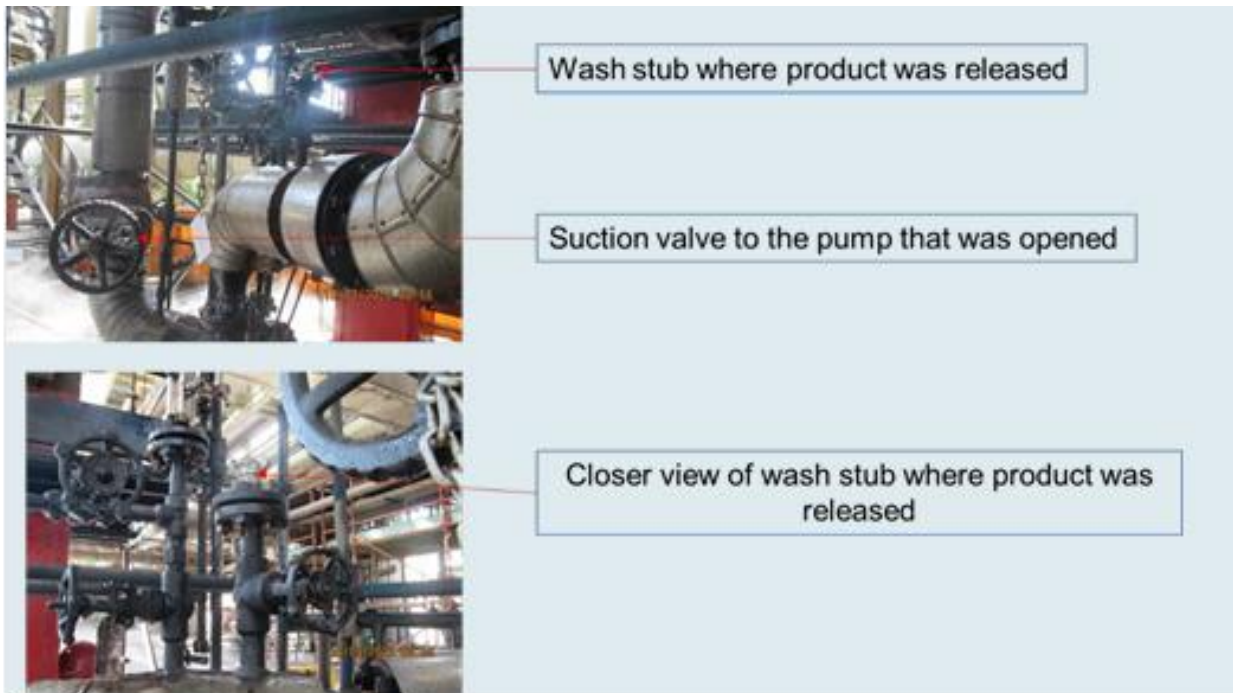


# What happened?

## Event:

Hot phenols were released from the wash stub on the discharge line of the phenol column feed pump during commissioning of the pump, resulting in an injury to the person.



# Learnings

- **Supervision of trainees:**
  - Learners that working alone is not permitted until the learner is declared competent to operate a production system.
  - The rule to be enforced by the shift supervisor to ensure compliance to the rule.
  - The supervisor to conduct monthly performance discussions with the learner artisan.
- **Task Risk Assessments and Job Observations:**
  - Job observations to be performed by the supervisor and area manager and recorded on the official job observation documentation.
  - Task risk assessments should include all the relevant task steps and risk mitigation.
- **Training of Learners:**
  - Managers to ensure that learners are aware of the differences between the systems in production units and to ensure that they are aware of the physical and chemical hazards related to these systems.
  - All works instructions and standing instructions to be communicated with all employees.
  - Plant theoretical and practical assessments should not be generalised or combined in one assessment.
  - Competency declarations to be issued to learners indicating completion of training on specific equipment and systems.
  - Only perform a task if trained and competent.