

SAFETY on a BUDGET

AVOIDING THE EFFECTS OF BUDGET CONSTRAINTS ON
SAFETY CULTURE



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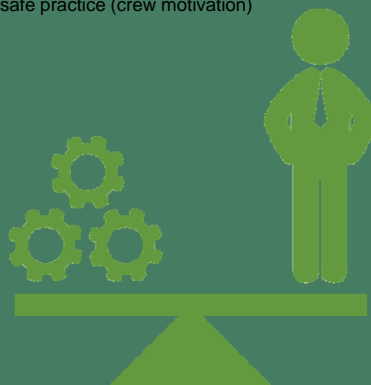


SAFETY ON A BUDGET

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How to achieve safety on a budget

- Effects of budget constraints on organization safety culture
- In house solutions for growing a healthy safety culture
- Competency assurance – Safety and Cost perspective
- Using technology to limit costs for crew training and HSE communication
- Balancing productivity and safe practice (crew motivation)





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Effects of budget constraints on organization safety culture

- Reduces crew morals, crew feel threatened even without change in salaries
- Lower training budgets leading to lower development across the Company.
- Complacency due to lower mobilization rates, crew feeling idle and unsupervised
- Possibly effecting the quality of safety equipment and safety critical services provided to the fleet
- Productivity overcoming Safety as a priority leading to a higher incident rates.



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In house solutions for growing a healthy safety culture

OPTIMIZING THE USE OF EXISTING REOURCES: (i.e. experienced crew)

- Promote dialogue and inquiry between all ranks to encourage collaboration and team learning.
- Establish systems to capture and share learning (teach every accident)
- Connecting the company to it's continuously developing maritime regulatory environment (IMCA, BSC, OGP, etc.) can provide a free source of consultation and guidance
- Create leaders who model and support learning at individual, team and organizational level (i.e. Coaching).
- Hold the Line: There are your actions and there are the consequences. Instituting a fair and just discipline system for safety behaviors is a necessary step to follow through on the claim that safety is important.
- Avoid expensive general purpose built software, media and training solution, relay on internal creativity and team work.





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In house solutions for growing a healthy safety culture

- Film your own awareness videos and poster using you smartphone Camera

HEAT STRESS CAMPAIGN



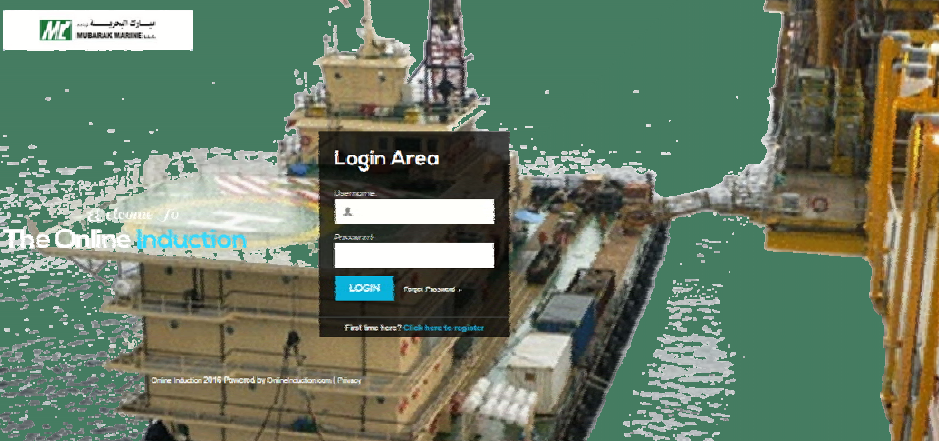
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Using technology to limit costs for crew training and HSE communication

Using online induction portal, we were able to deliver Computer Based Training, maintain individual training records, carryout Training Need Analysis and provide remote access to our offshore crew.

All this with a cost of no more than a **100 \$** monthly.
Average cost of an HSE Software with similar function **10,000 \$**





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Competency assurance – Safety and Cost perspective

Also Double = 20000 \$ 24000 Approved

Parallel Salary
Salary given to replace
training is 10500\$ more
than the actual salary during
training (10500\$)



10500\$

The Training
Replacement salary
during training is
1500\$ more



1500\$

The Hotel
Average 30 days stay
Replacement salary and the
employment costs (1000\$)



2000\$

The Transportation
Replacement salary and the
transportation costs (2800\$)

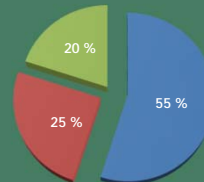


2800\$

The Approval
Before the crew is sent to
work, the company must
approve the crew's
competency and safety
performance (1000\$)



REASONS FOR LEAVING



Higher rates Planning to retire Others

- Senior officers leave the company at a serious cost averaging over 16000 \$

This includes: replacement recruitment + replacement salary during training + Training + Visa + Accommodation + Medicals, flight tickets and other administration fees.

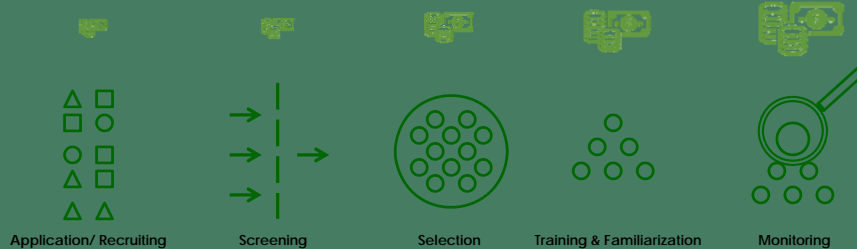


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Competency assurance – Safety and Cost perspective

IMPROVING RECRUITING PROCESS:



- The more resources spent on recruiting, the less resources spent on assessment and assurance, and the less resources spent on replacing incompetent crew.
- Crew competency is directly related to Safety performance, incompetent crew are much more likely to get injured or cause injury to others.
- Maintaining the company competent crew under a challenging market is key to keeping HSE performance to the bench mark, losing these crew members will be difficult to compensate and will definitely be harmful to both the finance and the safety level in the company.



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Evaluating Training Quality:

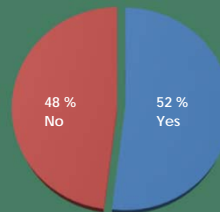
- Training Quality lacks the proper parameters to measure achievements and produce long term results

Number of Crew who provided the right answers when asked about basic information in a training they received locally



Questions were related to:
I. Fire Fighting Safety
II. First Aid
III. H2S safety

Do you consider the training you received locally beneficial in raising the level of safety awareness on board



Out of 100 respondents
Senior Marine Officers

- Training Evaluation (supposedly conducted directly after training) failed to reflect quality standards required for the training.
- Establish new measures such as audits and regulars visit as well as quarterly Service Review Meetings to engage local training providers.



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Balancing productivity and safe practice

SAFETY OBSERVATION

AWARD

UNSAFE ACT DURING

LIFTING OPERATION

DIVER STANDING NOT CLEAR FROM THE LIFT



- Incentive programs are not usually a tempting saving point, it should be the last place to look for cuts.

Workers will only support the company vision for safety if they believe it's real (supported by evidence).

Outcomes of OSH measures and programs in relation with company performance and company goals



It's not about How much you \$pend.

Its about how well planned, persistent and passionate your team is and how much effort is put into doing the job SAFELY.

THANK YOU