

## HAZ & ZARD AT MONADELPHOUS

I have been asked by Dr Graham Marshall of An Meá to provide my thoughts about what we have found with regard to deploying the **Haz & Zard** hazard management competency training programme. I am happy to do so with regard to its use by Monadelphous personnel working at ChevronTexaco's operation on Barrow Island in north-western Australia. Having seen the process in use first hand I can make the following observations:

1. The training process meets the competency development claims made for it by An Meá. In particular, I agree that it:
  - Ensures competency of our people in identifying the highest risk HSE hazards that are present in the workplace;
  - Ensures that our personnel are competent in deploying the hazard management process involving identifying HSE hazards, assessing risks and working out the necessary behaviours and practices to control the hazards and minimising the risks;
  - Gets our people making commitments to positive HSE practices; and
  - Ensures that our people understand the appropriate risk management terms and definitions appropriate to our industry.
  - Provides a mechanism to support the development of Job Hazard Analysis (JHA) documentation and provide a quality check for existing documentation.
  - Supports the hazard and effect management processes associated with short term project work being performed by personnel from a variety of HSE cultural backgrounds.
2. The actual delivery of the programme is very novel and stimulates a great deal of discussion about HSE and risk management issues. This is of great benefit in a training situation because nearly all participants are "switched on". I have seen other hazard management programmes that are nowhere near as interactive that do not provide this benefit.
3. People seem to actually enjoy themselves and feedback I have heard and seen has been very positive.
4. I would qualify the above positive points by pointing out a minor problem we have encountered which is not necessarily a fault of the programme itself. Training such as Haz & Zard requires an internal champion who will drive it along and we struggled with this at first when our initial champion left the company. We now have this in place and the programme is back on track. I would suggest to others that finding the right people to act as internal coordinators of the programme is a key to successful implementation.

Having made those points, I would summarise by congratulating Graham on developing this innovation in HSE training. I would definitely endorse the programme to other HSE advisers/managers who want to promote competency of their personnel in managing hazards.

Yours sincerely



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HSE Adviser

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17 May 2004