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TEA SHACK NEWS

October 2017

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**STEP CHANGE
IN SAFETY**



A lot can happen in three months . . .

Helicopters: the Facts and Figures
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ELECTED TO MAKE A DIFFERENCE
Safety was instilled in Stuart Mann at a young age **P4**

OFFSHORE SAFETY AWARDS ROUND UP

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SAFETY MOMENT

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Defective Deck Net and Aircraft Slide

- Do you maintain your helideck?
- Does your organisation have an Normally Unmanned Installation (NUI)?
- Do you maintain NUI helidecks?
- Do the NUI helidecks have regular checks?

To find out more go to our website and safety moments
www.stepchangeinsafety.net/safer-conversations/safety-alerts

**STEP CHANGE
IN SAFETY**

We'll provide the facts...

On April 29, 2016, 13 people were killed when their helicopter crashed on the shore of Bergen, Norway.

Since then there have been flight restrictions, an ongoing investigation, preliminary reports, lifted bans and new technical specifications.

In the immediate aftermath of the tragedy EASA (European Aviation Safety Agency) and CAA (Civil Aviation Authority) imposed a flight ban on the type of helicopter that crashed – the Super Pumas (EC225 and AS 332L2).

At the time, it was reported that the helicopter was “totally destroyed” and parts of the helicopter were never retrieved.

On June 2, 2016, it was revealed in an EASA emergency airworthiness directive that there was a potential safety issue with the main rotor assembly. At that point the whole global Super Puma fleet was grounded.

In October 2016, EASA lifted its global ban, subject to technical testing and checks, however, the CAA and Norwegian CAA maintained their restrictions, stating: “Following the release today by the European Aviation Safety Agency (EASA) of proposals to allow the return to service of Airbus Helicopters’ Super Puma EC225LP and AS332L2, the UK Civil Aviation Authority has confirmed that its existing restriction, prohibiting all commercial flying of this type by UK operators, is to remain in place.

“The Super Puma helicopter accident in Norway on April 29 is still under investigation by the Norwegian authorities and we remain in close contact with all offshore helicopter operators to continue to assess the situation. “We are united in our approach with the Norwegian Civil Aviation Authority.

“Both agencies now await further information from the accident investigation before considering any future action.”

In April, 2017, almost one year to the day after the tragedy took place, the Air Investigation Board Norway (AIBN) released a preliminary report which said a fatigue fracture in the gearbox led to a chain of events, which resulted in the rotor becoming detached from the fuselage. However, no root cause had been identified. And it said: “The AIBN will continue the investigation into how and why two similar catastrophic accidents could happen to near identical helicopters only seven years apart.”

EASA responded to the report by stating: “While the accident investigation is not complete, EASA continues to implement robust and proven certification processes taking into account all available information.

“EASA will continue to provide its full support to the ongoing

investigation until the cause of the accident will be found.”

On July 8, 2017, the CAA and the Norwegian authorities lifted the restrictions placed on the flight of EC225s if operators meet specified safety conditions. CAA head of airworthiness John McColl said: “This is not a decision we have taken lightly. It has only been made after receiving extensive information from the Norwegian accident investigators and being satisfied with the subsequent changes introduced by Airbus Helicopters through detailed assessment and analysis.”

He added: “We would not have made this decision unless we were convinced that the changes to the helicopters and their maintenance restore the required airworthiness standards.”

Many companies have stated they will not use the helicopters until

"This is not a decision we have taken lightly"

there is an adequate safety case, some stated they wouldn't use them unless stringent tests were put in place and others chose not to comment.

With many outcries by the offshore workforce Airbus (the manufacturer of the EC225) wanted to communicate with the people who travel in them. So, in early August it released a survey asking people questions regarding the EC225 and helicopter flight safety.

It stated that 62% of offshore workers have said they are unlikely to fly in a EC225 Super Puma ever again. That information was released to the public by Airbus as it revealed the results of its survey which was created to gauge how comfortable people were flying.

It didn't come as a surprise to anyone in the UK oil and gas industry that this subject, which is incredibly emotive, is causing concern among the workforce.

However, some interesting facts came out of the survey which saw more than 5,000 people contribute.

● 63% of people said it's very important to have technical issues explained by an expert

● 70% of people said the opinion of the pilot was very important

● 91% of people said the safety record of a particular helicopter is very important

● 41% of people said the opinion of Step Change in Safety is very important

● 46% of people consider leg room very important

● 52% of people consider shoulder room very important



Airbus Helicopters said it was committed to being open about its products, to receiving the views of customers, passengers and interested groups, and keeping them informed of developments concerning its helicopters

Step Change in Safety is there to provide the facts and let our members and the workforce make a decision based on the information they are provided with.

Its support team works with organisations, members and companies to help deliver the right outcome for safety across the UKCS for everyone involved.

When the helicopter survey results were presented the organisation said: “We are pleased Airbus took the decision to release the results of this survey with ourselves and its other stakeholders.

“We had previously lobbied the organisation to provide the outcome, as engaging and communicating with the workforce is vital in our industry – and even more so when discussing helicopter safety, which is an incredibly emotive and



Les Linklater, executive director of Step Change in Safety

challenging topic. We will now work with our membership to understand the results and what actions need to be taken, as a consequence.

“The investigation into the April 29, 2016, helicopter crash is still ongoing and as we have always

done we will continue to provide you, the workforce, with the facts as they are delivered to us.

“We will be working with all appropriate organisations to deliver more communication regarding helicopter flight safety starting with webinars later this year.”

you make the decision



Regulators' Opinion

Rigorous process vital to reaching safe way forward

Mark Swan
Civil Aviation
Authority



Of all the decisions that we make that affect the safety of people using UK aviation, those concerning offshore helicopter safety are some of the most challenging. Given previous tragic events, our decision-making is also subject to rigorous and intense scrutiny by the CAA Board, before any actions are agreed.

I've met survivors and others that have been directly affected by previous accidents. While we can never fully appreciate what they have been through, we can make sure that in everything we do, we do our utmost to improve the safety of offshore flying for everyone.

We have worked very closely with our Norwegian counterparts for over a year and we have agreed with them a path to allow the Super Puma helicopters to resume flying. When the European regulator EASA cleared the helicopter to return to service in October last year, we were not fully content to allow them to fly and kept our restrictions in place until the Norwegian accident inquiry had finished its initial report and we could be confident that the right changes and sets of measures were in place to allow us to make a joint regulatory assessment. Therefore while the rest of the world has been operating the helicopters, the UK and Norway have prevented any flying.

We now have considerably more information from the Norwegian accident investigation, with clear indications concerning the causal factors of the accident in April 2016. The information now available has enabled Airbus Helicopters to develop further significant modifications, changes to maintenance and more frequent replacement of parts, on top of the previous EASA requirements. Together all of these steps have enabled us and the Norwegian CAA, together with EASA endorsement, to set out a plan for operators to use the helicopters if they and their customers wish.

This is not something that will happen immediately. If an operator does wish to use the helicopters again they will need to implement the necessary changes and satisfy themselves that they have the right measures in place to commence safe operations. To do this they will need to produce individual safety cases and obtain our approval.

The discussions, which have enabled us to reach this position, have been taking place for months and throughout the process we, EASA and Airbus have continuously involved the workforce representatives, offshore industry and operators.

Engage with workers or we won't fly

Union opinion Unite RMT

We, the trade unions (TUs) representing oil and gas workers, continue to have significant concerns about the situation around the operation of the H225 and Super Puma-type aircraft in the North Sea and the first of these is the way in which the regulators have gone about this announcement.

We've been told repeatedly that the Offshore Helicopter Safety Leadership Group (OHSLG) would be the forum through which all communications would

be developed. Even in the e-mail on July 7, calling for the "extraordinary meeting" in Stavanger, the CAA talk about holding a "summit on the 225 to update all parties".

However, the CAA then put out a press statement telling all parties what they've decided! What's the point of having a meeting to "update" anyone?

This apparent rush to release a statement without engagement of OHSLG and the timing of the release also give cause for concern. The only conclusion we can reach about the way this has been handled is that

a commercial imperative exists and is taking precedence over appropriate engagement and consultation with

"We find ourselves at odds with Airbus"

the most important group in this situation - the offshore workforce. We shouldn't have to remind the regulators and manufacturer, but the facts around Super Puma-type aircraft are the most important issues to our constituents so we will; this

aircraft type has been in the sea six times in little over eight years; 65 people have been rescued from the sea; 33 people have been killed; and we still don't have a root cause for the Norwegian tragedy!

The timing of the CAA announcement is also being linked to the questionable "survey" by Airbus.

This survey has been widely criticised by workers, but the fact that Airbus are refusing to allow independent assessment of the survey findings and to have these findings released publicly is only fuelling scepticism about the actions of Airbus.

We (the TUs) therefore find ourselves at odds with Airbus and the regulators. As we see it, there is only one way to remedy this situation and that is a comprehensive and meaningful engagement exercise of offshore workers.

Until such an engagement exercise has been completed, the position of the TU's representing oil and gas workers will be that our members refuse to fly.

Additionally, and as a consequence of the CAA actions, we will be renewing calls for the inquiry proposed after the UK Transport Select Committee's recommendations in 2014/15.

'We're all in this together'

by **Stuart Mann**

I suppose deep down safety was instilled into me at a very early age, especially being born and brought up on a dairy farm where risks are all around you. I was always being told by my father (who I seemingly followed around like a puppy dog) to "get back from behind that cow", or "don't go near that tractor", or "don't put your fingers in there", - I always wanted to see how things worked!

Ironically, years later, all it took for me to become a safety rep was a plain and simple computer-based training (CBT) module on nitrogen awareness. I had just completed the module where you could actually pass the assessment but still got one fundamental question wrong - is nitrogen an asphyxiant?

It was very much a wake-up call for me especially after using nitrogen for many years, but never knowing how dangerous it was. I applied immediately for one of the vacant maintenance safety rep positions and was duly elected as a rep back in 2004, a role I took to immediately.

Over the years my passion for

safety and people has grown and grown and I have been very lucky to be involved with BP's UK Safety Reps Forum (UKSRF). I have witnessed first-hand how effective a group can be in promoting, sharing and demonstrating positive HSSE behaviours and culture in the workplace.

As chair of the UKSRF it allows me to liaise with the leadership team, discussing how we can do better and raise

"I had never known how dangerous it was"

the profile of issues from our colleagues, to improve safety now and in the future.

Recently I joined Step Change in Safety's G18 committee.

I believe that by positively influencing others and by being an active participant in the effectiveness and promotion of, and commitment to, the safety agenda in the oil and gas industry, we can produce results.

After all, we are all in this together.



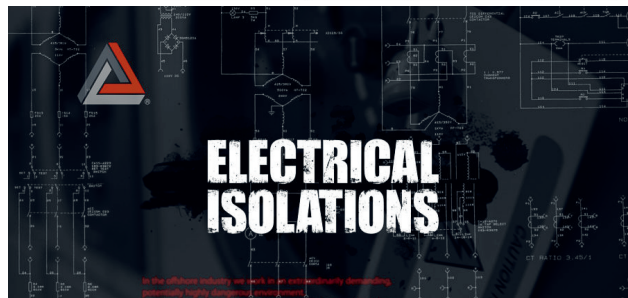
Joined-up thinking

The latest release from the **Joined-up Thinking** team addresses the importance of effective electrical isolations.

The incident described resulted in 11,000 volt live bars being exposed and unattended during work to upgrade a high voltage switchboard on an offshore platform. This was caused by a last-minute change to the electrical isolation which was not sufficiently communicated to everyone involved in the job.

ASET International Oil & Gas Training Academy kindly allowed filming at their training facilities in Altens, Aberdeen. The short film stars two pupils from a local academy on work placement with an operating company who unsuspectingly got roped into dressing up in the appropriate protective clothing!

The **Joined-up Thinking** pack can be downloaded from <https://www.stepchangeinsafety.net/joined-up-thinking-packs>.



Survival of fittest for Glasgow training firm

For anyone that makes their living in the North Sea energy sector, helicopter safety is a regular topic of conversation.

It's beyond cliché to say that safety is the number one priority, but if you have to get on a copter to get to work, having the correct training is not only mandatory, it literally can be a matter of survival.

Despite the tough times in the North Sea, thousands of men and women still make the regular flights to the hundreds of offshore platforms and installations. For more and more of the workforce, having the appropriate certification is a matter for the individual and is not something "the company" will take care of. Cost and convenience are playing a bigger role in deciding where to get the training done and with many offshore workers living in the central belt rather than north-east Scotland, Clyde Training Solution's world-class facility in the greater Glasgow area is experiencing increased demand.

CTS put its money where its mouth is by making a multimillion-pound investment in a new training facility for offshore workers – 150 miles from the UK's oil capital.

It opened its state-of-the-art training complex in Clydebank last year. The unique centre provides both marine and offshore training and has been built on the foundations of more than 10 years' experience in providing maritime safety training to some of the UK's largest shipping firms by sister company Clyde Marine Training.

It coincides with a leaner, more cost-efficient North Sea oil and gas industry.

Director Colin McMurray said: "Cost savings have become essential for all those working in the sector and Clyde Training Solution's facility is proving attractive to North Sea workers who are inconvenienced by having to travel to Aberdeen for survival training.

"We understood that many offshore workers are not based in the north-east of Scotland where

other offshore survival training centres are located.

We could see that having world-class facilities on their doorsteps would be a boost for them. They can do their training and obtain their qualifications on day courses without the need for travel and overnight stays."

Cost-conscious employers also reap the benefit, as training costs, travel and expenses are also minimised.

The centre, the only one of its kind in central Scotland, boasts facilities to rival anything available in the UK today.

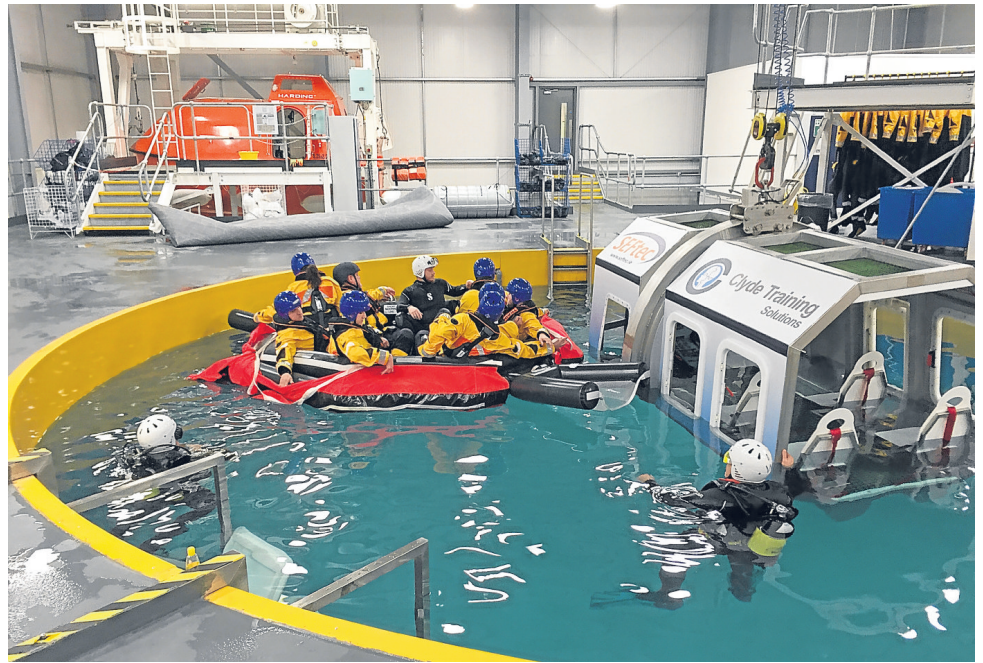
The maritime and offshore training centre offers multiple classrooms, deep-water pool, HUET (Helicopter Underwater Escape Training module), and full fire training ground complete with training stack and helideck.

The centre's proximity to Glasgow's airports enables overseas workers and businesses to readily access its facilities and the firm is working hard to attract new business from around the world. Courses are tailored to fit the regulations for workers in the UK/North Sea but also internationally.

This has been reflected in the fact that CTS has taken bookings from delegates and companies in more than 25 different countries worldwide since opening its doors last October.

The Clyde facility has full OPITO Training Centre approval and is fully certified by the skills organisation for the oil and gas industry to carry out BOSIET-, FOET- and HUET-related training. All training is conducted on one site (big advantage compared to many other training providers), with hot meals produced daily on-site.

Courses continue to be added, but at present BOSIET-, FOET-, HUET-related, Offshore Emergency Response, Escape Chute & Shoulder Width Measurement are offered and CTS is working with OPITO to add more in the coming months.



"Clyde Training Solution's Glasgow facility is proving attractive to North Sea workers"



Clyde Training Solutions

Workforce opinion Speak up and make your voice heard

"Ladies and gentlemen please pay attention, this is your flight brief for the Airbus H225."

Not the words you want to hear at the moment right? Perhaps you don't want to hear them ever again!

The passengers got the briefing for the Super Puma flight in 2009 and they all died. The passengers got the briefing for the Super Puma flight in

2016 and they all died. Twenty-nine people died for the same reasons. No matter what the briefings say, when the rotor comes off, no briefing can prepare you for what will inevitably happen.

They said it couldn't happen again after 2009. They are telling us it can't happen again after 2016. So if you find yourself getting a briefing, will you be asking the

question – it can't happen again, can it?

Here we are in 2017 thinking about 2009, 2012, 2013, or 2016. We were told it was sorted, but things haven't improved with workforce confidence.

Now that restrictions have been lifted – what's next? What does it mean for us the workforce? Who's going to try to convince us this time?

Will the Airbus survey, in which we have been told our thoughts and opinions are being properly taken into account – or will Airbus and the oil companies put these helicopters back into the sky no matter what? If you're reading this and thinking the same thing you've thought before, then speak up.

Make your voice heard

because if you don't it could end up being a voice lost in what will be the biggest decision by the workforce in modern times. Speak to your safety rep, speak to your workmates – we all have a part to play.

It will be my family that decides for me, but let's hope all the groups take each other into account when coming to what I hope is the right decision.

Event rewards effort for safety

The people and companies doing their utmost for offshore safety were recognised for their efforts at a key industry event.

The winning entries of six categories were announced at the Offshore Safety Awards, jointly organised by Oil & Gas UK and Step Change in Safety, with Maersk Oil as principal sponsor.

The Aberdeen Exhibition and Conference event heard speeches from Maersk Oil Chief Operating Officer Martin Rune Pedersen and offshore worker and award-winning safety rep Stuart Mann, who was representing Step Change in Safety's G18 committee of elected safety reps.

Attendees also heard 'pitches' from each finalist about their nomination in a format designed to aid sharing and learning.

To mark the 20th anniversary of Step Change in Safety there was an additional award this year - Outstanding Contribution.

The Offshore Safety Awards committee decided to present the award to Jake Molloy of RMT. Jake has championed safety throughout his career and in his 10 years on the Step Change in Safety Leadership Team he has always been outspoken and fundamentally committed to safety and workforce engagement.

The Chevron-sponsored Award for Safety Leadership, which recognises motivational leaders who have had a positive impact on workplace safety, was awarded to Kevin Mitchell, Offshore Intervention Team Leader at ConocoPhillips. Kevin has been an integral part of the offshore well intervention team which has now achieved 14 years without a recordable incident, with 10 of these years under Kevin's time as the Team Leader.

Safety Representative of the

Year - sponsored by Wood Group - was won by Tommy Timms, Offshore Technician at Nexen Petroleum UK in recognition of his role as an enthusiastic and committed safety representative who is furthering the safety agenda at his worksite.

Tommy, Nexen's Safety Representative of the Year for 2016, supports the crew of the Golden Eagle installation with weekly safety messages and by ensuring two-way communication between management and staff.

Bureau Veritas sponsors this year's Innovation in Safety award, which was presented to Peterson in recognition of their efforts to

"They should be proud of the part they are playing"

put in place a process or technique which has improved safety either across an organisation or at an individual worksite.

Peterson has created a range of interconnected digital logistics tools, which have allowed for improvements in safety procedures and provided cost savings.

The award for Workforce Engagement - sponsored by Halliburton - was won by Bibby Offshore for commitment to worker involvement in safety and an improvement in safety performance. The team on the DSV Bibby Topaz responded to workforce feedback from a recent safety culture survey. They used this intel to positively enhance Bibby Offshore's Safety Leadership in Action programme.

Aker Solutions sponsored this year's Operational Integrity award, which was collected by



Finalists with hosts Les Linklater and Mick Borwell

Centrica in recognition of increased efficiency and understanding of risks through sensible and proportionate risk-management solutions.

Bob Taylor and the asset integrity team at Centrica act as a 'fast response' team to address damage or wear to jacket structures/topsides which are nearing the end of their design life, guarding against incidents and dropped objects and rectifying issues with new resources at their disposal. The award for Shaping and Learning - sponsored by Centrica - was presented to BP for demonstrating learning and sharing culture within their organisation

and/or making a significant contribution to health and safety through active participation in, or engagement with, Oil & Gas UK or Step Change in Safety.

BP's North Sea Aviation Team has developed, created and shared an animation which demonstrates the effects and dangers of helicopter downdraft and increases workforce understanding of this phenomenon. Mick Borwell, Health Safety and Environment Policy Director, Oil & Gas UK said: "We always say safety is a core value for our industry but our event actually demonstrates this and all our finalists should be proud of

the part they are playing in keeping our people safe."

Les Linklater, executive director of Step Change in Safety, said: "This year's winners and finalists have shown that if you think outside the box there are practices, procedures and innovations which enhance the safety of those working in our industry. We are delighted that this year's awards were so well received and I'd like to thank the nominees, finalists and winners for playing their part in helping us progress towards making the UKCS the safest place to work in the global oil and gas industry."

Your safety is non-negotiable . . . it's time to act



Unite the Union is to consult its members on action, should the EC225 helicopter be brought back into service in the UKCS.

Ever since the CAA announcement that it had lifted the restrictions on the EC225 and AS332L2, Unite has been out speaking to members - offshore shop stewards and offshore workers.

The unanimous feedback from workers is that these helicopters are no longer fit for purpose.

They are unsafe to fly in and should not be used to transport workers offshore. Our recent survey carried out

by our members across the oil and gas industry confirmed this.

Unite the Union is backing the view of the workforce that these aircraft have to be removed from service in the UKCS.

We have been running a petition on this issue and it has been backed by thousands of offshore workers.

The petition was taken to the Scottish Parliament by Unite offshore shop stewards and 19 MSPs have signed the petition.

Much debate on this topic has and will centre around what is deemed to be an acceptable risk.

Risk assessments are designed to eliminate and mitigate risks that can occur in work.

The offshore industry makes the headlines promoting its health and safety objectives and Unite welcomes initiatives to protect workers.



Wullie Wallace

Playing my part

**Matthew Barnett
Nexen**



Matthew Barnett is a mechanical engineer who went to Aberdeen University, where he did his Masters in mechanical and electrical engineering. After graduating he joined BP in engineering projects as part of the graduate programme and then worked offshore as a production engineer on an FPSO. From there he worked as a support engineer for onshore and offshore and on engineering projects, including design of new platforms.

Matthew started working for Nexen five years ago as the Mechanical Technical Authority. He is part of the HSE&Assurance Group and supports the delivery of Nexen operations and projects. He is also a chartered engineer and this year he became a Fellow of the IMechE.

Matthew got involved in Step Change after a gas release in 2015. He was part of the investigation team and prepared the safety alert on the Step Change website.

Matthew lives in Aberdeen and has a step daughter Ruby, 14 and a son Milo, 9.

What is your favourite TV programme? I am really interested in architecture so like watching *Grand Designs*.

What are you currently reading? It is a book called *Spell it Out* and is about why the English language is how it is. I like fact-based books.

What is your favourite film? I like watching the *Marvel* films with my son but I also like *Hitchcock* films and *Film Noir*.

What are your hobbies? I like cycling, playing football, walking up the hills. I recently tried canyoning and would love to do it again. I have always been keen to learn to play the piano.

Tales from the shack

Some offshore workers were going about their business writing observation cards and handing them in.

They wondered how well read they were and wanted to prove a point, so started to fill them in using song lyrics.

It wasn't until weeks later that they had to point out in a constituency meeting what they had been doing.

Safe to say that the observation cards were well read thereafter.



The workforce discusses Simplification with Emily Taylor

It's easier to learn from other people's mistakes

In July Nexen invited Step Change in Safety to return to the Golden Eagle platform almost a year to the day since its first visit. The platform was the very first to go live with Safe Working Essentials (SWE) - the first output from the simplification steering group which tackles standardisation of toolbox talks, dynamic risk assessment and observation cards. More than 18 months later the platform opened its (fireproof) doors to representatives from ConocoPhillips so they could see for themselves how the platform has embraced the Step Change campaign.

ConocoPhillips is keen to roll Safe Working Essentials out across all departments but wanted to see for themselves how it worked. Step Change Project Co-ordinator Emily Taylor said: "It is a fantastic example of how organisations throughout the oil and gas industry on the UKCS can work together to collaborate and improve safety performance - any concerns ConocoPhillips may have

had have most likely already been addressed on Nexen's Golden Eagle. Why learn from your own mistakes, when you can learn from others?!"

The trip may only have been two days, however, it was a great opportunity to speak to the people

"I believe it is making us a more effective platform"

using the tool throughout their working day.

Emily added: "During the two days, we listened to toolbox talks, engaged with teams while they took their teabreaks, discussed simplification with the platform safety committee and during the induction with the OIM. It's unanimous - the offshore workers on Golden Eagle firmly believe they are safer since using SWE."

The OIM said: "It's



straightforward, it's easy, but most of all it's simple. Yeah the guys were not sure at first because it was a change, but now it's great.

I genuinely believe it is making us a safer, more effective platform."

The HSE advisor said: "You walk around here and you speak to people and see how they use it,

and it's really encouraging. People, who have come from other platforms, know how to use this one system and the quality of the toolbox talks has increased significantly. Nobody has a bad word to say about it. More than that we are able to give feedback directly to the people submitting the cards and we can have conversations on safe behaviours." During the trip we bumped into Tommy Timms, one of the elected safety representatives on the platform. He had a couple of minutes where we were able to pin him down for a quick chat about the project . . .

<https://www.youtube.com/watch?v=J0RbUBRcdSk&feature=youtu.be>

Emily said: "Nexen is a good example to other companies who currently use SWE at site - open your (fireproof) doors and let other companies in to see how it has worked for them. For Nexen, the (Golden) Eagle has landed - but for others, the first flight can be made a little easier when someone shows you how."

