

NINA AT WORK

NO INJURIES NO ACCIDENTS

A SELECTION OF DIFFERENT EXAMPLES FROM THE EVERYDAY EXPERIENCE OF BOSKALIS | FEBRUARY 2014

SAFETY IS NOW A TOPIC OF CONVERSATION!



"You can have everything in place as an organization, but ultimately it's the employee that decides whether or not to do something. I witnessed a fatal accident at a previous employer. Someone stood on the edge of a work bin in order to do something just out of his reach. He fell; while his harness lay unused in the work bin. I have often asked myself how I, as project manager, could change this kind of behavior. When I heard about NINA I knew that this could be the key, in addition to what we already do at Visser & Smit Bouw. When starting on the carcass, the most risky phase, we held a NINA start-up meeting at Boskalis with the involved contractors, who complained that it would take 'half the day again'. They were more receptive when they realized what NINA is about: that you are responsible for your own safety. That there is never a valid reason for doing something unsafe. If it were up to me we would implement this throughout the sector. The first benefit of NINA is that everyone meets each other during the start-up meeting, which makes it easier to call each other to account. Whether it's a tidy building site or a working method: safety has become a topic of conversation!"

NINA's influence goes a long way. **Willem Thoen** is project manager at Visser & Smit Bouw BV and is responsible for the Boskalis newbuild Gebouw 4 in Papendrecht, the Netherlands. He explains why he embraces NINA.

EXPERIENCE IN HOLLAND

"It's worthwhile to take a moment to think about what you have achieved, as well as your goals and sticking points; then you can see more clearly how you can move ahead," says Dick Fierens, operations manager Markus.

"After the rollout of NINA all kinds of issues were tackled and re-addressed," says Dick. "But that effect didn't last long. How do you progress after that?" In order to answer this question, project managers and management attended an Experience training course in the summer of 2013. With a NINA facilitator, they identified sticking points regarding communication and collaboration. Dick: "If someone suggests an idea in a safety meeting and

never hears anything about it again, it is demotivating. Simply giving feedback as to why nothing is being done about it goes a long way towards creating understanding. We identified six action points, including setting a good example, recognizing good behavior and making partners enthusiastic. Working in this way keeps NINA fun, encourages your employees to act and prevents organizational blindness. The Experience definitely gave us a new boost."



The NINA action points of Markus' team on the Experience course

NINA IN SOUTH-KOREA

Boskalis is laying the foundation for the extension of the futuristic Songdo City. It is an exciting, challenging job, if for no other reason than because no one in South Korea speaks English.

"I can't even order a paper clip on the phone, because the conversation ends straight away," explains trainee Mathieu van Vrijberghe de Coningh. "So we hired an agent to interpret and translate for us. What makes it difficult is that South Koreans are not used to disagreeing with an older person or a superior. In these situations our interpreters gloss over critical comments or omit the emotion that we want to convey. So we regularly take the interpreter to one side to point this out once again."

안전 규정

당사의 직원은 우리의 가장 가치 있는 재산이며 안전은 최고의 가치를 보호합니다. 우리의 목표는 부상 없는 사고 없는 환경을 만드는 것입니다. 이것은 당사의 가치관과 규정에 기반한 기업 정신에 내재되어 있습니다. 당사의 정책임을 포함한 모든 직원은 이를 가치와 규정을 가슴에 새겨 주시길 바랍니다.

가치	규정
<p>나는 아차사고를 포함한 모든 사고를 보고 하고, 다른 사람들과 함께 이에 대해 알의 교환으로 삼을 수 있도록 한다.</p> <p>나는 지위와 서열에 상관없이 나의 안전에 대한 피드백을 받아 들인다.</p> <p>나는 안전하지 못한 작업의 경우 조치를 취하여, 필요시 그 작업을 중지시킨다.</p> <p>나는 다른 사람들에게 안전한 작업을 할 수 있도록 권한다.</p>	<p>각 직장 및 선박에 대한 위험평가 준비</p> <p>각 위험 작업에 대해 작업 허가 취득</p> <p>위험한 새로운 작업에 대한 작업 위험 분석 작성</p> <p>위험 및 계기 대책을 권좌 및 숙지</p> <p>작업에 대한 숙지 및 필요한 안전 장비를 착용</p>

NINA에 따른 나의 역할

직원으로서

- 항상 안전을 최우선으로 고려하여 작업한다
- 작업 중 발생하는 모든 사고를 보고하고, 다른 사람들과 함께 이에 대해 알의 교환으로 삼을 수 있도록 한다
- 안전하지 못한 작업의 경우 조치를 취하여, 필요시 그 작업을 중지시킨다
- 다른 사람들에게 안전한 작업을 할 수 있도록 권한다

관리자/감독자로서

- 직원들에게 안전을 최우선으로 고려하여 작업하도록 교육한다
- 작업 중 발생하는 모든 사고를 보고하고, 다른 사람들과 함께 이에 대해 알의 교환으로 삼을 수 있도록 한다
- 안전하지 못한 작업의 경우 조치를 취하여, 필요시 그 작업을 중지시킨다
- 다른 사람들에게 안전한 작업을 할 수 있도록 권한다

NINA 규칙 실행

작업 중 안전에 대한 책임은 항상 본인이다.

- 항상 안전을 최우선으로 고려하여 작업한다
- 작업 중 발생하는 모든 사고를 보고하고, 다른 사람들과 함께 이에 대해 알의 교환으로 삼을 수 있도록 한다
- 안전하지 못한 작업의 경우 조치를 취하여, 필요시 그 작업을 중지시킨다
- 다른 사람들에게 안전한 작업을 할 수 있도록 권한다

All NINA communication is translated into South Korean

Morning exercises

Another challenge is that various companies work alongside each other on the same site. "We share the same roads, but so far there have been no discussions regarding safety," says Mathieu. "Everyone follows their own rules and that can involve risks." Boskalis is therefore focusing on training and communicating with its own employees, for example, during the daily morning exercises which the principal, Daewoo, has made obligatory. The opportunity is taken to check whether everyone is wearing PPE and to point out the NINA Values and Rules.