



# HSE NEWS

## WORKING FOR YOU TO KEEP YOU SAFE

### Latest HSE Statistics YTD 31 October

	2013	2014
Workplace fatalities	1	4
Non-work related fatalities	7	4
Non-accidental deaths (NADs)	6	10
Lost Time Injuries (LTIs)	35	49
All injuries (excluding first aid cases)	147	145
Motor Vehicle Incidents (MVIs)	110	93
Roll over - MVIs	31	26
Serious MVIs	N/A	31
Lost Time Injury Frequency (LTIF)	0.25	0.33

### Life Saving Rules Violations

#### YTD 31 October

Journey management	75
Speeding/GSM	56
Seatbelts	37
Overriding safety device	1
Working at heights	3
Permit	5
Confined space	0
Lock out tag out	0
Drugs and alcohol	1
Gas testing	0
Smoking	0
Suspended Load	0

### Vehicle Class A/B Defect

#### YTD 31 October

Class A	286
Class B	3906

### HSE TIP

Competency is a blend of knowledge, skill, experience and attitude which all lead a person to carry out their role safely and effectively.

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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 PDO delivered training to over 110,000 people - quite an expenditure. Training is delivered to add value whether by increasing competency or changing a mindset. PDO is now reflecting on fundamental questions: What do we train? Who do we train? Why do we train it? How we deliver training for our new younger working population? Change is coming.



Studies show that lecturing is the least effective method of teaching as less than 18% of what you are taught is remembered and so now interactive styles of training are the new way of thinking. If you enjoy the experience then you will be more receptive to the message and more open to learning. PDO has begun a journey to radically overhaul its training which will deliver a step change in HSE performance and make the whole HSE training experience one to enjoy.

## What You Need to Know

### Competency is key::

Competency assessments for some courses in the future will only be conducted after experience has been gained whilst on the job. People gain knowledge after attending courses but only become competent after testing what they think they learned in practice.

### Pre-requisites::

Many HSE courses currently require people to fulfil a range of pre-requisites that add no value to the course being attended. A review of the practicality of these has been conducted and many of them will disappear. Watch out for news this week.

### What's 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 knowledge from learning from our past HSE 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 supervisors to deliver it to front line staff within the worksites. The concept is based on interaction and a questioning approach, making our brains work out what can go wrong in our own workplace rather than simply passively receiving information about an incident.

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 sessions so far have been energetic, lively and very noisy, but everyone attending 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 cascade the initiative 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 to roll out so keep your eyes 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.

# LEARNING FROM INCIDENTS

