



A SELECTION OF DIFFERENT EXAMPLES FROM THE EVERYDAY EXPERIENCE OF BOSKALIS | NOVEMBER 2015

# HIT WHERE IT HURTS



**Rob van Gemert**, Project Director of the *Wickinger Project*

“Everything was running smoothly with the West of Duddon Sands wind power project, but things still went wrong. We completed all the method statements, did all the risk assessments, conducted all the training programs. And yet we saw the incident rate increase. Our client rapped us on the knuckles. What now?”

We had implemented NINA but there was no NINA. We followed the rules but didn't consider safety. People weren't hit where it hurts. In that case, an extra toolbox offers nothing more than a band aid on the wound. We had to look further back to find the cause: why isn't the message from NINA getting through? Our first step was to stop giving the people on board a load of paperwork and to replace that with a concise five-point risk

Rob van Gemert took the selfie during the Dockwise and Fairmount NINA senior management training in mid-September, where he shared this story.

assessment. We also organized discussions with them to (1) see if they could come up with the five points themselves and (2) allow them to indicate the risks involved in their work themselves. That gets to the roots of NINA: getting people to think about their work based on their own knowledge and expertise. This is at the core of working safely: taking a moment to think in advance about what you need to do so you can achieve a higher level of quality and efficiency.

This process has had a huge impact on our team. And the result was terrific: we completed the work with a productivity advantage of 40%. We set up a wind turbine foundation in 8 hours and 8 minutes. Fantastic!”

# MY COMMITMENT TO NINA: 'I TAKE RESPONSIBILITY FOR ACTION BY ACTION'

The management of Anglo Eastern have attended several NINA management training sessions. Fleet Director Anand Sharma shares his experiences.



“When I was working as second engineer we once had to lift the liner of the main engine at a shipyard. During the operation the liner fell from the crane, landing half a meter from where I was standing. Whatever went wrong: I am extremely lucky to be still around. This experience has moulded me: I still am very conscious of the risks a lifting operations and always point these out to others. Sharing these kind of personal stories, as we do during NINA training sessions, is new for us. It may take people out of their

comfort zone, because they are not used to open up. But I think it is a strong tool in reaching the ultimate goal of the NINA programme: the intrinsic motivation to work safely and taking responsibility for it.

I am convinced NINA offers us great opportunities. The programme entails only five rules and values, but there is a world of details behind them; details we can all relate to and which bring us all closer, both on board our ships as company wide.”



Senior Management kick off, Hong Kong. Front row (f.l.t.r.) Aalok Sharma, Ryan Wong, Helke Cheung, Somasundar Nair. Back row (f.l.t.r.) Sathish Kumar Gopinath, Swapnodeep Mondal, Timo Dekoning, Anand Sharma, Pradeep Chawla