



Approach to Safety

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Fundamentals – ISM CODE

Safety Management System (SMS)

- Risk Assessments
- Safe Systems of Work
- Tool Box Talks
- Incident Reporting
- Near Miss Reporting
- Auditing – external and internal (Flag LR)
- Training To name but a few

THE ISM SMS is supplemented by

ISO 9001:2008, ISO 14001:2004
OHSAS 18001:2008



Fundamentals

The highest standards are achieved in our operations by ensuring we have robust processes in place for all elements

Fundamentals – Safety Culture and buy-in.

Ultimately a safety system can only be successful if it is credible, and not just with top management, “buy in” from the deck up is key.

So what does the crew think?



*How can we
find out?*

Current methods.

- Consultation.
- Involving crew in writing procedures that concern them.
- Meaningful management visits.
- Prompt responses to safety meetings etc.
- Safety Climate tool.

Safety Climate tool.

The Safety Climate Tool (SCT) is designed to assess perceptions of an organisation's management of health and safety and those issues widely acknowledged as important in preventing occupational accidents and employee ill health.

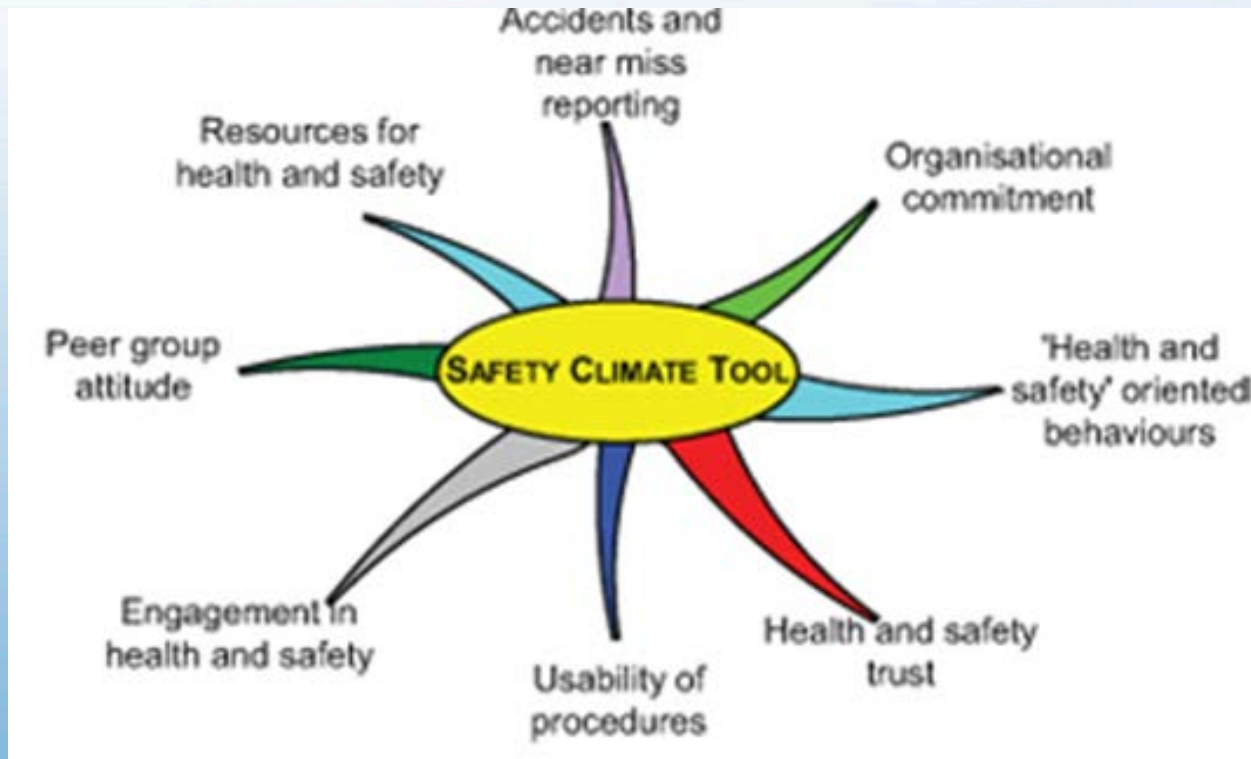
Use of the SCT provides:

- companies with information (based on employee answers to a questionnaire) about various aspects of their safety culture;
- employees with the knowledge to seek improvements.

Safety Climate tool – Summary

- Uses a survey / questionnaire mechanism for all staff (shore and Sea) to input into the safety processes.
- Benchmarks against similar industries.
- Helps to target effort and resources.
- Establishes a benchmark to measure improvements you make to safety culture in your organisation.
- Raises profile of safety in the organisation.
- The fact that an organisation is doing this serves as a great motivator to staff, especially when they see that the company acts on the report which is rolled out to all personnel “warts and all”

Safety Climate Factors Accessed.



Safety Climate Tool - Factors

- **Organisational commitment** relates to whether the company is effective, organised and committed to health and safety.
- **'Health and safety' oriented behaviours** relates to the extent to which people behave in a safe and healthy manner.
- **Health and safety trust** relates to workforce perception of company motivation for health and safety.
- **Usability of procedures** relates to the extent to which procedures match how the job is done, and good practice in procedure writing

Safety Climate Tool - Factors

- **Engagement in health and safety** relates to engagement and involvement in health and safety.
- **Peer group attitude** relates to worker views on peer attitudes to health and safety.
- **Resources for health and safety** relates to whether there are enough people and the right equipment to work safely.
- **Accidents and near miss reporting** refers to the attitudes of the organisation / employees to appropriately reporting accidents and near misses.

Safety Climate Tool - Mechanism.

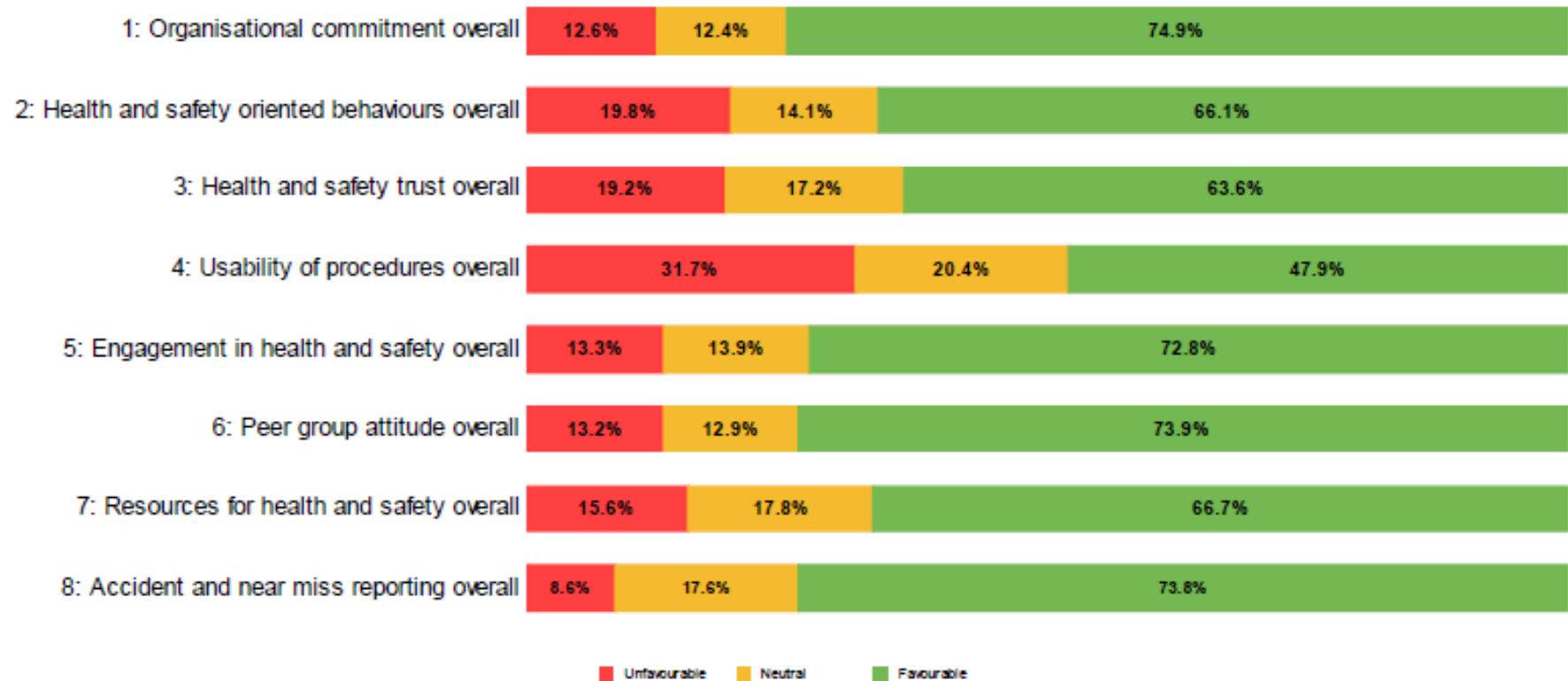
To allow comparison, the questionnaire statements are designed to apply to different groups of individuals across the organisational hierarchy including management, supervisors and workforce. An important aspect of the SCT structure is that it allows the capture of the often widely differing views of these groups.

In all cases, individuals are asked the extent to which they agree or disagree with each statement on a five-point Likert scale from Strongly agree to Strongly disagree.

Safety Climate Tool Outcome

Summary of overall responses by factor for all respondents

Summary of overall responses by factor for all respondents



Safety Climate Tool Outcome

Factors with the most favourable responses were:

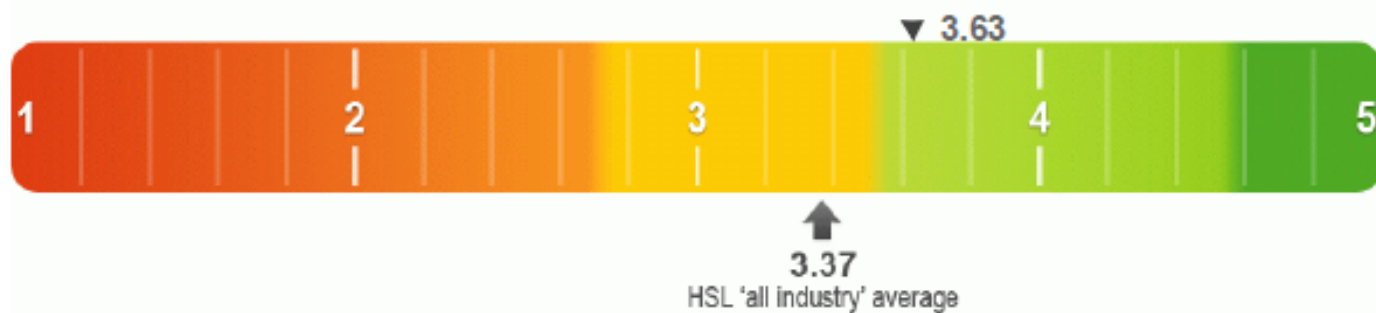
- 1: Organisational commitment - The company encourages suggestions on how to improve health and safety (91.9% agree/strongly agree)
- 6: Peer group attitude - All the people who work in my team are fully committed to health and safety (85.1% agree/strongly agree)
- 8: Accident and near miss reporting - Accidents that happen here are always reported (82.2% agree/strongly agree)

Factors with the most unfavourable responses were:

- 4: Usability of procedures - Some jobs here are difficult to do safely (41.7% agree/strongly agree)
- 4: Usability of procedures - Some health and safety procedures are difficult to follow (39.4% agree/strongly agree)
- 4: Usability of procedures - Some health and safety procedures do not reflect how the job is actually done (30.1% agree/strongly agree)

Your performance in context

The following chart shows your SCT score for Health and safety oriented behaviours, compared with HSL's benchmarking data.



High - your result (3.63) is above HSL's benchmark score of 3.37, and is considered high. You are performing above average, and efforts should be made to maintain this standard.

Thank you and Stay Safe