Break-Out Session 2

The Role of SPIs in Safety Performance

PEOPLE

Group 2

Please save under a different name, e.g. "Break-out Session 2_Group 2_Presentation"

PEOPLE elements

- Ownership culture and attitude
- Resources, e.g., technical authorities, managers
- Competence of managers and operators
- Management of 3rd parties, e.g., contractors, customers and suppliers working on site
- Communication to staff on hazards, incident lessons learned, procedures, changes
- Communication to the public

Session 2A

(2A)1. How often do operators use SPIs for people?

Frequency	Inspectors
Always	Bulgaria, Finland
Nearly Always	Ireland, Netherlands, Sweden, Estonia,
Sometimes	Austria, Germany, UK
Almost Never	
Never	

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- Quality of measures is rarely assessed

- Measures for people tend to be personal safety based not process safety

- Third party SPI's tend to be scrutinised more closely than own staff

- Multinationals tend to use SPI's but not smaller enterprises

- Bonuses have been found to be linked to SPI's which may drive undesirable behaviour such as under-reporting

- Smaller enterprises can use SPI's when driven by active trade association (benchmarking)

- Existence of policy for design of procedures

- Training records (tick box exercise)

- Certification

- Presence of toolbox talks

- Procedures talked through/ walked through with operators

- But people performance is not simply training consider performance indictors and human factors – individual, job, organisation factors

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- Management of change

- Impact on people not always managed people on shifts prove difficult to reach

- Working across shifts and disciplines show up inconsistencies only discovered post incident

- Operator overload and initiative overload.

- Benchmarking between teams and peers

Session 2B

- Get fundamentals in place before introduction of SPI's

- Focus safety critical tasks (HRA link to major accidents)

- Safety culture

- No blame encourage reporting – action on response

- Golden rules – life saving rules – focussed on personal safety unambiguous but can lead to rule obsession regardless of risk.

(2B) 2. How can you tell when the SPIs for people are having an impact on performance?

- Begin here ...

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(2B) 3. How do sites manage follow-up of SPI results for people?

- Begin here ...

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