GULF OFFSHORE N.S. LTD

Behavioural Based Safety

What is Behavioural Based Safety?

"The systematic application of human behavioural psychology to the problems of safety in the workplace"

Organizational Behaviour Analysis was first introduced in the 1930's by Professor Herbert William Heinrich.

The phrase "BEHAVIOR-BASED SAFETY" (BBS) was created by DR. E. Scott Gellar of Safety Performance Solutions in 1979.

GONS introduced BBS in October 2009.

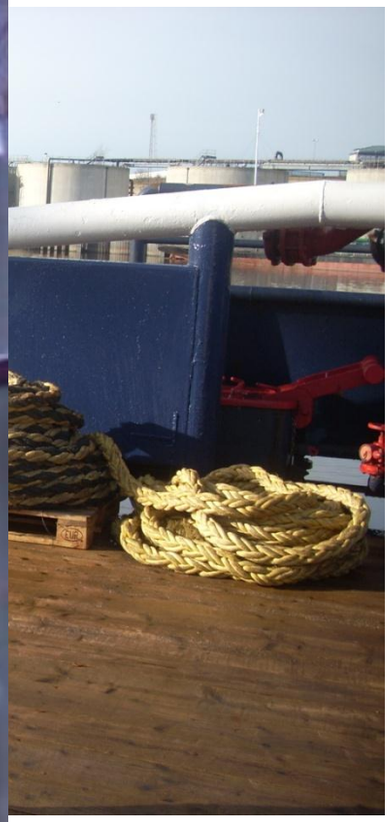
Behavioural Based Safety

To Modify Peoples Attitude/Behaviour towards Safety & the Environment resulting in an Improvement in Safety Culture

- Think Before they perform a task
- How would an action taken, Impact on the Safety of Themselves, Others and the Ship in the Future
- Buddy System – Work as a Team to Spot Dangers
- Identify Barriers to Safety & Remove them
- Correction of poor or unsafe behaviours and practices using a coaching style of conversation
- Observations/Feedback from the Workforce and taking action as necessary including providing opportunities for the acknowledgement of good practices

Behavioural Based Safety

What's Wrong With This Scenario?

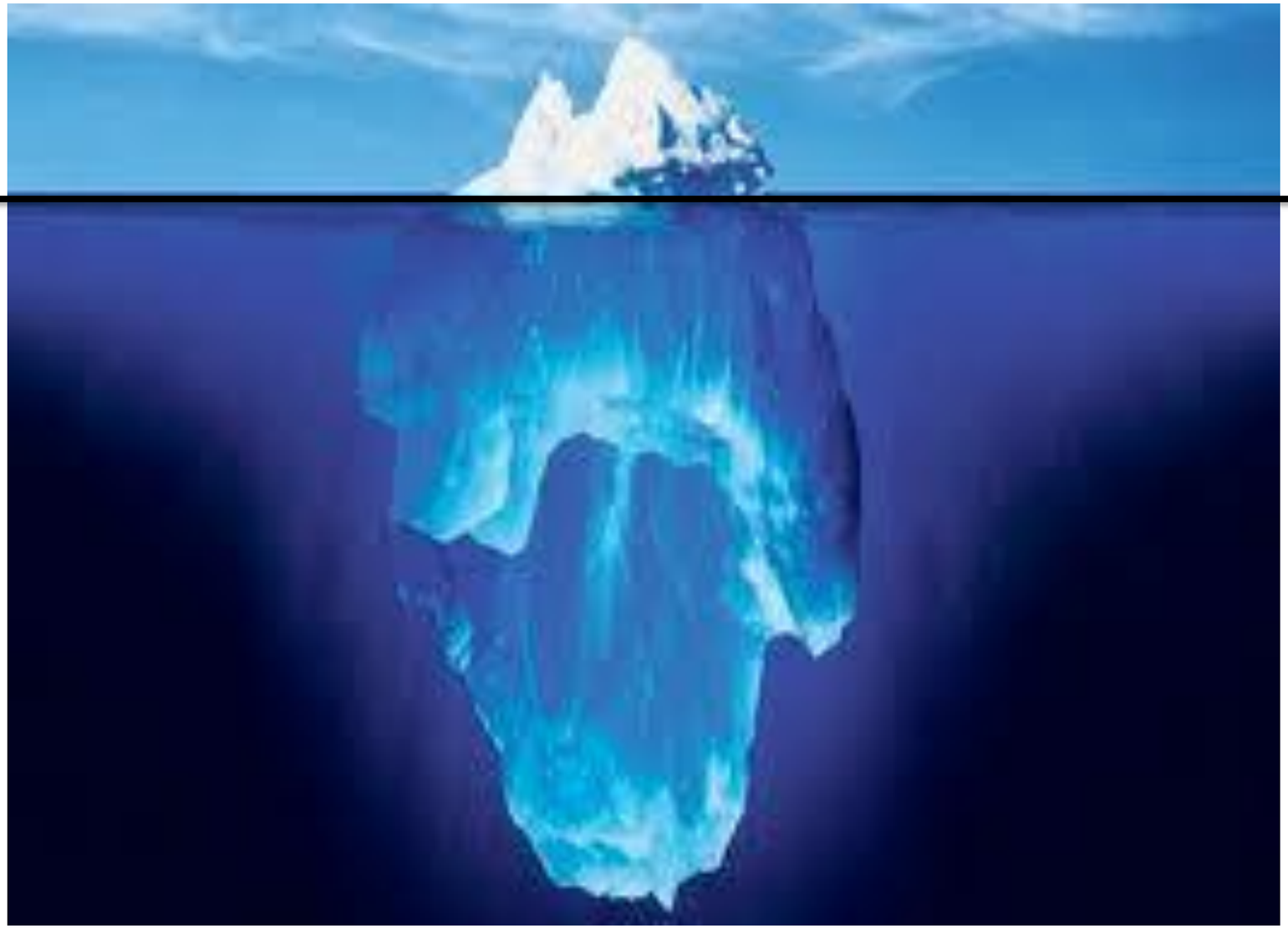


What causes an individual to perform an Unsafe Act?

This can be by Mistake or Error in Judgement

Or by Deliberate Violation of Procedure

Traditional Safety Management is Reactive

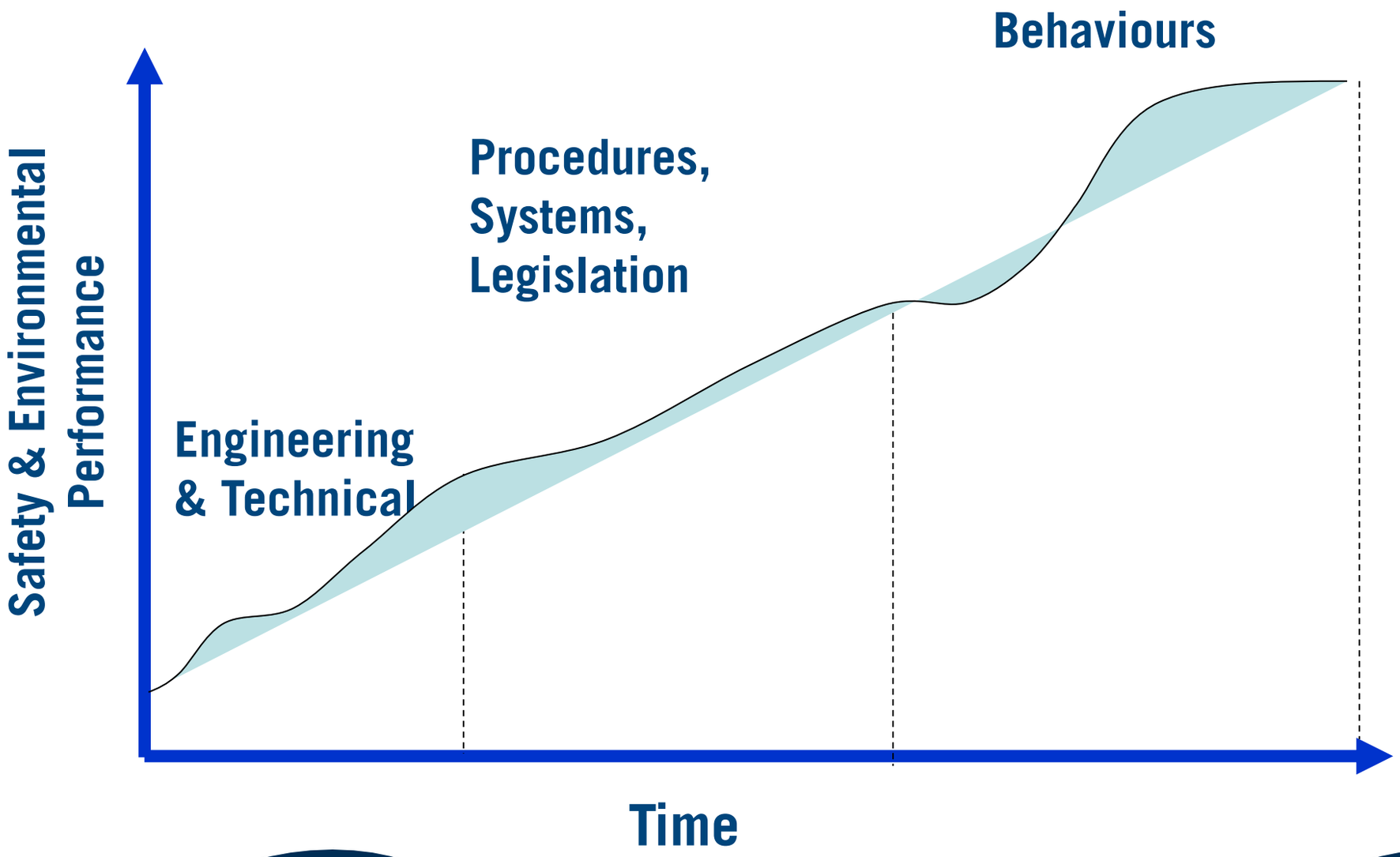


ACCIDENTS
INCIDENTS
NEAR MISSES

UNSAFE ACTS

UNSAFE CONDITIONS

How we can improve HSE performance?



There have been many studies into the behaviour patterns of employees exposed to hazardous working conditions with a conclusion that the main aspects affecting human behaviours are:

Attitude

More interested in the pile of boxes
Sending a text to his friend
50 TON

Perception

This must be the best
place to hook on cargo?
Sending a text to his friend
50 TON

Perception

Motivation

Supervisor / Observer seems happy with everything/What's the latest cricket score?
50 TON

What Does "Culture" Mean?

The word covers a lot of territory but it can be used to describe:

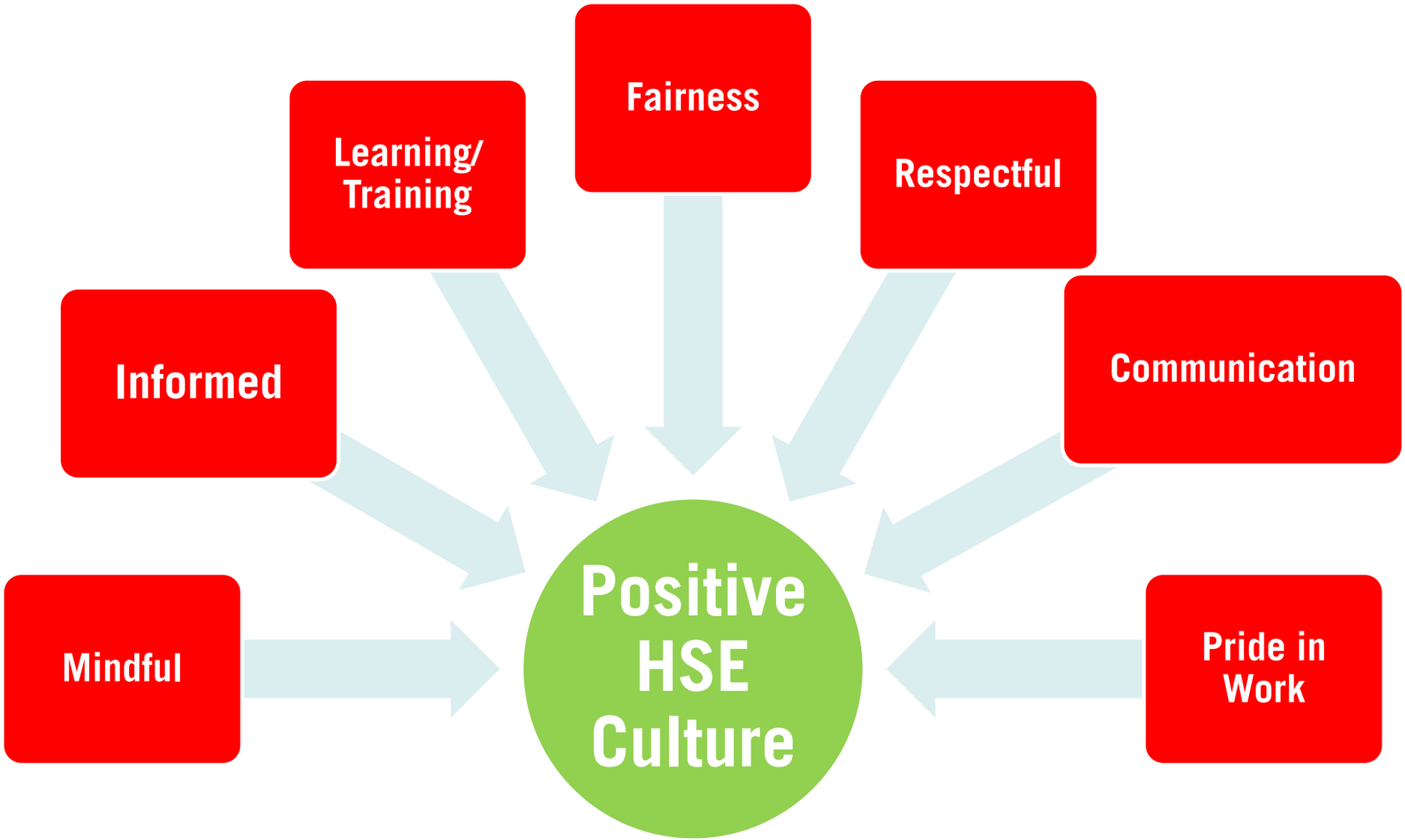
People's shared assumptions, beliefs, values, knowledge and practices

SAFETY CULTURE

The product of individual and group values, attitudes, perceptions, competencies and patterns of behaviour that determine the commitment to, and the style and proficiency of, an organisations health & safety management.

HSG 65

Behavioural Based Safety



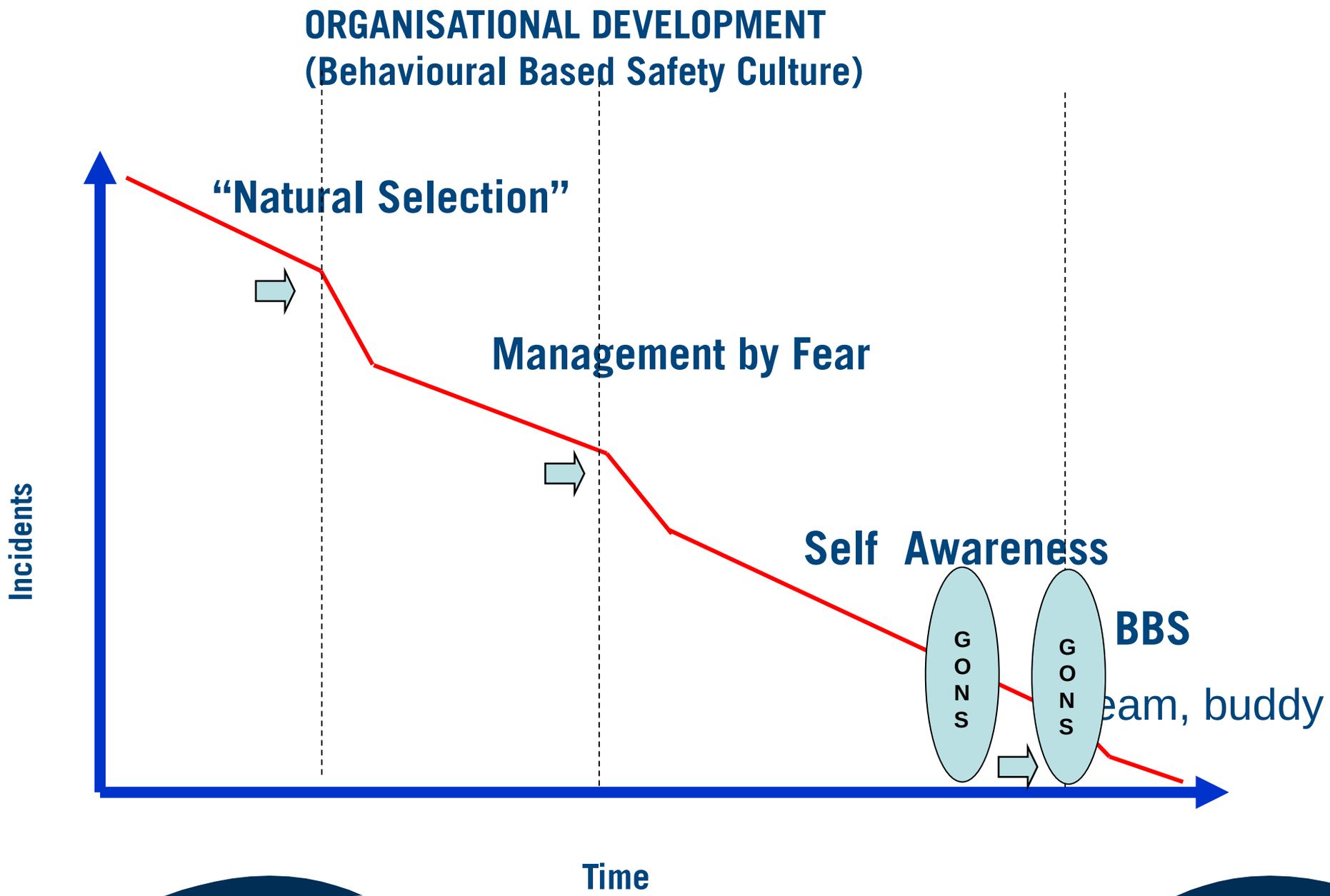
An Unsuccessful HSE Culture

- Where Poor HSE Practice is condoned
- Usually Reactive and Bureaucratic
- HSE Issues are treated as an extra add on part of the Business
- Safety & Environment is seen as someone else's Responsibility

An Successful HSE Culture

- Observes, identifies and eradicates poor HSE Practice
- Is proacative about HSE Issues and concerned about local, national and international communities
- Integrates HSE practices into the greater business culture
- Accepts that good HSE practice is the responsibility of everyone within the organisation
- Acknowledgement of Good Practices
- Commitment from the Top

Behavioural Based Safety



How we at Gulf are addressing these issues to reach our goal:

By building on our established Safety Culture using existing studies carried out in other areas of industry and applying these to the specialised needs of the marine sector.

How we at Gulf are addressing these issues:

BBS Workshops since Sept 09 – DR Barry Thorne

Deck Officers, HSE Coaches, Head office HSE Dept

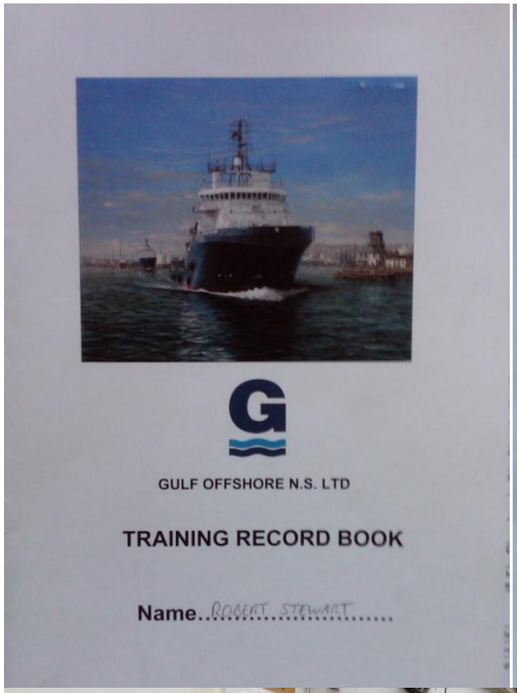
- Better understanding of BBS
- Why existing techniques may have not delivered
- Where GONS is in terms of BBS
- Importance of Leadership in BBS
- How accident analysis tools can be used to prevent incidents

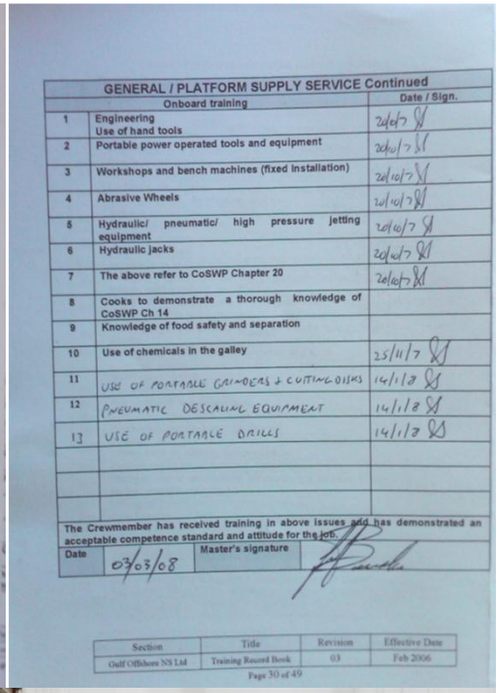
Perception

Training:

On the Job Training carried out by Experienced Hands and Safety Officers

HSE Coaches deliver presentations & one to one training with crew.





GENERAL / PLATFORM SUPPLY SERVICE Continued

	Onboard training	Date / Sign.
1	Engineering Use of hand tools	20/10/7
2	Portable power operated tools and equipment	20/10/7
3	Workshops and bench machines (fixed installation)	20/10/7
4	Abrasive Wheels	20/10/7
5	Hydraulic/ pneumatic/ high pressure jetting equipment	20/10/7
6	Hydraulic jacks	20/10/7
7	The above refer to CoSWP Chapter 20	20/10/7
8	Cooks to demonstrate a thorough knowledge of CoSWP Ch 14	
9	Knowledge of food safety and separation	
10	Use of chemicals in the galley	25/11/7
11	USE OF PORTABLE GRINDERS & CUTTING DISKS	14/1/08
12	PNEUMATIC DESCALING EQUIPMENT	14/1/08
13	USE OF PORTABLE DRILLS	14/1/08

The Crewmember has received training in above issues and has demonstrated an acceptable competence standard and attitude for the job.

Date	Master's signature
03/03/08	

Section	Title	Revision	Effective Date
Gulf Offshore NS Ltd	Training Record Book	03	Feb 2006

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Attitude

I'll be alright!

It'll never happen to me!

Remember this Man?

Changing Attitudes towards safety is extremely difficult!

Attitude

The Safety Observation Form can be used in three ways:

Section 1:	Behavior Based Observations					
Task pre-planned	Y	N		Sufficient crew for task	Y	N
Toolbox Talk Carried out	Y	N		Work area prepared	Y	N
Risk Assessment completed prior to task	Y	N		Tools Required	Y	N
Appropriate PPE Being Worn	Y	N		Work site safe after task	Y	N
Sufficient time allotted for task	Y	N		Any Task Observations	Y	N
Section 3:	**Task Observations / Notes / Any Further Comments**					

Use of this form must always look for a constructive and positive outcome

This is not Risk Assessment or Toolbox Talk!

The goal is to identify how their actions affect the job

We encourage individuals & teams to take time out, step back and look at the task they are undertaking.

1. Pre task.
   By an individual or group for any job.

2. During the task.
   Any observer can carry out an observation of work carried out with a view to preventing poor behaviours and encouraging the good.

3. After the Task.
   As a team show the exercise or debrief.

Attitude

Not the Best Place to Fill out a Safety Observation !

Attitude

Training:

HSE Coaches

Senior Officers attend management training course developed for the offshore industry.

Careful analysis of crewing vessels to ensure retention of seaman skills and safety attitude

Motivation

Don’t Punish People for their Lack of Awareness

Motivation

Lead By Example

It Involves the Entire Crew

Motivation

Acknowledgement of a Job Well Done

Motivation

A Commitment from the Top

Acknowledge the Effort being Made

Motivation

A Commitment from the Top

Job Well Done!

A Team Effort and Belief

GOAL ZERO IS ACHIEVABLE!

GULFMARK
OFFSHORE