

The Latest Changes to the PDO HSE Training Programme

1.0 The new Supervisory Leadership Programme has launched

Supervisors are the people most influential in determining the safety culture of their team. Enhanced leadership skills maximise their ability to encourage their teams to deliver work correctly and safely first time, every time.

December 1, 2015 saw the exciting launch of the new HSE Supervisor Leadership Programme replacing the one-day Coaching and Mentoring (CMC), two-day HSE Tools and Skills (HTS), three-day Safety Leadership for Supervisors (SLS) and two-day Safety Leadership for Managers (SLM), as well as their separate refreshers.

It marks the third phase of the Lean-inspired revolution of our HSE training and competency process which will later be followed by other significant changes relating to how PDO will manage HSE competency in its workforce and contractors.

The programme uses the new reflective learning concept which includes engagement, interaction, debate and fun. The whole course is packed full of interactive competitions and activities. People looking into a classroom might wonder what is being taught as they see teams competing to build the tallest towers from wooden sticks – all designed to build leadership skills.

Learning has to be fun, and these six days are definitely packed full of it.

There's no formal examination as competency is continually assessed throughout the programme, so everyone needs to be involved and show the trainer that they are engaged and understand right from the beginning.

The course will be useful to experienced supervisors as much as a person new to management, as it opens their minds to what they need to do to keep their team safe. And it offers a platform to achieve a self-sustaining team learning culture.

There are 11 modules to enhance the supervisor skillset:

"Introduction to Leadership"

"Leadership and You"

"Risk Assessment – The Easy Way"

"The Environment"

"Process Safety"

"Reflective Learning Toolbox Talks"

"Competency, Coaching and Mentoring"

"Supervisory HSE Tools"

"Behaviour and Your Team"

"Incident Investigation"

"How to Communicate"

Significant efforts have gone into developing this programme which can dramatically help you to begin to evolve your company's or team's HSE culture. We sincerely believe and hope you and your team will enjoy the new management training experience.

The new SP1157 (v2.4) specification has been issued to formalise the changes as well as a savings calculator to help contractors and Contract Holders to determine what savings the HSE Training changes have brought to PDO.

2.0 New Defensive Driving DDC06 rules

Defensive driver training is designed to provide people with the skill set and desire to drive safely. Previously, the validity period for recertification of the permit related solely to the driver's performance on the driving test and their driver profile. Now, the validity period will also relate to IVMS performance which can be taken into account to increase the validity period of the permit, minimising recertification requirements for those staff and contractors who can show they are safe drivers, all the time via IVMS.

3.0 Finally

The new PDO PCL8 HSE Training team will be conducting contractor HSE Training compliance audits early in 2016 and so if there is ever a time to ensure your management team are compliant, it is now. The State Audit Institution has also recently instigated fines on contractors who they found were not compliant with their contractual training requirements.

In the meantime, if you have any queries, please do not hesitate to contact either:

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