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DJ Basin Safety Council Meeting - 04 February 2020

Warren Hubler, CSP
Vice President – HSE
Helmerich & Payne International Drilling Co.



My Defining Moment



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Warren's Whacked



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Presentation Objectives



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- 1. Challenge traditional safety measures & methods**
 - 2. Shift the focus of incident prevention efforts**
 - 3. Transform the way we achieve safety excellence**
 - 4. Eliminate serious harm & death across O&G industry**
-

Absence of Injury / No Harm

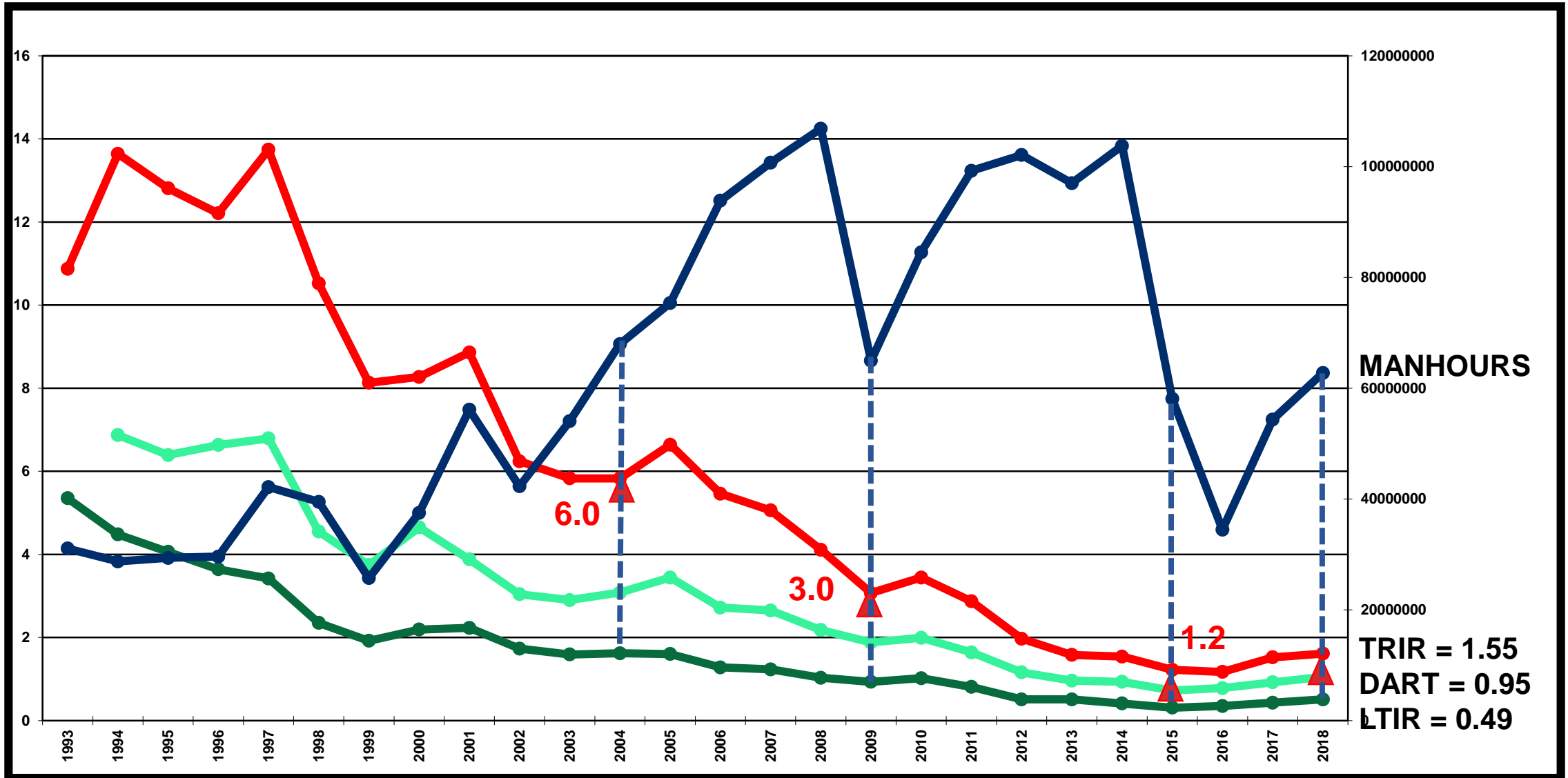
Annual Achievements ... days without OSHA injury

Declining injury rates ... down 90% over the last 25 yrs

U.S. Land Rig Safety Data 1993-2018



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Heinrich Triangle is Descriptive ...



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The Heinrich Triangle developed in early 1900's suggested that ...

INJURY SEVERITY IS A MATTER OF PROBABILITY (i.e. ratios 1–30–300–3,000)

Focus on the small stuff and the big stuff will take care of itself.



Heinrich Triangle is NOT Predictive

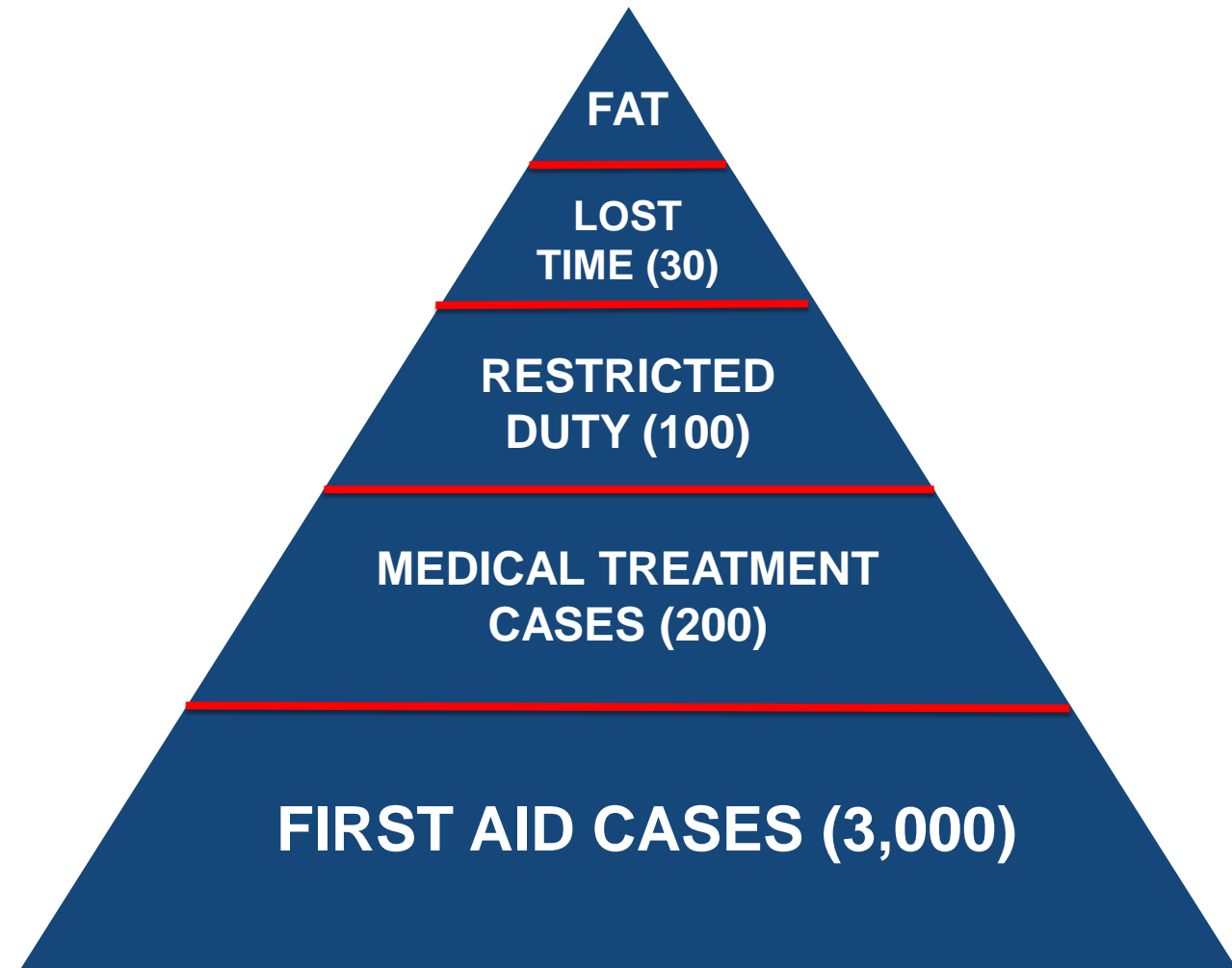


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INJURY SEVERITY IS A MATTER OF PROBABILITY (i.e. ratios 1–30–300–3,000)

Focus on the small stuff and the big stuff will take care of itself.

A large red prohibition sign (a circle with a diagonal slash) is overlaid on the text, indicating that the statement is incorrect or discouraged.

Shift Focus to the Death Diamond

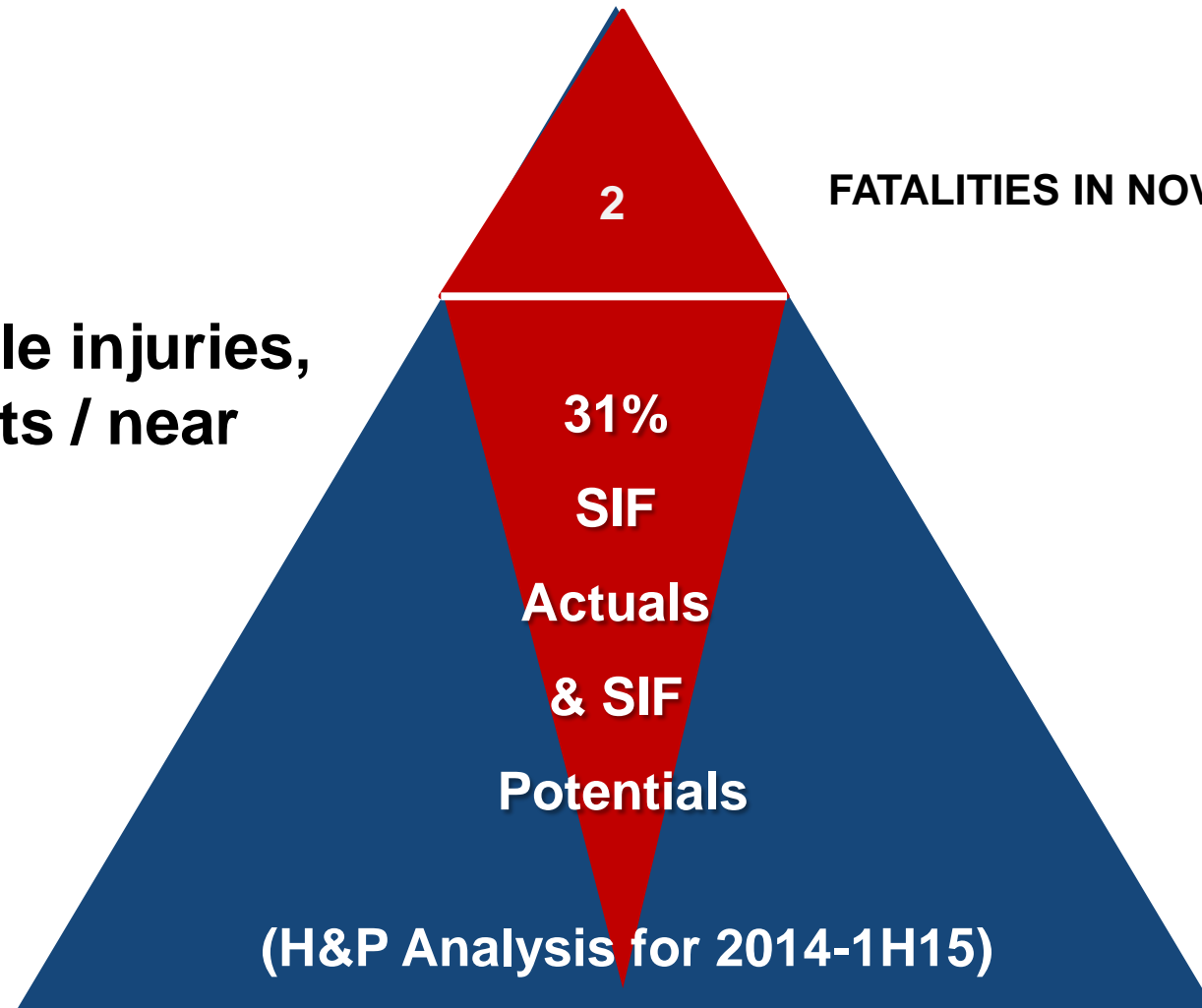


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2014 - 1H 2015

31% of all OSHA recordable injuries, first aid cases and near hits / near misses had SIF Potential.

FATALITIES IN NOVEMBER 2014



Definition of SIF



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- 1. Life-Altering Injury – permanent loss of bodily function, organ or major limb. Permanent disability from normal life.**
 - 2. Life-Threatening Injury – emergency medical response required to preserve life and prevent death.**
 - 3. Life-Ending Injury sustained.**
-

**Q: What is the difference between
an ACTUAL Serious Injury or Fatality
and a POTENTIAL SIF?**

The Fine Line of SIF Events



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LUCK !!!



Safety is ...



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Controlling **A**nd **R**emoving **E**xposures



Safety is ...



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- **Building walls or barriers between Hazards & People**



PPE	
S&G	JSA
PTW	
LO/TO/TO	
CSE	
HW	PH
LB	
NEI	SSE
W@H	



Safety Culture is ...



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- The way we do things around here.
- The mortar that holds our bricks in place.



PPE	
S&G	JSA
PTW	
LO/TO/TO	
CSE	
HW	PH
LB	
NEI	SSE
W@H	



Traditional Focus is Above the Waterline



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1. Results

2. Exposures

- *Unsafe Acts*
- *Conditions*
- *Systems, Policies & Procedures*

3. Culture



C.A.R.E. Focus is Below the Waterline



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1. Results

2. Exposures

- *Unsafe Acts*
- *Conditions*
- *Systems, Policies & Procedures*

3. Culture



C.A.R.E. Requires Warming the Waters



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1. Results

2. Exposures

- *Unsafe Acts*
- *Conditions*
- *Systems, Policies & Procedures*

3. Culture

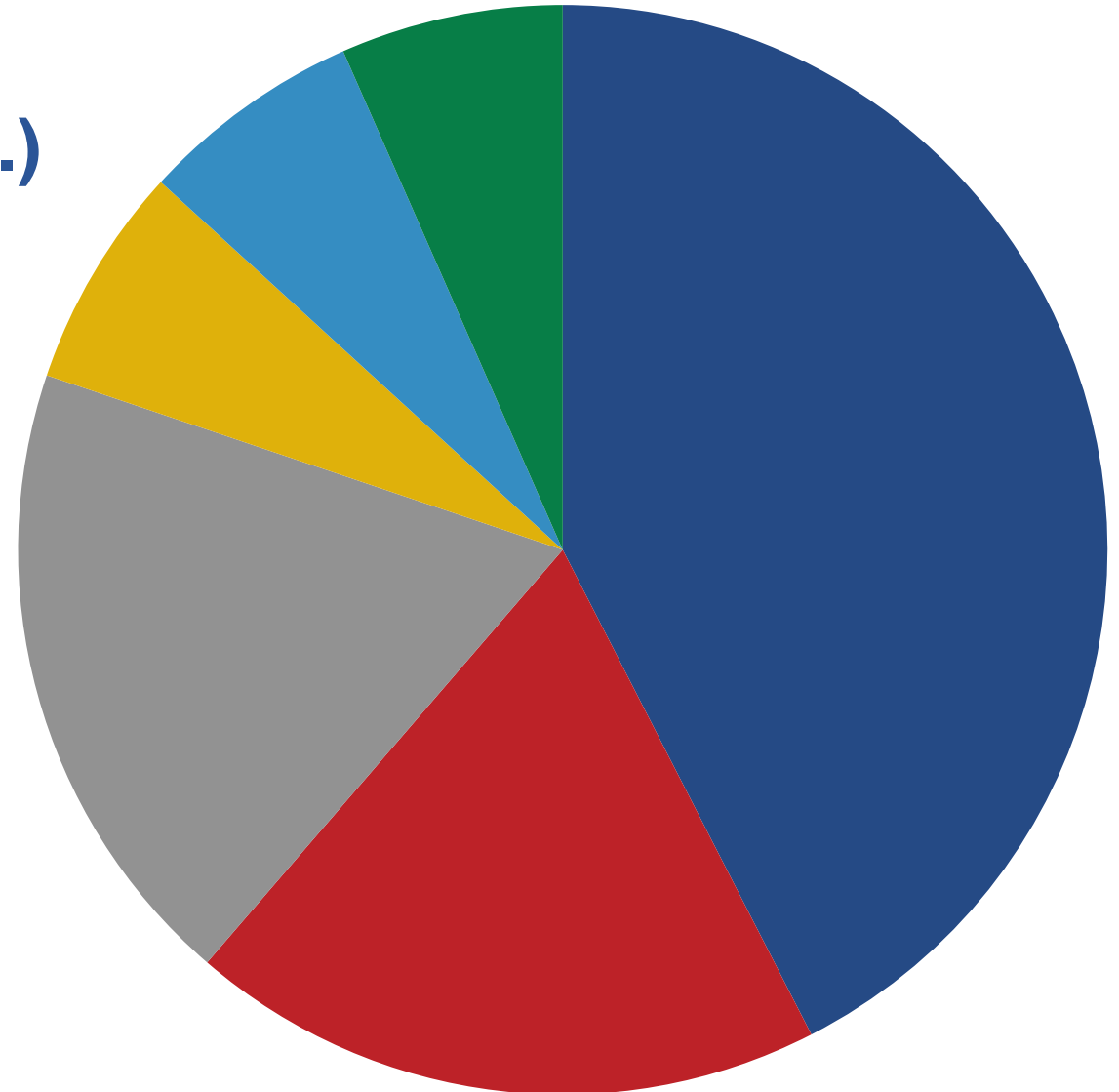


Driller's Greatest Exposures



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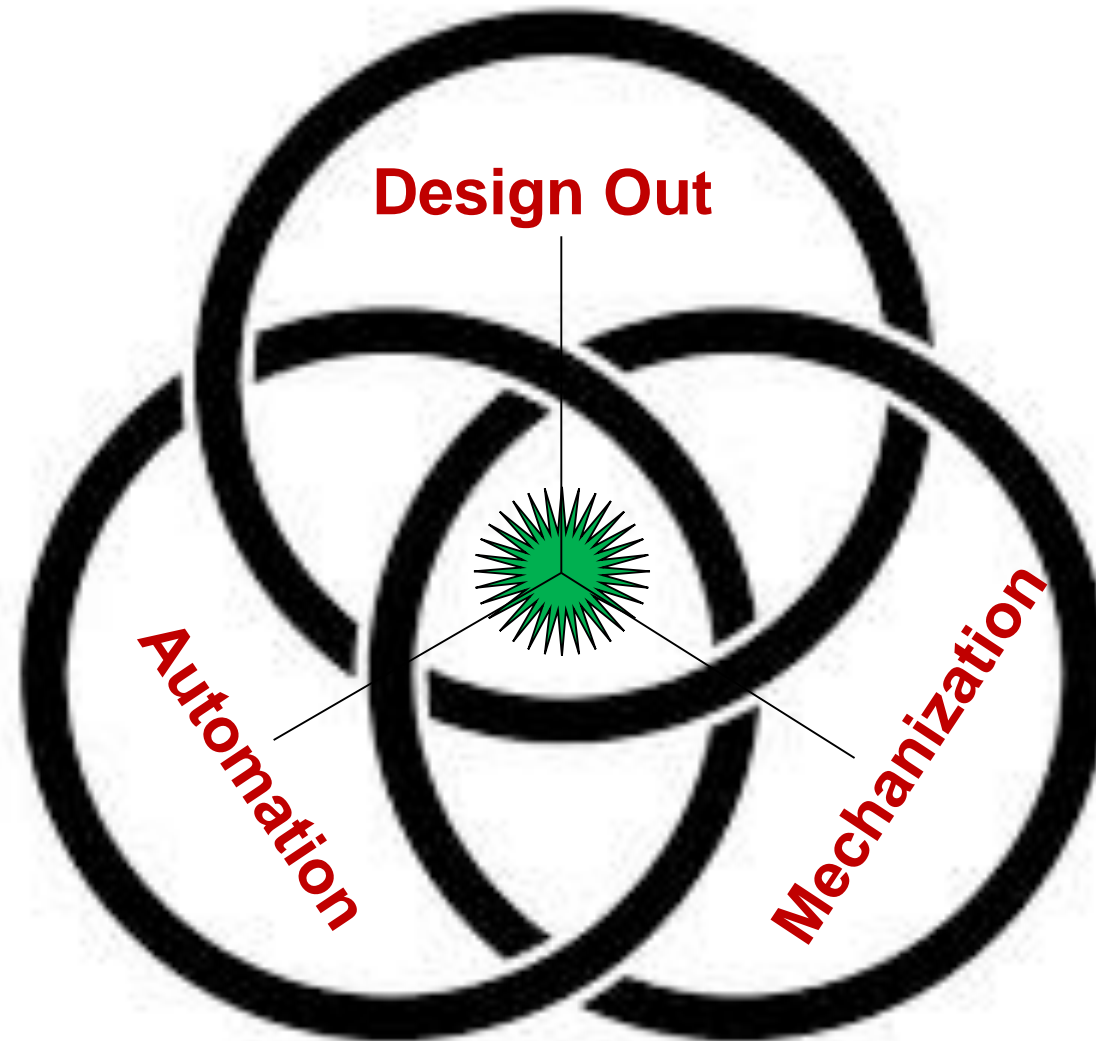
1. **DROPS (DP / BHA / Casing / etc.)**
2. **Caught-between or struck-by**
3. Exposed electrical wiring
4. **Uncontrolled pressure releases**
5. **Falls from heights**
6. **Motor vehicle incidents**



Exposure Control at it's Best



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Advancements in Exposure Control



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Manual Tongs

VS

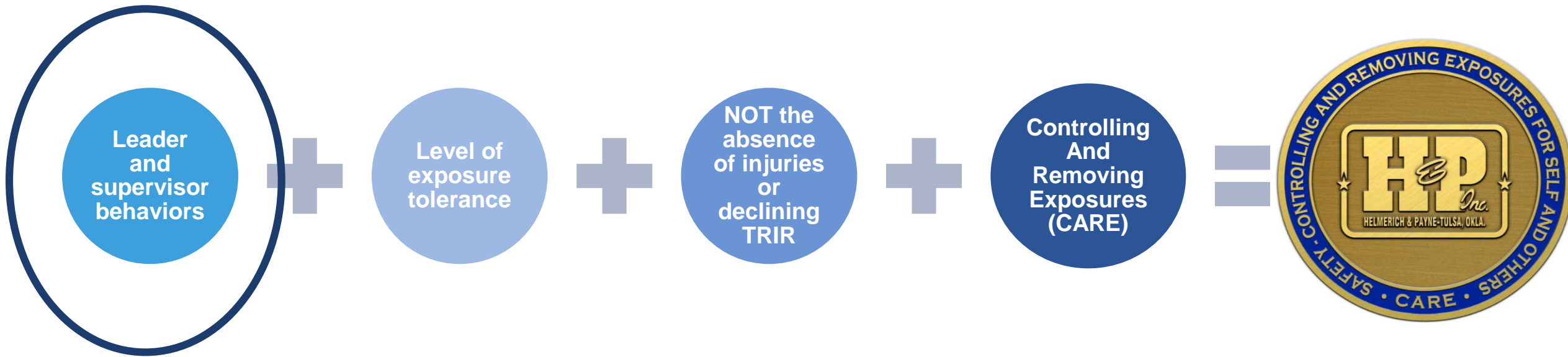


ST-80

Stepping Stones to Culture of C.A.R.E.



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Critical Behaviors of Leaders



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- 1. Builds trust and sets clear expectations for C.A.R.E.**
 - 2. Reinforces a compelling vision of exposure control**
 - 3. Eliminates exposures - earns credibility - walks the talk**
 - 4. Shows bias for action & personal sense of urgency for C.A.R.E.**
 - 5. Actively listens, then communicates clearly with words and deeds**
 - 6. Promotes cooperation & collaboration at all levels. No silos!**
 - 7. Holds self and others accountable for controlling & removing exposures**
 - 8. Provides positive feedback, recognition & reward for exposure control**
-

Critical Leader Behaviors



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Leaders ...

You can pretend to care, but you cannot pretend to be there!

Ted Reed

Past STEPS President in STX

Former Ops Mgr for BJ-Services



Critical Behaviors of Supervisors



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- 1. Consistently provides crew members with +/- feedback**
 - 2. Actively engages crews in job safety briefings (before / during / after)**
 - 3. Conducts regular hazard hunts for unsafe conditions**
 - 4. Verifies compliance with life-saving rules. Uncompromising!**
 - 5. Demonstrates low risk tolerance for deviation from core safety processes and critical safe-work practices.**
 - 6. Responds to crisis / incidents with calm and a command presence**
-

***Supervisors are ...
the most important safety manual
your employees will read.***

Heinrich Triangle is NOT PREDICTIVE

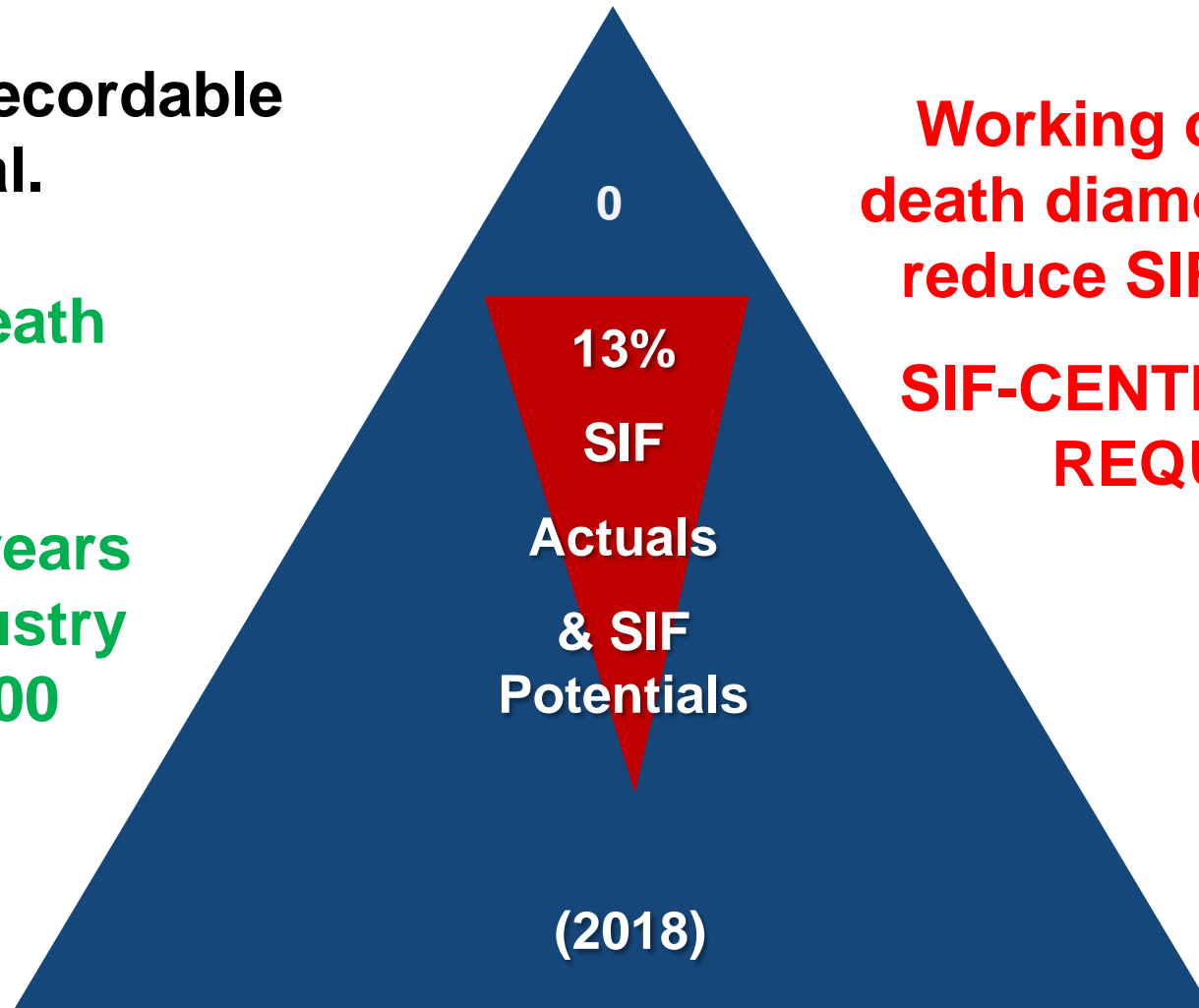


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In 2018, 13% of OSHA recordable injuries had SIF potential.

58% Reduction in the Death Diamond.

4.5 years and 1,300 rig years without a death vs. industry average 1 death every 300 rig years.



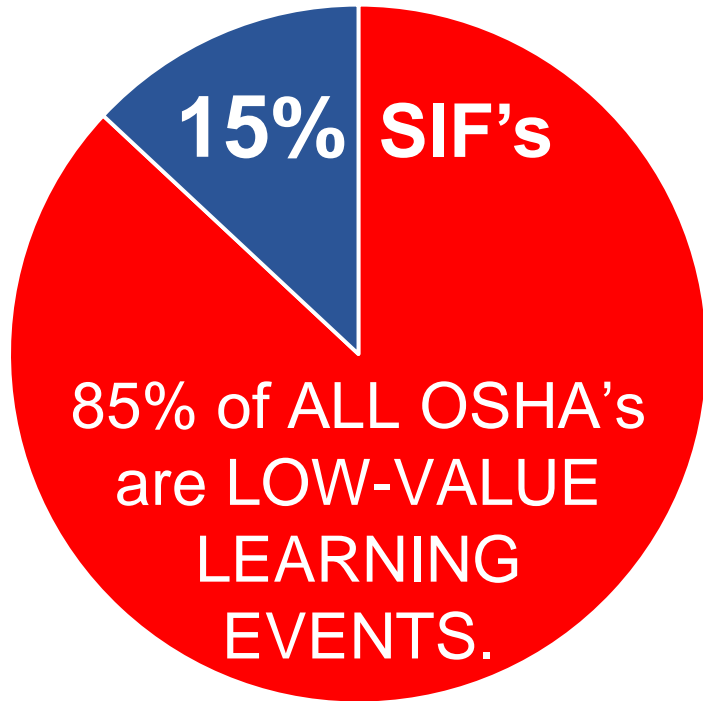
Working outside the death diamond will NOT reduce SIF incidents.
SIF-CENTRIC FOCUS REQUIRED

Low vs High Value Learning Events



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(30) of (200) OSHA's were SIF Events



■ (200) OSHA's

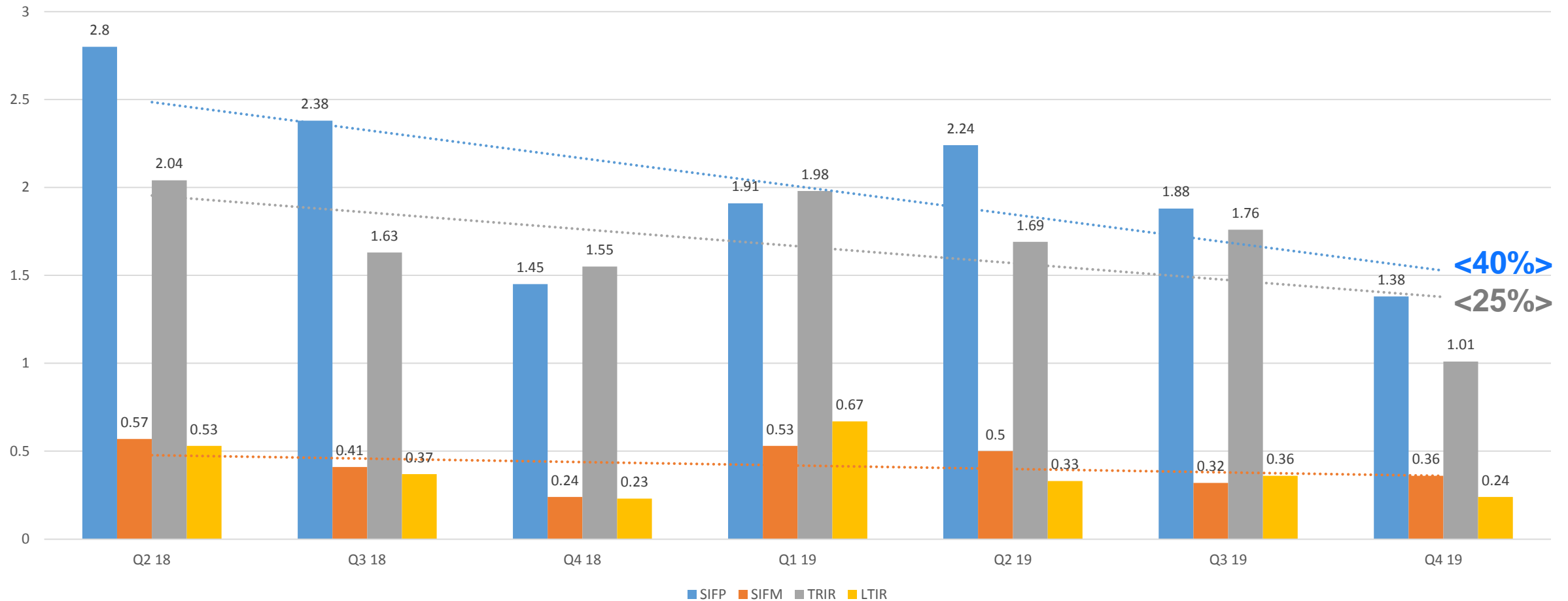


■ (300) SIF's

Companywide Metrics by Quarter



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The Bottomline of SIF Prevention



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- For 3-year period 2017-2019, 7.8% of all WC+GL+AL claims account for 87% of the losses. Therefore:

Target SIF-Potential Incidents!

- As of Fiscal Year End on 30 Sept 2019, outside actuarial estimates projected a **30% DECLINE** in ultimate losses and allocated lost adjustment expense as compared to FY-2018.
 - Reduced losses drive lower insurance costs and higher profits.
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Culture of C.A.R.E. Saves Lives



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H&P's Drive Safe Music Video 2019



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Actively Caring



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***Culture of
C.A.R.E.
is the way
to Excellence***



Active Caring at H&P



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