



# HSE NEWS

WORKING FOR YOU TO KEEP YOU SAFE

Latest HSE Statistics YTD 30 SEP 2014

	2013:2014
Workplace fatalities	
Non-work related fatalities	
Non-accidental deaths (NADs)	
Lost Time Injuries (LTIs)	
All injuries (excluding first aid cases)	
Motor Vehicle Incidents (MVIs)	
Roll over - MVIs	
Serious MVIs	
Lost Time Injury Frequency (LTIF)	
<b>Life Saving Rules Violations</b>	
<b>YTD</b>	
Journey management	
Speeding/GSM	
Seatbelts	
Overriding safety device	
Working at heights	
Permit	
Confined space	
Lock out tag out	
Drugs and alcohol	
Gas testing	
<b>Vehicle Class A/B Defect</b>	
<b>YTD</b>	
Class A	
Class B	
<b>HSE TIP</b>	
Share it with a friend	

## Important News



Behaviour is an Observable Act. The Solook process focuses on Safe Behaviours rather than At-Risk Behaviours.

Solook is an **Observation & Coaching Process**; The resultant actions are monitored for **Sustainable & Continual Improvement in Safety Culture**.

## What You Need to Know

What is the **ABC** of Behavioural Safety?

**Antecedents influence Behaviours while Consequences control it.**

**Antecedents:** Anything which precedes & triggers behaviour

**Behaviour :** An observable act

**Consequences:** Anything which directly follows from the behaviour.

**What is RINCON?:**

The "Safe" and "At-Risk Behaviours" are captured in the ICB datasheets and uploaded into Rincon together with actions to mitigate the "At-Risk Behaviours. The Rincon data is reviewed on a monthly basis to monitor progress.

## SOLOOK METHODOLOGY

### Steps for Solook Observation

- Preparing to observe**
  - Review Inventory of Critical Behaviours (ICB) items
  - Plan / schedule / go to action
- Beginning the observation**
  - Make contact / observe openly
  - Explain process / ICB items
- During the observation**
  - Check for imminent danger
  - Check for listed behaviour
  - Record only what you see
- After the observation**
  - Feedback on safe behaviours
  - Feedback on at-risk behaviours
  - Get input from employee/ write comments

**SOLOOK POLICY** — No name-No blame-No sneaking  
 — Focus on worker's Safe & At-Risk-Behaviours  
 — Friendly contact and feedback

### How to increase Safe Behaviours?

- Improving Antecedents & Consequences to support safe behaviours.

### How to reduce At-risk Behaviours?

Eliminating or reducing the power of Antecedents & Consequences that support At-Risk behaviours.



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### HSE Advice Note

#### Pilot Group:

1. Two WE Contractors:

- Abraj: 3 Rigs & 3 Hoists
- Shaleem: 4 Hoists

2. Harweel Project

3. Commuting pilot project

This pilot group includes:

- The MDC members
- ELT, Sr./Mid Managers
- Supervisors
- Workforce

Of both PDO and Contractors

#### Three types of Behaviour:

- **Enabled (Easy)**= Within the control of the person
- **Difficult** = can be done, but takes extra effort
- **Non-enabled (Impossible)**= not within the control of the person

#### Inventory of Critical Behaviours - ICB?

Is a datasheet which reflects actual exposures at the location and is extracted by analyzing causations of injuries, from the incident reports of a particular site/location.

## SAFETY CULTURE STARTS WITH LEADERSHIP



### 1 LEADERSHIP BEST PRACTICES INFLUENCE ORGANISATIONAL CULTURE



**Transformational leadership style:**

- Inspiring
- Influencing
- Challenging
- Engaging

**Leadership best practices:**

- Vision
- Credibility
- Action Orientation
- Safety Communication
- Collaboration
- Feedback & Recognition
- Accountability

### 2 ORGANISATIONAL CULTURE INFLUENCES SAFETY OUTCOMES



**Organisational Culture:**

- Just & Fair
- Leader-Member Engagement
- Management Credibility
- Visible Organisational Support
- Teamwork
- Work Group Relations
- Organisational Value for Safety
- Upward Communication
- Ability to Approach Others

### 3 WORKING INTERFACE



**Working Interface is a combination of 3 components:**

1. Facilities & Equipment (plant, machinery)
2. Processes (codes of conduct, production lines)
3. Workers

**At-Risk Behaviours exist at this working interface**

The Soolok Process addresses the methodology to mitigate At-Risk Behaviours at the working interface.