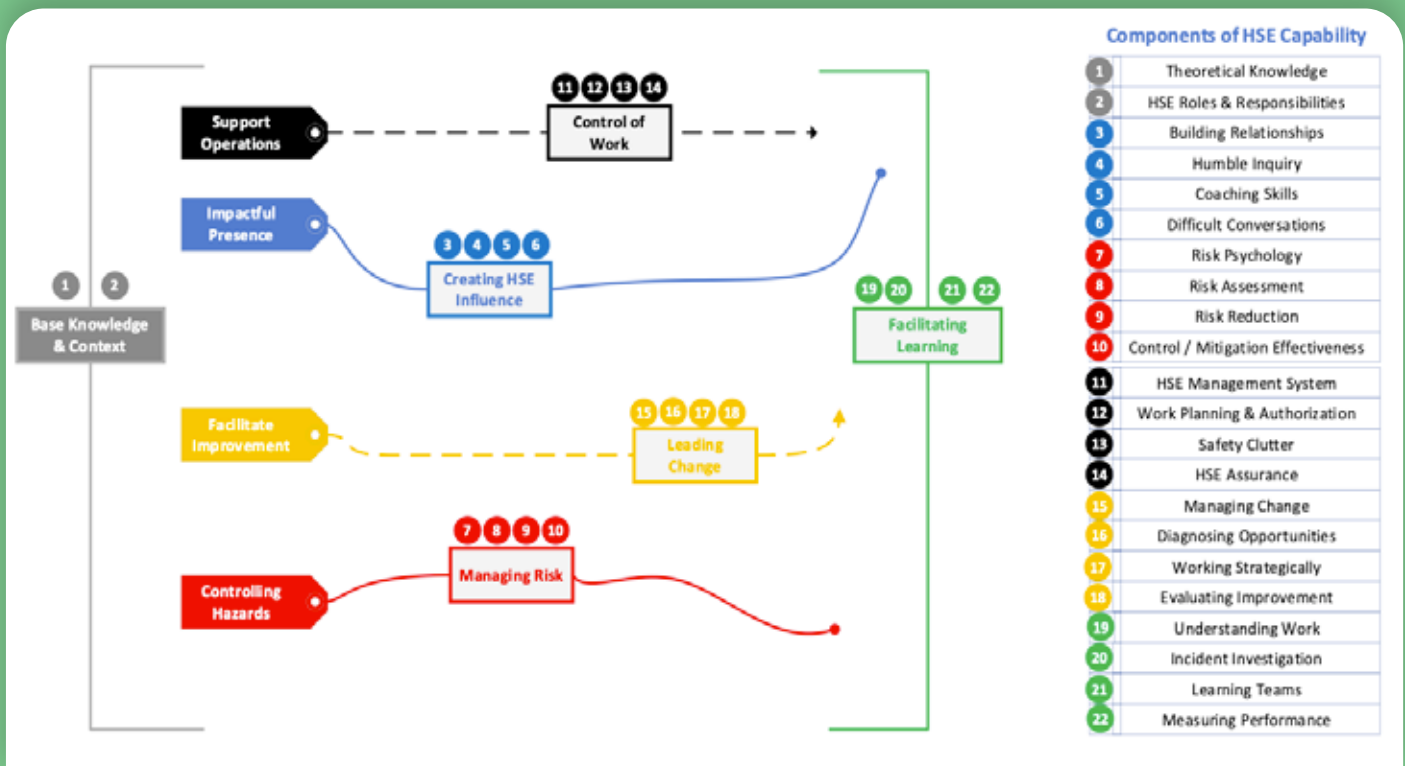
## HSE Capability Development through Coaching

Throughout 2024 the MSE15/16/17 team has been working to establish HSE Coaching. Coaches have been recruited, onboarded, and deployed to the field. Now in Q4 we have back-to-back coaches in place at most field clusters and are implementing a capability based HSE coaching program.

Coaching is HSE capability-focused because our capability is really how effective we are at managing our HSE risk, and if we are good at managing our risk, people don't get hurt, and we deliver on time and on budget. To do this, the MSE HSE Coaching team has developed a structured approach that is based on a model of HSE capability, simply put, the things that HSE professionals know, say, and do and the HSE things that other disciplines know, say, and do. The capability model has 22 elements grouped around base knowledge and job context, creating HSE influence, managing risk, control of work, leading change, and facilitating learning (see diagram below).

Each of the capability components is supported by group coaching sessions that are facilitated by the HSE Coach, and one-to-one follow-up sessions are then used to consolidate the capabilities. Over time we will work progressively through the model, emphasising quality delivery and improvement.

Please don't hesitate to contact MSE 15/16/17 if you would like to understand more about HSE Coaching or require coaching support.

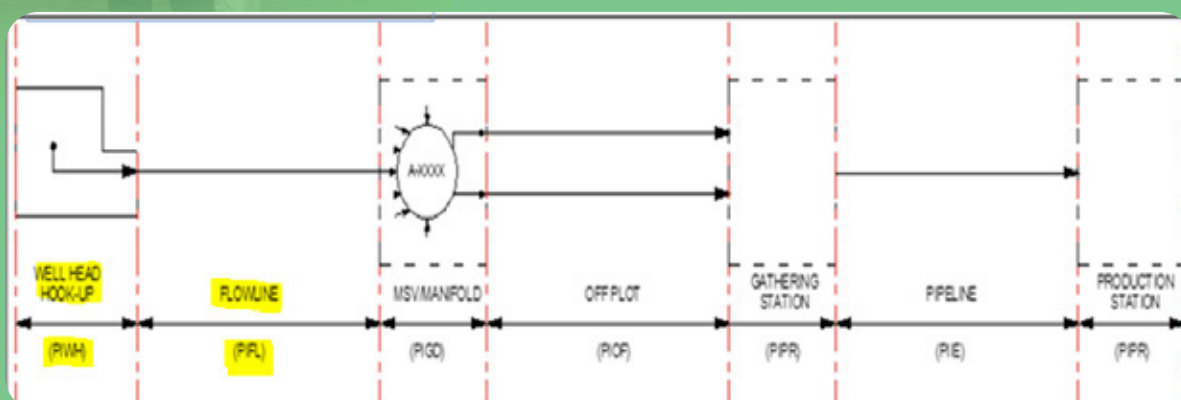


# HSE Continuous Improvement

Quarter 4, 2024

## Improving SCE Data Registration of Flowlines & Wellheads for Asset Integrity

Initiated by UEC4 (Pipeline & Flowline Integrity & Inspection Team) in collaboration with MSE4 team, engineering and asset disciplines engaged together in two workshops of **Structured Problem Solving (SPS)** to address **Safety Critical Equipment (SCE)** data discrepancies in SAP for **Flowline (PIFL)** and **Wellhead Piping (PIWH)**. The goal is to focus on the inconsistencies by 50% reduction in 2025 and 100% elimination by 2026 and hence strengthening **Asset Integrity & Process Safety Management (AIPSM)**. As MSE4 and UEC4 representatives, Thuraiya Al Aamri MSE41 & Ahmed Al Shaibani UEC41 co-facilitated these sessions, guiding the task force group through the **A3 Thinking** process with multi-disciplinary participation from MSE4 (Anoop MSE411 & Vijaya MSE45) and others from UEC, UETL, UOI, UEMP, UOM, DOI, ONO6, & ONE2.



Flowline (PIFL) and Wellhead Piping (PIWH)

This approach enables the investigation into the root causes from various aspects, which resulted in identifying areas for improvements with their corresponding countermeasures to tackle the issue within a specific timeline. These improvements support appropriate SCE registration and assignment of required HSSE critical activities, ensuring effective corrosion control and integrity management strategy. As well as contributing to OPEX cost avoidance, supporting operational excellence.



# Getting to Know Our Professionals

Quarter 4, 2024



## Qutaiba Al Balushi, HSE Advisor (ONSY)

### Tell us about yourself?

My name is Qutaiba Juma Abdullah Al Balushi. I am 31 years old and hold a Master's degree in Safety and Risk Management from Strathclyde University. I have over 12 years of extensive experience in the field of Occupational Health and Safety. Throughout my career, I have been committed to fostering safe and sustainable working environments, focusing on risk mitigation, regulatory compliance, and cultivating a culture of safety within organisations. My dedication to continuous improvement and innovation in OHS has been a cornerstone of my professional journey.

### What do you enjoy about your role?

As an HSE advisor, I truly enjoy collaborating with diverse teams and interfaces, whether on-site or at the corporate level. The dynamic nature of my role presents daily challenges that necessitate creative problem-solving and innovative thinking. These challenges not only keep the work engaging but also provide opportunities to broaden my expertise across various projects. Being able to contribute to safer workplaces while continuously learning and evolving in my field is something I find deeply fulfilling.

### Describe one of your accomplishments in your role?

In 2024, I had the privilege of leading the "Safe Yibal Project," a comprehensive initiative designed to enhance overall HSE performance within our cluster. The project consisted of 20 targeted HSE initiatives, with 5 initiatives implemented each quarter under four key themes: Boots on Ground, Road Safety, Occupational Health, and HSE Competency. Each initiative was tailored to address specific pain points in our operations, driving tangible improvements in safety culture and performance. Leading this project was a rewarding experience as it demonstrated the power of strategic planning, teamwork, and proactive engagement in achieving significant results in our 2024 cluster HSE performance.

### What is one area of improvement we need to strive for in PDO?

I believe we need to place greater focus on contractor management and road safety. A significant portion of our incidents stem from contractor-related activities and road incidents. Enhancing contractor oversight, ensuring strict adherence to safety protocols, and fostering a stronger safety culture among all stakeholders are crucial steps. Additionally, implementing more robust road safety measures, such as advanced training programs, stricter compliance checks, and innovative technologies, will help mitigate risks and drive continuous improvement in these critical areas.

### Safety tips you would like to share with your colleagues?

As we move into 2025, it's crucial to focus more on accumulative risk—those risks that build up over time and may not be immediately apparent. We must address areas that have been overlooked simply because they feel safe or have had no previous incidents. Complacency can be one of the greatest risks in any operation. Additionally, we should seek opportunities to collaborate more effectively, integrating efforts across projects and HSE activities. Working as a unified team across PDO will strengthen our safety culture and ensure we maintain a proactive approach to risk management.





# Shaima Al Lawati

## Environment Advisor (KCA Deutag Drilling Limited)

### Tell us about yourself?

My name is Shaima Al Lawati, I am passionate about both my professional and personal life. I am a proud mother of two wonderful boys, which has taught me valuable skills in multitasking and time management. I graduated from Sultan Qaboos University with a degree in Petroleum and Natural Gas Engineering, which laid the foundation for my career. For the past 14 years, I have been working in the HSE department at KCA Deutag, where I have developed a strong expertise in ensuring workplace safety, compliance, and promoting a culture of health and safety.

### What do you enjoy about your role?

I enjoy the dynamic nature of my role in the HSE department at KCA Deutag. Every day presents new challenges and opportunities to improve safety standards and ensure the well-being of my colleagues. I find it rewarding to lead initiatives that make a tangible difference in creating a safer work environment. Additionally, I appreciate the continuous learning and professional growth that comes with staying updated on the latest safety regulations and best practices. Working with a dedicated team and seeing the positive impact of our efforts is truly fulfilling.



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## Tell us about your key nomination highlights that led to you winning the HSE Professional of the Year Award?

My key nomination highlight that led to winning the HSE Professional of the Year Award is my commitment to excellence from day one. Throughout my career, I have consistently established and maintained high standards in health, safety, and environmental practices. Ultimately, it is my passion for creating safer work environments and my ability to inspire others to share that commitment that I believe truly played a crucial role in my recognition as the HSE Professional of the Year.

## Any advice you would like to give women in the field of HSE?

Believe in yourself and have confidence in your skills and knowledge. Don't be afraid to share your ideas and opinions. It's important to keep learning and stay updated on the latest technologies and regulations in the HSE field. Balancing work with personal life can be challenging. However, using strategies like stress management, getting enough rest, and having flexible work options can help. Lastly, make sure to take time for yourself by engaging in activities that help you relax, like exercising, enjoying hobbies, or spending time with family and friends.

## Safety tips or advice you would like to share with us.

Leading by example is crucial in fostering a culture of safety within the workplace. As a leader, it is important to demonstrate that safety is not a priority in words but also in actions. This means consistently wearing PPE, adhering to safety protocols, and proactively identifying and addressing potential risks. Additionally, we must recognise that safety extends beyond physical well-being; mental health is equally important. We encourage employees to openly discuss stress, anxiety, or personal challenges. A clear mind is just as crucial as a safe body in ensuring overall workplace safety.

# Upcoming HSE Corporate Events Q1 2025

Quarter 4, 2024

**CEO Forum**

**TBC**

**Darb Al Salama Week**

**23-27 Feb**

## Contact Us

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