



Getting off the Safety Plateau

SAFEX Conference
May 2011

DYNO
Dyno Nobel

Groundbreaking Performance



*Zero Harm
for Everyone
Everywhere*

DYNO
Dyno Nobel

Groundbreaking Performance

Porgera (PNG) explosion -- 1994



11 Colleagues lost their lives – suddenly, Safety had become personal

DYNO
Dyno Nobel

Groundbreaking Performance

Fit for Purpose Plant & Equipment



DYNO
Dyno Nobel

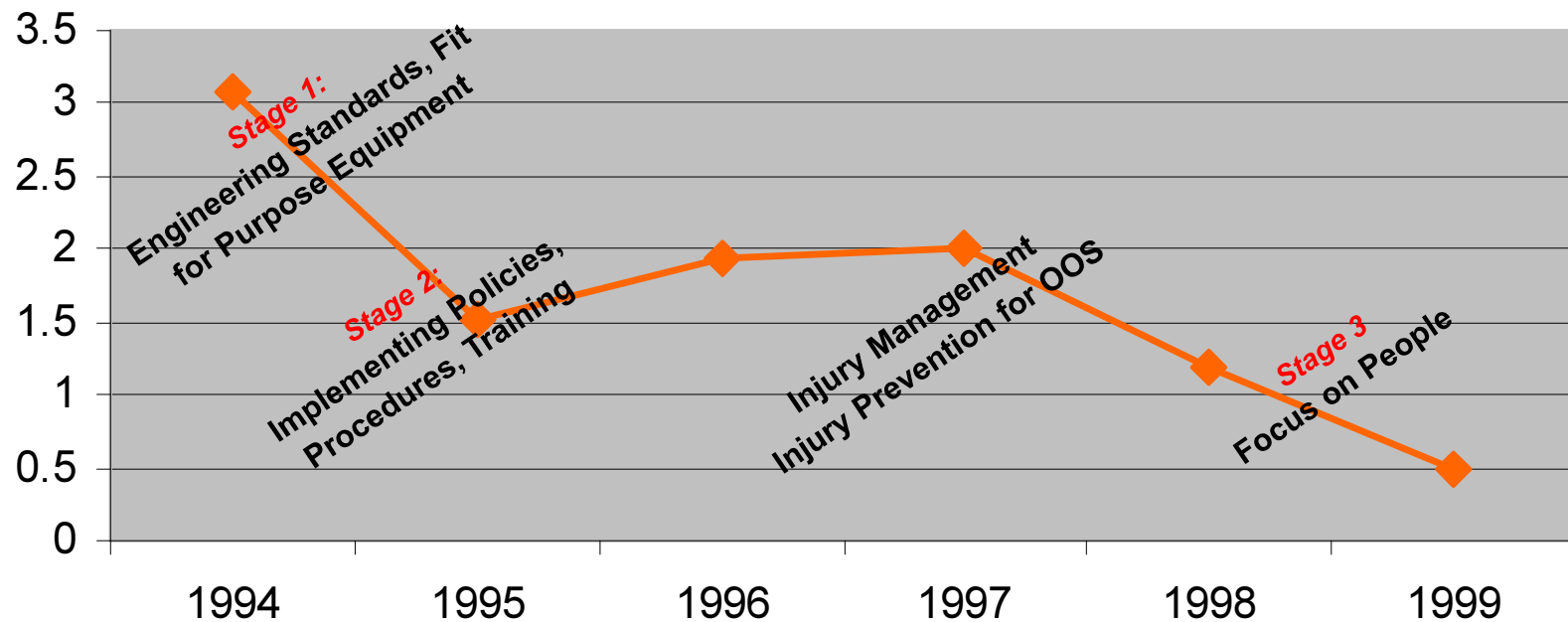
Groundbreaking Performance

Management Systems and Standards

- **Engineering Standards**
 - Operational standards
 - Plant Design Standards
 - Equipment Standards
- **Implementation of HSE Management System**
- **Implementation of Quality Management System**
- **Operator Training System**

DNAP LTIFR 1994 to 1999

based on 200,000 man hours





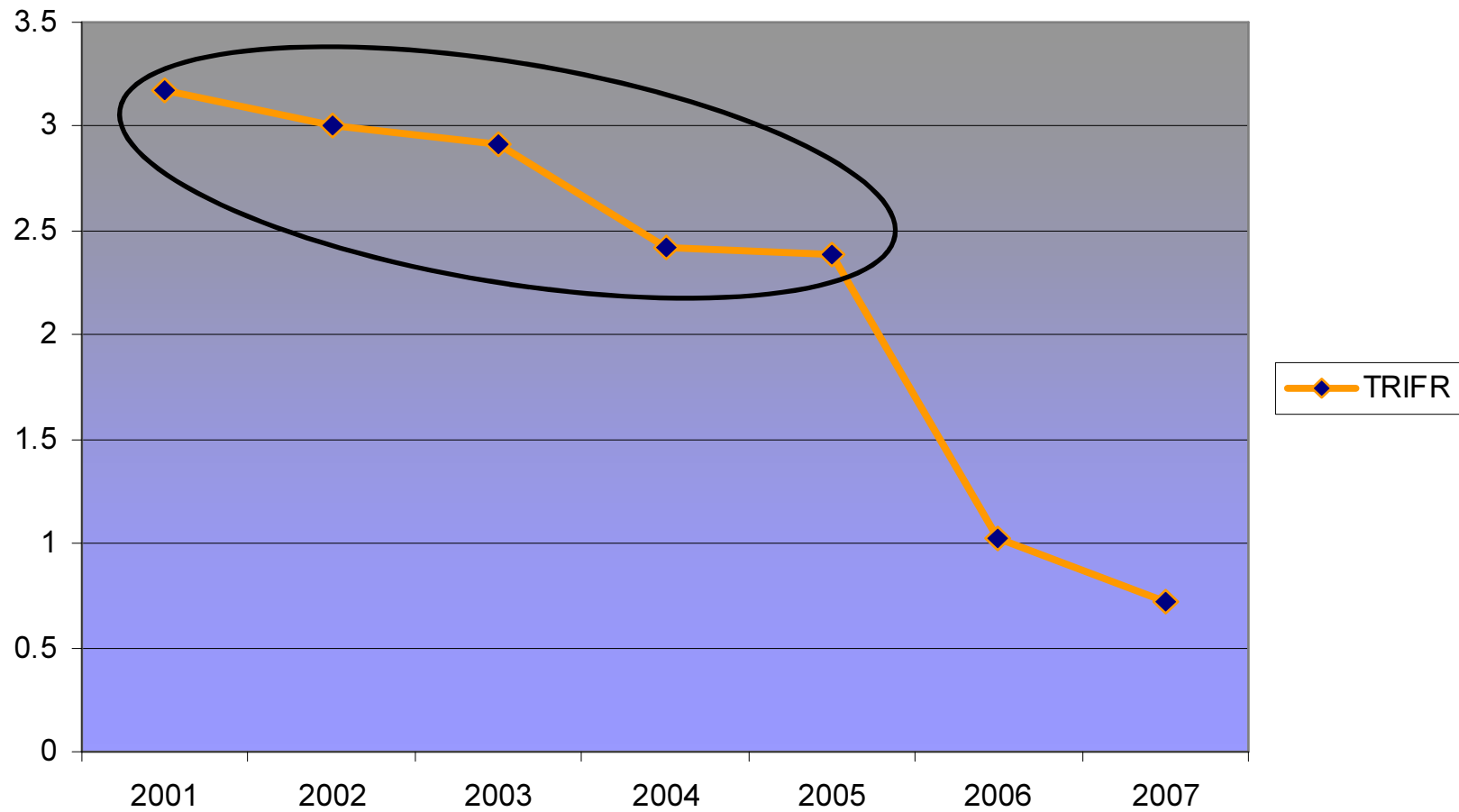
DYNO
Dyno Nobel

Groundbreaking Performance

Focus on People & HSE Tools

- **Personal Hazard Assessment Tool – Take 5!**
- **Job Safety Analysis on all tasks**
- **Safe Act Observations by Managers/Supervisors**
- **Pre-employment Functionals**
- **Pausal Exercise & Task Rotation – (Initiations Assembly)**
- **Fit for Work Policies**
 - Drug & Alcohol
 - Bio-Mechanics Training & Follow-up Program

Dyno Nobel Total Recordable Injury Frequency Rate



DYNO
Dyno Nobel

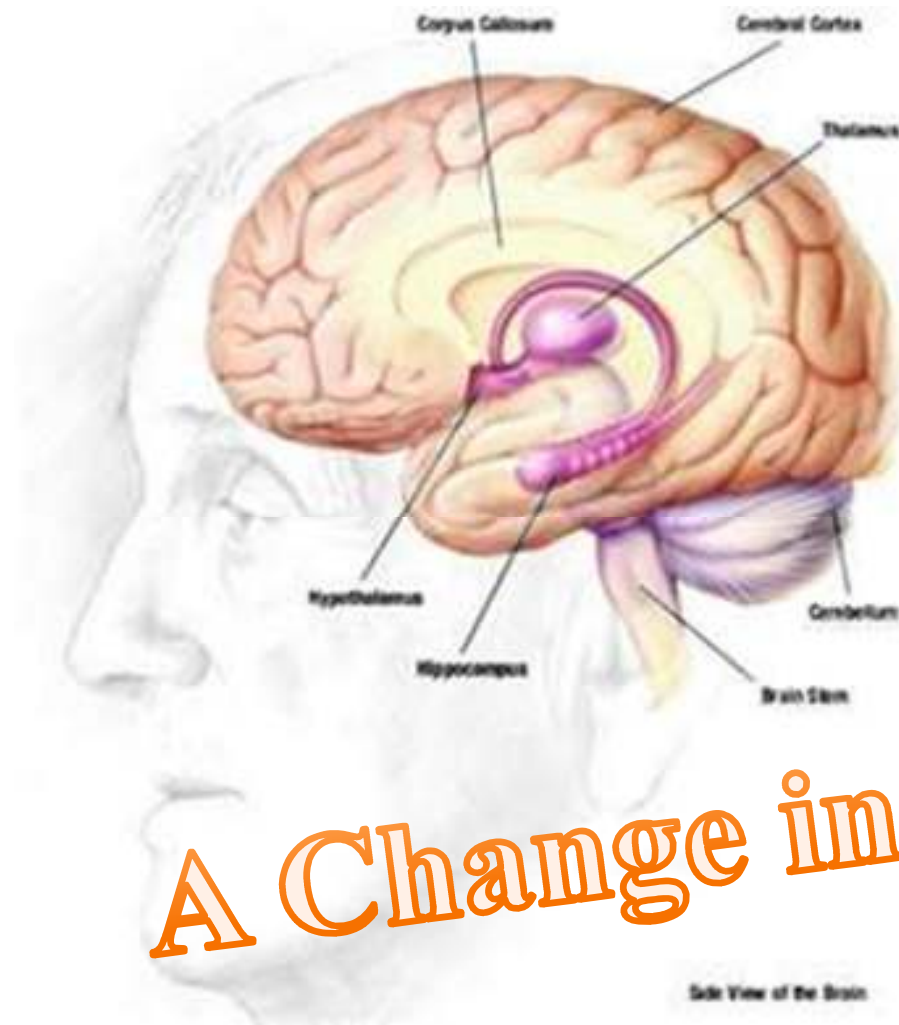
Groundbreaking Performance



No Exit

A New Direction: 2006

- **We needed a fundamental shift in thinking to ‘get off the plateau’**
- **A Change Agent was required – ZIP or ‘Zero Injury Process’ was our solution**
 - Not for company, but it sure works for Dyno Nobel
 - Started with Senior Management
 - Conscious decision to start ‘walking the talk’, and generating enthusiasm among the employees



A Change in Thinking

DYNO
Dyno Nobel

Groundbreaking Performance

A New Way of Thinking

- **How your brain works, and processes information**
 - How to use this knowledge to keep yourself and others safe
- **Developing positive thinking patterns**
 - PB5: Safety is not protecting me FROM something, it is about protecting me FOR something
- **Red Frame to Green Frame**
 - I'm responsible for my own safety
 - I'm in control of my own safety

A Change in Language

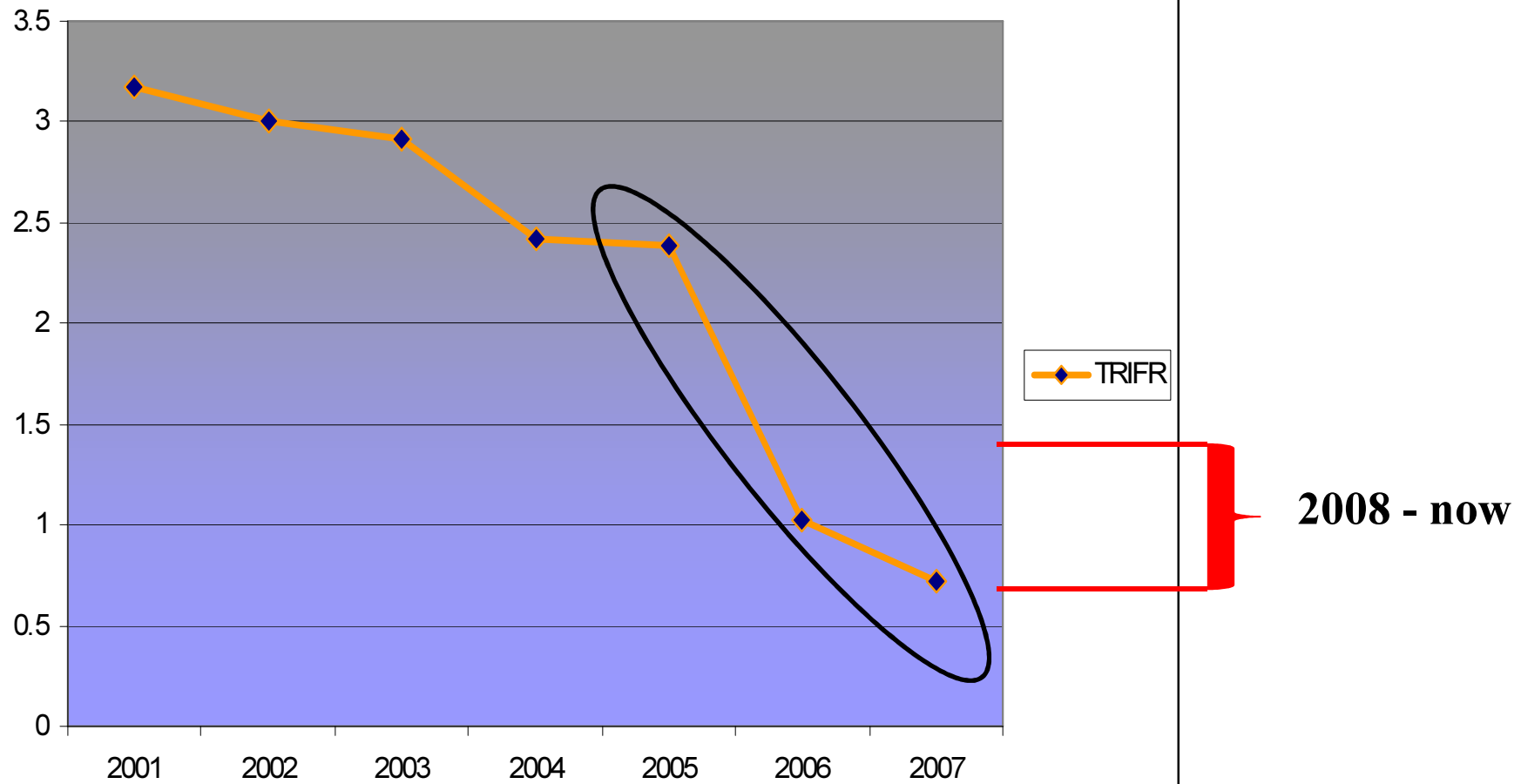
DYNO
Dyno Nobel

Groundbreaking Performance

A Change in Language

- **Changing 'self talk' can change how you feel and think**
 - Change **should/can't/but** to **could/can/and**
 - Examples:
 - 'I can't do that!' becomes 'I haven't learned to do that yet'
 - 'Safety slows production' becomes 'Safety maintains production'
- **Other key phrases**
 - GIGO – Good In, Good Out
 - What's my 50%?
 - What are the brutal facts
 -and many more key's to work with individually and as a team

Dyno Nobel Total Recordable Injury Frequency Rate



DYNO
Dyno Nobel

Groundbreaking Performance

Leadership setting the culture because it has a direct influence on employees through leading by example and an indirect influence through the authority and conviction by which they invest in the other development stages.

Information contained within this document should not be used
without prior permission of the H&S Manager Dyno Nobel

DYNO
Dyno Nobel

Groundbreaking Performance