Monthly HSE Theme
March 2016
Competence
Where does competence fit?

Competence is:
• in our business,
• in our jobs
• in our every day lives
What is competence?

“To be competent, individuals must provide evidence that they have the required experience, technical skills, knowledge, understanding and behaviour to perform a job role/function and that they apply them consistently, safely and in accordance with relevant procedures and Standards.”

OPITO OIL AND GAS INDUSTRY COMPETENCE ASSESSMENT AND VERIFICATION GUIDELINES
What can it mean?

**Unconscious Incompetence**
I am 17 – if my parents can do it, anyone can do it – it must be easy 😊

**Conscious Incompetence**
Oh dear – there are so many things to do at once – I’ll never be able to pass my test!

**Unconscious Competence**
I know where I started and where I am but I can’t recall my journey!

**Conscious Competence**
Mirror, signal manoeuvre – I’ve passed! 😊
What if...

- we are not competent as a business?
- individuals are not competent in their tasks and jobs?
- we were incompetent?
- there is a lack of confidence in an individual?
What if…

• my Offshore Installation Manager has not completed his competence assessment in emergency command and control?
• an Helicopter Landing Officer is not competent to refuel a helicopter?
• an Instrument Technician is not competent in the Fire and Gas Detections systems that keep us safe?
• the scaffold you are standing on was erected by someone who was not competent?
• one of the staff in your canteen is not competent in food hygiene?
• the welder working on your replacement flowline is not qualified in the weld procedure being used?
• an engineer didn’t risk assess maintenance deferrals?
• the mechanic adjusting the brakes on your car is not qualified?
• the driver overtaking you has not passed his test?
Where competence is a root cause?

Lessons Learned: Hot Cooking oil, Burn to hand

Event Number: EV 202763
Date: 30 Sept 2015
Site: Heysham Office
Incident Classification: LTI
Risk Level (Actual / Potential): 3P / 3P
Activity: Food preparation

What Happened:
• Kitchen operative working in the Heysham offices was transferring potatoes from a pan into a tray containing hot oil
• As the potatoes were transferred into the tray, hot oil splashed up, making contact with the IP’s hand
• Event resulted in a surface burn, which was bathed for 20 minutes
• Aqueous cream was applied and the IP returned to work
• Some time later the burn area began to blister significantly so the first aider advised that the IP should attend the local hospital for assessment
• 1 day Modified / restricted duty

Why:
• Investigation by Employer concluded IP was distracted
• Investigation challenged as internal investigation identified deficiencies in areas of Work Methods, Training, Equipment (including PPE)

Lessons Learned / Follow up:
• Shortcomings in contract execution have been raised between Contract Holder / Supply Chain / HSE departments and supplier
• Supplier has been placed on a Contract Management Improvement Plan
Competence as a barrier

Our level of competence including behaviours can be a barrier to all types of incidents from minor injuries to major accidents…
What do we do as a company?

- Every job has a job description
- Every relevant job has a competence profile
- The competency framework has a set of competency standards
- Clear KPI’s and accountability onshore and offshore
- All evidence and records for relevant roles and modules are logged in an E-Learning system - TYCOM
To protect ourselves and our colleagues, we need to...

Have a clear framework in place that demonstrates our competence through evidence.

A Process Safety Framework that helps understand our risks, manage the barriers and assure barrier performance.

A Competency Management System that should identify if the system is functioning effectively.
What can I do?

- **Demonstrable competence records**: ensure competence records are valid and up-to-date.
- **Risk assessment / Hazop / HAZID etc**: check the correct and competent people are round the table to make this an effective session and to make the right decisions.
- **POWRA or LMRA** (Point of Work Risk Assessment or Last Minute Risk Assessment): Use this tool to assess the task before you start. If you feel you do not have the correct skills and competence to carry out the work safely then speak to your supervisor. Take accountability and check that the team have all the correct competencies to do the job safely.
- **STOP / PSi** (Personal Safety Involvement): Use these tools to check the competence of others and have a conversation about the work which is to be undertaken. Ask personnel if they have the correct skills and demonstrable competence to carry out the task safely.
- **Know my own limitations**: do not be afraid to speak up and tell someone.
Step Change Video

Hydrocarbon Release Reduction
SPECIAL BULLETIN

Introduction
A hydrocarbon release (HCR) occurred on an offshore platform from small bore tubing which had been overtightened by a technician who was not yet deemed fully competent to work with small bore tubing. Small bore tubing which has been incorrectly fitted or damaged is the most common cause of HCRs on offshore installations.

Description of plant/process
The offshore platform has two gas turbines (A & B) which are used to generate power. Turbine B required maintenance which involved temporarily removing it from service while a regulator was replaced.

Details of the incident
Maintenance on Turbine B involved a technician removing and replacing a fuel gas regulator. The fuel gas regulator had some small bore tubing which required to be disconnected then reconnected once the regulator had been replaced. The technician had completed his initial training but had not yet been formally assessed.

During the return to service of Turbine B, a gas detector alarmed indicating the presence of gas in the turbine enclosure.

Two technicians were sent to investigate and they confirmed that there was gas leaking from the fuel gas system inside the enclosure. The fuel gas supply to the turbine was isolated and blown down.

View video here
(Note: You must be in slideshow mode to launch video)