

***A Reflective Perspective from LR:
'Dropped Object Management
System Fundamentals,
Compliance & Engagement'***

**Presenter: Steven Harris
Head of HSSE (Wells)**



Objectives

To offer a fresh perspective on some legacy challenges

To learn about your opinions & experiences

To collectively agree some strategies

Agenda – Part 1 (15 mins)



Management System Fundamentals

- Resources
- Relevance
- Verification & Assurance
- Summary



Agenda – Part 2 (15 mins)

The Key to Compliance

- Overview & Engagement
- Why we do what we do
 - 3 Critical areas
- Group & Individual Take-aways

*A **management system** is the way in which an organization manages the inter-related parts of its business in order to achieve its objectives. These objectives can relate to a number of different topics, including product or service quality, operational efficiency, environmental performance, health and safety in the workplace and many more. The level of complexity of the system will depend on each organization's specific context.*

- International Organization for Standardization (ISO), Geneva, Switzerland (16/09/19)

*Being a core component or fact upon which other aspects are built. A **fundamental** fact is a fact that is vital, and must be known before secondary assumptions or conclusions can be drawn.*

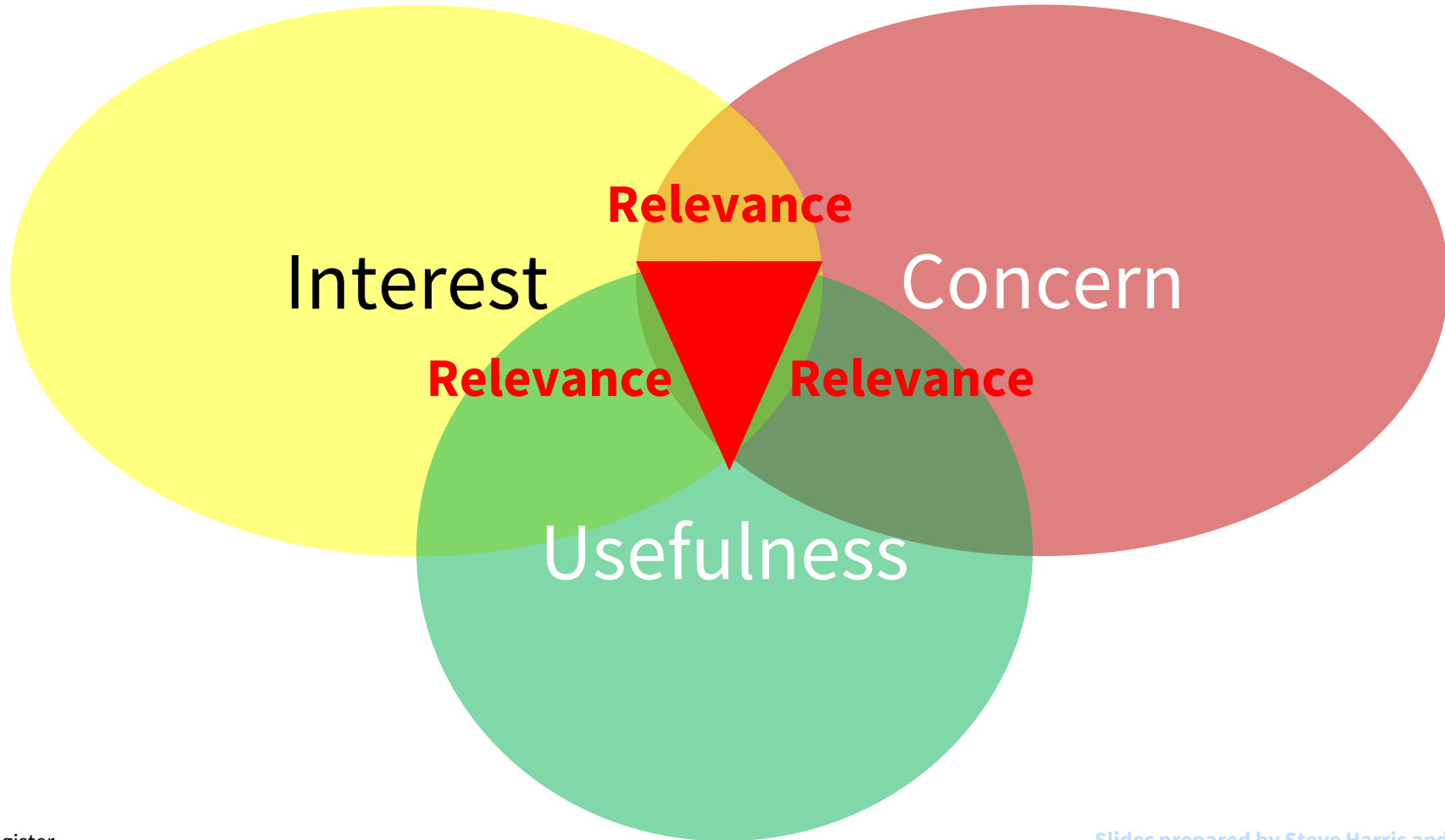
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So what's the most valuable resource?

Competent Person An individual who is capable of identifying existing and predictable hazards in the surroundings or working conditions and who has the authority to take prompt corrective measures to eliminate them.





ISO/TMB POLICY AND PRINCIPLES STATEMENT GLOBAL RELEVANCE OF ISO TECHNICAL WORK AND PUBLICATIONS (Geneva, Switzerland, 16/09/19)

- Effectively respond to regulatory and market needs (in the global marketplace)
- Respond to scientific and technical developments in various countries
- Not distort the market
- Have no adverse effects on fair competition
- Not stifle innovation and technological development
- Not give preference to characteristics or requirements of specific countries or regions when different needs or interests exist in other countries or regions
- Be performance based as opposed to design prescriptive

What are the Relevance hurdles?



Changes in environmental considerations

Changes to market

External Pressures

Changes as the result of incidents

Changes to personnel

Changes in methodology

Changes in technology

Changes to training content/ provider, quality, accreditation body, etc.

Changes to culture

Changes to the law

Other initiatives taking priority

Changes to the design standards

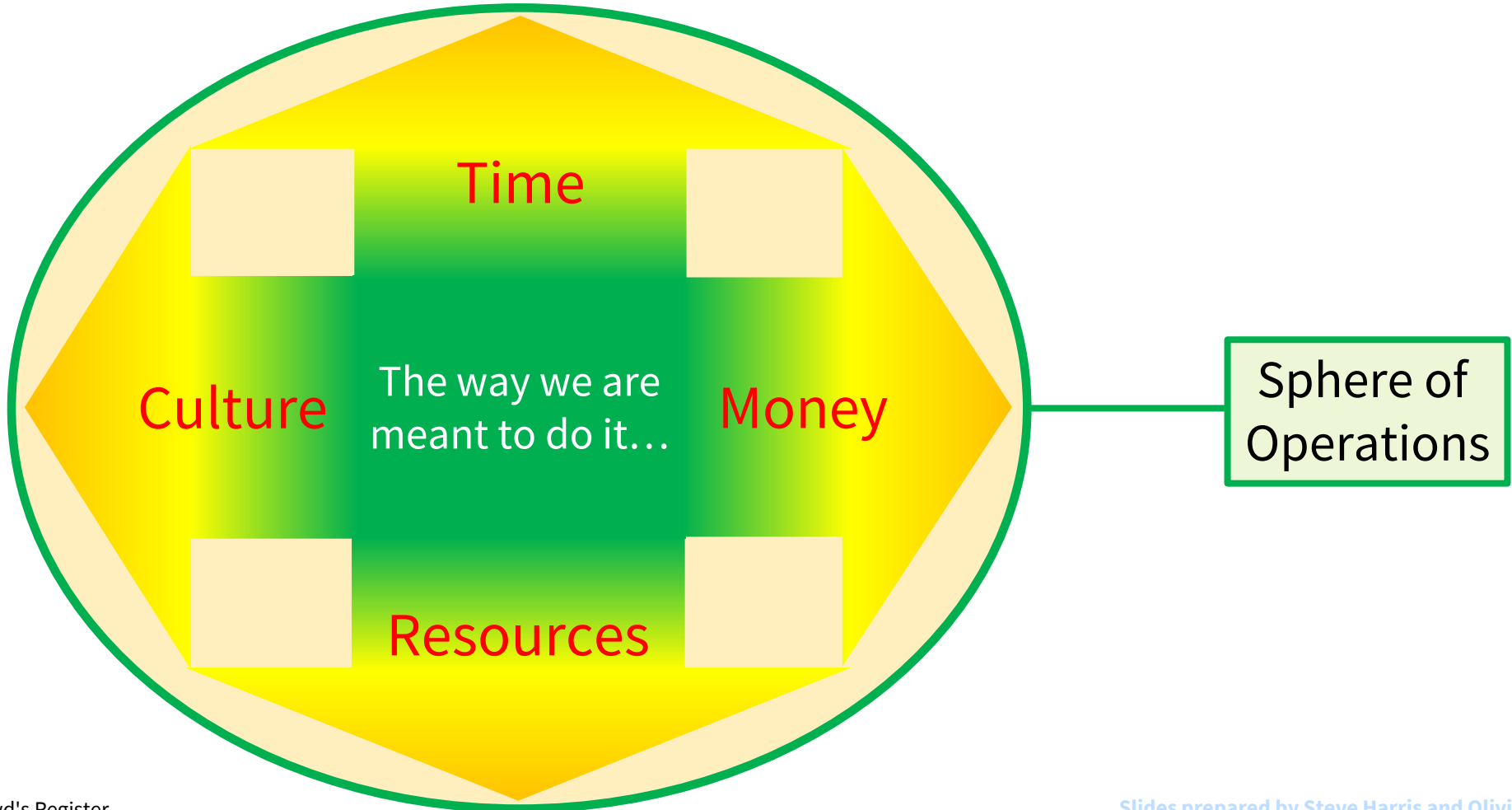
Product notices

Internal pressures





Verification & Assurance: The Sphere of Operations



Recommended Practice

A complete Dropped Object Prevention Scheme includes a component of assurance (i.e., systematic verification of one's own activity) that documents conformance to applicable requirements. Assurance is performed by the company to verify that the work is in conformance with its own practices and procedures and with those of its contractors. Assurance consists of three levels that evaluate the governing Scheme as agreed to in the bridging document.

- **Level 1** – DROPS inspection is completed by site personnel, as a level of self-verification. Action items are tracked to closure by the assessment owner. Assessors are deemed competent after receiving the appropriate level of training.

- **Level 2** – DROPS inspection is completed by a company representative outside of site operations for company self-verification. Auditors have completed DROPS Focal Point training or are recognized SMEs, and action items are tracked to closure by the company auditee.

- **Level 3** – Independent Inspection or survey is performed by a qualified external auditor every three years or when deemed appropriate by the company. Action items are tracked to closure by the auditee.

Additional Guidance

Task-level and System-level reviews are critical components of self-verification, are conducted periodically as defined in a company's SMS, and are implemented within the Level 1 Assurance process.

- A task-level review is an evaluation of whether a barrier (e.g., device, system, or action) is in place and fully functional.
- A system-level review is an evaluation of conformance to, and effectiveness of, a practice, procedure, or combination of technical requirements in delivering the intended outcomes.





'Employee engagement is a workplace approach resulting in the right conditions for all members of an organisation to give of their best each day, committed to their organisation's goals and values, motivated to contribute to organisational success, with an enhanced sense of their own well-being'.

- Engage for Success, sponsored by Chartered Institute of Personnel and Development (16/09/19)

'Employee engagement cannot be achieved by a mechanistic approach which tries to extract discretionary effort by manipulating employees' commitment and emotions. Employees see through such attempts very quickly and can become cynical and disillusioned'.

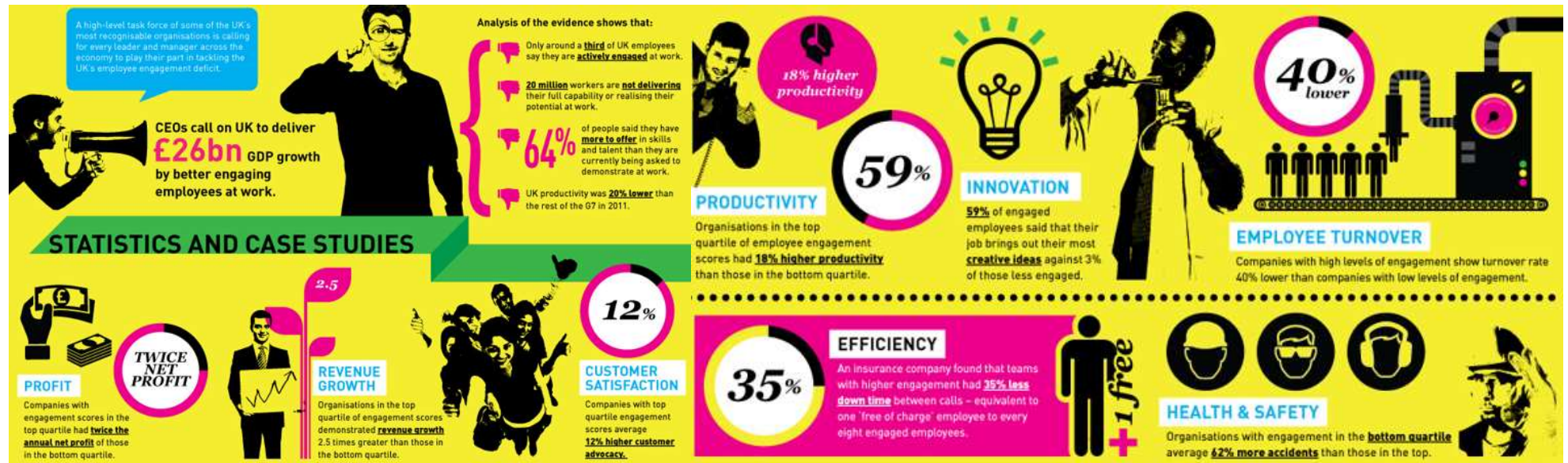
- Engage for Success, sponsored by Chartered Institute of Personnel and Development (16/09/19)

What is Employee Engagement?



'The most recent ONS survey found that output per hour in the UK was 15 percentage points below the average for the rest of the G7 industrialised nations in 2011; on an output per worker basis, UK productivity was 20 percentage points lower than the rest of the G7 in 2011. This represents the widest productivity gap since 1995... Analysis indicates that were the UK to move its engagement levels to the middle of the top quartile such as that for the Netherlands this would be associated with a £25.8bn increase in GDP'.

Bruce Rayton – University of Bath School of Management





Group discussion: What can we do to increase employee engagement in DROPS management?

				
Meaningful work	Supportive management	Positive work environment	Growth opportunity	Trust in leadership
Autonomy	Clear and transparent goals	Flexible work environment	Training and support on the job	Mission and purpose
Select to fit	Coaching	Humanistic workplace	Facilitated talent mobility	Continuous investment in people
Small, empowered teams	Investment in development of managers	Culture of recognition	Self-directed, dynamic learning	Transparency and honesty
Time for slack	Agile performance management	Fair, inclusive, diverse work environment	High-impact learning culture	Inspiration



Questions?

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*Thank you and we welcome
connection requests on LinkedIn*