



HSE NEWS

WORKING FOR YOU TO KEEP YOU SAFE

Latest HSE Statistics YTD

	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)		

Life Saving Rules Violations

YTD

Journey management	
Speeding/GSM	
Seatbelts	
Overriding safety device	
Working at heights	
Permit	
Confined space	
Lock out tag out	
Drugs and alcohol	
Gas testing	
Smoking	
Suspended Load	

Vehicle Class A/B Defect

YTD

Class A	
Class B	

HSE TIP

Competency is a blend of knowledge, skill, experience and attributes which all lead to a persons ability to deliver safely in a role. Ensuring competency is paramount

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Important News

A Re-think on our HSE training Strategy

PDO has long provided extensive HSE training to its workforce, in fact last year over training institutes delivered training to 110,000 people - quite an expenditure. Training is delivered to effect change, whether in competency or simply a mindset and now PDO is reflecting on what we train, why we train it and how we can best deliver it for our new younger working population. Simply lecturing does not work and may even be detrimental to the end goal.

Studies show that being lectured to is the least effective method of learning, retaining less than 18% of what is taught. New innovative, interactive styles of training are becoming the norm for the new way of thinking. If you enjoy and experience then you will be more receptive to the message and more open to the information. PDO has begun a journey to radically over-haul our training which we hope will deliver a step change in our performance and make the whole training experience one to enjoy.

What You Need to Know

Competency is key:

Competency assessments for some courses will in the future regime be conducted after experience is gained on the job. People gain knowledge after a course but only become competent after testing what they think they know in practice.

Aligning AIPS with HSE:

Currently AIPS competency and HSE competency are managed separately. As part of the initiative, the Operational Excellence team and HSE are collaborating to ensure they are managed uniformly together for synergy and alignment.

Whats happening:

- HSE Training Level 1 audit completed September 2014.
- HSE Approved Training Provider meeting 30th October 2014
- Well Engineering new orientation kick off 30th October 2014
- HSE Working group update November 5th 2014



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HSE Advice Note

Reflective learning is a great hit

PDO has piloted the new concept of reflective learning which vastly enhances the ability of people to retain the knowledge they can receive as a result of learning from our incidents. The response to the new method has been a resounding success and now the MSE team is busy designing the package of materials which will allow front line supervisors to deliver it to the front line staff in the worksites. The concept is based on interaction and a questioning approach, making our brains work out rather than passively receiving info.

By questioning, debating and challenging the learnings and then assessing where each operation can suffer the same fate, and how best to avoid people locally suffering the same fate, people are engaged and are more likely to remember and then to live the learning from those less fortunate. The forums so far have been energetic, lively and very noisy, but everyone who has attended has enjoyed them and felt they were worthwhile and definitely memorable... which is precisely what it is all about.. remembering the message, tomorrow and in the future.

PDO will be delivering 'train the trainer courses' so that focal points can cascaded the methodology down through the management chain right to the people who are most at risk from the activities. To ensure maximum efficiency we are currently devising a tailored plan for each individual directorate for the roll out and so keep your eye and ears out for when the new concept lands at your worksite. We hope that it will make your learning from incidents a more engaging and enjoyable experience for you and everyone concerned.