



AT WORK

A SELECTION OF DIFFERENT EXAMPLES FROM THE EVERYDAY EXPERIENCE OF BOSKALIS

James Paterson, Party Chief of the Gardline MV Kommander:

“I CARE FOR YOU. THAT IS WHY I WANT YOU TO BE SAFE.”

James Paterson, Party Chief of the Gardline MV Kommander, wants to “hammer home” this simple message. He welcomes NINA’s fresh wind, making room for transparency and honesty.

“I have worked for over twenty years in the offshore industry and I love it. During my time in the industry I grew to appreciate that as a team you develop close friendships, that relationships are formed on a professional and personal level. We form a kind of family. This is what drives my commitment to NINA: to protect my ‘family’ and to make sure they come home safe to theirs. When something happens to a colleague across the industry, this affects us all, you wonder ‘what if it was me’. I go around my vessel, and people who work with me know my ethos, saying: ‘I care for you and that is why I want you to be safe’. This is what I try to hammer home. There is nothing worse than co-workers saying ‘this is not my job, not my problem’.”

STRIVE FOR GOLD

Gardline is specialized in marine survey and was taken over by Boskalis in 2017. Last year NINA was introduced to the management and after the kick off in April, the programme will now be rolled out across the fleet. The company’s safety standard is high, with zero LTI’s in 2017 and 2018. What can NINA add? James: “At Gardline we were safe and we did everything required, but our culture felt at times as a blame culture. SHOC cards (GL30A) were counted to indicate which ship was the safest and this was not always indicative of the safe culture we strived for onboard a vessel. At Boskalis SHOC-cards are

meant to support the fifth NINA Value, to inform and learn: What can we, together, do to avoid this from happening again within our organisation? It is this attitude that makes the difference. For me NINA is the instrument to strive for the pot of gold at the end of the rainbow: no injuries, no accidents. It helps to create an open, transparent and honest culture.”

IT’S UP TO ME

“NINA gives me the bricks, now it is up to me to build the house. One of the obstacles is the old mindset and prejudices of long serving employees. Trust is of huge importance. What I can do is enable people to speak their mind, to listen to them and take their suggestions seriously. I believe we are on the right track: since Boskalis’ take over I see people’s perception changing and this is having a positive impact on the further improvement of safety on our vessels. When people experience that the management cares for their individual safety; they start believing that the safety programme is actually there to protect them and take a more invested approach on their day to day activities.” ■



| James Paterson

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Christiaan Vermeijden, CEO:

“THIS YEAR I AM GOING TO VISIT ALL OUR VESSELS AND MAKE SAFETY OPEN TO DISCUSSION.”

By visiting vessels, CEO Christiaan Vermeijden wants to show that the management is really committed to safety. “We must talk about safety more. Not about the procedures but about the basis: our values.”



| NINA Launch Event at Great Yarmouth Town Hall on Friday 5th April

Earlier this year, when Christiaan Vermeijden learned about NINA for the first time, he feared it would mean huge piles of paper. “Fortunately, it only is one single A4 paper: the NINA Values and Rules. That is where the strength of the program lies: it is simple and understandable for everybody. The added value is the open culture the program creates. I expect that NINA will make it easier for us to discuss safety, and not just when something goes wrong.”

“Working safely begins with creating awareness and sharing experiences.”

ENGAGEMENT

That is what he promotes himself: “This year I am going to visit all our vessels and make safety open to discussion with the people on board. That is my personal commitment to NINA. And in the office too. At the beginning of each meeting I chair we discuss a NINA moment. At first people were a bit reluctant but now it is taken up well and I hope the entire organisation will follow this example.”

CREATING AWARENESS

“I myself am from the offshore world, I used to work outside in the time men wore flipflops. So I saw the safety culture change. The core of NINA is that you see safety as your responsibility and do not take it for granted. However, I believe you will only make the change if you are also

aware of it in your private life. Many years ago I used to cut trees in my garden with a chain saw without using safety goggles. I would never do that now. That is also what I tell at the NINA training sessions. Working safely begins with creating awareness and sharing experiences. It helps when you talk about it.” ■



| Christiaan Vermeijden