

PLAY YOUR PART

TEA SHACK NEWS

FREE

NEWS ITEMS • STORIES • INFORMATION • YOUR WORDS • QUIZ

Issue 8, 2015

Winner of the 2015 Energy Institute Awards
for Communication



IN THIS EDITION:



Know your
lemons

p5



Pull out
wallplanner
2016

p6/7



Agony
Aunt

p10



How does Piper Alpha influence you? More inside.....

Tough times for tigers

It's been said that everyone in the oil and gas industry this year has had one of these three experiences: redundancy, the threat of redundancy, or the guilt of still having a job when your mates have lost theirs. Tea Shack News spoke to several people who have some experience in this area and can help you cope with redundancy, boost morale offshore and help you with what to do next...

Speaking from experience...

"It doesn't matter what people say, losing your job hurts. Once the boss says the words, you have to step out of that office and face up to the fact that you no longer have a job. Redundancy can come as a massive shock, and even though you may expect it, you never really think you'll be chosen to go.

"Two weeks ago I was told I had been selected for redundancy. I went into the meeting positive but came out distraught. I felt a number of emotions over the next couple of days: anger at the situation, shock, disappointment and fear.

"I wasn't the only one to be made redundant: my best friend onsite was also told the news. Having worked for 26 years, he had never been paid off, and the look on his face told the story. But on the plus side, I had someone in the same boat as myself – we could help each other through this.

"It may sound blunt, but the first steps should be to put your job loss into perspective. It's important not to take it personally – this is the climate we live in at the moment. Don't bottle up your feelings; talk to friends and family. Stay positive. These things happen for

a reason and they can open up exciting new chapters in your life. If you feel overwhelmed by depression, seek help."

Anonymous, Elected Safety Rep

From the older and wiser...

"I started working offshore in 1983 so I've seen a few downturns in my time. This one is as bad as in 1986 and I hate to say it, I think this one will last until early 2017. To make matters worse, the problems are worldwide so the flashy opportunities that existed overseas in the '80s are few and far between.

"Having been paid off in 1986, and having to make the difficult call on several

occasions since, I've got a few pieces of advice. If you're facing redundancy, do not sit around and do nothing. Jobs won't fall into your lap while you watch TV or have another pint at the pub. Keep your training up to date, visit recruitment agencies at least once a week – be seen, be present – and take whatever job you can get. We don't have the privilege of being picky. We're going to have to look out with the oil and gas industry this time so think about where you could use your skills – many industries in the UK are pretty buoyant right now." *An anonymous oil and gas veteran...*

continued on page 2...

continued from front page...

Boosting morale...

"My advice would be to ask the guys what frustrates them...then fix it! As OIMs we can't influence big business decisions like rotas and redundancies, but we can get local stuff done pretty quickly.

"One guy told me that a big frustration was a broken printer. To get to one that was working, the guys had to take their coveralls off and walk up two flights of stairs to print their permits. They felt a perceived pressure to rush their Toolbox Talks so their supervisor wouldn't be wondering what was keeping them. So we fixed the printer. Simple as that." Vicky Lamont, Offshore Installation Manager

Don't know what to do next?

If you've been made redundant or are facing redundancy, it's likely you'll have a lot of questions. You can speak face-to-face with someone and get the support and advice you need to work out your next step.

The Partnership Action for Continuing Employment (PACE) can help you to:

- Understand your rights and entitlements during the redundancy process
- Get a better idea of your options and opportunities
- Check which benefits you may be entitled to and review your tax calculations
- Put together CVs, application

forms and cover letters

- Prepare for interviews
- Find support with reading, writing and numbers

The 'My World of Work' website is a careers web service which can help you explore your options and make the best decisions for your future.

Log on and register at www.myworldofwork.co.uk or call PACE on 0800 917 8000.

Back on the market...

"Despite the cuts, we should be respectful towards each other – employers and employees. It's just as hard for employers as it is for those who lose their jobs. No-one ever wants to tell 300 people bad news.

"It takes a lot of confidence to get back into the job searching market after being made redundant, but oil and gas workers have skills which can easily be transferred into other industries.

"What have you learned about working with people or following instructions that you could take into construction or renewables? What has unemployment taught you about determination, resilience and coping under pressure?"

"This is a chance for people to think outside the box: where can your offshore experience take you next?" – Jacqueline van den Akker, Redwave

Are you mental?

"Redundancy, or even the threat of redundancy, can have a significant effect

on the mental health of the person involved. So much of our identity is bound up in what we do for a living, that we often confuse who we are with what we do. So taken together with the loss of regular income and financial security, it's not surprising that redundancy can lead to a sense of loss.

"Change is stressful, and as redundancy leads to changes in social contacts, daily routines, living arrangements and financial outlook, it can be expected that people will feel anxious, have low moods, not sleep or lose their concentration. This is unpleasant, but normal.

"There's truth in the old saying 'a problem shared is a problem halved'. The best thing is to talk to someone, preferably someone in the same situation. Sharing the experience can contain the enormity of change, and bring social and professional contacts to people. If the feelings of low mood and anxiety were to persist, then it can be worthwhile to speak to your GP.

"One of the best things to do is

develop a strategy which can take the stress off redundancy. A focused activity can really help and there are some apps and online resources which can help.

"All-in-all, redundancy is stressful and a stress response, to a greater or lesser degree, is to be expected. However, there are things we can do to help deal with this: talk to people (mates, medic, HSE contact, GP) and take steps to reduce the impact that stress might have. Don't keep it bottled up!" Steve Smith, Robert Gordon University



TEA SHACK NEWS

Editor:

Gillian Simpson (Step Change in Safety)

Contributors:

Stephanie Smart (Bread PR)

Eddy Winters (E Innovation)

Emily Taylor (Step Change in Safety)

Emma Robertson (Step Change in Safety)

Jamieson Amott (Step Change in Safety)



Read the publication online



www.stepchangeinsafety.net/tsn



editor@teashacknews.com



#playyourpart

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

Our five favourite apps to help...

Money: Mint Good Spender (free). This will help you coordinate what comes into your account with what goes out. You can customise the budget page in accordance with your lifestyle; just remember to change the \$ to the £ under 'More'.

It's not all bad: Gratitude Journal (free). It sounds cheesy, but there's a lot you can be thankful for in any situation: your kids, a good night at the pub with friends, or a kick around the park with a football. This app helps you record highlights every day, whether it's by writing them down or taking photos.

Sleep: Sleep Cycle (free). A lack of sleep makes everything seem worse so it's important you get enough. This app tracks your sleep patterns and shows the best times to head to bed and wake up the next day.

Exercise: Map My Run (free). Exercise is one of the best ways to relieve stress. If you're out on a run, this app will help you track your route, and how fast you run it. It stores the data so you'll be able to look back and see how well you're doing.

Do something for someone else: There isn't an app for this – yet. Taking your mind off your own situation and helping someone else in theirs is the best therapy for stress or anxiety. How about volunteering at a local Food Bank or clearing an older person's driveway? Think about the people around you and how you could help them. And remember – it doesn't always have to involve money.

Stories from the shack

I was having breakfast the other morning when the driller walked into the mess and shouted to the chef, "Any chance of an omelette, chef?"

"Aye," says the chef, "what would you like it made with?"

"Eggs would be ideal!" said the driller.

We want to hear your funny stories.

Email: editor@teashacknews.com

Elected to make a difference: Shane Gorman

I'm on the train to Aberdeen before flying offshore and I feel a lump forming in my throat. I've just re-read a presentation by Mikey Craig from the Piper25 conference called 'Workforce Engagement: Are We Learning?' Please read it – it will make you think.

Mikey's words made me wonder about the way my Dad died on Piper Alpha. Many of the families will never know exactly, but we live with that. I take some comfort knowing my Dad would be proud of the work I do to raise awareness of the responsibilities we have to one another's families.

I have two young sons who are beginning to understand what happened to the Grandad they never met. Believe me, trying to explain to them that their Dad has to go back to work, and that he won't meet the same fate as their Grandad because the industry has "learned lessons", is a difficult sell to a young mind. Especially when I know there is still much work to do.



Safety really needs to be in our blood. It's our job to be safe, and I ask all of our safety committees and elected safety reps to lead the way and engage the workforce as Mikey and Lord Cullen suggest. Let's get motivated, be pro-active and develop open, trusting relationships with everyone from the MD to the greenhand rousty.

There are many people working out here with strong connections to Piper Alpha as well as families affected by other offshore incidents. As you all know only too well, the reach and destruction an incident or injury can

have within families and communities is immeasurable.

We must educate and remind our colleagues just how important it is to be responsible for each other's safety, as well as our own. Let's keep on top of it and not allow any room for complacency or indifference. I was elected to make a difference, and that is exactly what I will do. But as I've said before, I cannot do this alone, so who will help me?

You can read Mikey's article here:

www.stepchangeinsafety.net/piper25

Help is at hand

When times are really tough – almost unbearable – it's good to know that there's help at hand. Thankfully, the Chaplaincy Trust Fund has been set up to support the industry's workers and families.

"If anyone has financial issues linked to sickness, injury, or other misfortune we can help," said Gordon Craig, the oil and gas industry's Chaplain.

"For example, the wife of an offshore worker had an injury and we were able to purchase an electric wheelchair for her. She couldn't get it through the NHS so approached us instead. We could provide her with some mobility.

"We prefer to purchase items of equipment or something in particular, rather than providing actual cash.

"For instance we supported a young father with a degenerative illness who has lost mobility on his left side. He needed a specialised wheelchair but couldn't get it in the boot of his car. He couldn't afford the advance payment for a new car under the Mobility Scheme.

We were able to provide the advance payment and he got his new car. He now has his independence back and can take his children to school and take the dog out."

What's special about the Trust Fund is that it plays a long-term role and covers a wide range of areas. Gordon regularly travels offshore to let workers know about the Chaplaincy and the Trust Fund.

"I love going offshore," said Gordon. "I go every couple of weeks to let people know how we can help. I used to work in the RAF and the banter is much the same. They're a great bunch, out there.

"Workers can apply for support through our website. Each case has to be genuine and we continually review them on a long-term basis. Money is given to us from companies and industry groups in the North-east, and sometimes installations will donate through their charity committee."



For more information about the Trust Fund, or to apply for support, please visit www.ukoilandgaschaplaincy.com

How we've helped

"We support a widow who lost her husband – an offshore worker – in a car accident nearly six years ago. He had just become self-employed and was travelling back to Norfolk after a shift when it happened.

His wife was left with very little. She had two very young children, and as well as being disabled herself and

unable to work, her eldest daughter had a debilitating condition. They had to move into council accommodation but couldn't cover the loss of income over the years.

We were able to supply things for the children and paid for the eldest child to go on a trip to Germany. She's now looking to attend university there. While the wife hasn't asked for support for a few years, we keep in touch and like to make sure she's well and is provided for."

Playing my part - Mark Williams



Mark Williams started his career as a professional football player the day he left high school. He played for various teams including Everton, Tranmere Rovers and Rotherham United before moving abroad and playing for the Sultan of Brunei, and in Vancouver and Singapore. Unfortunately he had to retire at the age of 27 due to injuries. He remembers driving home on the M62 from the knee specialist after

being told his football career was over and phoning his dad, who gave him the best advice he has ever been given: “welcome to the real world, now grow a pair”.

The Professional Football Association (PFA) asked Mark to go into sports journalism but this would have been a three year degree, so he decided on a complete change in career. One of his dad’s friends was an OIM and gave Mark the nudge to go in to the oil and gas industry.

The PFA funded Mark’s new start as a Trainee Rigger with Petrofac. Mark still works offshore for Petrofac on the Alwyn as a focal point and absolutely loves it. He says that Petrofac is a brilliant company to work for and he was recently shortlisted for an Excellent, Value and Energy Award with the ceremony being held in Dubai in November. Unfortunately Mark didn’t win but lost out to a team who safely removed old Russian war explosives and a tank from the desert in Kuwait. No shame in coming behind them!

Mark lives in Liverpool with his wife Kimberley, a part time beautician, and their two daughters, and is happiest when spending time with the family.

Mark joined the G18 safety reps on the Step

Change Leadership Team because he feels he has a personal responsibility for safety and for others. He says “this is another door to go through to discover the workforce engagement tools and to promote them as much as I can to other workers. 1% better involvement can be enough to stop a bad incident. It is a brilliant tool and people don’t know enough about it”.

What are your hobbies?

I enjoy keeping fit and have recently started up an over 35s football team with my best pal Jamie Carragher.

What is your favourite film?

It would be The Godfather, it is such a great trilogy of movies.

What are you reading just now?

I am currently reading Steven Gerrard’s autobiography.

Where in the world would you like to live?

It would definitely be Singapore, I lived there for nearly three years and it is such a safe, clean country with a beautiful climate.

Health Feature

Know your lemons

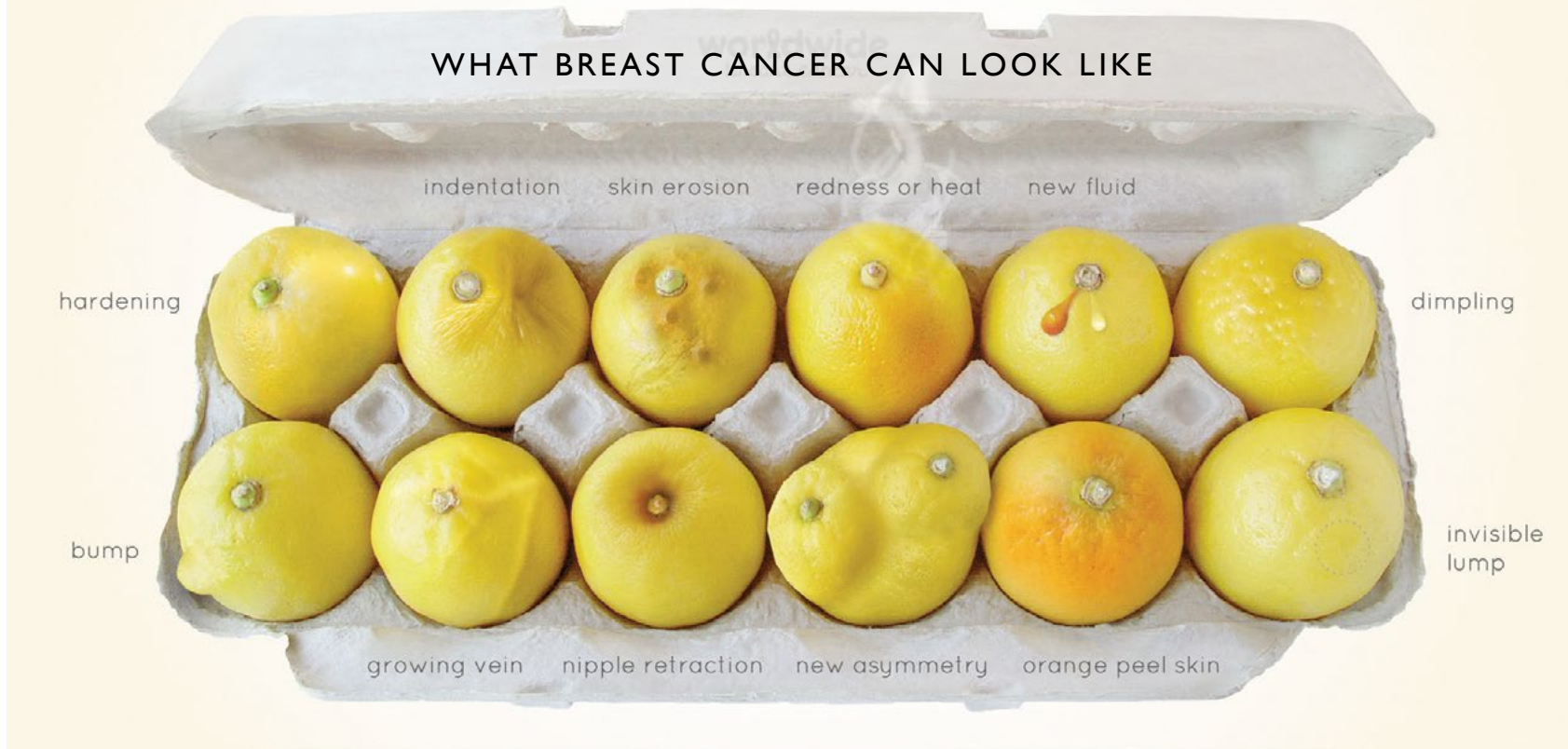
When asked for feedback on Tea Shack News, one charmer suggested he’d like to see female body parts (I paraphrase). Never wanting to disappoint our readership, I have obliged.

Breast cancer is the most common type of cancer in the UK with 1 in 8 women being diagnosed at some point in their lifetime. What most people don’t know is that breast cancer can happen in men too, particularly if

there’s a family history of the disease. But the survival rate of breast cancer is improving and now 4 out of 5 women in the UK survive for at least five years after diagnosis. Early detection is vital to successful treatment so if you spot

anything different to normal, see your GP who will check you out and refer you onto a specialist if necessary.

Here are some things to look out for. **Ladies and gents, know your lemons.**



Cut down on your porklife mate

by R U Tubby



It’s that time of year again when a little too much food and drink will pass the lips and the TV remote is at your fingertips. Before you know it there will be no more notches to let out on the belt.

Over-indulging at Christmas is fine, but what about the rest of the year? How do we beat the bulge all year round?

It’s simple maths. To stay the same weight, the food you put in must contain the same calories as you use up. So if you’re feeling a bit porky, consider how much you’re eating compared to how much exercise you’re doing.

I’ve worked on a few platforms and I’m pretty impressed with the quality of food and facilities available to us to keep fit.

So let’s look at this more closely. Obviously there’s no booze offshore so we can’t use that as an excuse for our ever-expanding waistlines. Most of us will gorge on a full cooked breakfast, a three course lunch, and then dinner. Oh, and pudding. Not to mention the snacks and ‘in-betweenies’. Then there’s the daily venture to the bond for a few cheeky sweets and a can of juice to beat the boredom while watching TV.

Most of us pile food on our plates like it’s an all-you-can-eat buffet in an all-inclusive hotel.

So how about we start the new year by having two courses instead of three and cutting down the portions? We don’t need the food; we’re just eating it because it’s there.

And how about skipping the bond for the gym? But let’s not go mad – teaming up with Muscles who has been a gym bunny for 20 years will only end in tears. Likewise, spending two hours in the gym isn’t required. Take it easy, vary your workouts and above all, seek some advice from a professional. Keep your goals attainable and have fun.

If you think you’ll be embarrassed on your first venture to the gym, why not start by exercising in your room? Body weight exercises such as press-ups and squats can be just as effective as pumping iron. Start off doing a few repetitions and build it up over time. Spend some time on technique and you will be rewarded. Also it’s worth working on flexibility. You may be surprised to learn that, although not as attractive, many Olympic weight lifters are more flexible than gymnasts.

It takes 21 days to create a habit, so if nothing else, utilise those three weeks offshore. And finally remember whatever exercise you do, you’ll be doing more than those on the sofa.

3M Science.
Applied to Life.™

3M™ PELTOR™ Helmets with 3M™ Uvicator™ Sensors
Telling you when it's time to replace your helmet.

3M™ SecureFit™ Series Protective Eyewear
Giving you superior levels of comfort and security of fit.

3M™ PELTOR™ Communication Headsets
Improving your communication, safety and productivity.

3M™ Scotchlite™ Reflective Material
Enhancing your visibility to improve your safety.

Protecting your people.

3M Oil & Gas
3M Aberdeen
Altec Centre, Minto Drive, Athens Industrial Estate
Aberdeen AB12 3LW Tel: 01224 878899
www.3M.co.uk/oilandgas



2016

PLAY YOUR PART



2016 Event Dates

Human Factors
H F L L Human Factors Lunch and Learn
C & H F E Competence & Human Factors Event

Asset Integrity
A I L L Asset Integrity Lunch and Learn
A I E Asset Integrity Event

Workforce Engagement
W E L L Workforce Engagement Lunch and Learn
W E E Workforce Engagement Event

Helicopter Safety
H S E Helicopter Safety Event
H S A C Helicopter Safety Awareness Course

Focal Point Meetings
F P Q M Focal Point Quarterly Meeting

2016 Safety Awards
2016 S A 2016 Safety Awards



STEP CHANGE IN SAFETY

Contact Email // info@stepchangeinsafety.net
Web // www.stepchangeinsafety.net
Facebook // [/stepchangeinsafety](https://www.facebook.com/stepchangeinsafety)
Twitter // [@StepChangeInfo](https://twitter.com/StepChangeInfo)
#PLAYYOURPART

Book online at
www.stepchangeinsafety.net/events

Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
1 Fri NEW YEARS DAY	1 Mon	1 Tues	1 Fri	1 Sun	1 Wed F P Q M	1 Fri	1 Mon	1 Thurs A I E	1 Sat	1 Tues	1 Thurs
2 Sat	2 Tues	2 Wed	2 Sat	2 Mon	2 Thurs	2 Sat	2 Tues	2 Fri	2 Sun	2 Wed	2 Fri
3 Sun	3 Wed	3 Thurs	3 Sun	3 Tues	3 Fri	3 Sun	3 Wed	3 Sat	3 Mon	3 Thurs	3 Sat
4 Mon	4 Thurs	4 Fri	4 Mon	4 Wed	4 Sat	4 Mon	4 Thurs	4 Sun	4 Tues	4 Fri	4 Sun
5 Tues	5 Fri	5 Sat	5 Tues	5 Thurs H S A C	5 Sun	5 Tues	5 Fri	5 Mon	5 Wed	5 Sat	5 Mon
6 Wed	6 Sat	6 Sun	6 Wed	6 Fri	6 Mon	6 Wed	6 Sat	6 Tues	6 Thurs A I L L	6 Sun	6 Tues
7 Thurs	7 Sun	7 Mon	7 Thurs A I L L	7 Sat	7 Tues	7 Thurs H S A C	7 Sun	7 Wed F P Q M	7 Fri	7 Mon	7 Wed F P Q M
8 Fri	8 Mon	8 Tues	8 Fri	8 Sun	8 Wed C & H F E	8 Fri	8 Mon	8 Thurs H S A C	8 Sat	8 Tues	8 Thurs A I L L
9 Sat	9 Tues	9 Wed H S E	9 Sat	9 Mon	9 Thurs A I L L	9 Sat	9 Tues	9 Fri	9 Sun	9 Wed	9 Fri
10 Sun	10 Wed	10 Thurs H S A C	10 Sun	10 Tues	10 Fri	10 Sun	10 Wed	10 Sat	10 Mon	10 Thurs H S A C	10 Sat
11 Mon	11 Thurs A I L L	11 Fri	11 Mon	11 Wed	11 Sat	11 Mon	11 Thurs A I L L	11 Sun	11 Tues	11 Fri	11 Sun
12 Tues	12 Fri	12 Sat	12 Tues	12 Thurs	12 Sun	12 Tues	12 Fri	12 Mon	12 Wed	12 Sat	12 Mon
13 Wed	13 Sat	13 Sun	13 Wed	13 Fri	13 Mon	13 Wed	13 Sat	13 Tues	13 Thurs	13 Sun	13 Tues
14 Thurs	14 Sun	14 Mon	14 Thurs	14 Sat	14 Tues	14 Thurs	14 Sun	14 Wed	14 Fri	14 Mon	14 Wed
15 Fri	15 Mon	15 Tues	15 Fri	15 Sun	15 Wed	15 Fri	15 Mon	15 Thurs	15 Sat	15 Tues	15 Thurs
16 Sat	16 Tues	16 Wed	16 Sat	16 Mon	16 Thurs	16 Sat	16 Tues	16 Fri	16 Sun	16 Wed	16 Fri
17 Sun	17 Wed	17 Thurs	17 Sun	17 Tues W E L L	17 Fri	17 Sun	17 Wed	17 Sat	17 Mon	17 Thurs	17 Sat
18 Mon	18 Thurs	18 Fri	18 Mon	18 Wed	18 Sat	18 Mon	18 Thurs	18 Sun	18 Tues	18 Fri	18 Sun
19 Tues	19 Fri	19 Sat	19 Tues	19 Thurs	19 Sun	19 Tues W E L L	19 Fri	19 Mon	19 Wed H F L L	19 Sat	19 Mon
20 Wed H F L L	20 Sat	20 Sun	20 Wed H F L L	20 Fri	20 Mon	20 Wed	20 Sat	20 Tues W E L L	20 Thurs	20 Sun	20 Tues
21 Thurs	21 Sun	21 Mon	21 Thurs	21 Sat	21 Tues	21 Thurs	21 Sun	21 Wed	21 Fri	21 Mon	21 Wed H F L L
22 Fri	22 Mon	22 Tues	22 Fri	22 Sun	22 Wed H F L L	22 Fri	22 Mon	22 Thurs	22 Sat	22 Tues W E L L	22 Thurs
23 Sat	23 Tues A I L L	23 Wed	23 Sat	23 Mon	23 Thurs	23 Sat	23 Tues	23 Fri	23 Sun	23 Wed	23 Fri
24 Sun	24 Wed	24 Thurs	24 Sun	24 Tues	24 Fri	24 Sun	24 Wed H F L L	24 Sat	24 Mon	24 Thurs	24 Sat
25 Mon	25 Thurs F P Q M	25 Fri	25 Mon	25 Wed	25 Sat	25 Mon	25 Thurs	25 Sun	25 Tues	25 Fri	25 Sun
26 Tues	26 Fri	26 Sat	26 Tues	26 Thurs	26 Sun	26 Tues	26 Fri	26 Mon	26 Wed	26 Sat	26 Mon
27 Wed	27 Sat	27 Sun	27 Wed 2016 S A	27 Fri	27 Mon	27 Wed	27 Sat	27 Tues	27 Thurs	27 Sun	27 Tues
28 Thurs	28 Sun	28 Mon	28 Thurs	28 Sat	28 Tues	28 Thurs	28 Sun	28 Wed	28 Fri	28 Mon	28 Wed
29 Fri	29 Mon	29 Tues	29 Fri	29 Sun	29 Wed	29 Fri	29 Mon	29 Thurs	29 Sat	29 Tues	29 Thurs
30 Sat		30 Wed	30 Sat	30 Mon	30 Thurs	30 Sat	30 Tues	30 Fri	30 Sun	30 Wed W E E	30 Fri
31 Sun		31 Thurs		31 Tues		31 Sun	31 Wed		31 Mon		31 Sat

The Regulator's View

Tony Hetherington



Simplification is a word I have heard used a great deal over the last few months. Some see simplification as a cost-saving response to the pressures a reduced oil price brings.

So, what is my response? If simplification is combined with cooperation between operators so that consistent and clear standards are applied across all installations, then I think that is great. If it simply means doing the minimum whilst retaining a confusing array of standards and procedures then that is not acceptable.

My hope is that industry leaders will take this opportunity to accept that there are basic things that everyone working offshore needs to know and does know, that these are common on all installations, and that a similar set of baseline competences can be agreed for key trades and operations.

If this is done, we can cut out the repetitive material in safety briefings, risk assessments and operational instructions. Documentation for jobs can be simpler and easier to prepare and it can focus on what is different about the particular job – what is unusual and needs extra thought, rather than pages of material that you have seen a hundred times before.

If simplification is another term for dumbing down, then no. But if it brings clearer documentation with the new, job-specific information up front, then I'm all for it.



Less is More (Again...)



In the last issue, I spoke about how we were approaching the simplification of safety practices: the same toolbox talks, risk assessments, observation cards, training courses and guidance documents for the whole industry. Streamlined, standardised, simplified – call it what you will. We're aiming to make it the same for everyone on every installation and at every worksite.

It's a challenge, but we know the industry wants it. And sometimes, that's half the battle.

By moving away from multiple versions of safety practices, we think we can save the industry roughly 5.3million man hours each year. How?

There are 150 manned installations in the UK

The average manned installation POB is 120.

There are approximately 96 contractors out of this 120.

Each contractor spends 1 hour each day on procedures or practices which are repeated on other installations.

1 hour x 96 people x 365 days in the year = 35,000 man-hours saved per installation each year.

35,000 man-hours x 150 installations = 5.25 million man-hours saved for the whole offshore industry.

Maybe I'm a safety geek, but I'm excited about 5.25 million man-hours that could be used on maintenance backlog or other safety critical tasks.

It makes sense to simplify everything, doesn't it?



TSN Award

Tea Shack News is officially an award-winning publication! It received the Communication award at the 2015 Energy Institute Awards. I would like to thank everyone who contributes to Tea Shack News, and everyone who reads and distributes it. We're always on the lookout to improve it, so please email us if you have any suggestions. – Gillian Simpson, Editor

Industry Insights



Mick Borwell, Health and Safety Director, Oil & Gas UK



We are all focused on where we can work smarter and on how we can be more efficient and effective to safeguard the future of our industry. Taking this same approach to safety makes sense.

Working on a platform in the middle of the North Sea is a challenging enough environment. If steps

can be taken to simplify and rationalise some of our procedures – making them easier and more manageable for the workforce – these are to be welcomed.

However any changes made must be carefully thought through and, of course, have no impact on safety.

Companies are already simplifying and standardising how they work in order to deal with the difficult business climate. Examples include sharing logistics and accommodation services, organising marine logistics differently, making better use of data, improving how stock and spare parts are managed and changing the way audits of helicopter companies are managed to reduce some of the burden on helicopter operators.

These enhanced ways of working – driven by an Efficiency Task Force set up by Oil & Gas UK and industry – are helping to make some of the changes needed to get us through this downturn.

As an industry we certainly need to transform. If this extends to streamlining how we manage safety, we look forward to hearing more.



Union Opinion SIMPLIFICATION PLEASE!



Jake Molloy, RMT

I'll use a word my dear old Mum would often use, rest her soul, I am completely 'scunnered' with this!

For years now offshore workers have been pleading for standard models of things like risk assessments or safety observation systems or golden rules, and of course the ever elusive 'common permit to work system'. But they keep getting told; "well it's not that easy because we all have in-house or company developed system" or "we have the corporate standard and we can't change". My view – yes you can!

Our Step Change boss, Les Linklater, has done a couple of presentations recently about the cost savings that could be made with simplified systems, touching on a couple of common standards and the potential savings run into the £millions! Industry leaders have listened intently and have even said they could support the concept. "But", they say, "we can't do it overnight". My view – yes you can!

We've seen EBS done in a few short months, from design, development, manufacture and training to implementation. The same can be said of 'shape and size'. We've taken monumental decisions like grounding helicopters and common sense ones like a UK clothing policy. We have lids on cups, a hand on the rail and so the list goes on. We have even turned virtually the entire offshore population over to 3:3 rotas!

"Where there's a will there's a way" is one saying that springs to mind; "necessity is the mother of invention" is another. Yet despite the potential of simplification to save money, improve efficiency and get universal workforce support, it appears industry is opting for the "quick fix" on costs. And so the numbers being made redundant continue to rise, while those fortunate enough to avoid it face pay cuts, longer hours, no holidays – even the footie has gone as SKY TV has disappeared!

Not adopting the simplification approach and instead carrying on with the current 'cut everything' agenda carries with it significant risks; these cannot easily be quantified and parcelled up for the number crunchers who continue to drive this approach, but anyone with a knowledge of this industry knows what they are. Please, before it's too late, do something proactive and positive.

Aker Solutions Just Care Week

Health and safety was top of the agenda at international oilfield services company Aker Solutions last month as the company ran its first Just Care Week at 20 of its facilities around the world.

Step Change in Safety was among a number of organisations invited to take part in the event at Aker Solution's Aberdeen Dyce facility. Staff got the chance to take part in a range of initiatives and hands-on activities designed to raise awareness and knowledge of health and safety both in the workplace and at home.

All of Aker Solutions Aberdeen-based employees were invited to take part in events looking at health, safety, security and environment, including workshops by Step Change on Change Management,

Communication, Complacency, Control of Work and Competence.

Other events included talks from Grampian Fire Brigade, nutrition talks, sample fitness classes and personal trainer sessions, gait and posture analysis, Cycle for a Smoothie and Healthy Cooking classes.

One of the most popular events was a 'First Aid At Home' course which involved an ex-medic presenting a crash course on first aid and how to save a life.

Topical sessions included winter driving as the nights draw in and icy roads become a problem. Industrial data communications company Westermo also paid a visit to discuss cyber security.

Dick Galbraith, head of HSE at Aker Solutions, said: "All our employees and

subcontractors are entitled to work in a safe and healthy environment. We have a zero incident mind-set. We believe that it is possible to achieve our goal of zero accidents, and we consistently strive to meet this target.

"This week is all about encouraging a strong safety culture among our people, both at work and at home. In any safety-critical industry it is vital to always be looking out for your own personal safety and for others around you.

"We have worked closely with Step Change to help drive home our HSE messages. We hope to continue this partnership in the future to ensure we are playing a key role in keeping the North Sea safe."

This global initiative is just one of the

ways in which Aker Solutions is playing their part to ensure that the UK becomes and remains one of the safest areas of the global oil and gas industry to work in.



Mobilising the Safety Reps

The Safety Reps network at one North Sea operator has undergone a transformation in recent months – and, judging by interest from the wider industry, it's showing the way ahead in this important area of offshore safety.



The Reps environment at TAQA bears little resemblance to the one that was in place just two years ago.

Energised, motivated and actively supported, the Reps are today acknowledged as an integral part of the safety infrastructure. They're performing many more activities than previously and crucially, there's been a cultural shift around their role with a growing recognition of the key contribution they can make.

It's a transformation that has been instigated and led by TAQA Telecoms Technical Authority, Allan Smillie.

Allan, himself an experienced Safety Rep with several years behind him in the voluntary role, recognised that the system was in need of reinvigoration.

"It had clearly started to stagnate," he says. "There was a loose network of Reps and no central hub of support for them. There was little in the way of either meaningful activity or any source of motivation for them to contribute more."

Allan took it upon himself to change all that. After discussions with other Safety Reps to form a

collective understanding of the challenges, he started putting in place a framework for change.

It included materials that clearly set out the roles and responsibilities of Reps, guidance for OIMs on how to work effectively with the Reps network, a clear network of constituencies and robust election processes.

"It was important to ensure that the Reps would have strong and sustained support, be fully engaged with other key personnel, and deliver meaningful safety activities," adds Allan.

Allied to an awareness-raising programme, it was a mobilisation process that culminated in November 2014 in elections across 95 constituencies. They featured no fewer than six ballots – an unusually high number of contested constituencies.

The impetus behind the initiative has been maintained in a variety of ways into 2015.

A comprehensive training programme for Safety Reps, one that extends well beyond the minimum requirements, is now in place. It ranges from behavioural safety sessions to major accident hazard courses at the Spadeadam facility in Cumbria.

Allan leads video conferences every second week to provide a platform for Reps to share information, experiences and lessons, with the 50th call being celebrated in October. In alternate weeks, he issues an update email across the network.

Information videos – or 'Scoobies' – are produced on an ongoing basis. Designed to help Reps fulfil their roles even more effectively, they cover everything from platform welcome systems to liaising with safety inspectors during offshore visits. To date five have been completed, eight are being prepared and more are planned in 2016.

A points system linked to activities performed by Reps has been introduced. Awards, in the form of charitable donations, will be made to Reps, or platform teams of Reps, based on their performance.

By mid November, TAQA Reps had completed no fewer than 750 activities that year.



Defined as any piece of work that contributes to asset safety, these can range from module inspections and reviews of safety critical elements to the raising of new work orders or contributing to maintenance meetings.

“Previously, that figure would have been very low, even negligible on some shifts,” says Allan. “By ensuring that they are equipped to make a genuine difference – to add value by addressing, and resolving, issues of substance – I think there's now a new respect for our Reps and the work they do.”

The reinvigoration work has enjoyed sustained support from senior management at TAQA, while the independent status of the network remains firmly intact.

It has also attracted interest from other operators, major contractors and industry organisations all keen to explore the benefits of the approach.

"Allan has been the catalyst for a remarkable initiative which has created a brand new model in our industry and is helping our Reps achieve more," says TAQA's Operations Director Donald Taylor.

"It should be remembered that this has happened against the backdrop of a tough time for our industry.

"It is a testament to Allan's leadership in driving forward a process that has produced a network of highly motivated and committed volunteers, performing work that reflects TAQA's wider safety goals."

Aunt Jessie is here for you

Dear Aunt Jessie, my survival suit is bright orange and the colour doesn't suit me. There's a hot bird here and I'm trying to get her attention, but I don't think this is helping. Do you know where I can get one in a different colour?

Unsurprisingly, a survival suit's primary function is not to make you look like the Milktray Man. Luminous orange is about the most attention-grabbing colour you can get... have you considered that the problem might be your face? Or your chat? It could of course be the casual sexism that's putting her off; I'm no Germaine Greer, but I'm pretty sure calling her a 'hot bird' is not helping your cause.

Dear Aunt Jessie, I consider myself a true North Sea Tiger. My dad worked offshore, my brother and brother-in-law work offshore. I expect my sons will too. But my wife has bought me a cuddly Tiger, sprayed with her perfume, and demands selfies with it and all of my offshore mates. What do I do? I'm a hardy North Sea Tiger, not a baby.

Keep her happy and take the pictures. But only in permitted areas. Let's not be causing any accidents. I've yet to see 'cuddly toy' as a root cause to an accident and I'd like to keep it that way.

If you have a problem and need some advice from Jessie, drop her an email at editor@teachacknews.com



BREATHING AIR: A HIDDEN DANGER?



We take it for granted that the air we breathe is clean and pure. There's a host of legislation that protects us and the air around us, whether it's in a controlled (breathing from a closed loop system if working in a confined space) or uncontrolled (walk in the hills) environment.

In the workplace we have specific rules which define the quality of breathing air. EN12021 legislation states the minimum quality of supplied air that must be available to workers. However, this was developed last century, so I think it's time to start asking some questions...

Most of you will know that breathing CO, CO2, H2S or CH4 will bring the grim reaper to your door. But do you know that breathing air generated by diesel compressors is potentially harming you as well?

An HSE report published in 2014 said there are roughly 10,000 new cases of breathing or lung problems caused, or made worse, by work each year. Of course we can't attribute this entirely to the oil and gas sector, but I'm sure we all know someone who is suffering as a result.

The breathing air that's supplied to you from diesel compressors is suspect. You could be breathing potentially carcinogenic air. All diesel compressors produce atomised oil, and you had better hope they are filtered out to a level that's not recordable.

Why? Because most respiratory diseases won't show up today. They'll show up many years after the time of first exposure. Basically, it won't get you today, but keep on sucking that stuff and it'll get you later.

So the next time you strap on a BA set or bottled air that's fed by a diesel compressor, and there's water in the line or it doesn't taste right, listen to that voice in your head, don't settle for something that's 'not quite right'.

Counting all the humans

Allan Errington is the global HSE Manager for ESS Support Services Worldwide. In the last 18 months, he's worked with Step Change in Safety to integrate the online Human Factors Tool into the daily business. Remarkably, every ESS employee has completed the question sets from the online tool at least once – meaning every voice has been heard. Here's how Allan did it...

There are 15 question sets on the Tool themed around People, Process and Plant. Allan chose three sets each quarter to circulate around every employee. The results fed into the following quarterly safety report. This system has allowed Allan to collect invaluable information straight from the worksite and has enabled him to take direct action to address the workforce's concerns. ESS has already re-written a company-wide procedure and is working on implementing more change in the next few months.

"It's a great way to hear first-hand what the people actually doing the work think" said Allan. "It's good to hear from managers and supervisors, but having everyone included has given us a valuable insight into perceptions and beliefs offshore. We've had a good uptake and are targeting issues already."

"We've been able to tell people almost immediately the results of what was said. The instant results mean we can be held accountable, which is good for us as a company."

Allan goes into more detail as the guest-speaker at the Step Change Human Factors Lunch and Learns every second month. If you would like to attend a session in 2016, drop us an email at chfsg@stepchangeinsafety.net



Christmas snack facts:



70% of people are born with the form of a gene that makes them hate Brussel Sprouts. Those who are affected are able to detect the sharp, bitter flavours which cause us to shun the veg.

An old wives tale says that bread baked on Christmas Eve will never go mouldy.

The average Christmas dinner includes 956 calories and 48g of fat. Most people will put on half a stone over the festive period.

TEA duko

Tea Break

		1			7	3	5	
2			9		6	8		
7	8	4		3	1		6	
		6	7	1	5	4	2	8
		2			9	1		6
		8	4			9		
	5	9			3			2
			2				4	
		3		5		7		1

Delayed Flight

								5
	4						6	
	8		3	5		7		
5				8				2
	1		2					
9		6	1	4	3	5		8
8		4			7			
2						1	5	
				3				9

The Big Bang Theory

A Task Risk Assessment

A Task Risk Assessment is a process which identifies potential hazards in a task. Appropriate controls are agreed on to bring the risk from each hazard down to a level which is acceptable or 'as low as reasonably practicable' (ALARP).

The process may be straightforward for a simple task or one which has been assessed before, or it might require a team from a number of disciplines to determine an acceptable course of action, identify robust controls or create workable procedures.

But remember, a Task Risk Assessment doesn't magically make a job safe. It determines how to do a task safely. It still requires the controls to be appropriate and in place, and all procedures adhered to. So when it comes to a Task Risk Assessment, it's important that you play your part.

WORD SEARCH

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

- ☐ BAUBLES
- ☐ SANTA
- ☐ TURKEY
- ☐ PRESENTS
- ☐ SNOWMAN
- ☐ MISTLETOE
- ☐ REINDEER
- ☐ DONKEY
- ☐ SLEIGH
- ☐ MULLED WINE
- ☐ ELF
- ☐ MINCE PIE

Bob's Blog

As you do, I was going through some back issues of Tea Shack News and I got to the very first one from August 2004. The presentation, layout and editing have improved enormously (which the recent award recognises and the workforce feedback confirms), but the subjects and concerns facing the industry seem vaguely familiar, see what you think?

Headline 1 – Safety Case Regulations to change: As all Safety Reps and the workforce should know, Safety Case Regs have changed again with the recent Offshore Safety Directive Regulation (OSDR). But the original reasons for involving the workforce are still as critical as ever – to bring their direct experience, competence, knowledge and expertise to the Safety Case and every review.

Headline 2 – Handle with care: Handling, lifting and carrying, still right up there with lots of initiatives, but are they getting through?

Headline 3 – Problems with working time: The most talked about subject offshore now, 3&3, fatigue management, human factors and morale. This still needs to be managed.

Headline 4 – Installation maintenance – is yours falling apart? The rise in maintenance backlog is a major concern, the reasons given in the first edition of TSN are still the same "design life, the drive to reduce cost, the reduction in skilled workers".

There is still a need for everyone to work together and use what has been produced from Step Change and others for all our benefit. This is an innovative and problem solving industry so let's stop having the same problems!



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