



Proceedings of the IMCA Safety Seminar 2023

HSSE
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For over 25 years, IMCA has maintained an important body of knowledge to assist our industry in the form of published guidance documents promoting good practice across a wide range of technical and professional disciplines.

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Foreword



IMCA has had a long tradition of holding safety seminars going back over fifteen years to the days of holding safety events in the conference suites of sports stadiums across Europe.

Delegates were particularly pleased to return to face-to-face meetings following the pandemic, with this successful event IMCA's first Safety Seminar since the joint IMCA HSE/Environmental Sustainability Seminar held in 2019.

Over seventy delegates gathered in Amsterdam on 6 June 2023 and the event was opened by IMCA CEO Iain Grainger.

It included impactful and inspirational presentations from the Danish Maritime Accident Board, Equinor, P&O Maritime and Logistics, Fugro, Heerema, MMA Offshore, Subsea7 and TechnipFMC. In addition to this a number of interactive workshops and sessions were held.

Proceedings concluded with the presentation of the IMCA Awards for 2022.

1 Presentations

1.1 Iain Grainger, IMCA CEO – Introduction



Brand new IMCA CEO Iain Grainger opened the event, noting that IMCA's purpose was to enable the safe and sustainable development of the world's marine energy resources.

He introduced himself and IMCA and went on to outline some of the challenges and opportunities faced by Members in today's world.

1.2 Øssur J Hilduberg, Danish Maritime Accident Board – Addressing human factors

Øssur J Hilduberg, the head of the Danish Maritime Accident Board, gave a thought-provoking presentation on human factors and bridge resource management.

He noted that the bridge of a vessel can be a learning environment, with gradients of skill, authority and competence from the Master down to the cadets.

Drawing from recent events like the grounding of the Costa Concordia, he highlighted how the situation can go from complete normality to disaster in just a few seconds – how do we recruit, train and retain crews to deal with situations like this?



1.3 Gavin Smith, Caledonia Competence – Effective Competence and Training in today’s environment



Gavin Smith, managing director of Caledonia Competence and Chair of IMCA's Competence and Training Core Committee, gave an overview on IMCA competence and training provision.

He outlined the priorities for the C&T Committee and key pointers for effective competence and training management – including full availability of materials and robust delivery. Explaining the importance of linking competence to safety and of effective training management, he concluded by encouraging clear communications, full workforce engagement, and to make use of the existing IMCA tools available.

1.4 Michael Anderson, Equinor – Onboarding and communication

Michael Anderson, Leading Advisor Safety & Sustainability at Equinor, spoke without slides, using a one-man role-play to ask delegates some effective questions.

How do we make the safest way to do a piece of work, the easiest way?

How do we make it easy and simple to follow the rules?

How do we make it difficult to break the rules?

How do we recognise “error traps” such as complexity, difficulty, monotony, and stress?



1.5 Ben Neal, P&O Maritime Logistics – AI to improve onboarding and familiarisation



Ben Neal, Head of HSSEQ at P&O Maritime Logistics, and a member of the IMCA HSSE Core Committee, spoke with great conviction on how recent developments in AI had facilitated improvements at POML in crew engagement, onboarding of new crew, and familiarisation.

He shared a chatbot developed to communicate with crew, and short and cost-effective videos created in minutes by readily available AI tools.

His presentation demonstrated some of the potential of AI to revolutionise safety in terms of translation, training content, communication/promotion, and toolbox talks.

1.6 Darren Male, Fugro – Removing systemic barriers to women's participation in the offshore workplace

Darren Male, Fugro's Regional Head of HSSE – Americas and Chair of the IMCA HSSE Core Committee, gave a presentation on facilitating greater female participation in the offshore workplace.

He covered structural or systemic inequality and unconscious bias, before discussing the availability of PPE and other materials in the workplace, that were appropriate to, and designed for, use by women.

More crew are required – yet half the population can easily be excluded from work offshore. Safety is for everyone, and investment in improving female participation offshore is worth the time and effort.



1.7 Question and Answer session

IMCA CEO Iain Grainger joined Darren Male (Chair HSSE Core Committee) and Gavin Smith (Chair C&T Core Committee) to answer questions from the gathered delegates.

The session dealt with questions such as What are the key areas of focus for IMCA, and with reference to HSE, what should IMCA's direction ought to be in the coming years?

Findings from this session and from the delegate feedback questions posed at the close of the event, would be used to make the next IMCA safety seminar even more relevant and worthwhile.



1.8 Bionda van Rosendaal, Heerema Marine Contractors – From “Dare to Care” to Duty of Care



Bionda van Rosendaal, General Manager of HSSE at Heerema Marine Contractors, opened the afternoon session with a presentation on managing and controlling sub-contractors – how far does your legal and moral responsibility go?

She asked a series of questions to delegates, including, where do WE stand on moral obligations to sub-contracted personnel? What focus do WE put on their safety?

She concluded by noting the importance of onboarding sub-contract personnel to embrace safety best practice, control, support, coach, and manage cultural

differences.

1.9 Debbi Garreffa, MMA Offshore – The importance of leadership and engagement

Debbi Garreffa, Executive General Manager – Risk at MMA Offshore, and member of both the HSSE Core Committee and Asia Pacific Committee, took delegates through the ways MMA Offshore had risen to the challenges of the pandemic, of recruiting and retaining competent and safe crew, through leadership and engagement.

Leaders needed to listen actively, communicate effectively by sharing lessons and encouraging and supporting ideas to improve safety and reliability. They also needed to get involved and committed, demonstrating support for safety from the highest level and throughout the company.



1.10 Eric Annand, Subsea 7 – The role of predictable performance



Eric Annand, Group Health Safety Quality Director at Subsea 7 and a member of the HSSE Core Committee, gave a presentation on quality and predictable performance, and why doing the job well every time should lead to a predictable outcome.

He noted that a focus on Quality Assurance leads to a place where performance will become more predictable.

Safety was an area where the biggest benefits were being seen in the drive towards predictable performance.

Eric's presentation was followed by a short workshop session in which there was table discussion of the main challenges or barriers and opportunities in relation to attracting and keeping the right safety and quality people.

1.11 Louize Dan, TechnipFMC – The FOCOS process

Louize Dan, an HSE engineer with TechnipFMC in Brazil, spoke on a technique for developing safe behaviours – literally 'Formação De Comportamento Seguro' in Portuguese.

She outlined the parts of the process, which used technology to reduce workplace safety risks based on understanding the interaction between employee behaviour and the workplace environment. The intent was to create a better and safer work environment where it is easy to carry out safe work. Positive results had been achieved, demonstrating measurable improvements to workplace safety, to worker awareness and safe behaviours on company vessels.



2 IMCA Awards

The winners of the IMCA Awards 2022, which showcase inspirational offshore safety and sustainability projects, were announced to the audience at the IMCA Safety Seminar.

Projects by **ADNOC**, **MMA Offshore**, **Heerema Marine Contractors** and **P&O Maritime Logistics** were recognised for their positive impact.

Safety

The judges selected both ADNOC and MMA Offshore who were announced as joint winners.



ADNOC's Smart Vessels project saw it implement next-generation AI-systems on more than 80 offshore vessels operating across six ports in the UAE, resulting in significant safety benefits.

Interacting with onboard CCTV systems and deploying new sensors, trip wires and intelligent video analytics, ADNOC's Safety Smart Vessels offer real-time surveillance and enhanced operational efficiency, as well as powerful reporting.

Mohamed Al Maflahi, Vice President HSE, ADNOC said: "It is an honour to receive the IMCA Safety Award on behalf of ADNOC L&S employees, frontliners and seafarers for their strong commitment to HSE. ADNOC L&S continues to invest in technologies and solutions to ensure that its people, operations and assets are safe from any harm."

MMA Offshore was rewarded for its impressive Target 365 Leadership Engagement Programme, which underpins a belief that an incident free workplace is possible through understanding, guidance, and tools.

Debbi Garreffa, Executive General Manager – Risk, MMA Offshore said: "It is a huge honour for MMA Offshore's Target 365 Leadership Engagement Programme to have been recognised by our peers working in safety, and we're delighted to have been named a winner in this year's IMCA Awards."

"Our collaborative programme focussing on active leadership and engagement supports MMA's Target 365 philosophy of a perfect day every day and our entire team shares the belief that an incident free workplace is possible. With this in mind, this Award is for everyone at MMA Offshore and we can all be proud of this Award."

Environmental Sustainability



In Environmental Sustainability, **Heerema Marine Contractors** was rewarded for its innovative project which reduces noise pollution.

Marius Ottolini, Strategy Advisor, Heerema Marine Contractors, said "We're delighted to see that our pioneering project on reducing noise pollution in piling operations has been recognised with an IMCA Award for Environmental Sustainability. We'd also like to take this opportunity to thank our project partners at the University of Dundee – all parties can be proud of this achievement."

"Noise pollution is a "new" area for sustainability in many respects, and this Award is recognition of its growing significance. We're looking forward to continuing the work on this technology."

In addition to the winner, **P&O Maritime Logistics** were highly commended for their entry which linked its safety reporting to a mangrove reforestation project in Mozambique.

Adopting an innovative approach linking behavioural safety with environmental degradation, teams were incentivised to record safety observations with a tree planted for every report.

This helped encourage and reinforce safe behaviours while contributing to the vital restoration of the local mangrove ecosystem.

Commenting on the IMCA award winners, CEO **Iain Grainger** said: "It was a true honour to be able to present the IMCA Awards on stage in Amsterdam last week. A huge congratulations to the worthy winners, as well as the highly commended entry, these are all projects which can inspire our industry to go further to improve safety and sustainability."

"I'd also like to thank everyone who entered this year. I know from my discussions with the judges that it was a difficult decision to select a shortlist, yet alone choose winners. The quality of entrants overall was extremely high, which is testament to the positive work our Members do on a day-to-day basis."



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