



HSE NEWS

WORKING TOGETHER FOR A SAFER WORKPLACE

The target audience for this newsletter is PDO Staff and contractors community.

Latest HSE Statistics YTD 30 th November 2017		
	2016	2017
Lost Time Injury Frequency (LTIF)	0.23	0.21
Workplace fatalities	3	1
Non-work related fatalities	3	7
Non-accidental deaths (NADs)	12	16
Lost Time Injuries (LTIs)	40	42
All injuries (excluding first aid cases)	183	153
Motor Vehicle Incidents (MVIs)	94	91
Roll over - MVIs	28	15
Serious MVIs	34	22
Vehicle Class A/B Defects		
Class A	76	
Class B	1903	
Life Saving Rules Violations		
Permit to Work (PtW)	37	
Gas Testing	12	
Isolation (Lock Out Tag Out)	10	
Confined Space Entry	0	
Safety Critical Equip. System Override	15	
Working at Height	40	
Road Safety Seat Belts	53	
Road Safety Journey Management (JMP)	33	
Suspended Load	37	
Smoking	18	
Road Safety Alcohol Drugs	3	
Road Safety Over-speeding/Use of GSM	43	

HSE Tip

"IHTIMAM" is a customised and lean approach to BBS designed by the people, for the people of PDO and its contractors community.

Behavioural Based Safety

History of Behavioural Based Safety (BBS): is said to have begun after research conducted by Herbert William Heinrich an industrial safety pioneer between (1886-1962)*. The research led to his definitive book, 'Industrial Accident Prevention, A scientific Approach'. Heinrichs research led to the theory that 95% of accidents in the workplace are caused by unsafe acts or behaviour.

In 1984 Behaviour Based Safety started to prove effective in the reduction of workplace accidents, and was seen as the only approach necessary to improve safety and reduce incidents.

In many companies it soon started to lose its value, as it developed into a number game, people became focused on receiving large numbers of observations, with the quality of the observations not being a concern. Companies

developed issues with blaming workers, or observations being seen as personal vendettas. BBS became stagnate with no continuous improvement, as



companies were buying off the shelf programs from consultancies and spending exuberant amounts of money for a program that was probably not fit for purpose.

Traditional BBS programs typically fail as they do not examine what drives employees to be in a hazardous situation. After an incident a company will typically amend procedures, enforce new rules, put up posters and send out notifications etc, yet usually a similar incident will occur again. This is because we do not examine the systemic cause for employee behaviour that likely contradicts company policy and even common sense. Asking the most basic questions of 'Why' could change everything.



*Source: <http://www.safetyfabrications.co.uk/blog/history-behaviour-based-safety-bbs#a>



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HSE Advice Note

Behaviour Based Safety in PDO

PDO adopted STOP by DuPont in 1998, eventually it was implemented across the organisation as well as with contractors. Over the years Behaviour Based Safety evolved as research found more simpler and effective ways of implementing BBS. In 2015 the Corporate Health, Safety & Environment department (MSE) received steer to develop an in-house Behaviour Based Safety system that was fit-for purpose and suited to our working environment.

In January 2017, the Corporate Operational Safety team (MSE1) launched "IHTIMAM" - a completely customised and lean approach to Behaviour Based Safety that was designed by the people, for the people of PDO and its contractor community. 'IHTIMAM' has been piloted in 3 companies in the Nimr & Marmul regions; these companies include Carillion Alawi (IFM), PDO Insourcing and Dalma Energy.

A sustainability review was conducted after 8 months that involved over 400 personnel from the pilot locations. The results proved the system was a success and also highlighted areas for improvement.

The Corporate team (MSE1) are now working on enhancing IHTIMAM and developing the roll out strategy, with the aim of launching across PDO in 2018.



What you need to know:



- IHTIMAM is an Arabic word that can be translated to 'I care'.
- IHTIMAM is completely customised to the contractor and types of activities ongoing.
- The STOP by Dupont contract ended in 2015. A note was sent to all Contract Holders to inform them that STOP could still be used at site, however training will no longer be conducted in the approved training provider facilities.
- IHTIMAM will be rolled out across PDO in phases beginning in 2018.
- IHTIMAM will be implemented within PDO offices as well as at site.
- PDO personnel will be trained to practice IHTIMAM prior to the contractors.
- Current units that are practicing IHTIMAM are: Dalma Energy: Rig95 & R97, Carillion Alawi (IFM— Nimer & Marmul), and PDO Insourcing (Hoist103 & Hoist 105).

What feedback did you give? / ماذا هي التعليقات التي أديتها؟

What is the root cause of the behaviour? / ما هو السبب الجوهري الذي لهذا السلوك؟

Action taken / required / ما هو الإجراء الذي تم اتخاذه أو سيجريه؟

Suggestion / اقتراح

Infile PDO - http://infiles.2017/Infilement
Oman PDO - عمان نفط عمان
Print Date: 13/12/2017 / طباعة