

TAKE THIRTY

February 2019

Introduction

Welcome to the February edition of our Take Thirty Newsletter.

The main thing that has occurred (away from the projects) since the last newsletter was the HSSE Conference held at the Crowne Plaza in Al Qurum.

Not surprisingly there is a conference related story in the body of the newsletter but that aside many thanks go to all those involved in the delivery of the day including our Marketing and Communications Department as well as all the speakers.

One of the key subjects discussed at the conference was that of complacency, in particular the danger of when complacency sets in and people believe that they will not get hurt.

This is a very dangerous mindset and one that must be avoided at all times whether at work, driving to and from work or at home, there is such a thing as feeling too safe!


Peter Baker



60 Seconds With Valsa Kumar, Jr. Project Manager



1. How long have you been with Douglas OHI and what is your role?

This is my 13th year in Douglas OHI. I joined in October 2006 as a Sr. Engineer and my present job role is Jr. Project Manager.

2. Perhaps a difficult question to answer, but what does Safety mean to you?

My view on safety is create a safe working environment to perform the duty assigned, and keep ourselves and others free from harm/danger.

3. If we see somebody working unsafely (knowingly or otherwise) how should we approach the situation?

Intervene and address about the threat involved, ask him whether he has any difficulty to follow the safe working practices or not? If yes, look into it and resolve the same. If not, encourage the person to follow the safe practices by demonstrating the consequence that may happen when the things goes wrong.

4. What do you think was the biggest HSSE challenge Douglas OHI faced on your last project?

Managing simultaneous operations was the biggest challenge we faced in last project. This was managed well by choosing appropriate material, methodology and sequencing.

5. Our field (construction) is always changing. How would you recommend that we all keep up to speed with developments in HSSE practice?

We should watch advanced technologies available in market and adopt whichever is suitable for our business. We can use latest trends in all areas like planning, execution, monitoring, etc...

6. And finally, what did you enjoy the most when you attended the 2019 Douglas OHI HSSE Conference?

I enjoyed the debate session about the topic "The use of technology will improve HSSE performance/It is better to concentration on the basics".

The 2019 HSSE Conference was held at the Crowne Plaza Hotel in Al Qurum on Thursday 31st January.

The event has become an annual fixture in the companies' calendar and gives the management team an opportunity to reflect and focus upon the previous years HSSE performance as well as discussing ideas, sharing thoughts on subjects relating to change.

The agenda included the following subjects:

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| General Manager's Opening Address | Candidates' Debate |
| Safety Moment | Substantive Change |
| Substantive Change | 2019 Business Plan and Beyond |
| 2018 HSSE Performance Review | Reducing Hand Injuries |
| Stop Telling People What To Do! | HSSE Awards |
| Candidates Debate | Senior Management Panel Debate |
| If It Is Not Broken, Then You Will Need to Fix It | General Managers' Task |
| Substantive Change Exercise Conclusion | General Managers' Closing Address |

The agenda was colour coded to indicate the level of delegate participation required and it is noticeable that few of the subjects are red (low level of participation), the reality was that all sections of the conference required audience participation, this is by far the best way to embed learning.

The General Managers' Opening Address set the tone for the day by talking about the importance of change and more specifically creating the atmosphere that enables positive change.

Change was again discussed by our HSSE Manager, more specifically the elements of Substantive Change, this included a syndicate exercise that involved our managers creating a recipe for "a nice cake", the type of cake people want more of. This somewhat different approach, to discussing change, was a practical, hands on way of promoting discussion and debate.

We further discussed the barriers to change with healthy debate on how to overcome the barriers and it was generally concluded that positive employee attitude would help to overcome most of them.

Having "set up" a scenario where unsafe work practices were taking place in the conference room, we discussed ways in which we can discuss HSE related topics with others in such a way that they take ownership and responsibility for their actions.

The Candidates' Debate presented the opportunity for two opposing arguments to be voiced, i.e. Technology V The Basics of HSSE practice. There was of course no winner as both are essential and complement each other.



A short lunch was followed by a presentation from one of our suppliers demonstrating the latest in concrete strength monitoring which may yet be followed up with a more technical presentation.

Rajasekar's 'reflection upon last years' HSE performance reminded us that for all the facts and figures discussed, we need to remember it is people that get hurt, people with family, loved ones and friends and that 3 people suffered an LTI during 2019. We must never be complacent when it comes to HSSE practices.

Tim and Suha demonstrated with a little help from "volunteers", the problems posed by living with a hand injury, this helped to fuel a discussion on the need to reduce the number of injuries moving forward.



HSSE Award presentations took place towards the end of the day with recognition paid to the following:



Building and Civils Division - Liwa Plastics EPC1 Civil & Building Works



Supervisor of the Year - Mukesh Sharma (Permit Coordinator at Duqm Refinery Project - Civil Works Package 1&2 for EPC1)



Joinery and Interiors Division - VOX Cinemas at City Centre Sohar



Special Thanks and Recognition (STAR) - Asaad Al Wahibi

All in all, the day was deemed to be interesting and informative, but now what? The HSSE Department are planning to hold short briefing sessions on our major projects that will disseminate the learning from the day.

For more information please contact hsse@douglasohi.com

Health Corner: Annual Medical Check-Up

Yearly check-up's are an important part of staying happy and healthy. It helps us keep an eye out to make sure we stay in good working order. It also means we can catch any medical problems early, before they can worsen, display symptoms, and pose a significant risk. Identification of issues allow for prompt treatment, which can reduce complications.

Please book your annual check-up with your onsite medic by the end of the March!



Saying No!

I was struck recently, when I overheard the conversation between one of our employees and a representative of a potential client, by the power of the word No.

This incident has been mentioned in “Our Finally” article so there is no need to discuss that any further.

It did however make me reflect upon how many times have said I may have said “yes” to the wrong things - overwhelming requests or time-consuming obligations? How often have you wished turned such requests down?

That said, there is no doubt that a well-placed “No” can not only save you time and trouble, in the workplace, it can actually save your life.

I actually view people who say No “a lot” as being quite negative and people who say Yes “to everything” as not being true to themselves and not fair to those to whom they make a promise but often do not keep them, so there is a balance to be drawn.

Negative people are often tiresome to be around, and they can easily stifle the enthusiasm of others thus robbing the workplace of good ideas, positivity and creative thinking. It takes a surprising amount of energy to be around somebody like that.

A well placed, well thought through No however can add real value to a discussion or situation.

Applying a well-balanced argument or alternative idea that is clear and without prejudice is exactly what is needed when planning work activities (or indeed many other situations).

The problem is that for many, saying No takes courage, it is often easier to “go with the flow” and say Yes or worst still, nothing at all.

We must always remain true to ourselves and encourage others to do the same. If we are in a situation where we don’t agree with others around us (or what we are being asked to do), then it is right to say No, this must always be followed with a positive suggestion on what we can do.

There are of course many ways to say No, some more subtle than others for example “we can’t do that” = No.

Saying Yes to everything is often the easy way to get people to like us but remember what is far more important and more sustainable is earning the respect of others.

In a HSSE context, it is important to identify hazards and problems, but the real skill is finding practical solutions. Douglas OHI is a company that is built on Yes.

We will always respect the well thought through No but look forward to the well placed Yes.

The Art of Pottery By Aisha Al Balushi

For more than 4,000 years, the art of pottery making has been in Oman. Nowadays pottery items are mainly used as decorative pieces in restaurants, homes, and gardens or as a souvenir to bring back home from the souqs. However, in the past pottery items were a daily necessary tools and the art of vessel making was a complete industry in the Sultanate.

Volunteers from Douglas OHI visited the house of a family in Al Khoud with three children (two sons and 1 daughter) between the ages of 4 to 19. The younger son Hamad aged 10, was diagnosed with cancer. In order to help himself cope with the treatment Hamad began drawing and painting, which then led him develop an interest in pottery.

Through a local group ‘Team Hamati’, Hamad learnt the fundamentals in the art of decoupage, and has completed a number of courses. As a result, Hamad is now able to create pottery items which he sells to help contribute for his treatment and medications.

In the very near future, Hamad will be visiting Douglas OHI to showcase his skills and work. Details will be sent out shortly, and we hope you will all join in.



Around The World (UK): Workman Fell from Unsecured Ladder

A company in the UK has been sentenced for safety breaches after a worker shattered his elbow in a fall from height in February 2017.

The court heard how the workman was using a ladder to access a flat roof to fit the capping on a security office gatehouse at a poultry processing factory.

Ladder not tied or footed

Investigators found that a ladder was being used as access to stand on the roof of the security gatehouse. The ladder was resting against wet metal wall cladding and was not tied or being footed.

The workman climbed the ladder to do some work. As he neared the top of the ladder it slipped, and he fell approximately 3m to the ground below.

The company pleaded guilty to breaching health and safety regulations and was fined OMR 5,000 with OMR 600 costs.

After the hearing the investigator commented: "This case highlights the importance of proper planning and supervision of work at height."

This incident could so easily have been avoided by simply carrying out correct control measures and safe working practices.



Figure 3 Ladder showing maximum angles at 16° on a side slope and 6° on a back slope



Figure 4 Ladder tied at top stiles (correct for working on, not for access)



12 HSE and BERR recommend Class 11¹ 'Industrial' or EN 131¹ ladders or stepladders for use at work. Make sure the ladder is a suitable size for the work (see paragraphs 9 and 22).

Is it a safe place to use a ladder or stepladder?

13 This covers the specific place where you are going to set up and use it. As a guide, **only** use a ladder or stepladder:

- on firm ground or spread the load (eg use a board);
- on level ground - for **stepladders** refer to the manufacturer's instructions, for **ladders** the maximum safe ground slopes on a suitable surface (unless the manufacturer states otherwise) are as follows:
 - side slope 16° - but the rungs still need to be levelled (see Figure 3);
 - back slope 6° (see Figure 3);
- on clean, solid surfaces (paving slabs, floors etc). These need to be clean (no oil, moss or leaf litter) and free of loose material (sand, packaging materials etc) so the feet can grip. Shiny floor surfaces can be slippery even without contamination; where it has been secured.

14 The options for securing a **ladder** are as follows:

- tie the ladder to a suitable point, making sure both stiles are tied, see Figures 4, 5, 6 and 7;
- where this is not practical, use a safe, unsecured ladder or a ladder supplemented with an effective ladder stability device (see paragraph 11);
- if this is not possible, then securely wedge the ladder, eg against a wall;
- if none of the above can be achieved, foot the ladder. Footing is the last resort and should be avoided, where reasonably practicable, by the use of other access equipment.

Safety Selfie Spot The Difference

Can you find the five differences between the two pictures?



Quote Of The Month

If you change
the way you
look at the
things, the things
you look at will
change

February Wordsearch Puzzle

The challenges for February month is to search for 10 words relating to Communication.

The letters of the words might appear in the puzzle across, up and down or they might be spelled forward or backward.



The HSSE department will make a cash donation to the winner’s charity of choice.

Please send your answer to hsse@douglasohi.com

Last Issue’s Winner

Mr. Saravanan T.K, Quantity Surveyor successfully completed the last puzzle and donated the cash prize to Oman Cancer Association.



And Finally...

What does it take to say No?

I was privileged to meet Mr. Chanbhusan, who is working on our LPIC Project as a Carpenter.

During the course of a visit by a representative of a potential Client, Mr. Chanbhusan was asked to remove his safety helmet for the purposes of checking the date of manufacturer.



Mr. Chanbhusan

Without being rude, Mr. Chanbhusan declined to do so. When asked why, he stated that this was a PPE area and he was not permitted to do so.

Whilst this, to some, may not seem such a big deal, to me it was and I admire Mr. Chanbhusan for acting in the way that he did and for putting his personal wellbeing to the front of his mind as well as complying with a safety rule designed to protect him.

Not everybody understands that PPE is the last resort and that without it we are vulnerable to potentially significant injury.

This isn’t the only case of late where someone has done the right thing.

Mr. Mishra Shyam, is a Carpenter working as a Confined Space Attendant at the Sea Water Intake on our Salalah Project. To his credit he denied permission to our General Manager who attempted to enter a confined space without having received the correct training. Whilst Aaron knew he couldn’t enter the confined space and this was a test of the control measures in place, saying “No” can be a lot harder than saying “yes” or not saying anything. So well done to both Mr. Chanbhusan and MR. Mishra Shyam for doing so. Shining examples to us all!



Mr. Mishra Shyam

Have Your Say...

Do you have a suggestion on how we can improve Take Thirty? Tell us what you like best about the newsletter and how we can make it even better.

Send your feedback or comments to hsse@douglasohi.com

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