

HSSE CONSULTING DIVISION

Case Study

Maximize Your Business Efficiency



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Client Profile:



- Established in 1976, The Client is one of the world's largest investor-owned gas and electricity companies.
- In Germany it has more than 120 sites and around 22,000 employees.
- Its retail arm supplies power and energy services to more than 7 million customers.
- The company revenue in 1997 was \$ 3.15 billion.



Business Situation (The Issue):

The Client was concerned with a poor Health & Safety records in the last 3 years including unfortunate fatalities, severe injuries, occupational health & hygiene problems, property damages and a fire event, the above lead to a significant negative effect to the organisation such as high insurance costs, excessive financial losses, adversarial employee relations and litigation resulting from statutory ignorance, loss of productivity, loss of reputation and image, low workforce moral and absence increasing.



Technical Situation:

“Since the beginning of the evaluation it was obvious that the company faced a period when accidents were accepted as a cost of doing business, many companies have almost the same problem, non-existent safety management systems, Too often, safety management programs and systems are ignored or inefficiently instituted and consequently have little impact on what is happening on the ground ” Says Knowledge Compass Head of HSSE Consultancy.

The Client had an excessive operational business agenda in the last five years, and by prioritizing the business objectives, Health & Safety have been placed in the bottom of the column, this is what is called the SWAMP approach, Safety Without Any Management Process, so there was something in place but not a consistent and structured framework which can effectively achieve tangible results.



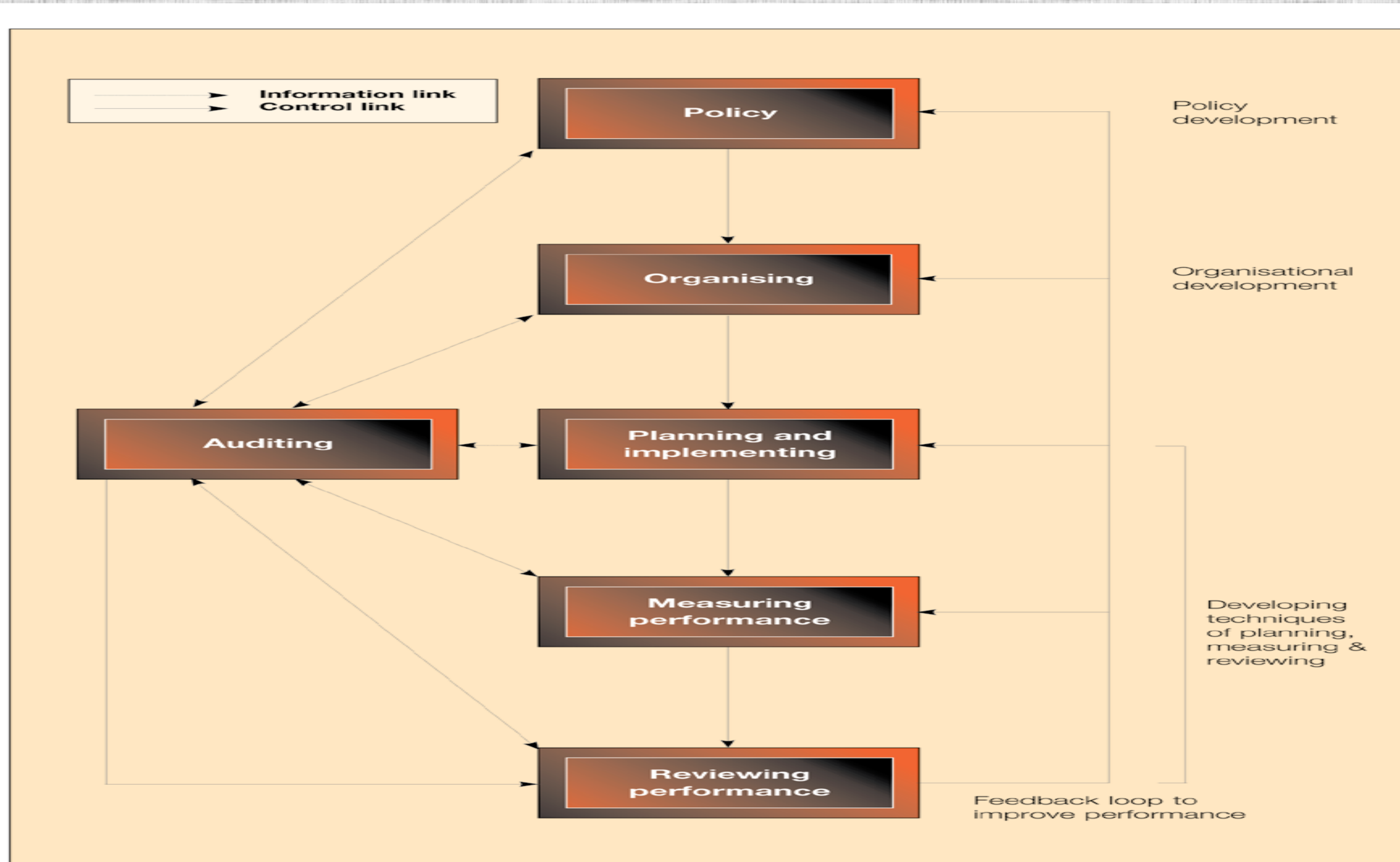
Solution:

- Knowledge Compass has lead the establishment and development of a thorough HSSE Management System covering all the business aspects where the HSSE was integrated into all the work practises, processes and the day to day operation in parallel with a safety culture transformation program was known as the 'Zero Harm Journey'.
- The key elements of KC successful HSSE Management System was as the following:
- Policy: Effective health and safety policies set a clear direction for the organisation to follow.
- Organising: An effective management structure and arrangements are in place for delivering the policy.
- Planning: There is a planned and systematic approach to implementing the health and safety policy through an effective health and safety management system.
- Measuring Performance: Performance is measured against agreed standards to reveal when and where improvement is needed.
- Auditing and reviewing performance: The organisation learns from all relevant experience and applies the lessons.



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The following diagram demonstrate the relation between the key elements.



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- The KC strong team of HSSE experts succeeded to develop the system on a way that defines accountabilities, clear objectives and robust roadmap to achieve the main goal; the cornerstone was Health & Safety to be located on the top of all the organization's agendas relying on the board of directors buy-in to Health & Safety and their commitment towards the program.
- "Our team members come from field operations background and quickly realised that to be successful the new system had to genuinely involve workers on the ground, We had to make things happen in a way that's understood at shop floor level. It was also important to make it clear that the HSSE-MS program was here to stay, and that it wasn't just a 'flash in the pan'. And with years of experience on the HSSE field side, we confidently challenged any signs of a 'We can't do that' mentality" Declared Knowledge Compass HSSE Project Manager..



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The following elements represent the program core elements:



- 1.Safety Training.
- 2.Accident & Incident Investigation & Analyses
- 3.In-House Safety Rules & Regulations.
- 4.Environmental Controls
- 5.Management of Contractors.
- 6.Personal Protective Equipment.
- 7.Risk Assessments.
8. Security Procedures.
9. Task Observation.
10. Emergency Preparedness.



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Benefits:

- Fatalities Accidents have been avoided.
- 73 % reduction in Lost Time Injury Rate.
- Estimate saving \$ 11 Million a year due to the reduction in number of lost working days injuries and absence due to occupational disease or health problems.
- Estimate saving \$ 25 Million a year due to the reduction in financial claims and the significant decrease in the insurance premiums.
- 17 % productivity increase which was financially determined with estimate \$ 79 Million a year.
- 43 % reduction in employees absence due to the moral improvement which was financially determined \$ 4.5 Million a year.
- Tangible and short recovery to the organization image and reputation which was presented that the organisation was governmentally awarded as one the best safety records, responsibility towards the public safety and considered as a green company due to its environmental protection activities.



Thank You

URL: www.kc-me.com

