



# HSE NEWS

## WORKING FOR YOU TO KEEP YOU SAFE

### Latest HSE Statistics YTD 30 SEP 2014

	2013	2014
Workplace fatalities	0	0
Non-work related fatalities	0	0
Non-accidental deaths (NADs)	0	0
Lost Time Injuries (LTIs)	0	0
All injuries (excluding first aid cases)	0	0
Motor Vehicle Incidents (MVs)	0	0
Roll over - MVIs	0	0
Serious MVIs	0	0
Lost Time Injury Frequency (LTIF)	0	0

### Life Saving Rules Violations

YTD 30 SEP 2014

Journey management	10
Speeding/GSM	7
Seatbelts	5
Overriding safety device	0
Working at heights	0
Permit	1
Confined space	0
Lock out tag out	0
Drugs and alcohol	0
Gas testing	0

### Vehicle Class A/B Defect

YTD 30 SEP 2014

Class A	0
Class B	0

### HSE TIP

Share it with a friend

## Important News



The Behavioural Based Safety project called Solook 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**. **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.

### What You Need to Know

#### Pilot Group:

- Two WE Contractors:
    - Abraj: 3 Rigs & 3 Hoists
    - Shaleem: 4 Hoists
  - Harweel Project
  - Commuting pilot project
- This pilot group includes:
- The MDC members
  - ELT, Sr./Mid Managers
  - Supervisors
  - Workforce
- Of both PDO and Contractors

#### What is ICB :

**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.

#### 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 Behaviors". The Rincon data is reviewed on a monthly basis to monitor progress.

## SOLOOK METHODOLOGY

### Steps for Solook Observation

<b>Preparing to observe</b>	<ul style="list-style-type: none"> <li>• Review Inventory of Critical Behaviours (ICB) items</li> <li>• Plan / schedule / go to action</li> </ul>
<b>Beginning the observation</b>	<ul style="list-style-type: none"> <li>• Make contact / observe openly</li> <li>• Explain process / ICB items</li> </ul>
<b>During the observation</b>	<ul style="list-style-type: none"> <li>• Check for imminent danger</li> <li>• Check for listed behaviour</li> <li>• Record only what you see</li> </ul>
<b>After the observation</b>	<ul style="list-style-type: none"> <li>• Feedback on safe behaviours</li> <li>• Feedback on at-risk behaviours</li> <li>• Get input from employee/ write comments</li> </ul>

**SOLOOK POLICY**

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

The Behavioural Based Safety project called Solook 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**.

#### 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

#### Feedback is a Consequence that can

- Help shift risk perception
  - Strengthen the safety culture
  - Uncover hidden barrier
- As mentioned earlier, Consequences Control Behavior.

The Solook process is driven by the **Internal Consultants or INCONS** who are trained & certified. The INCONS, together with the site team identify the Site Steering Committee (SC) who develop the ICB & train Observers. Observers observe, coach & give feedback.

The observation data sheets are uploaded onto Rincon & the Site SC members, who meet monthly, extract data, identify blockers to safe behaviors and follow up on actions, therein. This data is further analyzed using the Process Index and Dashboard in order to track improvement in "Safe" behaviors and reduction in "At-Risk Behaviors".

## 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:**

- Facilities & Equipment (plant, machinery)
- Processes (codes of conduct, production lines)
- Workers

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

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