

Duty of Care & HSE Accountability

- Defined in legislation
 - Duty of care requires everything ‘reasonably practicable’ to be done to protect the health and safety of others at the workplace. This duty is placed on:
 - all employers;
 - their employees; and
 - any others who have an influence on the hazards in a workplace.
 - The latter includes contractors and those who design, manufacture, import, supply or install plant, equipment or materials used in the workplace.

Duty of Care & HSE Accountability

- Duty of Care
 - All Employers & Employees.
 - Provide a safe working environment.
 - Induct people into systems of work.
 - Have clear expectations for all.
 - Obligations to halt work when unsafe to proceed.
 - Investigate all incidents.

Duty of Care & HSE Accountability

- HSE Accountability
 - Corporate & personal
 - a number of regimes have existed over time*
 - “The stats are all that matters!”
 - “Zero Tolerance, one strike & you’re out!”
 - “The no blame culture”
 - “The fair, just culture”
- Where do we go from here?

Duty of Care & HSE Accountability

- An incident has occurred resulting in an injury.
- The IP is an employee of a Service contractor to the Oil Company.
- He has been injured by the actions of a sub contractor of his own company.
- This occurred onboard an installation Operated by the Drilling Contractor
- The incident is investigated by representatives of Drilling contractor, Oil company, and Service contractor.
- Two days later, the same sub contractor causes another incident.

Where now?