

International Association of Drilling Contractors



Joint HSE & Workforce Development Committee
Meeting
06 February 2017
Omni Houston Hotel at Westside
13210 Katy Freeway, Houston, TX 77079

Minutes

1:00 – 1:15	<p>Welcome, Introductions, IADC Antitrust Policy <i>Christine Lederer, HSE Committee Co-Chair, Rowan Companies</i> <i>Ryan D’Aunoy, HSE Committee Co-Chair, Precision Drilling</i></p> <p>Christine Lederer and Ryan D’Aunoy called the meeting to order.</p> <p>Rhett Winter, IADC, went over the IADC Antitrust Policy.</p> <p>Facility Orientation/Safety Briefing <i>Omni Staff</i></p> <p>OMNI Hotel staff provided a safety briefing for the venue.</p>
1:15 – 1:30	<p>Safety Moment</p> <p>An attendee provided a safety moment about the Texas Move Over Law. The attendee was driving down the road and saw that a vehicle had been pulled over to the side of the road by law enforcement with pedestrians outside of the vehicle. The attendee moved over from the right lane into the left lane, as is required; however, the car behind the attendee did not move over and could have struck the pedestrians and law enforcement. The attendee wanted to emphasize the importance of moving over for our Police/EMS/Fire Fighters/Tow Truck Drivers, when they are on the side of the road. If you are not able to move over a lane, slow down to 20 mph below the posted speed limit, as is required by the law.</p> <p>Another attendee provided a safety moment regarding the Flu epidemic that is going around at this time. If you are sick, go to the doctor, get medicine, and stay out of the office until you are no longer contagious or when doctor says it is OK to return. Attendee recommends increased handwashing and extra hand sanitizer for everyone to help prevent the spreading of germs and catching the flu.</p> <p>Another attendee provided a safety moment about a minor increase in slips, trips and falls, mainly by 3rd party vendors. Attendee urges everyone to keep safety at the forefront of their minds.</p>
1:30 – 2:00	<p>Human Factors Presentation <i>Jacob Raffnsøe Petz, Managing Director, Maersk Training</i></p> <p>Mr. Petz presented on Human Factors, as follows:</p> <ul style="list-style-type: none">• How companies measure effects of their Human Factors initiatives

International Association of Drilling Contractors

- Understanding why Human Factors is important to industry
- Testing is a good starting point
- Individual competency
- Need to embrace working as a team
- Knowing teammates and what responsibilities are
- Performance and safety go hand in hand
- Safety Critical Operations
- IOGP 556: Process Safety Management
- IOGP 501 & 502: Human Factors
- Crew Resource Management (CRM)
 - Human Factors at the fundamental level and then relate it to everyday tasks
- Key Focus on Operational Integration
- Training the complete systems rather than individual parts
 - Technical competencies; Non-Technical Skills (CRM); Well Specific Procedural Discipline; Test of operational procedures; Debriefing; Evaluation
 - Safety is # 1
- Video: BP Simulation (Training with Maersk)
- Measuring Effects of Team Training
 - High focus on Human factors and how they affect the team performance on board the rig
 - Example of Hang-off procedure training
 - 1st time group made many mistakes; took 12 minutes to complete drill; afterwards group debriefed and went over what went wrong
 - 2nd time group made no mistakes and took 6 minutes to complete drill; afterwards, group debriefed and went over what went right
 - 3rd time group made no mistakes and completed the drill in 3 minutes, which is the proper time for a hang-off
- Benefits
 - Motivation; Confidence; Retention; Transfer of skills; Enhanced performance

Q: Technical skills were covered, however, what about the soft-skills, such as confidence and teamwork?

A: Get the group into a situation as close to normal as possible, and see how they respond to the situation and each other. Individuals can understand the theory and technical aspects of the job, but not how to work together as a team. By putting them in this situation, the team will learn how to communicate and work together as a team.

2:00 – 2:45

DROPS Presentation

Tyler Brown, HSE Consultant, Shell Exploration and Production Company
Duston McConnell, Senior H&S Advisor, Global Wells Organization, BP

Mr. Brown and Mr. McConnell presented information about North America DROPS Steering Committee, as follows:

- Meetings are every other month and alternate between Houston and Louisiana
- There is a shift from Red Zone to Zone Management

International Association of Drilling Contractors

	<ul style="list-style-type: none"> • DROPS Network Progression <ul style="list-style-type: none"> • Shell driven 2015 <ul style="list-style-type: none"> • Support the need for collaboration • Sharing of best practices and learning • Field validation & gap closure accountability • Ability to send a consistent message to groups of key contractors • DROPS Supported 2016 <ul style="list-style-type: none"> • Expanded focus • Cross-operator collaboration • Incorporation of wider audience • Industry focus on Risk Assessment • Consistency across operators • Quarterly DROPS Meeting <ul style="list-style-type: none"> • Gap analysis of what went right and what went wrong • DROPS online • Steering Committee Goals <ul style="list-style-type: none"> • Maintain Existing Network <ul style="list-style-type: none"> • Expand membership to key contractors from other operators • Provide guidelines for gap assessment & support • Coordinate NA DROPS forum <ul style="list-style-type: none"> • Open to industry & vendors as a learning event • Roll out new material & update current and future work scope • Develop Industry Recommended Practice <ul style="list-style-type: none"> • Serve as a baseline of minimum requirements of a DROPS program • Showcase examples of industry best practice & application • Revise DROPS calculator • Improve upon base DROPS online training manual • Create a learning portal on dropsonline.org & template for alerts
2:45 – 3:00	BREAK
3:00 – 3:45	<p>Competence Panel: Personnel competence after being bumped down and then back up</p> <ul style="list-style-type: none"> • <i>Aaron Mueller - Vice President of HSE, Independence Contract Drilling</i> • <i>Regine St Villier-Mays- Director, Learning and Development</i> • <i>Karina Izaguirre - Global HR Leader - People & Organization Development at Ethos Energy</i> <p>Moderator- <i>Ludmila Paul, Atlantica Management, Workforce Development Committee Co-Chairperson</i></p> <p>Aaron Mueller</p> <ul style="list-style-type: none"> • Mainly off-shore managers taking on entry-level positions after being out of work for a while • Are the managers willing and/or able to perform the duties of an entry-level position • Managers’ experience vs. capable vs. competent at an entry-level position • Evaluation of managers coming back at entry-level positions

International Association of Drilling Contractors

- Intangible: attitude; safety culture; communication; leader; confidence; reliable
- Tangible: training; background checks; integrity survey; work experience; interviews

Q: How valuable will an experienced person be in the long run at an entry-level position?

A: They typically get promoted back up quickly, if the position opens. You will need to find someone who can meet the requirements.

Q: How do you see if the manager returning as an entry-level worker, has the safety culture you are looking for?

A: Go with the honesty approach. Ask them if they had seen a safety issue before, and how did they react to it. If they dismiss the safety issue, they probably do not have the safety culture you are looking for.

Regine St Villier-Mays

- Competency Model
 - Describes what great performance looks like in a given role
 - Strategy: Mission/Vision/Goal
 - Competency = Knowledge + Skills + Attitude
 - Returning leaders will downplay gaps and try to offset the technical gaps with other value-added contributions
 - 1-Define competencies critical for success
 - 2-Develop proficiency scales for each competency
 - 3-Define a generic standard role framework
 - 4-Define competency profiles for each standard role
- Competency Application
 - Tool for self-assessment within current role
 - Map current role against others to plan appropriate development
- Competency Based Solutions
 - 70:20:10
 - 70% learning through practice
 - 20% learning through others
 - 10% learning through education

Q: How do you conduct a robust competency model?

A: Develop proficiency scales for each competency and have a 3rd party come in and perform the assessment. If there are no funds available for a 3rd party, you will need to develop an in-house team that are thoroughly trained and prepared for conducting the assessment.

Karina Izaguirre

- Planning for Competency Assurance
 - Current employees are promoted, transferred, or demoted
 - Hire new employees
 - Take on new operations
 - Get new equipment, tools, and/or processes
 - New competency requirements
- Competency Assurance Measures

International Association of Drilling Contractors

- Management of Change (MOC)
- Mobilization plans
- Incident trending & competency interventions
- Competency implementation action plans
- Competency champions
- Sharing best practices
- Competency metrics

Journey Management Presentation

Stan Ayscue, Country Manager – Strategic Projects from the Protection Group International

Mr. Ayscue presented on Journey Management, as follows:

- When traveling, things to consider
 - Safety of your people
 - Do you show your worth? (nationality; possessions; perspective)
- Anatomy of an attack
 - “soft-target”
 - Ability for the attacker to gather attack/escape route
 - Isolation of victim
 - Distracting to disengage
 - Add element of surprise
- Holistic Solution
 - Risk awareness (Identification)
 - Crisis Management
- Where are the walls?
 - Be aware of location
 - Let employees know about risks of where they are going
- Threats & hazards
 - Crime & terrorism
 - Geo-political concerns
 - Critical dates
 - Local labor concerns
 - Medical considerations
 - Emergency response
 - Chokepoints
 - Time of the year
- Do you know your staff?
 - ISO Prep
 - Proof of Life Questionnaire
 - Kept within organization and at least with travel security personnel
- Do your travelers act as your eyes?
 - Check that the driver is the one that was scheduled to drive
 - Check gas gauge
 - Check that there are no frays in seatbelts
 - Check that there is no damage to the vehicle/tires properly cared for
 - Take a picture of the license plate & vehicle itself

3:45 – 4:15

International Association of Drilling Contractors

	<ul style="list-style-type: none"> • Map of rally points, hospitals, and emergency responders • Why do we need feedback? <ul style="list-style-type: none"> • Because SECURITY is not a noun • Understand risk, how people react to them, and then build a program
4:15 – 4:30	<p>IADC Updates <i>Brooke Polk, Director-Program Development & Technology</i> <i>Rhett Winter, Director-Onshore Operations</i></p> <p>Train-the-Trainer curriculum will be sent out for comment and then out to vote. The RigPass and WellSharp accreditations will be affected by Train-the-Trainer.</p> <p>Crane-Rigger Accreditation has been launched, and is open for training provider’s applications. Some training providers with courses under the DIT Accreditation will be moving to the new Crane-Rigger Accreditation.</p> <p>WellSharp Tests have been translated into Portuguese and Spanish, and are currently active. Mandarin and Arabic are the next in line.</p> <p>Enhanced Well Control/Enhanced WellCAP Plus revisions are in process.</p>
4:30	<p>ADJOURNMENT</p> <p>Ludmila Paul adjourned the meeting.</p>

Attendance:

Name		Company Name
Ludmila	Paul	ATLANTICA MANAGEMENT (USA) INC
Keith	Stratton	ATLANTICA MANAGEMENT (USA) INC
Austa	McKendrick	ATLAS KNOWLEDGE GROUP
Carolina	Rubiano	BP
Dallas	Bozeman	DEEPWATER SUBSEA
Daniel	Ziglar	DIAMOND OFFSHORE
Tim	Gibson	DIAMOND OFFSHORE DRILLING, INC.
Sean	Sullivan	ENSCO PLC
Crystal	Sherman	ENSCO PLC
Nathan	Wick	ENSCO PLC
Erin	Ring	ESSENTIAL HSE CONSULTING
Andy	Erwin	FALK SAFETY SERVICES
Leonard	Hale	GULF COOPER & MANUFACTURING
Wade	Deer	HELMERICH & PAYNE
Warren	Hubler	HELMERICH & PAYNE
Cecil	Brewer	HOUSTON COMMUNITY COLLEGE

International Association of Drilling Contractors

Brian	Paterson	HOUSTON COMMUNITY COLLEGE
Kristin	Blissit	IADC
Brooke	Polk	IADC
Rhett	Winter	IADC
Mark	Denkowski	IADC
John	Pertgen	IADC
Eric	Green	INTERTEK CONSULTING & TRAINING
William	Waldroop	INTERTEK CONSULTING & TRAINING
Jane	Murphy	INTERTEK CONSULTING & TRAINING
Rosemary	Rosenkampff	INTERTEK CONSULTING & TRAINING
Cody	Ashley	LATSHAW DRILLING & EXPLORATION
James	Ward	LONE STAR COLLEGE SYSTEM
James	Ward	LONE STAR COLLEGE SYSTEM
Linda	Head	LONE STAR COLLEGE SYSTEM
Martin	Glenday	MOXIE MEDIA
Clyde	Loll	NABORS CORPORATE SERVICES
Richard	Grayson	NABORS INDUSTRIES
Brandon	Grosvenor	NATIONAL OILWELL VARCO
Michael	Stephens	NOMAC DRILLING
Bradley	Spratt	NORTHWEST TECHNICAL SOLUTIONS LLC
Andrew	Warren	NORTHWEST TECHNICAL SOLUTIONS LLC
David	Williams	PACIFIC DRILLING
Steve	Thomas	PACIFIC DRILLING
Matthew	Berry	PARAGON OFFSHORE
Mayra	Nunez Canepa	PARAGON OFFSHORE
Sean	Pendleton	PARAGON OFFSHORE
Ryan	D'Aunoy	PRECISION DRILLING COMPANY
Matt	Ewers	PROGRAMMED MARINE- USA
Rick	Sperandio	REACH
Jill	Arness	ROWAN COMPANIES
Christine	Lederer	ROWAN COMPANIES
Robin	Markussen	RPS GROUP
Larry	Schmermund	SMITH MASON & COMPANY, LLC
Nancy	Kenney	SUBSEA SOLUTIONS, LLC
Homer	Stewart	SUBSEA SOLUTIONS, LLC
Marcelo	Azeredo	TRANSOCEAN
Barry	Cooper	WELL CONTROL SCHOOL

International Association of Drilling Contractors

All meetings must have a written agenda that is circulated prior to the meeting. Attendees must strictly follow the agenda. Topics not on the agenda must be deferred until a later meeting. Meeting minutes will be posted on the Committee's website following endorsement by Committee leadership and meeting attendees. Attendees should be aware that: 1. There may be audio recordings of meetings, for purposes of facilitating capture of meeting minutes; and 2. The final published minutes will include a record of who attended the meeting. The audio recordings shall be destroyed immediately following endorsement of the minutes. IADC Committee activities are governed by IADC's Antitrust Policy and Guidelines. [Click here for information on the policy and guidelines.](#)