

PERSONNEL MANAGEMENT OF CHANGE PROCESS

Definition of victory

- Checklists are signed off for all management positions.
- All positions aware of SHE risks applicable to their area
- A reduction of incidents where causal factors attributed to lack of change management regarding personnel movement

Learnings

- Great teamwork and support through the commitment from operations where it was piloted
- Improvement opportunities were identified and implemented with:
 - The process flow and checklist;
 - The SHE systems and knowledge of personnel
- Excellent collaboration between operations and SHE support team
- The initial timeline scope of the pilot was greater than first estimated due to the practicality of the process flow and checklist
- The process governs SHE risk management and covers the Operations Core Processes (OCP)
 - Consider integration of other systems (SAP; training; budget; etc.)

Learnings

- Digitalisation of form, checklist to be on Power App
- Improvement of OCP
 - Governance of OCP checklists;
 - Duplication of questions in various roles
 - Relevance of questions;
- High administrative activities required to ensure system is effective (e.g., support and training)

Questions