

TAKE THIRTY

July 2018

Introduction

Welcome to the latest edition of the HSSE Newsletter.

During the last month or so we have been working on introducing a new HSSE code for our Subcontractors as well as creating minimum standards for Personal Protective Equipment so if being sat behind a computer qualifies as being busy, then it has been a busy month.

Whilst out and about, amongst other things, it was great to see the efforts being made to manage the risk posed by the particularly hot weather of late and I also noted that our team in Fahud passed the 2 million man hour milestone without recording a Lost Time Injury, congratulations to the team there.

Try your hand at the HSSE puzzle which this month contains 7 words on the subject of employee engagement.



Peter Baker

60 Seconds With Rajasekar Ramalingam



1. How long have you been working for Douglas OHI?

I joined recently, a year back in May 2017.

2. What prompted your interest to work in HSE department?

Basically I started my career in pharmaceuticals. When the day came where I had to choose between HSE and Quality, I

decided to join HSE. I developed an interest in the said subject which I continued to pursue for the next 15 years.

3. Why is health and safety important in any work environment?

A serious workplace injury or death changes lives forever - for families, friends, communities, and co-workers too. Human loss and suffering is immeasurable. Occupational injuries and illnesses can provoke major crisis for the families in which they occur. In addition to major financial burdens, they can impose substantial demands of

time from their family members.

4. What are the most significant changes (HSE) you've noticed since you've joined the company?

I knew Douglas OHI before I joined, but I've observed collective effort and leadership commitment within the company to take HSE to the next level in the competitive market and owning up to international standards.

5. How do you think the health and safety measures we've adopted reflect on Douglas OHI as a company?

The health and safety measures we've adopted reflects on our brand (D standard) similar to OPAL and PDO.

6. Do you have any noteworthy ideas for future changes (HSE) that you'd like to present?

Adopting an Integrated Management system in Douglas OHI. It benefits our organisation through increased efficiency and effectiveness, and cost reductions which will minimize the disruption caused by several external audits. It also shows our commitment to improve performance, employee and customer satisfaction, and continuous improvement.

Taking 10 for HSSE

I received an email from a former colleague in the UK which gave details of an HSE initiative that although well intended, relatively easy to implement, with tangible benefits, had started to flounder.

It made me think of the “Take 10 for HSSE Boards” we introduced some time ago and how this initiative which is also well intended, relatively easy to implement with tangible benefits may start to flounder as initiatives often do.



Picture taken in LPIC EPC3 - Package 3 - Building Works, Fahud

If we are to continue to grow as a company and carry out our work in a safe and healthy manner it is vital that we better engage with our workforce.

The “Take 10 for HSSE Boards” should form part of the daily routine of our supervisors in such a way that the exercise is no longer an initiative, it becomes embedded in our culture.

The Take 10 exercise differs from a Toolbox Talk because it allows for greater two-way dialogue with the workforce which is rarer than we might think or choose to believe.

If completed properly they are also a public statement of what is good and not so good in a specific work area and importantly it displays a commitment to “what we will do about it”, the key word being “We”.

The word “We” is a very powerful word in this context as it creates ownership and responsibility.

Given the ever-changing risks in our workplaces we must ensure that these boards are displayed and used on a daily basis and I would you ask that take an active interest in ensuring that it happens.

The boards can be obtained via the Procurement Department in Ghala and if required I am happy to provide coaching on their use so there are few reasons not to do so and many good reasons to so.

Boards and marker pens alone do not create engagement, people do.

How Are You?

How are you today?

We ask each other daily “how are you?” and more often than not we reply “I am fine thank you” and most of the time we are indeed fine, sometimes we are not, that’s normal human behavior. If however, we feel sad or “down” for a long time it can have a huge impact on our mental wellbeing.

We recently ran a number of workshops in Ghala called “How are you?”. These 1 ½ hour sessions focused on mental wellbeing and were attended by senior and junior employees alike.

The workshops were developed to reassure us all that it is ok and perfectly natural not to feel fine all of the time and discussed various ways in which we can share our thoughts and feelings and how to manage any negative issues.

The feedback was positive, and a number of ideas were discussed including.....

How Are You Boxes

We have placed two boxes in Ghala, one in head office and the other

in the How are You? garden the company is currently creating near the HSSE Department .

The idea is that should you have a thought, worry or concern, write it down on the “How are you?” cards and place it in the box. Jubin our camp medic will empty the box on a regular basis but will treat any messages with the strictest of confidence unless you say otherwise.



It is good to share

We probably all know it is better not to bottle things up, if you have any mental wellbeing worries (or any other wellbeing concerns), feel free to speak to our camp medic and or use the “How are you” Boxes.

Senior management are serious about providing practical support for all its` employees, but we should also make a commitment to ourselves and our colleagues and support each other.

Serve For A Day 2018

Thursday 28th June the HSSE team took on the task of serving lunch to our operatives as part of an employee engagement program at the junior mess in Ghala. The initiative proved to be successful, as it was evident that employees found it fun and gave a sense of our personalities; things that don't come across on written word.

We would like to thank Sodexo Socat & marketing team for their support in ensuring the success of this initiative.

Which department will be next?



July Word Search Puzzle

This month's word search puzzle challenges you to find 7 words that relate to employee engagement. Can you find all the words in the Word Box? The letters of the words might appear in the puzzle across, up and down, or diagonally. They might be spelled forward or backward.



The HSSE department will make a cash donation to the winners charity of choice.

Please send your answer to hsse@douglasohi.com

Last Issue's Winner...

Mr. Tarakumar from Sohar (315) successfully completed the last puzzle and donated the cash prize to a special needs charity.

Support For The Disadvantaged

Douglas OHI joined with 'Together We Build' - a local Omani youth volunteer team to help families with limited income, to restore their derelict houses into comfortable and perfect homes. With a group of young dedicated people, Douglas OHI supports this activity by providing storage facilities and transportation for most of their charitable projects.

To date, we reached 9 families who need us most in and around Muscat region and made a difference in their lives. The CSR support is originated from Plant Department team and is highly recognised for all their sincere efforts recently received the CSR best achievement award under the patronage of His Highness Sayyid Doctor Adham bin Turki Al Said, Chairman of Scientific College Board of Trustees.



Lending Support To Salalah

We all are aware of the devastation caused by cyclone Mekunu in Salalah this year during the Holy Month of Ramadan. We have a strong track record of working in the Salalah region with over 3 years of continuous project delivery. During this time, we have established strong relationships with the community and immediately took up relief measures in an effort to lend support.



We have successfully reached out to the community and donated 1,300 water bottles, 110 Kg of dates and 95 Kg of Tang through a local Mosque in Salalah.

Our thoughts and prayers go out to all those who have been affected by the storm. A special thanks goes to all those who contributed for this social cause.

From around the world (UK): Three companies have been fined after a contractor to BBC fell more than 10 metres at Elstree Film Studios.

A court in the UK heard how a worker fell through a lighting grid hatch while recovering electrical cables for BBC Studio works Ltd during a de-rigging operation at the famous BBC Elstree studios.

He sustained multiple injuries including a blood clot to the brain, fractured pelvis and ankles, and a ruptured spleen. Due to the brain damage caused, it's unknown if he will ever work again.

An investigation into the incident, found the hatches of the lighting grids and the ends of one, did not have any edge protection.

BBC Studio works Ltd pleaded guilty to safety breaches and was fined OMR 100,000 and ordered to pay costs of more than OMR 3,000.

Elstree Light and Power Ltd was found guilty of breaching safety regulations and was fined OMR15,000 and ordered to pay costs of more than OMR 20,000.

Speaking after the hearing, HSE Principal Inspector Graham Tompkins said: "The employee's injuries were life-changing and he could have easily been killed.

"This serious incident and the devastation caused could have been avoided if basic safe guards had been put in place.

"Falls from height remain one of the most common causes of work related fatalities in the construction industry and the risks associated with working at height are well known".

In the same proceedings, Elstree Film Studios Ltd was convicted of safety breaches unrelated to the accident and was fined OMR 8,000 and ordered to pay costs of more than OMR 20,000.

For more information: <http://press.hse.gov.uk/2017/bbc-studioworks-and-two-others-fined-after-contractor-seriously-injured/>

Safety Selfie Spot The Difference

Can you find the difference between the two pictures?



Quote Of The Month

LOOK FOR SOMETHING POSITIVE IN EACH DAY, EVEN IF SOME DAYS YOU HAVE TO LOOK A LITTLE HARDER.

And Finally...

Health and safety is a subject most of us are familiar with and comfortable to talk about, less so mental health. I recently attended a depression in the workplace awareness session primarily for managers, it was generally found to both interesting and informative.

Have Your Say...

Do you have a suggestion on how we can improve Take Thirty? Tell us what you like best about the newsletter and how we can make it even better.

Send your feedback or comments to hsse@douglasohi.com