"Effective health and safety is not 'commonsense' but is based on a common understanding of risks and how to control them, brought about through good management."

(HSE 1991)
Safety Initiatives

- Safety Leadership Team
- Safety Department Reorganization
- Gemini Safety and Health Management System
- Safety Standards
- Modern Safety Management
- Critical Task Identification
- Driver Training
- Ergonomics
- Lockout Project
- Chemical Training
- Scheduled inspections
- Achievements
Safety Initiatives

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- Achievements
The Safety Leadership Team was formed on the 21st June 2007 and the objective of the Safety Leadership Team was agreed to as:

“The SLT is the leadership for the Gemini safety drive and showed commitment and involvement in safety and is the forum for setting safety objectives and approving the Gemini Safety System and Standards.”
Safety Department

Appointment of a Safety Manager
Alejandra Cortez – Safety Coordinator Gemini South
Peti Singletary – Safety Coordinator Gemini North
GETMAC Guide, Educate, Train, Motivate, Advise and Coordinate.

The Gemini Safety Team
The Loss Causation Model

Pre - contact

Risk Assessment
- Hazard Identification
- Risk Analysis
- Evaluation
- Control

Lack of Control
- Inadequate:
  - Program
  - Program Standards
  - Compliance to Standards

Basic Causes
- Personal Factors

Immediate Causes
- Unsafe Acts
- Unsafe Conditions

Contact
- Contact with Energy or Substance

Post - contact

Loss
- People
- Property
- Process
- Environment
- Service
“Effective safety and health management is not “common sense” but is based on a common understanding of risks and how to control them brought about through good management.”
Gemini Safety and Health Management System

- Premises and Housekeeping
- Mechanical, Electrical and Personal Safeguarding
- Fire Protection and Prevention
- Accident Recording and Investigation
- Safety Organization
Safety Standards

“If you don’t know where you're going, any road will take you there…”

• Standards are Measurable Management Performances

• Safety management involves setting standards of measurement and standards of responsibility

• Who will do What by When?

• Objective is 20 new Standards per year to a total of +70
Lockout / Tag out

From this .......... To this ...
Modern Safety Management

- Eighty five% of Gemini employees attended the 8-hour Modern Safety Management training course.
- All Gemini employees at both sites will attend.
- Training in Critical Task Identification
The Gemini driver safety-training project was launched at Gemini South.
All Gemini vehicle drivers were exposed to a full-day practical driving lesson including skid control exercises.
The project was launched at Hilo in July and all employees have completed the course.
GPS systems have been fitted to all vehicles to monitor driving habits.
A risk-based system was decided upon taking into account the higher speed and focusing on the extreme and high risk only

(Pete McEvoy)
Scheduled Safety Inspection
Risk Assessments

- Ergonomic risk assessment for both summits
- Ergonomic risk assessments for most of the office work stations
- Training in Ergonomics completed
- Safety reviews (Hazard Analysis) HAZANS of mirror stripping and coating procedures have been undertaken 3 months before the commencement
- Chemical consultant in to review processes and do the HAZMAT training
- Lockout and tag out consultant – revamp and training of all engineering staff on both sites
Successes

• Prepare a Gemini Safety Policy that reflects your commitment.
• Recruit a Safety Manager reporting to Director and consider interim support.
• Be the champion for the revitalization of the safety system.
• Require safety leadership training for all managers.
• Seek and develop natural safety leaders.
• Support full implementation of the Gemini Driver Safety Initiative.
• Commit to several high profile safety projects with the potential for immediate wins.
• Require a risk assessment component for all projects.
• Hold personnel accountable for completing currently identified safety issues.
• Develop a formalized procedure using a Job Hazard Analysis model.
• Establish regular, high visibility contacts with all levels of organization to reinforce your safety values.
• Establish the inclusion of a relevant safety element within the daily coordination meeting.
• Publicize your commitment to safety.
• Consider adopting an internationally recognized safety management system that can be measured.
Question and Discussions

Thank you!