THE GOOD,

THE BAD,

& THE UGLY

Si971 offshore safety representatives

Dave Thomson & Shane Gorman
The Offshore Safety rep was in place prior to Piper Alpha. The roles & responsibilities were different as were any actual powers they had. The Department of Energy did plan a revision of the role six months prior to Piper Alpha, but was regarded as a low level priority so nothing was done to review the position.

Lord Cullen noted in his report that the DoE were incorrect in their low rating of priority and subsequently ensured that future regulations were built to ensure the role of the Safety Rep was not a token gesture.
WHERE WE ARE TODAY...

THE SI971 ELECTED SAFETY REPRESENTATIVE
Offshore Installations (Safety Representatives and Safety Committees) Regulations 1989
Regulation 1 Citation and commencement
These Regulations may be cited as the Offshore Installations (Safety Representatives and Safety Committees) Regulations 1989 and shall come into force on 18th September 1989.

Why we exist – To give representation to the offshore workforce in all matters of Health & Safety.

Who we represent – The platform is broken into constituencies (No more than 40 people in each) which relate to their role in Drilling, Construction, Operations etc. Each constituency has at least 1 safety rep to provide representation.

What powers & functions do they have? - They have a direct line to the HSE if they are in disagreement with supervision or management. Safety Representatives have special training and some defined functions. For example, they can carry out workplace inspections and be involved in investigating incidents as part of a team to afford an unbiased & neutral view.

Who becomes an Elected Safety Rep – Any member of the workforce who wants to represent their fellow worker. They are proposed and seconded by members of the constituency that they are to serve in. They would typically be expected to serve for a 2 year period before being re-elected.
THE GOOD,

A good example of a Safety Rep is someone who displays the following attributes;
• Proactive workforce engagement between constituents and management.
• Someone who is willing to ask the questions other may feel uncomfortable or afraid to ask.
• Progressive learning to stay up to date with current regulations and techniques.
• Understands the importance of information sharing and does so.
• Good listening skills.
• Positive attitude – without agenda.
• Ability to see both sides of a disagreement.
THE GOOD,

A good example of a Safety Rep is someone who displays the following attributes;
THE BAD,

As we all know, this is not a perfect world, but there are misconceptions about the role…
THE BAD,

What the G18 have found through shared experience…

*The bad ESR*
Not understanding the role
Taking the role for the wrong reasons
Apathy and making up the numbers

*The Constituents*
Not understanding the clear defining line between Safety Representative and Welfare
You lot are just Safety Police
The extension of the platforms HSE Department

*The Management*
A tick box exercise, we only have you because we have to comply with regulations
A needless waste of resources
Too much power for my liking, it should be going through the company HSE department
THE UGLY,

Stories from the trenches
Its windy – no its not!
Its never happened before so it won’t in the future...
A rep takes it all the way, a safety moment...
Safety Moment
Large Temporary Enclosed Habitat

Disclaimer: this safety moment is designed to prevent similar incidents occurring. All guidance herein is provided in good faith and Step Change in Safety nor its member companies accept responsibility for any inaccuracies or omissions contained within this safety moment.
• The Job was cleaning and sand blasting works within a large temporary habitat around the slugcatcher area.

• What could be the consequences?
What happened

Complaint made to HSE, after being raised through normal company channels, by a Safety Rep regarding the enclosure of a slugcatcher area preventing natural ventilation.

There was cleaning and blasting on live hydrocarbon containing lines.

The HSE Inspectors visited the asset and the complaint was upheld and all work stopped in the Habitat.
Why do you think the complaint was upheld?

- The large sheeted area that was installed all around slug catcher module changed the requirement to provide open natural ventilation.
- An Operational Risk Assessment was not in place to assess the risks associated with the natural ventilation being removed (PFEER requirement).
- Lack of understanding of the company procedures when cleaning and blasting live hydrocarbon lines.
- The company did not provide relevant information on the risks to employees.
The Safety Rep who first raised and then persuaded their concern was contacted and thanked by the head of the organisation and also the HSE.

- The communication process for managing issues raised by Safety Reps was reviewed after the breakdown between the offshore management team and Safety Reps.
- New process is in place to manage Safety Critical impairments (ORAs)
- New procedure for blasting on live pipework.
THE UGLY,

Stories from the trenches
Its windy – no its not!
Its never happened before so it won’t in the future...
A rep takes it all the way...

“Those that fail to learn from history, are doomed to repeat it”
Winston Churchill
THE WAY FORWARD?

What’s worked
Workforce engagement in getting the message out
Step Change Events – Lunch & learn
Operator Safety Rep events
Encouragement of boots on for safety to be re-run
Major Accident Hazard course
Spadeadam
Safety Rep TV
Presentations
Campaigns
Webinars
THE WAY FORWARD?

What we are working on & with
Step Change in Safety
Continuous engagement at all levels
Learning from other sectors (Health & Nuclear etc.)
More OIM involvement
Workforce Engagement Steering Group (WEST)

And now Shane will continue...