

Developing HSE capability in the Oil and Gas Industry in Brunei

Aims

- Describe current initiatives in the development of a competency framework.
- Describe the programme at Loughborough University UK and possible collaboration.
- Describe characteristics of high performing organisations.
- Suggest possible solutions.

Developing HSE competence

- Two fundamental key principles:
 - HSE is a rapidly evolving multidisciplinary subject.
 - HSE *cannot* be effectively managed and led in isolation from other organisational risks.
- Oil and Gas industry characterised by major operators and contractors.

Competence roles

- Leader/Director
- Driver/Manager
- Supervisor
- Operator
- Expert – Safety Professional

INSHPO Competency Framework

- International Network of Safety and Health Professional Organisations (INSHPO).
- International Forum to facilitate a shared understanding of the role of the OHS professional.
- Developing a framework of roles, functions and tasks for “professionals” and “technicians”.

INSHPO Framework - Safety Professional

- “Key advisor, strategist and leader in the management of OHS risk, integrated within sustainable business practice”.

Safety Professional – key components

- Context
 - Employees or external consultants.
 - Education gained via the higher education route.
- Role
 - E.g. Systems management; risk; culture; engagement; leadership.
- Knowledge
 - E.g. Hazards, risks and controls; management science; technical and behavioural disciplines.
- Skills
 - Personal, technical, professional practice.



...for a safer world of work

Institution of Occupational Safety and Health

- The Chartered body for health and safety professionals.
- Vision – ‘A world of work which is safe, healthy and sustainable’.
- Established in 1945.
- Over 43 000 members in over 120 countries, around 6500 outside UK.
- Recognised by the International Labour Organisation (ILO) as a Non-Governmental Organisation (NGO).

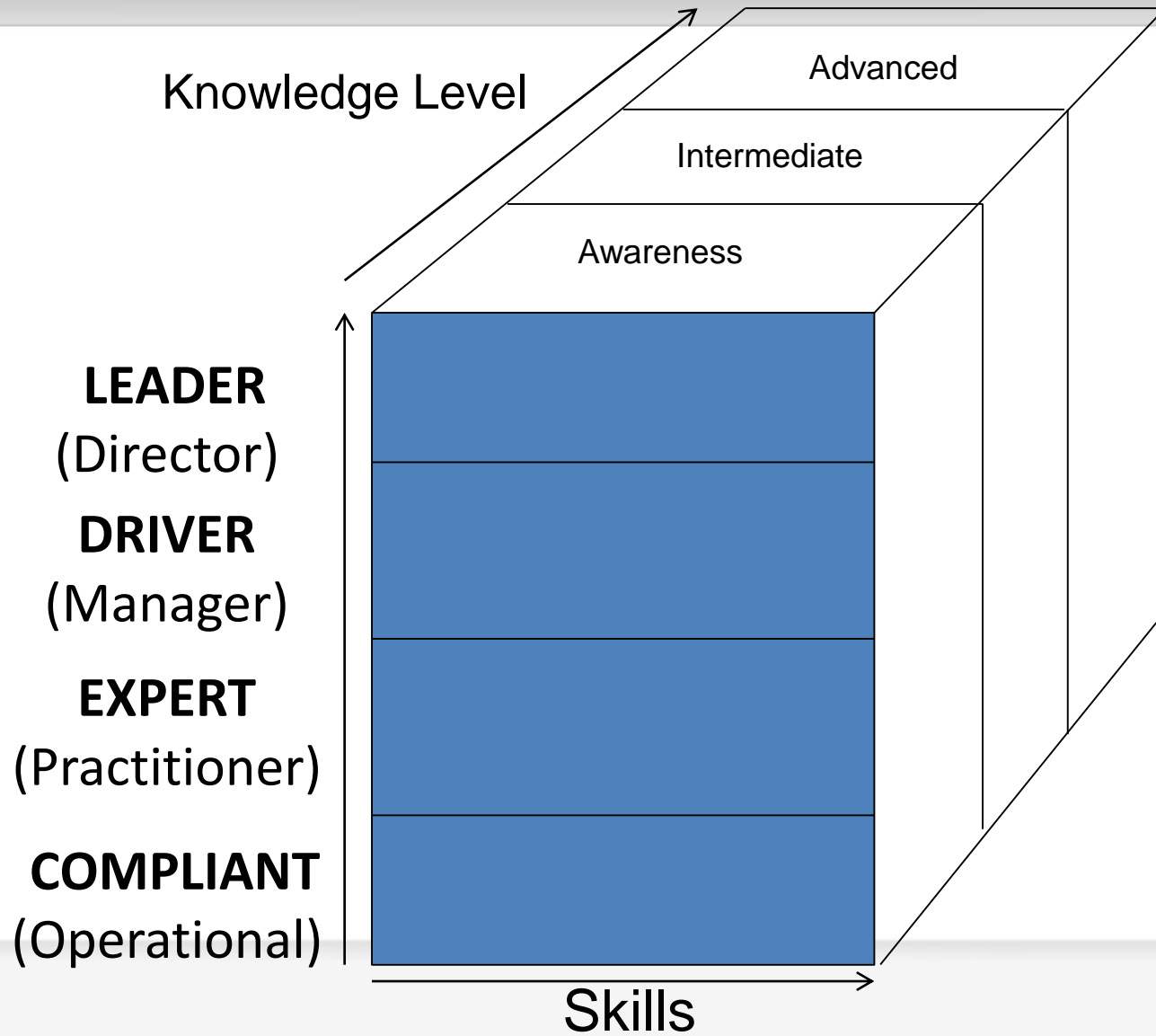
Develops and maintains high standards

- Maintains and defines standards
- Regulates the profession
- Develops people
 - IPD (Initial Professional Development)
 - CPD (Continuous Professional Development)
 - Awareness training
 - Specialist groups including:
 - Hazardous Industries
 - Offshore

Membership categories

- Associate
- Technician
- Graduate
- Chartered Member
- Chartered Fellow

IOSH Competency Framework



Loughborough University

- Leading UK University about 150km from London.
- Best student experience for 6 consecutive years.
- Occupational Health and Safety Management is taught within the Business School (Top 10 UK Business School).
- Accredited by IOSH, AACSB, EQUIS and AMBA.
- Strong collaboration with other departments e.g. Chemical Engineering, Civil and Building Engineering, Design School (Human factors).

Postgraduate Programme in Occupational Health and Safety Management

- Developed over 35 years ago for ICI safety professionals.
- Comprises a Postgraduate Certificate, Diploma and MSc for the “safety professional”.
- Open to graduates or equivalent.
- Accredited by Institution of Occupational Safety and Health.

Past students

- Oil and Gas e.g. BP, Total, Qatar Petroleum, Exxon Mobil, Shell.
- Construction e.g. Balfour Beatty, McAlpine.
- Utilities e.g. Severn Trent Water, EON, National Grid.
- Engineering e.g. Rolls Royce.
- Chemicals e.g. INEOS, Pfizer.
- Regulatory bodies e.g. Health and Safety Executive Offshore Safety Division.

Postgraduate Programme

- Within a suite of programmes concerned with “Organisational Resilience”.
- “Resilience is a strategic objective intended to help an organization to survive and prosper. A highly resilient organization is also more adaptive, competitive, agile and robust than less resilient organizations.”
- “Organizational resilience is the ability of an organization to anticipate, prepare for, and respond and adapt to everything from minor everyday events to acute shocks and chronic or incremental changes.”

BS 65000 (2014)

Blended Learning Approach

- Mixture of “face to face” and distance learning.
- Avoids inevitable isolation of distance learning

Existing Course Delivery

Taught by “blended learning”

	Module	Credits	Mode
1	Law	15	Taught (4 days)
2	Risk Management	15	Taught (4 days)
3	Physical Hazards Management	15	Distance learning
4	Occupational Health Management	15	Distance learning
5	Safety and the Management of People	15	Taught (4 days)
6	Diploma Project	45	Distance learning
7	Masters' Project	60	Distance learning + 4 days

Existing Course Delivery

- Assessed by written assignment and projects.
- All work related.
- Developing skills in identifying and the critical evaluating of information.
- Students have access to a large range of electronic databases and e-journals
- Developing written and other communication skills and leadership.

Possible modes of delivery

- Students travel to Loughborough.
- Course modified to more closely meet the needs of international oil and gas professionals e.g. substitute Law module with a specific module on offshore process safety.
- ITB develops accredits own version.

Other training programmes

- Aimed at developing competence at levels below the safety professional.
- E.g. NEBOSH International Technical Certificate in Oil and Gas Operational Safety.

Characteristics of high HSE performing industries

- Adopt the principles of organisation resilience.
- HSE is managed alongside other organisational risks.
- Adequately resourced.
- Leadership at all levels.
- Two-way communication and participation e.g. Olympic Park.
- Develops an effective safety management system.
- Have effective organisational learning.