



Singapore

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## ***Employee Safety Perceptions Benchmark: principles and experience of GPIC***

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IFA Crossroads Asia-Pacific 2014

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## **GPIC in Brief**

- Established in December 1979
- Joint-venture between the Government of Bahrain
- , Kingdom of Saudi Arabia (SABIC) & Kuwait (PIC)
- Utilises Natural Gas as a raw material
- Produces: Ammonia, Methanol and Urea
- Started production in 1985
- Production capacity: 1,500,000 tonnes annually
- Manpower: 475 employees
- 90% are Bahrainis, including trainees
- Paid up capital : US \$ 159,000,000
- Dividends (cumulative) : US \$ 2,061,000,000
- Net worth : US \$ 2,500,000,000



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## Our Vision

To be a global, dynamic, world-class **petrochemical and fertilizer company of choice** recognised for excellence.

## Our Mission

To add value to our customers and shareholders by meeting their expectations whilst:

- Producing high quality products
- Focusing on customers
- Optimising business in a cost effective, safe, environmentally friendly and socially responsible way
- Embracing knowledge, creativity and best practices

## Pillars of Sustainable Development

**People**

**Social Responsibility**



**Planet**

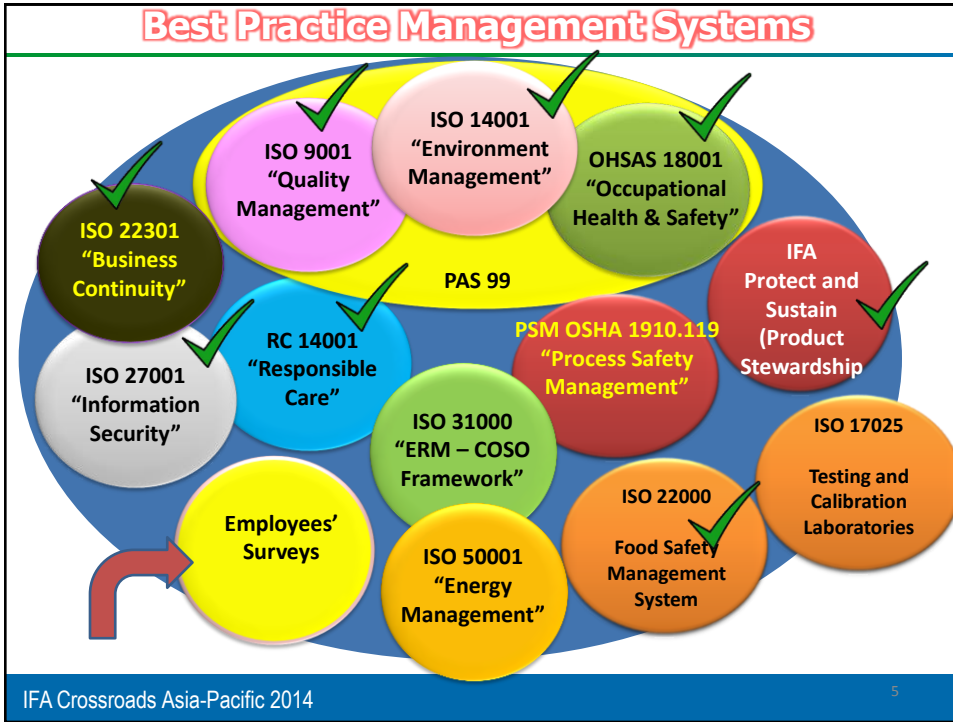
**Safety, Health & Environmental Stewardship**



**Profit**

**Financial Stability and Operational Excellence**





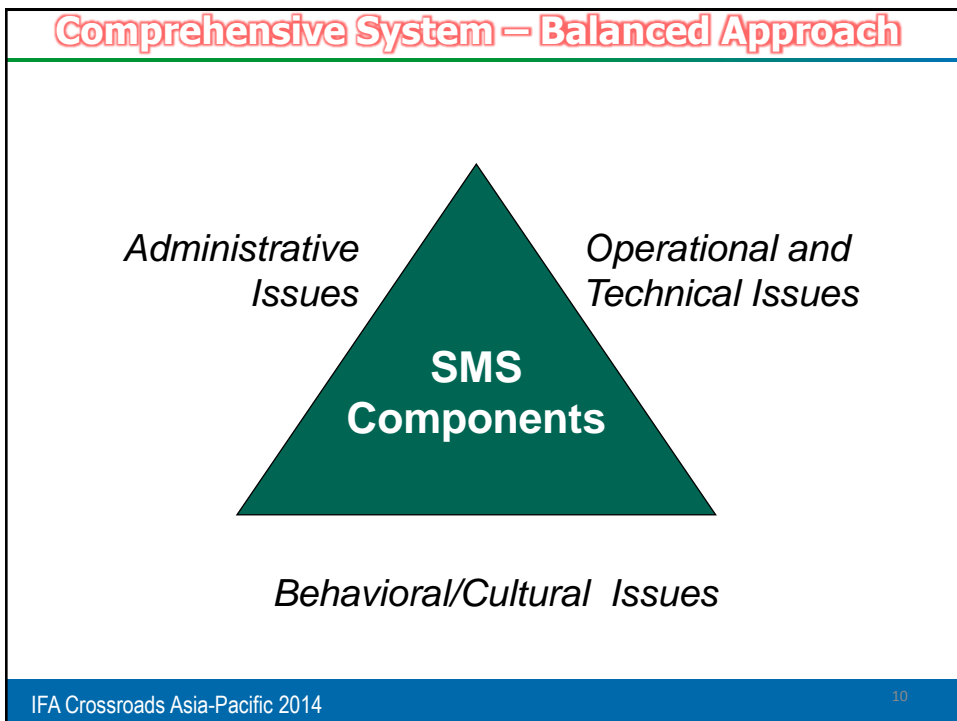
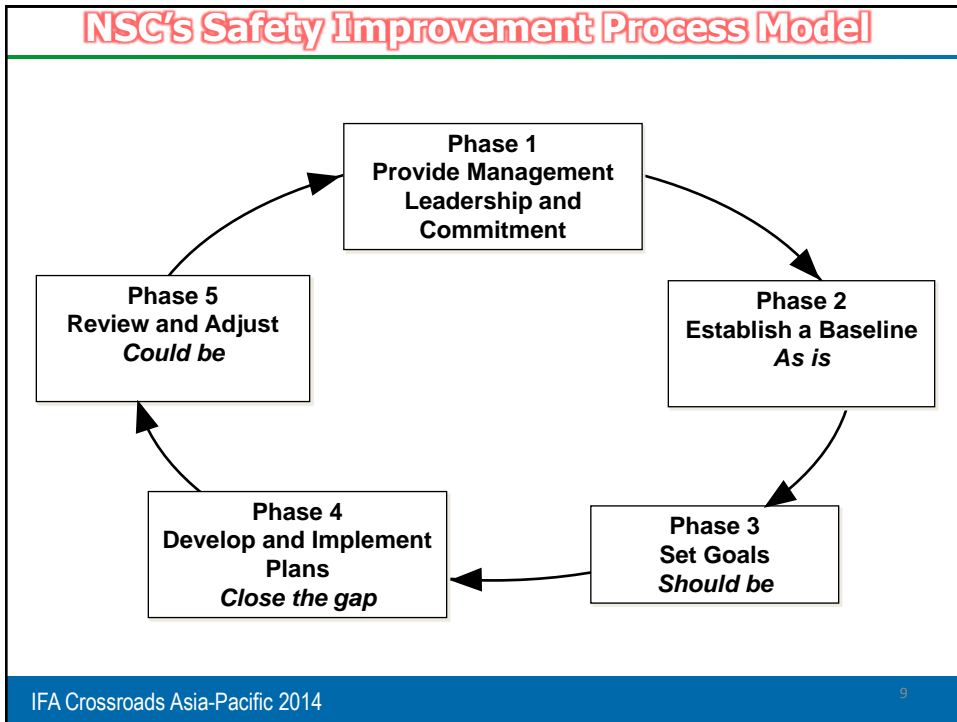
## Why Employee Surveys?

- **Better** (valid, reliable, leading, comprehensive & sensitive) **leading indicator** of safety program quality
- Sorts specific safety management system **strengths/weaknesses**
- Automatically generates **prioritized list** of safety components for action planning
- **Reveals** if organization **leadership cares** and **listens**
- Improves **employee morale** by giving employees a voice and responsibility
- Facilitates **employee involvement** with far-reaching impact
- Employee recognition of third-party, **honest broker**
- **Benchmarking/baseline** capabilities

## National Safety Council (NSC) - USA

- Nonprofit, non-governmental, mission-driven membership organization
- Formed in 1913
- Chartered by Congress
- 60,000+ Members
- 42 Chapters nationwide
- Research and Safety Management Solutions

The National Safety Council saves lives by preventing injuries and deaths at work, in homes, communities, and on the roads, through leadership, research, education and advocacy



## Benchmarking

NSC's database contains data from  
 >600 establishments  
 >1,000,000 respondents  
 50 safety program components

Percentiles are scaled from 0 to 100



## NSC Database profile

10% Chemical manufacturing



15% Mining



27% General manufacturing



14% Food manufacturing



8% Federal, State, and Local government

8% Electronics manufacturing



6% Public utilities

# SAFETY BAROMETER



Employee Perception Survey Contains:

- 50 items
- 6 areas of safety excellence
- 1 overall score
- A quick reading of your program's current status
- Benchmarked against a database of past NSC clients

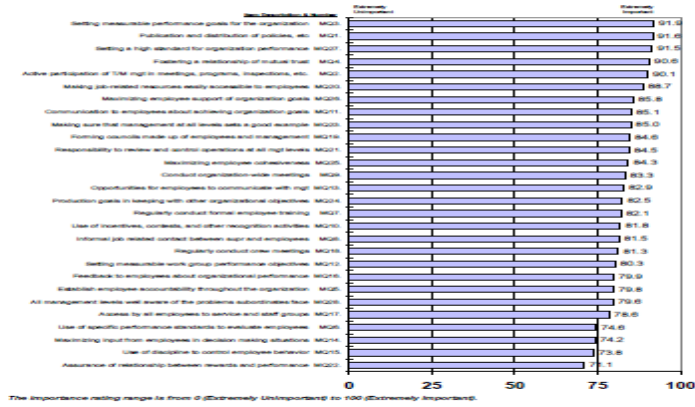
[nsc.org/surveys](http://nsc.org/surveys)

## 6 areas of safety excellence

- Management Participation (7 items)
- Supervisor Participation (9 items)
- Employee Participation (9 items)
- Safety Support Activities (10 items)
- Safety Support Climate (10 items)
- Organizational Climate (5 items)

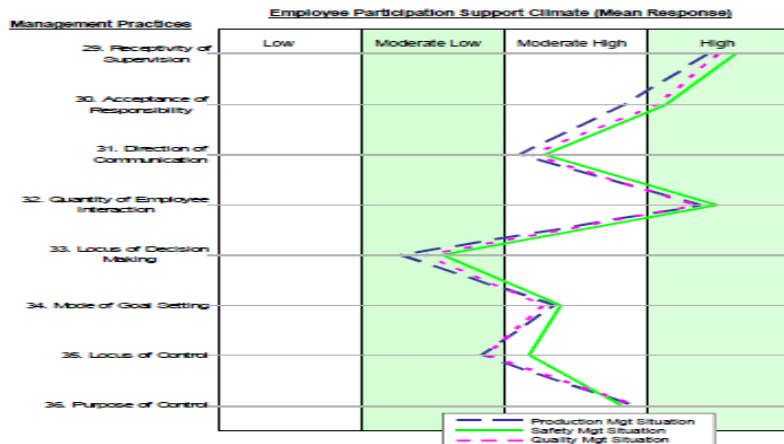
## GPIC's Results – 1/3

**FIGURE 1**  
Average Top/Middle Management Importance Ratings  
(Importance of General Management Practices Section)  
-Top/Middle Management Respondents Only-



## GPIC's Results – 2/3

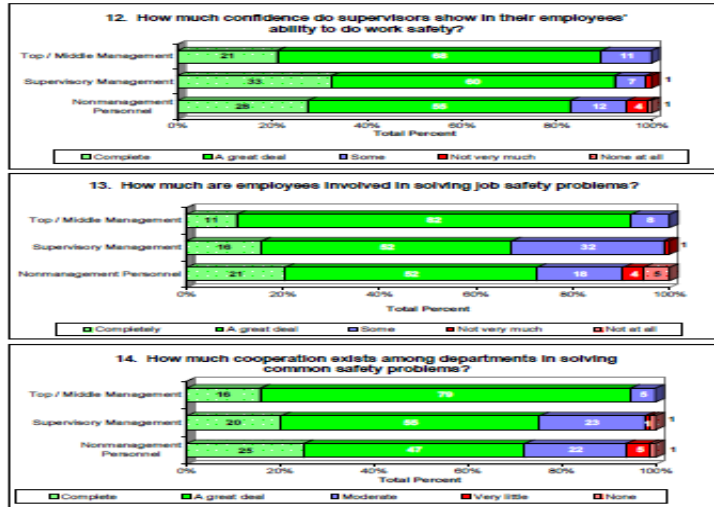
**FIGURE 2**  
Comparison of Management Approaches to Production, Safety and Quality  
(Organizational Management Practices Section)  
-Top / Middle Management Respondents Only-



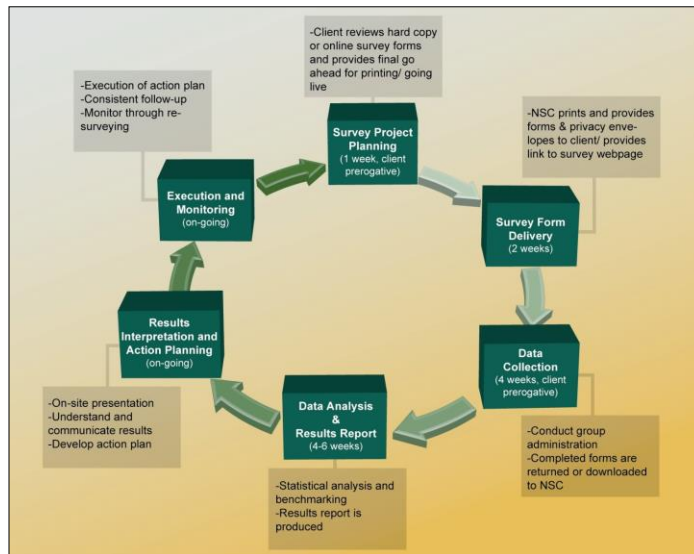


## GPIC's Results – 3/3

**FIGURE 4a**  
**Safety Management Practices**  
 2012 BASIS SURVEY RESULTS  
 GULF PETROCHEMICAL INDUSTRIES COMPANY



## NSC's Survey Process



## Action Planning & Execution

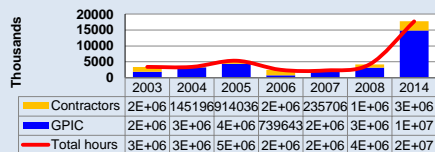
- **Interpret** local survey results
- **Communicate** results to all employees
- **Identify** and limit specific **lower performing** safety components for action planning
- **Develop** detailed, customized **countermeasures**
- **Implement** and execute **countermeasures** based directly on survey results
- **Manage** and **follow up** on action plans
- Prepare to re-survey and evaluate

## The Benefits

- Winners of the Sir George Earle Trophy from the Royal Society for Prevention of Accidents (RoSPA) 2005
- Winners of the Robert W Campbell Award from NSC 2008
- Winner of 14 consecutive RoSPA Sector Awards



Combined LTA Performance as on 06/07/2014



**Thank You**

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