



## A SAFE Introduction

Safety Analysis and Action are the core tools of any industry safety development program, however the action plans often fail due to the lack of buy in from the work crews who are fundamental to the implementation and success of any plan.

Analysis of why buy in is not achieved remains varied however the same core failure indicators repeat themselves consistently – every one of which leads back to a lack of proper coaching and mentoring by experts.

This SAFE program is not a training course – it is a mentoring program based on the proven principles of behavioural-based safety analysis and assistance.

Proper application of the principles of SAFE has been proven to enhance safety performance by an average of 20% per month, reaching almost perfect safety enhancement within six months, based on a rotation of one week per month by the mentor.

## How The SAFE Program Works

The building blocks of the SAFE principle are TEAMWORK, MENTORING, TEAM ANALYSIS, DISCUSSION, GUIDING, LEARNING, ACTION.

While management and supervisory teams obviously have total buy in to the program to make it work, the entire program is “owned” by the work force under mentoring. In other words, the work force drive the safety enhancement at all times.

While management get regular reports on progress, the process remains anonymised within the work force to ensure maximum buy in and minimum repercussions for identified shortfalls in working habits.

The core principles of the mentoring program are based on the use of totally independent, highly trained, third party personnel. This removes all internal agendas such as awards, punitive measures, allowing the work teams to analyse and improve their safety performance under the guidance and help of an expert coach.

## The SAFE Working Schedule

SAFE is ideally conducted with two coaches (mentors) – one on each shift. The coaches use regular meetings with the teams to review the daily activities, present findings and discuss ways of ensuring any failures in the system are not repeated.

The coaches are trained HSE professionals and spend shift time analysing work methods, noting deficiencies in the system and identifying both safe and unsafe practices / conditions for further analysis within the teams.

Buy in by each team is further enhanced by giving the team full “ownership” of the findings. Where a failing in the system is noted or a deficiency in the work practices identified, the team decides on the best way to present the findings and remedies to management for review and further action.

Detailed trend analysis is ongoing with a series of statistics presented to management on a monthly / trip basis.

The most effective schedule to maximise the value of the program and minimise cost is to assign two coaches to a site for one week in every month for a minimum period of six months. A review visit each two months after that ensures the ongoing safety enhancements and the awareness of new personnel.

## SAFE Mentors / Coaches

All mentor / coaches are senior HSE professionals selected from industry segments such as oil & gas, automotive, fire services, general industry and are required to receive extensive further training in the application of the program.

Mentors / Coaches are selected for their attitude to safety coaching, ability to interact with all races and classes of people, open minded approach to different methods of doing a task, and their ability to remain both independent and non judgmental.



## A SAFE Typical Day's Activity - Mentor

- Address toolbox meeting of the team, review and stress findings from the previous day's activities, review agreed team action items.
- Analyze, monitor, record, review safe and unsafe working practices / conditions.
- Stop unsafe practices / correct unsafe conditions as they occur during the shift.
- Provide daily report to the management / interact on findings as agreed by the team.
- Address post shift team meeting with the day's findings, agree on remedies and follow up previous agreed action items.

## SAFE Immediate Benefits

- Third party HSE professional assistance and safety reinforcement
- Workforce buy in to all company safety initiatives
- Agreed Key Performance Indicators showing strategic improvements – both lagging & leading.
- Proven independent safety enhancement

## SAFE Cost

The cost of a mentor is based on the location of the training, on or offshore site, and other variables.

The average costs would be as follows:

- Per Mentor – US\$ 1,200 per day on site
- Per Mentor – US\$ 890 per day travel to/from site
- Travel costs – at cost plus 15%

The overall cost of the program remains particularly cost effective when balanced with the safety enhancements and ensuing cost savings that become immediately apparent.