

TAKE THIRTY

June 2019

Introduction

Welcome to our latest HSSE Newsletter.

This month amongst other things, Badisha shares his thoughts with us on good practice and how to approach a potentially 'tricky' situation, which ties in nicely to Tahir's thoughts on how things have changed on site since the introduction of the It's OK! Constructive Interventions programme being rolled out on our Duqm project.

The article on Noise features useful information on a major health hazard in the workplace. As with all these types of things, it is one thing to read about something, but it is another thing to actually do something about it. It is incumbent on us all to actually do something to reduce the risks arising from the things we do and remember that many of the things you read in our newsletter, apply equally at home.

Regarding our Constructive Interventions training, special thanks go our Sr. Planning Engineer, Ashish Mudgal who spent a significant amount of his free time translating, into Hindi, a presentation that was delivered to some of our project based Supervisors. This voluntary act was very much appreciated by all who attended the course that would not have been possible had it not been for his selfless attitude.

PAS
Peter Baker



60 Seconds With Badisha M, Site HSSE Manager



1. What does good HSSE practice look like?

Good HSSE Practice is a combination of individual and group efforts toward values, attitudes, goals and proficiency of a health and safety program.

2. What are the benefits to the business of good HSSE practice?

- It demonstrates that the business is socially responsible.
- Enhances/protects brand value and image.
- Increases the productivity of all employees.
- Enhances the worker's commitment to their company.
- Builds a healthier workforce and increases the worker's competency levels.

3. If we see somebody working unsafely how should we approach the situation?

Stay calm and take the worker aside. Start with a positive comment such as, "Glad you are wearing the correct PPE". Be sure not to let your body language say otherwise - such as a tense posture or glaring. Calmly mention the unsafe act that you witnessed and talk about what could have happened if you didn't intervene. Ask them to suggest to you a safer way to do the job.

Obtain the worker's agreement to work more safely in the future.

Engage the worker in a general safety discussion. Maybe ask if they have any safety concerns. Experienced workers often know their jobs better than you do so you might learn something you hadn't already considered.

Always thank the employee for their time.

4. What are the most significant HSSE changes you have noticed since you joined the company?

Implementation and compliance of HSSE standards have been on the rise with every day that passes.

5. How would you recommend that we keep up to speed with developments in HSSE practice?

By becoming a leader and setting the example for everyone that shows how efficient it is to follow HSSE Good Practice.

6. Do you have any noteworthy ideas for future HSSE changes that you would like to present?

You just need feedback all the time so that you can learn and change your behavior in order to succeed, in order to listen better, in order to get feedback and internalize that, and it's just a constant cycle of improvement.



Noise can cause a wide a range of health conditions, which will be discussed later, however first and foremost it is important to understand that noise and sound are not the same things.

Sound can be described as vibrations that travel through the air or another medium and can be heard when they reach a person's (or animal's) ear.

Noise is unwanted or injurious sound.

Both sound and noise are measured in decibels, (volume) often shown as dB(A). Due to the special way in which sound is measured, when the levels increase by 3 dB(A), the sound is actually twice as loud.

Whilst volume is important, the frequency (or pitch) is also relevant.

Virtually everything in the workplace generates sound, many activities, processes or types of equipment generate noise, in fact on construction projects or in workshops, there are very few activities that are not "noisy".

The potential problems caused by long-term exposure to noise include:

- Noise Induced Hearing Loss - Most of us will suffer some reduction in hearing as we age, it is almost inevitable, however exposure to noise will damage our hearing prematurely and this loss is likely to be permanent.
- Tinnitus - Even short-term exposure to loud noise can cause ringing or humming in the inner ear. This can often be permanent i.e. 24 hours a day, 7 days per week, 365 days of the year and every year thereafter.

Symptoms and early signs of hearing loss include:

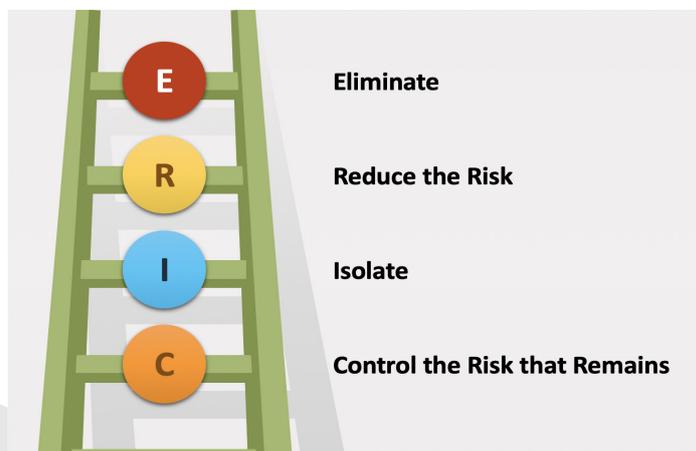
- Conversations become difficult.
- Your family complains about the TV being too loud.
- You have trouble using the telephone.
- You have difficulty in hearing certain words that contain letters such as t, d & s (this is probably due to the "pitch" of those letters).
- Ringing or humming in the ears (Tinnitus).

The problem with these conditions is, that once you notice the symptom, it's probably too late.

What to do

It is not as simple as just giving someone earplugs, similar to any workplace hazard you need to follow a simple process using the tried and trusted ERIC Principle and ask yourself a series of questions.

- **Eliminate** - Can I eliminate the problem by using a block splitter instead of a cut off saw, or a similar logic when risk assessing an activity?
- **Reduce** - Could you select modern tools or equipment that have some form of silencing, ensure tools and equipment is well maintained, with sharp blades or chisel points etc?
- **Isolate** - Is it possible to isolate the noisy activities to a certain area of the site, workshop etc. such that only a limited number of people are exposed (noise exclusion zone)? Enforcing a switch off policy for plant and equipment etc? Can we use barriers that absorb sound?
Mandatory ear protection signage must be in place.
A really good "rule of thumb" for this is that if you double the distance between the source of the noise and the person who will hear it, you will half the exposure to that person.
- **Control** - Use Safe Systems of Work and Job Rotation to manage the residual risk. This is not optional.



Supervisors must monitor the people they have a responsibility for.

When it comes to issuing PPE, we generally use disposable ear plugs. It is vital that:

- HSE and Production staff liaise such that the correct type of earplug is specified and used.
- Every person issued with ear plugs, receives instruction on the correct way to use them.

An article such as this, in a newsletter such as this, will not cover all the issues, it is merely designed to serve as a prompt for a call to action for you to research the subject more.

Therefore, you must liaise with your local HSE Adviser, Lead or the Corporate HSSE Department to discuss the matter further and learn how to better manage this significant health hazard.

If you have a subject you would like to discuss and share, please contact the HSSE Team at hsse@douglasohi.com.

Protection from Heat Stress

Exposure to heat can cause illness and death. The most serious heat illness is heat stroke. Other heat illnesses, such as heat exhaustion, heat cramps and heat rash, should also be avoided.

Our project sites have recently launched the annual Douglas OHI Heat Stress Awareness Campaign. This campaign shares factors that contribute to heat stress, symptoms to watch out for, and how to protect yourself and your co-workers.

There are precautions that can be taken any time temperatures are high and the job involves physical work.

Risk Factors for Heat Illness

- High temperature and humidity, direct sun exposure, no breeze or wind
- Heavy physical labour
- Recent exposure to hot workplaces
- Low liquid intake

Symptoms of Heat Exhaustion

- Headache, dizziness, or fainting
- Weakness and wet skin
- Irritability or confusion
- Thirst, nausea, or vomiting

Symptoms of Heat Stroke

- Confusion, unable to think clearly, pass out, collapse, or have seizures (fits)
- May stop sweating

Steps to follow

- Ensure each individual has the adequate amount of water with proper levels of electrolytes (2 litres every 2-3 hours) to prevent dehydration
- Determine hydration levels by monitoring urine output
- Organise work to reduce exposure - work/rest schedules, job and team rotation etc.
- Provide adequate welfare facilities with a good supply of drinking water and water stations, fans or air coolers

Emergency Procedure in Case of Heat Stress

- Move the casualty to a shaded area
- Remove any unnecessary clothing
- Cool the casualty by sponging with water
- Give small sips of clear fluids
- Seek urgent medical attention

For more information on Heat Stress Awareness, please contact the HSSE Team at hsse@douglasohi.com.



Safety Leadership Habits, Peter Baker

Interserve have recently rolled out the I-Care cultural change programme, whilst we have been trialling the Douglas OHI Behaviour Based Safety Training, “It’s OK!” Constructive Interventions, it’s worth spending a couple of minutes looking at the basis of their approach.

The foundation for the programme are 7 safety leadership habits, namely:

1. Prepare to work safely and check back regularly against the plan, especially if the work has changed.
2. Lead by example and make your commitment to safety visible.
3. Talk safety before schedule and use language that emphasises its importance.

4. Encourage regular, proactive and inclusive safety conversations.
5. Intervene for all safety concerns, no matter how small. Welcome all interventions yourself.
6. Request and support activity changes/re-assessments for routine and repetitive tasks.
7. Report all incidents and near misses and submit and welcome safety ideas and suggestions.

Whilst every company has to find its own solutions to its own issues, it is worth reflecting on these habits and consider how we can incorporate them into the Douglas OHI way of doing things.

Benefits and Outcomes of BBS, Construction Intervention Training, Mohammad Tahir

Douglas OHI has launched a new course targeting behavioral based safety under the leadership of Corporate HSSE Manager Peter Baker and his team. In addition to Douglas OHI staff, the prototype of the course was presented to TRD (Duqm Refinery Project Client) and DRPIC (Principal owner of the project) along with other subcontractors involved in the project. To date we have received some outstanding reviews.

As both an inductee and part of a team that delivers the training, I have seen changes in the attitude and appearance of all those who have attended this course from senior staff to supervisors and workers.

There is a famous saying “The only disability in life is a bad attitude” (Scott Hamilton), and pragmatic change was witnessed in the overall attitude of people.

The main areas where changes were observed include mutual respect, communication and coordination between the team.

Respect is the key thing that makes our relations strong and long lasting. Respect has been enhanced amongst those who participated in the training, people started feeling the pain of those unsung heroes (our dedicated workers) who have been injured.

Communication and planning are other pillars for success and needs to be done with keen commitment and responsibility. This aspect in particular was covered in the course and could we clearly see that participants started believing in their own abilities with confidence.

Coordination comes next to communication. Coordination between the team at all levels is cardinal. Observing the level of coordination within the Douglas OHI Duqm Refinery Team is great. Participants motivate, inspire and push each other.

For more information on this course please email hsse@douglas-ohi.com or visit <https://douglasohi.com/constructive-intervention-training/>.



Hazard Identification Programme

Our sites have been conducting Hazard Identification Programmes in an effort to engage employees. The training programme is proving to be very effective in helping operatives identify potential hazards, and how these can be prevented. At the end of the training, each operative completed a CAT report detailing hazards in their work section and how they can be avoided and prevented from occurring again.



Dropped Object Campaign, Rajesh M.

Douglas OHI provided refresher training to operatives who work at height on our project at ORPIC IHB Project. The building is now at the second level, and it is essential to carry out the campaign to increase the awareness of the impact of drop objects from elevated areas.



The project team in Sohar provided training that emphasises the importance of hand safety. Demonstrations were carried out in an understandable and easy way to the workforce. Lessons learnt from the incident was discussed and concluded that "Never ever put the hands anywhere until it is safe to do so".



Around The World (UK): Joinery Fined Following Workers' Finger Amputations, UK

A joinery company has been fined after two separate incidents that led to workers' fingers being amputated.

Reading Magistrates' Court heard how employees of a joinery company were injured in two separate incidents involving cutting tools. One employee was injured while cutting timber on the blade of an unstable sliding table saw in August 2017, and suffered amputations to the middle and index fingers on his right hand. A second incident occurred in September 2018, where an apprentice joiner was feeding timber through a Planer Thicknesser, and an insufficient guard caused the Planer's blade to come into contact with the employee's finger, amputating it down to the first knuckle.

An investigation by the Health and Safety Executive (HSE) into these incidents found the joinery company failed to ensure effective measures were taken to prevent access to dangerous parts of their machinery, and issued the company with three Improvement Notices and a Prohibition Notice. The company complied with the Prohibition Notice by making the sliding table saw stable, but failed to comply with the Improvement Notices within the given deadline. A

further extension to comply was granted, but again the company failed to do so.

The joinery company from Chesham pleaded guilty to one breach of Section 2(1), and three breaches of Section 33(1)G of the Health and Safety at Work Act 1974, and a breach under Section 11(1) of the Provision and Use of Work Equipment Regulations 1998. The company has been fined a total of £10,600 and ordered to pay costs of £2024.60.

Speaking after the case, HSE Inspector Thomas Giles said "This incident could easily have been prevented had the machinery been properly maintained. Failings in health and safety management were reflected in the general poor standards which were further compounded by the company's non-compliance with Improvement Notices served by HSE.

"Awareness and management of health and safety, regardless of the company size, is crucial to ensuring the safety of the workforce, and companies should be aware that HSE will not hesitate to take appropriate enforcement action against those that fall below the required standards."

Safety Selfie Spot The Difference



Can you find the five differences between the two pictures?
Please send your answer to hsse@douglasohi.com

Quote Of The Month

Working hard for something we don't care about is called stress.

Working hard for something we love is called passion.

