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Issue 4, 2014



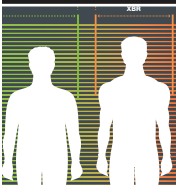
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What's Happening with the BOSIET?

The BOSIET training course is under review again and changes are expected to take place to include the new Category A - Emergency Breathing System (CA-EBS).

The BOSIET Review Group have prioritised the implementation of the CA-EBS over the rest of the training course.

Emily Taylor, who sits on the Review Group, said: "The BOSIET is reviewed every four years and this year our main focus is to make sure we can include the new breathing system in a safe and sustainable way.

"There are still lots of questions about logistics and health controls but

we are making progress and the whole review should be finished within three months. But the most important thing is to make a safe solution, not a fast one."

CA-EBS training courses were set up all over the UK in August 2014 and currently form a separate part of the three-day BOSIET course.

"CA-EBS training will teach delegates how to exhale while they rise to the surface," continued Emily. "One of the best features of the new system is the extra breathing time it gives the guys and girls, so BOSIET delegates will be able to experience how much time they have to breathe underwater.

"Obviously, there are going to be risks involved in using the CA-EBS in the water, but they are extremely small because training courses are undertaken in extremely controlled environments."

The BOSIET standard is held by OPITO and although it is currently a global standard, this is likely to change.

"The UK is the only country to use the CA-EBS," said Emily. "There will most likely be a global BOSIET standard for everyone to comply with, and an add-on UK standard which will include the new system."

Anyone can do that...or can they? By an offshore rigger

Why do we think that no one but a properly qualified electrician should work inside a switch room cabinet, or no one but a properly qualified mechanical technician should change the oil in a gear box, while at home anyone can change an electric plug or the oil in their car. Offshore we are not allowed to change an electric plug or change the oil in a gear box, not because we don't know how to, but because we are not qualified to do so.

During an offshore trip, a mechanical technician asked me to manually lift a heavy crate into his workshop. When I asked why, he said: "You're a lifting guy, so it's your job to lift things." When I explained that manual handling was part of

everyone's job, he stormed off leaving the crate lying there.

Two days later, I caught him using a beam clamp, chain block and slings to place an electric motor onto a trolley. The load was suspended and he was pulling it over with one hand and operating the gypsy chain to lower off with the other. I stopped him and asked what he was doing. With a red face, he said: "It's only rigging, anyone can do that!"

But it turned out he hadn't signed out the equipment, or asked anyone to help him to install it, nor had he created a lift plan and his permit didn't ask for rigging assistance. I reported his actions to the supervisor and he was reprimanded according to

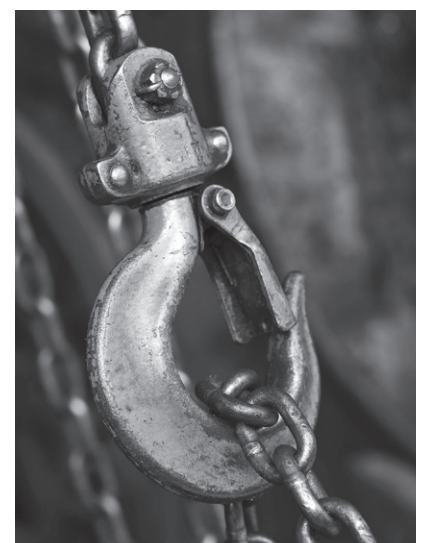
his company's disciplinary procedure.

Unfortunately, a large percentage of our offshore workforce think they can safely carry out lifting and hoisting operations, regardless of their qualification.

Too many people think 'anyone can do that' when it comes to rigging.

In our workplace, the law requires people to be properly trained, so being a rigger is just like being an electrical or mechanical technician. If you haven't been trained and don't meet the requirements, you shouldn't touch rigging equipment, let alone operate it.

So the next time you think 'anyone can do that', STOP and remember that NOT everyone can.





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WEST Event Round-up

The second WEST event of 2014 was hosted at the AECC in November. More than 220 people came along and heard from ESRs and OIMs about their experiences and what they've learned in their roles. They also took part in break-out discussions about what makes an effective safety rep and the HSE Engagement Inspection Guide.

If you would like more information about what was discussed, please email WEST: workforce_engagement@stepchangeinsafety.net

“I thought yesterday's Workforce Engagement event was excellent. It's the first one I've attended so found it very informative and I have fed the details back to the relevant contacts at EnQuest.”

“The event was a great opportunity to share issues with other safety reps, and it was really helpful to hear about what's happening with issues that are so relevant to the industry.”



WEST 
Workforce Engagement Support Team


TEA SHACK NEWS

Published by: Step Change in Safety and HSE.

We'd love to hear your news and stories. Here's how you can contact us:

 www.teashacknews.com

 editor@teashacknews.com

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Read the publication on-line

Stories from the shack

I watched one of the riggers leaving the mess hall the other day and the chef shouted to him; “Did you enjoy your dinner sir?”

The rigger turned and said; ‘Hey min, without looking at your watch, how long have you been a chef?’

We want to hear your funny stories. Email editor@teashacknews.com

SI971 ESRs and further training

After the Piper Alpha disaster, the Department of Energy introduced new regulations which led to the formation of SI971 Elected Safety Reps (ESRs). The SI971 Guidance states “As a follow up, consideration should also be given to developmental training needs”, but until recently, no additional training existed.

In 2011 OPITO, HSE's Workforce Involvement Group, Oil & Gas UK and Step Change in Safety set up a group to investigate the needs of ESRs and decide on a standard for additional training.

The resulting standard consists of the following modules:

1. Understanding and identifying Major Accident Hazards.
2. Understanding Risk Analysis.
3. Investigating incidents and applying Root Cause Analysis.
4. Inspect, audit and communicate.

Glen Sheppard, an ESR who helped write the standard, attended training for two of the modules delivered by DNVGL.

“The course modules are a long way from the dreaded ‘Death by PowerPoint’ courses we all dislike so much,” said Glen “These are interactive and designed to get ESRs from across the industry discussing, learning and sharing good practice.”

“DNVGL came up with ways of taking some in-depth and fairly complex subjects and teaching us how to understand them by using everyday language and examples.”

Feedback from other ESRs who have undertaken modules is positive. They consider the four modules a huge step forward in ESR development, increasing confidence and allowing ESRs to do their job better.

DNVGL offer the training courses in Manchester and Aberdeen. Details can be found at www.dnvgl.com.

Glen continues: “I believe the industry would be a safer place if every ESR were to complete the modules... but then I'm maybe slightly biased, as I was involved from the start!”



What Are We Doing?

Tea Shack News sat down with Bob Walker, chief engineer on the Teekay Petrojarl FPSO, Petrojarl Banff, to discuss what they do to create a safe working environment.

Hi Bob, we've been hearing a lot from different installations about their safety initiatives. What have you done recently on Petrojarl Banff?

Like a lot of other installations, we have Stop Cards and Safe Cards to record safety alerts. Every card goes into a draw at the end of the month and the person who submitted the best card is given a small gift. Anyone who has gone above normal safety expectations is given an 'at a boy' special gift.

The Petrojarl Banff is a smaller installation. How do your OIMs get to know everyone on board?

After every crew change, the OIM holds a welcome meeting in the conference room to highlight recent events and make plans for the next few weeks. Every new crew member has a one-to-one meeting with the OIM after their on-board safety induction.

Everyone must know each other really well, but how do you ensure there's an open safety culture so workers can approach each other with their safety concerns?

We have an open-door policy so anyone can approach a member of the management team. We've always operated a no-blame culture so people don't have any problems with stopping the job if they have a concern.

How do you make sure everyone knows the safety reps?

Safety reps wear a red safety helmet so they're easily identifiable and their photos are on a safety rep noticeboard. Their names are read out at all of the welcome meetings held by the OIMs.

Every installation has daily safety meetings, but what makes Petrojarl Banff particularly helpful for those on board?

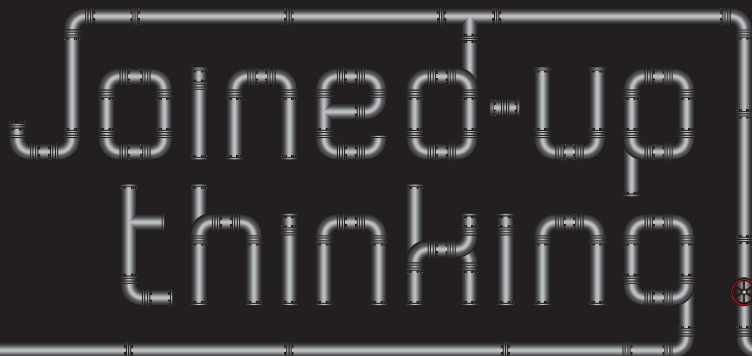
We have a morning huddle with everyone before permits are issued. The OIM begins the meeting with safety concerns, Safe Cards and Stop Cards. Then the department leaders highlight the day's activities and introduce any vendors or new crew members to the installation. At the end of the meeting, there is an opportunity for anyone to comment or ask questions.

How about you? How do you play your part?

I personally hold a daily toolbox talk with the entire maintenance department after permits are issued. This is a really important safety moment and has value that lasts throughout the day.



We want to hear how you stay safe on your installation. Email us at editor@teashacknews.com to tell us about it.



Each pack consists of a short film (approx. 5 min) and presenters' notes. The films describe real incidents which resulted through common failures in our industry. Download the packs from www.stepchangeinsafety.net

Twitter: @StepChangeInfo
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 Email: info@stepchangeinsafety.net
 Web: www.stepchangeinsafety.net
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Calendar

February 2015	Change management
April 2015	Communication
June 2015	Complacency
August 2015	Control of work
October 2015	Competence
December 2015	Culture
February 2016	Commitment



The Regulator's View

Tony Hetherington

Recently I spoke at two industry events. What I heard there reminded me how much more industry and HSE need to do to help everyone think about safety in a different way. The importance of safety glasses and handrails is well recognised. It is more difficult to spot the things that could cause major accidents and injure many.

The first meeting was the Step Change in Safety Leadership Breakfast. This was attended by senior managers from across the industry. It was an opportunity to recognise the fantastic achievements of Step Change but, as the new co-chair of the Step Change Leadership Team (Ian Sharp – Chief Operating Officer of Fairfield Energy) said, there is still a lot to do. In particular, we all have to do more to make sure elected safety reps (ESRs) get the training and development they need to help them do the best job possible. The co-chairs also said it was important to meet the Step Change commitments to provide mentors for ESRs, provide time for ESRs to undertake their duties and make sure senior managers fully recognise the benefits ESRs can bring to major hazard risk control.

I welcome this restatement of commitment and I can assure you that I will be reminding the industry of these undertakings.

The second meeting was the Workforce Engagement Support Team (WEST) day. There were over 200 delegates at that event, most of whom were ESRs. I was impressed with the enthusiasm and commitment from everyone. I was also impressed by the quality of the contributions of so many reps; they are true leaders. No one should be in doubt of their quality and value. We now need to unlock their full potential.

Operators need to recognise the fantastic help ESRs can be. ESRs can help to ensure that the things operators believe are happening actually do happen on the tools – all day, every day. You and the reps need to be aware of any slippage in standards. Everyone needs to be aware of procedures and why they are important. Then you can tell if changes are significant for safety. This requires more of you and of operators. Operators need to make sure you and the ESRs understand what is critical to health and safety on each platform, have mechanisms to listen effectively to what you all have to say and then act on the information you provide.

I am determined that the Step Change Leadership Team makes a step change in the way the industry involves you all in improving major hazard risk control. The knowledge you share about the strengths and weaknesses of the way work is done offshore is too valuable a resource to waste.



Calling All Safety Reps!

We've all met safety reps who are passionate about their role and are determined to make a difference.

But some of us aren't fortunate enough to have someone looking out for our safety. This can be because of the lack of support they receive from their employer and duty holder, lack of commitment, the levels of communication between their peers or the availability and quality of training.

The Workforce Engagement Support Team (WEST) knows that an effective safety rep can make the world of difference to a workplace. This is why WEST has set up a group with the purpose of **working together to increase the effectiveness of elected safety reps, to help improve engagement with the workforce.**

The group hopes to improve the communication channels between safety reps and Step Change in Safety, so that safety reps have easy access to examples of good practice and information about current initiatives. The group also wants to improve the standard of training for safety reps.

The new group includes safety reps, OIMs, members of HSE and RMT, a drilling rep and a safety coach. They are currently working with OPITO on the BOSIET review and are writing a charter for safety reps. They are also looking into the role of a duty safety rep.

If you are a safety rep and want to hear more about what the group can offer you, please register an account on the Step Change website. If you had already registered on the old account, there's no need to do this again; you will still be sent information.



Login | Register | Accessibility

Search

Out with the old, in with the new

Step Change in Safety has a new website where you'll find loads of information about Step Change's activities, news, events and plans for the future. If you're an onshore or offshore safety rep, it's important you register on the homepage to receive our news alerts and monthly round-ups. Visit www.stepchangeinsafety.net to find out more. Enjoy!

Elected to make a difference: Nigel MacGillivray

My three-year-old daughter's latest saying is "Daddy yer burstin' ma heid."

Funny, seeing as that's how a lot of us relate to everything about safety, with its fancy words like 'policies' and 'requirements' and the billion offshore TLAs that we use. It just makes yer heid burst. But it doesn't have to.

As safety reps, we have to keep it simple

and remember that no-one offshore knows everything. By the way, TLAs are 'three letter acronyms'.

Communication is part of everything and only by talking, asking questions and hearing the answers will you really find out what your colleagues' worries are. Only then will you be able to act accordingly.

Everyone has a responsibility for their own safety and that of their colleagues. Those with experience and knowledge should share and mentor whenever possible, and those that choose to be safety reps should lead by example and do the right thing. If you see people struggling to get to grips with all the safety demands that go along with the hazardous

environment in which we work, then step up to the mark and help. Don't let them feel like their heids are burstin'.

There is a saying, "If you're not part of the solution, then you are part of the problem." I hope that if you've taken the time to read this you are part of the solution. Stay safe.



Union Opinion

Jake Molloy

Setting the Standard...Badly!

Through the pages of Tea Shack News, the WEST team is committed to bringing you examples of 'best practice' from across the industry. We want to share with you how Safety Reps are making a difference, how companies have improved their safety performances and how lessons are learned from accidents or near misses.

However, as trade union officials, we cannot avoid the fact that examples of 'bad practice' exist out there as well. We know this because we deal with these cases every day! We know only too well that while the majority of workers are proactive in trying to improve health and safety performance, there are some who are 'reactive' and are setting a bad example.

Some of the worst cases are those which involve leaders in the form of offshore supervision, as they have the ability to influence the attitudes and behaviours of workers, or the 'safety culture' on individual installations.

That's not to say that workers don't have their moments, because they absolutely do. But what we often find is that most workers will put their hands up and accept they got it wrong. For some supervisors, this is too big an ask and they would rather bury their heads in the sand, avoid any suggestion they might have got it wrong and just 'react'.

You asked for gritty stories and articles that reflect reality so Tea Shack News will now be printing a few examples of this 'bad practice'. This is our first case file and, as you would expect, we have removed names of people, installations, companies and other details that might incriminate someone.



A contract worker was stopped by a supervisor from the oil company and asked why they hadn't closed a door, which meant the pressure in the accommodation module was being lost. The contract worker explained they hadn't even opened the door but because the door wasn't working properly, they couldn't close it on their own.

The supervisor found this 'attitude' unacceptable and wrote to the worker's management complaining that the worker was consistently failing to comply with HSE standards. The supervisor referred to the alleged failure to close the door, and a previous failure from two years ago when the worker was stopped and asked about a missing ear plug. I don't know where you think all this sits on the scale of 'safety breeches', but I know what I think!

The contract worker was summoned to an 'investigatory hearing' at their employer's head office and a senior manager set about trying to establish why these alleged failures occurred. The worker explained again that they hadn't opened the door, and that they couldn't close it because it wasn't working properly. The worker told how they had reported the door being open the very next day and two other supervisors had to close it and report the door problem. The door was fixed a few days later.

The manager chairing the investigatory hearing explained they would have to investigate further before a decision was made on whether disciplinary action was required or not.

What got me most about this case was the email sent by the offshore supervisor. At the bottom of the email appeared the logo for "STOP" – the safety observation scheme. It's a pity the supervisor hadn't opted to use the system that his employers promote! Had he done this, it might have taken the heat out of the moment and avoided a process which would see a fellow worker disciplined.

We've yet to find a manager from the Step Change Leadership Team, or a representative from HSE, who thinks the supervisor's approach is 'good practice'.

Step Change looks to the future



While everyone is busy heralding in the New Year on 1st January, Step Change in Safety will start the new year as a new and independent organisation. We caught up with Les Linklater who leads Step Change, about what independence will mean for Step Change and what we can expect from Step Change in 2015.

Hi Les, I thought Step Change has always been an independent organisation?

Yes, it has. Step Change's members, staff and strategies have always been separate from Oil & Gas UK but the legal entity is now changing.

So how will independence affect Step Change's activities?

Basically, Step Change's members will now become its owners. There will be very little effect on Step Change's day-to-day activities but the separation will create a clearer distinction between Step Change and Oil & Gas UK.

How will it impact the guys and girls who go offshore?

We hope it will reassure them that Step Change works independently from external shareholders, but in collaboration with unions and regulators.

So what else will Step Change be doing in 2015?

We've got four big events planned for the exhibition centre to which the workforce is invited. We're also running Helicopter Safety Awareness courses near the airport and will be visiting the heliports in Aberdeen to meet the workforce. We'll hopefully be able to head up to Shetland and down to the North-east of England to meet with different companies too. All of our events are on the Step Change website. Workers who work for member companies can attend them for free.

Dumb Ways to Die



In November, the Step Change in Safety team spent a day running over children with a train, stalking them online and electrocuting them in a kitchen.

All in the name of harmless fun, of course.

The team spent the day with 60 primary pupils from an Aberdeen school at The Safe – a purpose-built, interactive village run by the charity, Absafe. The Safe contains life-like scenarios that could put a person's life in danger, including a kitchen riddled with hazards, a computer-generated train which gives kids the fright of their life and interactive

games that teach them about bullying.

"We each led a different session so the kids could spend time learning about risks they face every day – sometimes without even knowing it," said Les Linklater, team leader of Step Change. "It's a thrilling and fun setting for kids to learn about safety."

"At Step Change, we seek to improve the safety of the UKCS but we can't do that if we don't teach the workforce of tomorrow about how important safety is."

The Safe is the brainchild of Absafe, the Bridge of Don-based charity which uses fun, informative techniques to save lives.

Emma Bellu, chief executive of Absafe, said: "The Safe explores risky situations in a secure environment where youngsters will be able to apply valuable safety lessons to everyday life."

"By playing out realistic scenarios and the consequences of a crisis within an interactive setting, we will hopefully equip youngsters with the practical knowledge they need to be able to think quickly on their feet when they, or others around them, are in danger."



If you and other colleagues would like to be involved with teaching school pupils the importance of safety at The Safe or sponsoring a group of children to attend, please contact hello@absafe.org.uk

Revised Code for commercial diving offshore

The HSE is about to publish a revised 'Approved Code of Practice' (ACoP) for the offshore diving industry. This follows a regulatory review to simplify and update the ACoP, and comes after extensive industry consultation.

Background

- **1997:** HSE introduces the Diving at Work Regulations and ACoPs for each diving sector;
- **2011:** Government commissions an independent review into reducing the burden of unnecessary regulations on businesses. Professor Ragnar Löfstedt publishes an independent report called 'Reclaiming Health and Safety for All'. The report recommends that HSE reviews its ACoPs by the end of 2014;
- **2012:** HSE launches a public consultation to review, update and amend 30 ACoPs, including those concerning diving.

In the last two years, HSE has engaged the diving sectors through the representatives of the Diving and Recreational Diving Industry Committees on the scope and timetable for the review. This led to an eight week consultation conducted between January and March 2014 on the proposed changes to all five of HSE's diving ACoPs.

The ACoPs have now been updated to provide greater clarity, reflect changes in technology and industry practice, remove inconsistencies and to replace references that have become outdated.

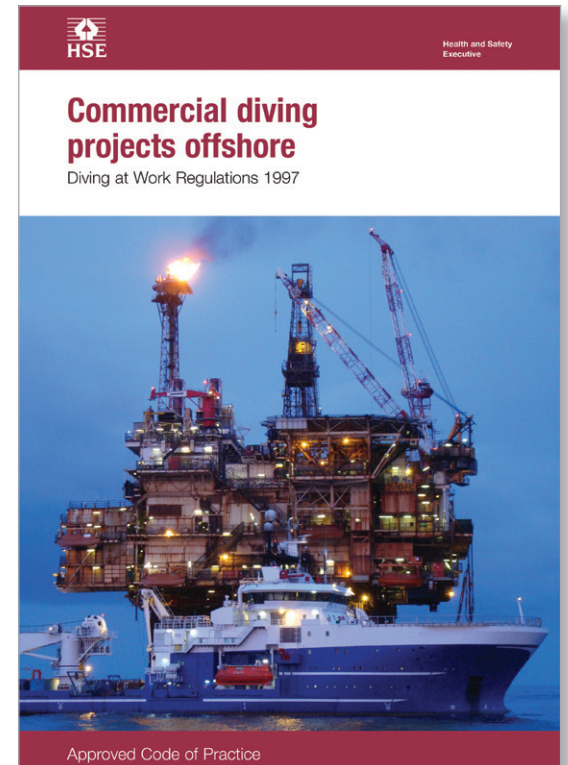
The main interest for the offshore diving industry will be the changes to the Commercial Diving Projects Offshore ACoP, the key updates relate to:

- **Closed bell projects:** Clarification of bell run duration is addressed and the requirement for a refreshment break is included;
- **Bell operations:** Clarification of the requirements for a surface standby diver is provided;
- **Fitness to dive:** Further information is provided for divers regarding medical treatment, medical conditions and prescribed medication that may make them unfit to dive;
- **Partial pressure of oxygen:** The maximum recommended partial pressure of oxygen for breathing gasses has been changed to 1.4 bar and there is new information on the use of decompression procedures requiring higher levels of oxygen.

The updated Offshore Diving ACoP is available to download free or purchase from HSE. For further information on offshore diving and diving projects in general, the HSE has dedicated web pages that cover many diving related topics, e.g.

- Diving regulations and guidance
- Training and medicals
- Qualifications
- Equipment
- Diving Information sheets and other sources of related information.

All these and much more can be accessed by visiting their diving web site: www.hse.gov.uk/diving/index.htm



Reinventing Health, Not Just Slimming Down

The CAA dates regarding passenger size are fast approaching. Like anything with a deadline, it can be tempting to adopt a last-minute approach to our size and shape, crash dieting to make sure we meet the specific size on 'Measurement Day'.

But this isn't about one or two dates. We can't lose a couple of pounds for the days we fly, and forget all about it when our feet are back on solid ground.

This is a long-term issue that requires a long-term solution.

Without wanting to sound like a Lycra-clad, weight watching diet guru, weight loss isn't about a few less puddings and a bit more movement. It's a lifestyle change, one which has to be adopted wherever you are, whoever you're with and whatever you do.

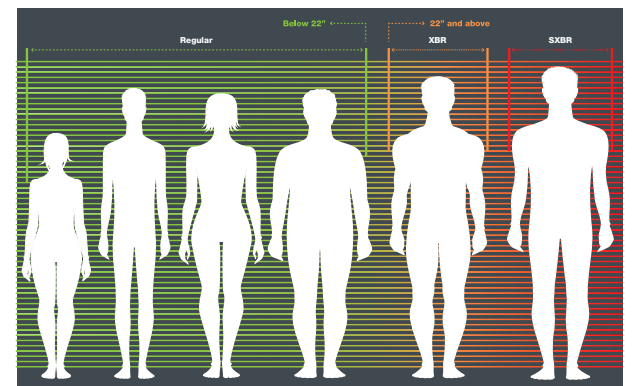
This is why Sodexo created Well Track. It's an online tool that helps offshore workers lead a healthy lifestyle. But when the year-long trial was carried out in the North Sea, the results weren't

just about healthy lifestyles and weight loss. Participants found they were more engaged with their jobs, more rested and more alert to the risks they faced every day. In an industry as hazardous as the offshore one, this can only be a good thing.

Well Track isn't just a diet plan. It's a programme that has the power to transform unhealthy lifestyles into healthy ones. Ongoing support from a team of experts encourages participants to implement a healthy lifestyle both offshore and onshore. What's more, participants are given rewards for reaching their health goals.

Well Track was designed to tackle the issues that impact offshore lifestyles. It is flexible enough to cover night-shifts, lengthy rotations, being away from home and whatever can happen during three weeks of leave.

So start thinking about your lifestyle, not just your waistline. Start thinking about every day, not just weigh-in day. Could you do with a change?



 well track
by 

Playing
my part:
Allan
Smillie



Allan's career as a telecoms engineer has taken him to different industries all around the world, but safety has always been his passion. Allan started his career as a telecoms engineer for air traffic control in Prestwick, which he absolutely loved. He then moved to USA for 11 years where he did various telecoms roles before ending up deploying large call centre phone

systems. Moving back to the UK in 2008, he worked offshore for a couple of years for Nessco before arriving at his current post onshore as the telecoms Technical Authority at Taqa Bratani. Allan first got involved with safety while working in air traffic control and has been involved with safety in every company since. His secondary role at Taqa is the onshore ESR focal

point. This has allowed him to help organise and get some focus back to the ESRs and become co-chair for the Joined-up Thinking workgroup for Step Change. Allan is committed to the safety rep programme as he fully believes that ESR workforce engagement is the key to a safe asset.

Stepping into the Safety Cocoon

At Wood Group PSN (WGPSN), safety in the workplace is top of the agenda. The company is focused on values and ensuring that everyone, everywhere, everyday, is safe home. Tea Shack News caught up with Dave Stewart, UK Managing Director for WGPSN to find out more...

TSN: What is the Safety Cocoon?

Dave: Our Safety Cocoon initiative gives employees the training, knowledge and tools to work safely at the worksite. People are the heart of our business so we put them at the centre of the Cocoon which is made up of four protective layers: Aristos, Hazard Awareness, Life Saving Rules and the Behavioural Standard. These are all designed to improve behaviours throughout our workforce and encourage our people to think about their safety and those around them.

TSN: What is included in the four layers?

Dave: The Aristos course is an integral part of our commitment to safety. It's a two-day course that introduces human factors and helps our people understand why the decisions they make may not always be the safest choice. It helps them make the right decisions and encourages them to step up when the decisions of others are putting others at risk.

For 2014 we have developed Aristos Essentials, a one-hour introduction to the principles of Aristos and the Safety Cocoon. We have set ourselves the target to roll this out to all employees by the end of 2014, and with more than 12,000 employees in the UK alone, this is no mean feat.

Hazard Awareness gives our people the tools to detect and deal with hazards before and during work. We have developed a series of hazard awareness cards to help spot some of the hazards we all face day-to-day in the workplace. Everyone is empowered with the authority to stop the job should they feel there's a risk to safety and we all have the responsibility to speak up when we see something is wrong or has the potential to cause harm.

Life Saving Rules has been developed to tackle high-risk activities; a simple set of rules that when followed will protect everyone from harm.

Our behaviours set the safety culture of our organisation. The Behavioural Standard is an existing Wood Group set of standards that set the expectation for our directors, managers, supervisors and workforce. These have recently



Dave Stewart, UK Managing Director

been updated and dictate the standard the company expects everyone to follow. Our aim is to build a safety culture we are all proud to be a part of; one that gives us the basis to get there together.

TSN: Why is the Safety Cocoon so important to you?

Dave: Safety and assurance is our top priority core value, and our mission is 'Safe Home'. We see the Safety Cocoon as the vehicle that will take us on the journey of achieving that mission. A large number of our employees work within our clients' safe systems of work so it is essential that our people have the fundamentals of the Cocoon which prepares them with the right skills and behaviours expected in a hazardous industry. That is why we are investing significant resources into this initiative to ensure that wherever Wood Group PSN people work across the world they go home safe from their workplace.

"The Safety Cocoon is an important tool that my team and I use day-to-day, to ensure all work carried out is done in the safest possible way. Hazards are identified before work takes place and the consequences of our actions are taken into consideration, both good and bad. This helps us identify and eliminate any high-risk activities or methods involved in a particular task, which enables

us to plan the task accordingly and lower the risks as reasonably practicable. Offshore workers can be influenced by behaviours or actions of others, so demonstrating a high standard in safety is crucial in the industry.



"The Safety Cocoon actively encourages all personnel to be more vigilant in planning work safely and encourages interventions where any behaviours or actions could result in harm to us all. By following procedures and the four key elements that make up the Safety Cocoon, everyone should return home safely to their families." Scott Malcolm, WGPSN, deck foreman, Hummingbird FPSO.

What are your hobbies?

I just started hillwalking this year and have started Munro Bagging. I also teach advanced driving and when I finish studying for my degree, I play far too much Halo on the Xbox.

What is your biggest achievement?

I would say my biggest achievement in my life is staying sane after having 10 kids. I'm down to the last six at home now and I can change nappies with military precision.

What is your favourite TV programme?

The Walking Dead – as a family we just recently did our house fire escape plan, however we have had a zombie escape plan for years.

What are your plans for Christmas?

I am definitely looking forward to taking some time off and having a proper break with absolutely no travel plans. I am also looking forward to the snow!

Did you know >>

TEA duko

Tea Break

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Delayed Flight

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								7
8		6				2	5	

Snack Facts

You may be surprised to know just how many calories are contained in drinks. Remember, the average adult must walk briskly for 15min to burn 100 kilocalories.

(Approximate number of kilocalories in 100ml)

Apple juice	48kcal
Cola	43kcal
Black tea/coffee	0kcal
Café latte	28kcal
4% beer	32kcal
Wine	60kcal

UK Oil and Gas Industry Safety Awards 2015

Do you know someone who deserves recognition for their outstanding safety efforts? Nominations for the 2015 UK Oil and Gas Industry Safety Awards officially open on the 7th January. This year's categories are:



- Safety Leadership
- Safety Representative of the Year
- Innovation in Safety
- Workforce Engagement
- Occupational Health and Hygiene
- Sharing and Learning

If you would like to nominate an individual, team or company for an award, please visit www.oilandgasuk.co.uk for nomination guides and application forms.

Important dates: 7th January: Nominations open
21st February: Nominations close
25th March: Finalists announced
29th April: Award Ceremony at the AECC

WORD SEARCH

O H I A M X W G E J S W P N S
S R A C U R D N C T K I N W T
F K M N L L G K R T H T E O O
R Q R A G A D E R S V E W D P
Z F O O P O E L R N X I H T S
F C S M W T V E A U K D O N M
R U A L P E B E N N F P B U O
L H T A L M R F R W G E B O K
C Z R D E E G I P D S S Y C I
V T I M W C B B F T L X Y C N
Y F M F I R S T F O O T I N G
O Y K L H O G M A N A Y C P E
G R A D N E L A C R R J B N P
M I E O F O M Z B W J H R V J
N O I T U L O S E R V Q F O K

- AULD LANG SYNE
- BELLS
- CALENDAR
- CHAMPAGNE
- COAL
- COUNTDOWN
- DIET
- FIREWORKS
- FIRST FOOTING
- GYM MEMBERSHIP
- HANGOVER
- HOGMANAY
- NEW HOBBY
- RESOLUTION
- STOP SMOKING
- STREET PARTY

EVENTS Diary

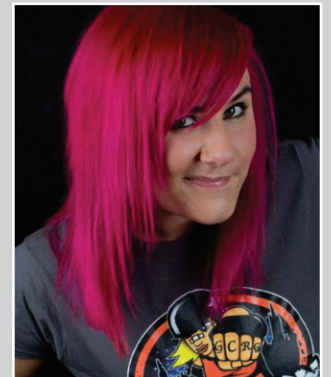
Places on these events can be booked through www.stepchangeinsafety.net

2015 MARCH 5	Helicopter Safety (Aberdeen)
2015 JUNE 11	Competence & Human Factors (Aberdeen)
2015 OCTOBER 6	Asset Integrity (Aberdeen)
2015 NOVEMBER 24	WEST event (Aberdeen)

Personal responsibility

by Nikki Morris, HSEQ Advisor, Conoco Philips (UK)

When Tea Shack News approached me to contribute to each issue, it wasn't until I sat down and wrote that I realised just how evolving our world is. At one time, the answer to our safety problems was to sort the systems and processes. Then we had 'shock tactics' but they don't have the impact people expect. We get new initiatives and campaigns, we shift from occupational to process safety and back again, we invest millions of pounds in training and development but for some reason we still haven't found the answer! We can get help from organisations, industry bodies and regulators but unless every individual lives and breathes similar values it's difficult to see how our vision will be realised. I believe that people are generally good – they want to do a good job, they want to get home safely, they want to please others, but everyone does it in different ways for a different end. Maybe it's up to us, to every single individual person to think about why they do what they do, what they want to get from it and how they want to be thought of and remembered. It's our responsibility to step up and KEEP stepping up to make sure that we improve ourselves, our site/platform and our industry.



PLAY YOUR PART

Tea Shack News wants to hear your opinions on safety-related issues at your workplace. Send your comments and letters to editor@teashacknews.com