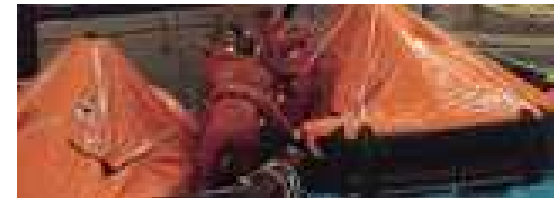
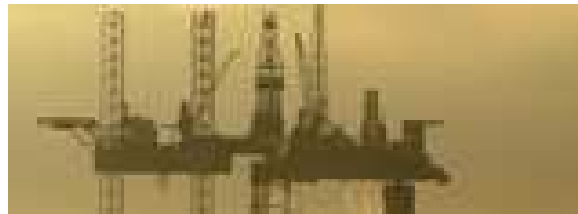
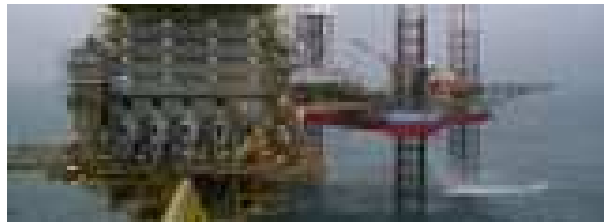




Centre of Maritime Health and Safety (CMHS)

The dilemma of safety representatives
The case study from the Danish offshore industry
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Focus in project





The legislation about health and safety offshore

- Every offshore installation which has between 5 - 11 employees has to have a safety representative; if more employees, then 1 safety representative for each working group
- The safety representatives are elected for a two-year period
- For each safety representative the operator has to find a work leader, these make up the safety group
- The safety group/groups together with the operator (or operator's representative) make up the safety committee



Methods

- Interviews offshore and onshore
- Survey about risk perception and attitude to safety
- Observations offshore and onshore
- Workshop with 16 safety representatives





Safety organisation in the Danish sector

3 different organisations

A	B	C
<p>Safety representatives from each group but activity depends on platform, some safety are very involved in safety, no ownership and only little opportunity of participatory democracy, no clear anticipation to the organisation</p>	<p>Not so big, until now only one safety representative from B, but now one from contractors group, Have a problems with solution for bigger issue, it takes a long time for onshore to decide things</p>	<p>Safety representatives from each group very active Responsible for safety campaigns and decide which campaigns should run, Invisible for newcomers , not all safety representatives are involved in safety campaigns</p>



The role of safety representatives

	Safety representatives	Leaders offshore/onshore	Employees	Legislation
Role of SR	<p>Communication between employees and leadership and vice versa</p> <p>Look if everything is in order or if people are working safely</p> <p>Try to find improvements for safety</p> <p>Communicate safety</p> <p>Supervisor colleagues</p> <p>Stop dangerous work</p> <p>Risk assessment</p>	<p>Communication between employees and leadership</p> <p>Communicate information from groups safety meetings</p> <p>Being role model</p> <p>Leave up to the legislation</p>	<p>Communication between us and leadership</p> <p>Taking care that safety will be complies with</p> <p>Walk around and look how is the safety situation</p> <p>Give information about safety, if something new is happening</p> <p>Be supervisor, help to find out safety things</p> <p>Taking our problems further to the leadership</p>	<p>To be communication lead between employees and safety committees</p> <p>To find solutions for safety and health problems on offshore installation</p> <p>To influence the employees' behaviour, which promote safety and health</p> <p>To participate in planning of the safety work</p> <p>To participate in accident investigations</p> <p>The possibility to stop the work if it is too dangerous</p>



The role of safety representatives

	Leaders offshore/onshore	Employees
Expectations	<ul style="list-style-type: none">Take the role seriouslyThink safetyCan see the difference what is safety, what is complaining and what is union issuesActive with safetyFollowing the casesLooking for improvement of safety all the timeVisible, use their time for going around installationTaking up issues at the safety meetingBeing role modelReportingSolving the problems	<ul style="list-style-type: none">Takes things seriouslyCooperationSupervisionHelpfulWrite referees from meetingsCommunicate the informationInterested in being SRactivediscuss safety issuessolves the problems



The dilemma of safety representatives

Lack of training to deal with some issues like conflict mediation

Not being involved (some of Safety representatives are not involved in accident investigation)

Not always being heard

Lack of support from leadership

Have to compromise

Use the time beside work to work as safety representative

Sometimes being safety representative could be a barrier for the future carrier

You are always on and can't hide

Being a policeman



Thank you for your attention

