



# AT WORK

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

## “WE’RE NO LONGER SLAVES TO ROUTINE; PEOPLE ARE PAYING CLOSER ATTENTION.”

**Over the coming months, NINA will be rolled out everywhere in the Salvage organization. What is the effect of this in practice? Chris Bos, Salvage Master on the Baltic Ace Project, explains.**

“NINA was well received by the group. Or, more accurately, the response was critically positive. My experience is that the NINA training makes people more aware of their own role in working safely. Approaching a job as predictable or routine is a thing of the past: everyone is paying more attention. They’re aware that the work can be done in a safer way and how NINA supports them

in doing so, and they want to commit to this approach. But they do expect the head office to provide suitable materials with which they can work safely. Thankfully, this is the case and we now have access to better quality equipment than before. And if something does go wrong, it is voiced. For instance, the crew indicated that the boat landing was too short. In the past, they might have also noticed this but would have simply shrugged it off. What I’m seeing now is that they expect such matters to be taken seriously. That awareness will serve us well in the long run.”



| Chris Bos

## NINA MAKES HER ENTRANCE AT SALVAGE

**We are working hard to introduce the NINA philosophy at SMIT Salvage. All employees will receive NINA training consistent with the nature and activities of the organization.**

With every training session consisting of a mix of participants from various jobs and all branches worldwide, there is a great deal of focus on mutual understanding between colleagues and

for the value of NINA for the SMIT Salvage organization in light of the newly defined strategy. The first training session took place in the Netherlands in early September and this will be followed by a training session in Singapore scheduled in October. We will continue until everybody has been trained.

### ENTHUSIASM AND SKEPTICISM

Experience shows that NINA is received enthusiastically, with a healthy dose of skepticism, similar to the introduction of NINA at Boskalis five years ago. Projects now focus actively on NINA; the first NINA Workbox Hands sessions were held on the Baltic Ace project and the Rumailah Project. The first NINA start-up meeting has also taken place at the start of a project.

### REFLECTION

For senior management this is an occasion to look back on the first half year of NINA. They have planned a NINA reflection session in December, with topics like: ‘What kinds of developments have we experienced?’ and ‘What dilemmas did we face?’. The lessons learned will be shared and translated into new/modified objectives.

