Workforce Involvement
Group: New Safety Rep Training
Workforce Involvement Group (WIG)

Elected Safety Representatives Development Training
Who are we?

WIG is a group of individuals appointed by the Offshore Industry Advisory Committee (OIAC), representing the regulator (HSE), workforce (including SI 971 reps and OIMs), trade unions, employers and industry associations.
The WIG mission statement:

Improving safety by stimulating lateral learning and best practice across the offshore industry through involvement of the whole workforce.
OIAC – Workforce Involvement Group (WIG)
What makes us different from other groups?

Our aims are driven by you, the workforce, not by the agendas of other organisations. We are not a talking shop, we listen to the needs of the workforce and react accordingly:

- Organising away days
- Being a catalyst for change to improve safety at the workface
- A focal point group to spread knowledge, and promote best practice for the common good of all workers offshore
What have we done?

- Held 8 away days across the country in Aberdeen, Edinburgh, Norwich and Scunthorpe
- Helped initiate the 2010 Workforce Involvement and Consultation programme
- Revised the ‘Play Your Part’ booklet
- Helped develop the new standard for offshore safety rep training which you will hear more about shortly
OIAC – Workforce Involvement Group (WIG)

Best practice? Get in touch

Do you do any good things offshore to improve safety, or encourage workforce involvement that others could learn from?

Get more involved…………..

Volunteer to sit on WIG – come and help us.
Give your name to Russell or any WIG member.
Development training for ESRs

ESRs & unions campaigned for training (+ WIG events, HSE SI 971 Inspection)

WIG proposal approved by OIAC, endorsed by Step Change
OPITO work group (ESRs + dedicated support)
Standard written by ESRs for ESRs
Consulted widely, tested in DNV pilot courses
OPITO standard approved April 2013

OPITO-approved courses are now available at DNV
Aim of the development training

- Learning
- Effectiveness
- Challenge
- Confidence

Reflection
Action
External
Internal
Focus of the training

• Managing major accident hazards
• Your role and powers as a safety rep
• Building your influencing skills
• Practical things you can do
• Action planning to get more involved

• Active and interactive training
4 pick-and-mix modules

1. Major Accident Hazards
   - Identifying MAH and SCE
   - Structure of offshore safety cases and assurance
   - How to access and understand safety case information

2. Risk Analysis
   - Risk management principles and common failures
   - Risk analysis processes, techniques and assumptions
   - Human error and organisational failure

3. Investigating incidents to root cause
   - Your role and involvement in incident investigation
   - Accident causation and root cause analysis techniques
   - Human factors, safety culture and organisational behaviour

4. Independent inspections and presenting findings
   - Conducting your own inspections
   - Inspection skills and techniques
   - Effective reporting and presentation of findings and concerns
Elected Safety Representatives
Development Training

We asked our previous delegates for their feedback and this is what they said...
“Since the training, I’ve looked at the Safety Case in a new light”

“It has given me the confidence to go on and challenge myself and others”

“It is, without doubt, the best training I have ever attended”

- Alistair Stewart, Shearwater
“I found the training very interesting and most helpful. I also met some interesting individuals and shared some fascinating stories with them.”

“I highly recommend all safety reps to take advantage of these very well presented courses as they will assist you with your future safety reps work scopes.”

- David Thomson, Triton FPSO
“Thank you for a very informative course run by industry experts”

“Well worth the time and effort. The style of teaching was excellent”

“Interactive tasks were great, from start to finish”

“The course was fun with lots to take back to my colleagues and management offshore”

- Frazer Morrison, Ninian Central
• Well facilitated
• Well paced
• Well researched
• Well organised
• Well presented
• Well done!

- Steve Walton, Brent Charlie
An enormous thanks to the Elected Safety Representatives who generously gave up their time to attend the pilot and audit courses.

And we look forward to welcoming more of you in the future!
Workforce Involvement Group (WIG)

Elected Safety Representatives
Development Training