

Ask a Safety Rep

Fiona FitzGerald, DNV GL

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Kotter's 8-Steps to Organisational Change

1. Create a sense of urgency

2. Build a guiding coalition

3. Form strategic vision and initiatives

4. Enlist a volunteer army

5. Enable action by removing barriers

6. Generate short term wins

7. Sustain acceleration

8. Institute change

Why did you become a Safety Rep?

To make a difference & do my bit

To encourage safe behaviour and promote good work practices

To improve my ability to visualise potential accidents before they can arise, and provide proper support to prevent further incidents.

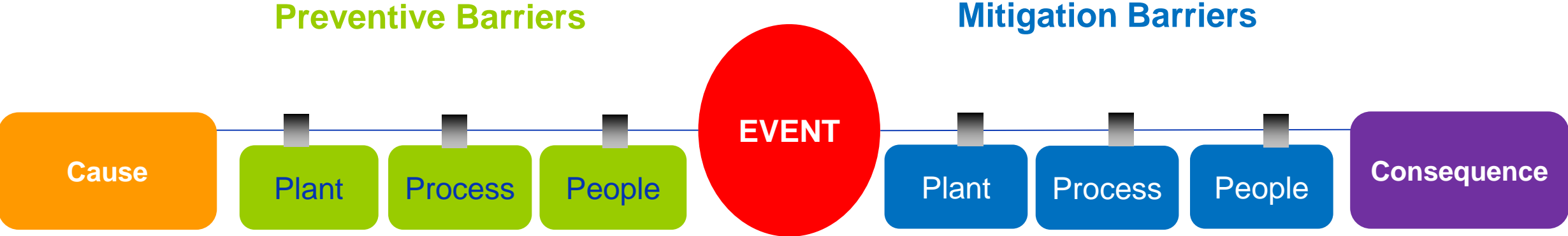
Play a part in improving platform safety culture

To help keep my constituents safe and give them a voice

So me & my colleagues can work in a safe environment and go home to our families

To give the lads a voice for safety

Bow-Ties and Barrier Management



Reasons for Leaving

Not listened to

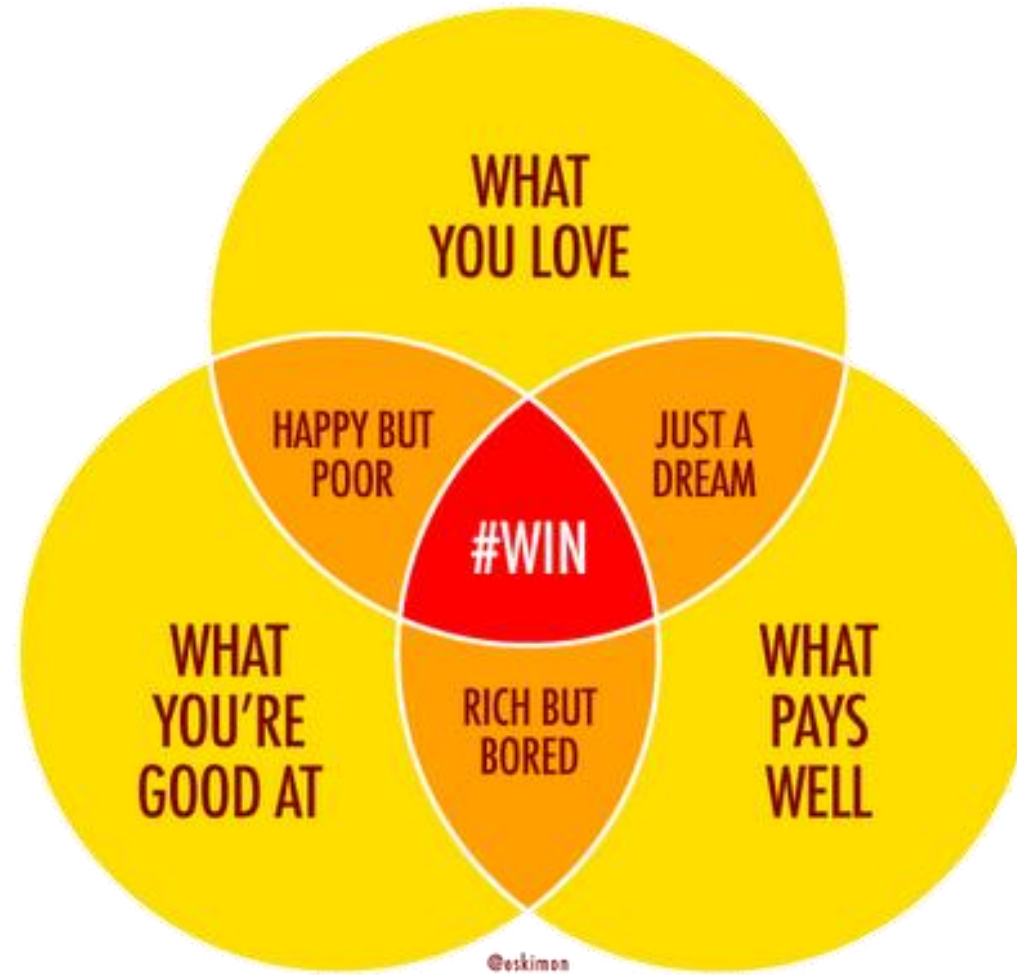
Don't feel valued

Strengths not recognised

Poor team communication



Ideal Job



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Summary

Employer/Duty Holder

- How are you supporting safety rep efforts?
- Have you given your sheriffs badge?
- Do your words & actions align?
- What training, resources & support is available?
- Are you examining safety rep retention?

Regulator

- What steps are you taking to actively protect safety reps?
- How confident are you that SI 971 is fully implemented on your assets?

Safety Rep

- Are you identifying solutions as well as problems?
- Are you taking full advantage of the functions of SI 971?
- What are you doing to play your part?

Thank you!

www.dnvgl.com

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