

**IADC HSE / TRAINING COMMITTEES – COMBINED MEETING**  
**31 January 2011**  
**Omni Houston Hotel Westside – Houston, Texas**



**Agenda Item #1: Welcome, Introductions & Building Information**

The IADC HSE & Training Committees were called to order by Bob Burnett, Hercules Offshore (Training Committee Chairman) and John Karish, Ensco (HSE Committee Chairman). A representative from the Omni Hotel gave a brief building and emergency procedures orientation.

**Agenda Item #2: IADC Anti-trust Policy & Guidelines**

Joe Hurt, IADC, reviewed the IADC Anti-trust Policy & Guidelines, calling attention to prohibited discussion topics. For a copy of the IADC Anti-trust Policy & Guidelines refer to <http://iadc.org/antitrust/>.

**Agenda Item #3: Subcommittee Reports**

Competence Subcommittee

Tom Standley, FMC Technologies, reported on the progress made so far in the preparation of the Competence Assurance "How to" Manual/Guide. There are currently 9 sections drafted including History of Competence, Recordkeeping/Data Storage, Why Have a CAP?, etc. A further section addressing Competence Assessment has been proposed and will be undertaken in the coming weeks.

The subcommittee is looking to have a DRAFT ready for review and comment by Training Committee members sometime in the second quarter of this year.

GOM HUET

Daryl Brister, Petrofac Training Services, stated the Gulf of Mexico HUET subcommittee had been formed to make recommendations to the IADC for possible setting of industry-wide HUET standards. The subcommittee is in the process of reviewing 1-day programs such as currently required in the GOM by companies including Shell and BP. The current consensus of subcommittee participants, is that a 3-day program is needed that would include HUET and water survival training. HUET would be 1-day of the longer 3-day training.

Crane Subcommittee

Bob Burnett introduced attendees to the Crane Subcommittee, explaining the effort underway to develop a training standard for Hoist Operators and Riggers. He invited attendees to join this subcommittee and contribute to the effort.

HSE ISP 2011 Changes

Joe Hurt, IADC, reported that most of the changes in the HSE ISP 2011 revolve around the handling of prescription medications. Any changes in the 2011 edition will be printed in blue ink to make it easier for readers to spot new information.

The IADC office is in the process of finalizing the numbers reported by member companies during 2010. All participating companies will be e-mailed their 2010 verification reports within the next few weeks. Once those reports have all been sent, IADC will provide participating companies the 2011 guidelines. This is to avoid confusion between the 2010 and 2011 editions. After the HSE ISP 2011 guidelines have been distributed to members via e-mail, they will then be posted on the IADC website.

### Environmental Subcommittee

Joe Hurt, IADC, said there have been 2 meetings so far of the newly revitalized Environmental Subcommittee. Jennifer Cavangol of Hercules Offshore Inc., is the chairperson of the subcommittee. Most of the discussions of the subcommittee so far have centered on the EPAP reporting of emissions and reporting guidelines. There has been a great deal of interest in this subcommittee from outside the US. As a result the next meeting, set for March 15, will be conducted remotely via Microsoft Center Webcast Meeting to allow for more international participation.

John Pertgen, IADC, reported that the EPA held numerous public “listening sessions” to obtain suggestions from the public regarding suggested improvements of the Vessel General Permit (VGP), which will be reissued in December 2013. IADC solicited inputs from our members and then submitted comments to the docket prior to the 31 December 2010 deadline. The letter is posted on the IADC Offshore Committee website.

### **Agenda Item #4: PANEL – HSE New Hire Orientation – Standards, Tools and Processes**

A panel discussion on key elements / procedures for effective New Hire Orientation / HSE Safety Training was conducted. Bob Burnett, Hercules Offshore, moderated the panel. A Q & A session followed the panel presentations.

Participating in the panel discussion were: Shane Mendel, Hercules Offshore; Gary Castell, Nabors International; Anthony Zacniewski, Bandera Drilling; Bob Newhouse, Noble Corporation; and Gayle Lomax, Patterson-UTI Drilling.

A summary of each presentation follows:

- Shane Mendel, Hercules Offshore – Hercules currently conducts a 7-day new hire orientation at a company facility in Houma, LA.
  - Attendees are training – either in a classroom or hands-on – for 12 hours a day to simulate a true working schedule/environment. The company has found that this helps weed out during training those workers who can't adapt to a typical offshore schedule or work environment.
  - The topics covered in the training include: Rig Orientation, Rig Pass/Safe Gulf, Rigger Training, HUET/Water Survival, Fire Prevention/Fall Protection/Forklift, Drill Floor Equipment and HAZWOPER.
  - Attendees are all new hires, from galley hands to rig managers.
- Gary Castell, Nabors International – the biggest challenge that faces Nabors is achieving a consistent level of training across operations in 23 countries with multiple languages, differing client expectations, and need for a mobile workforce.
  - Main training center is in Dubai where they offer a 4-day orientation course. Ideally a new hire will attend this training before his first hitch. If not, they try to make sure he attends during his first field break.
  - Nabors also makes use of internationally accredited trainers that can travel to the more remote areas to deliver training locally, rather than having new hires travel to Dubai.
  - For new hires that have industry experience and can demonstrate they've already completed general safety induction training, the new hire training is shortened to content that is specific to Nabors International practices and culture.
  - Nabors does not conduct any new hire training onboard rigs. The company feels it is unrealistic and ineffective after workers have completed a 12 hour shift to then expect them to absorb and retain new information.
- Anthony Zacniewski, Bandera Drilling – has no formal or codified training program. Rather Bandera takes more of an “on-rig” apprenticeship approach to employee development.

- Bandera's new hire process begins with pre-hire aptitude testing and hair-sample drug testing coordinated by the HR department.
    - Have seen a big shift in quality of applicants since switching from urine drug screening to hair-sample drug screening
    - Has seen a reduction in turnover since implementing pre-hire aptitude testing – higher quality employees
  - Bandera hires based on attitude and will hire without experience.
  - Once hired, a new employee attends training in the yard for Rig Pass, H<sub>2</sub>S and other company specific training.
  - Often there will be a rig in the yard for repair that the new hires can tour to get a feel for the work environment. They do not have a designated rig training facility (similar to Hercules).
  - Bandera's incident rate and turnover rate have dropped drastically, attributable to the new hiring and training approach which is believed to help hold crews together.
- Bob Newhouse, Noble Corporation – Noble faces challenges similar to Nabors and Hercules – operating in multiple countries with multiple languages. In addition, as the company has grown primarily through acquisition of other companies, there is the challenge of blending divergent existing operating and training systems.
    - Noble has sought to standardize HSE policies and training practices – “create a common language” around safety.
      - Within that common language, however, is the need for “local customization” and customer specific requirements.
      - Standardization is necessary, but not sufficient. Noble seeks to support the program through a “train-the-trainer” approach for local workforces.
      - Regularly involves the offshore workforce in collaboration to define best practices and achieve buy-in of practices through “Rig Workshops”
      - Through these workshops they also work to unravel negative attitudes – a “hidden culture” - toward safety.
    - Noble's current new hire training is a full 14-day residential orientation. They are looking at ways, however, to separate out training for “newcomer” vs. “experienced” hire training.
    - E-Learning – Noble has begun to look at e-Learning as a training tool.
      - The biggest obstacles are connectivity on-board the rigs and means of motivating employees to pursue e-Learning during their field breaks.
      - The two areas being considered for e-Learning applications are: 1) modules around core drilling; and 2) HSE topics.
  - Gayle Lomax, Patterson-UTI Drilling – Similar to Anthony Zacniewski from Bandera Drilling, Mr Lomax has seen a great deal of movement in the employee base among land-based drilling operators – employees shifting from one company to another.
    - Patterson-UTI Drilling has recently developed an ESO (Employee Safety Orientation) workbook.
    - Also similar to Bandera, the process for Patterson-UTI Drilling starts with a pre-hire survey and hair-sample drug screening.
    - Once hired, new employees attend an 8-12 hour ESO training course.

*A “Question and Answer” session followed the panel member presentations:*

**Q:** Have you faced many issues between the language used in training courses, i.e., Rig Pass, and the language used on the rigs?

**A:** Bob Newhouse, Noble – The terminology used in training vs. rigs has not been an issue. A greater challenge with new hires can often be the procedures/instruction they are taught in training vs. “well, this is how it's *really* done” they are taught on the rigs. Noble has worked to reconcile this through the collaborative “Rig Workshops” mentioned above.

**Q:** In regards to e-Learning, how does that teaching tool allow for practical applications of knowledge?

**A:** Bob Newhouse, Noble – This is a limitation of e-Learning tools. E-Learning would be more effective as a tool to reinforce practical applications learned in other training, or as a tool to test an employee’s knowledge of a practical skill.

**Q:** Given the limitations, what would make e-Learning a viable tool for the oil & gas industry?

**A:** Bob Newhouse, Noble – In order to be effective, e-Learning needs to be perceived by the workforce as a “carrot” rather than a “stick”. If use of e-Learning could be hooked to incentives or competence, it may become an effective means of disseminating information or testing knowledge.

**A:** Bob Burnett, Hercules – At Hercules, e-Learning tools have been used effectively to test employee knowledge of topics covered in On-the-Job Training (OJT) modules. Their testing system is set up to pull questions from a large pool of questions, resulting in no two tests being identical, yet the same material is covered. The use of e-Learning has allowed Hercules to achieve a high degree of consistency in message and content.

**A:** Linda Head, Lone Star College – Discussed US Government grant money that is currently available to schools and energy companies to be used toward developing of new training methods.

**Q:** How often is training reviewed or refreshed within your companies?

**A:** Gary Castell, Nabors – most training that is regulated or required by governing bodies or operators, i.e., OPITO, Rig Pass or WellCAP, has a standardized cycle or expiration/renewal.

**A:** Anthony Zacniewski, Bandera Drilling – provide annual refresher training to Bandera employees. Although it is not a set content for the refresher, it does typically include Rig Pass.

**A:** Bob Burnett, Hercules – New hire orientation is only the first step in an on-going training process that employees participate in throughout their employment.

**A:** Bob Newhouse, Noble – Similarly, Noble follows regulations for mandated refresher courses, as well. Noble is also working to develop new training for rig leaders and supervisors.

**Agenda Item #5: Break**

**Agenda Item #6: OILTEC Solutions – OILTEC Drilling Simulator**

Lars Namork, OILTEC Solutions and Sven Inge Odegard, eDrilling Solutions, presented about the drilling simulators and simulations offered by OILTEC and how they differ from the more traditional drilling simulators currently popular on the market.

Part of the presentation focused on the differences in training/preparation for airplane pilot vs a driller:

PILOT	DRILLER
Education/training? Flight academy/AirForce	Education/training? Employer
Flight simulation training? Mandatory	Drilling simulation training? Rig specific, not required/mandatory
Undesired incident training? Mandatory	Undesired incident training? Some/not mandatory

Can employer afford to provide training? Maybe, but they do it anyway.	Can employer afford to provide training? Maybe, but probably don't
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**Agenda Item #7: Open Discussion and Next Meeting Topics**

Joe Hurt, IADC, requested that members submit items for IADC/HSE Safety Alerts – information about safety incidents that others may benefit from knowing about. He assured members that the companies submitting incident information will remain anonymous.

**Next meeting dates:**

<b>Environmental Sub-Committee</b>	<b>March 15, 2011</b>	<b>9:00 am</b>	<b>at Microsoft</b>
<b>Training Committee</b>	<b>April 20, 2011</b>	<b>12:30pm</b>	<b>at Pacific Drilling</b>
<b>HSE Committee</b>	<b>April 21, 2011</b>	<b>8:00am</b>	<b>at Pacific Drilling</b>

Thank you to Mike Mathena of Pacific Drilling for volunteering to host the upcoming meetings. Address information and directions will be sent at a later date.

Members may submit suggested topics for the next meeting to Brenda Kelly, IADC (Training Committee) or Joe Hurt, IADC (HSE Committee).

**Meeting adjourned at 4:15 p.m.**

**Attendance:**

<b>Name</b>		<b>Company Name</b>
Greg	Hocevar	<b>3M Occupational Health &amp; Environmental Safety</b>
H. Gene	Wilson	<b>Aberdeen Drilling School &amp; Well Control Training Center</b>
Robert	Lowe	<b>Aberdeen Drilling School &amp; Well Control Training Center</b>
Dave	Cormack	<b>Auriga Training</b>
John	Auth	<b>Auth-entic Safety Services</b>
Anthony	Zacniewski	<b>Bandera Drilling</b>
Yarko "JJ"	Sos	<b>Check-6, Inc.</b>
Tim	Gibson	<b>Diamond Offshore Drilling, Inc.</b>
D. Scott	Vaughn	<b>Diamond Offshore Drilling, Inc.</b>
Ed	Ramsay	<b>Drilling Systems (UK) Ltd.</b>
Sven Inge	Odegaard	<b>eDrilling Solutions</b>
Kevin	O'Connor	<b>Emissions Technology</b>
John	Karish	<b>Ensco plc</b>
Eric A.	Olson	<b>Ensco plc</b>
Scott	Pressley	<b>Ensco plc</b>
Carmen	Morones	<b>Enso plc</b>
Andy	Erwin	<b>Falck Alford</b>

Janelle	Galvan	<b>Falck Alford</b>
Pamela L.	Moore	<b>FMC Technolgies</b>
Patrick	Hughley	<b>FMC Technolgies</b>
Tom	Standley	<b>FMC Technolgies</b>
S.L. (Sindee)	Gillespie	<b>G.O.A Enterprises</b>
Bill	Waldroop	<b>Gulf Coast Training Technologies</b>
Justin	Bourgeois	<b>Halliburton/Baroid</b>
Brock	Fisher	<b>Helmerich &amp; Payne</b>
Wade	Deer	<b>Helmerich &amp; Payne</b>
Warren	Hubler	<b>Helmerich &amp; Payne</b>
Micah	Buckland	<b>Helmerich &amp; Payne</b>
Jennifer	Cavagnol	<b>Hercules Offshore, Inc.</b>
Shane	Mendel, Jr.	<b>Hercules Offshore, Inc.</b>
Brenda	Kelly	<b>IADC</b>
Joe	Hurt	<b>IADC</b>
Alan	Spackman	<b>IADC</b>
Shavonnah N.	Roberts	<b>IHS, Inc.</b>
Chad	Wilson	<b>Logica</b>
Scott	Nugent	<b>Lone Star College</b>
Linda	Head	<b>Lone Star College</b>
Michelle	Leblanc	<b>Moody International</b>
Larry	Schmermund	<b>Moody International</b>
Chris	Plaeger	<b>Moxie Media</b>
Martin	Glenday	<b>Moxie Media</b>
Greger	Erickson	<b>MSA</b>
Loll	Clyde	<b>Nabors International</b>
Gary	Castell	<b>Nabors International</b>
Leslee	Teel	<b>National Oilwell Varco</b>
John	Deshler	<b>National Oilwell Varco</b>
JP	Mook	<b>National Oilwell Varco</b>
David	Hopkins	<b>National Oilwell Varco</b>
Wesley	Larimore	<b>Newfield Exploration</b>
Dana	Maxson	<b>Noble Corporation</b>
Bobby	Newhouse	<b>Noble Corporation</b>
Derek	Emslie	<b>NSL</b>
Paul	Thomson	<b>NSL</b>
Terry	Pickrel	<b>Occupational Safety Training, Inc.</b>
Travis	Martin	<b>Occupational Safety Training, Inc.</b>
Lars	Namork	<b>Oiltec Solutions AS</b>
Ginger	Coffey	<b>Pacific Drilling</b>

Mike	Mathena	<b>Pacific Drilling</b>
Lauren	Gilbert	<b>Pacific Drilling</b>
Jeanette	Murrell	<b>Parker Drilling</b>
Kia	Baptist	<b>Parker Drilling</b>
William	Leutiger	<b>Parker Drilling</b>
Gayle	Lomax	<b>Patterson UTI</b>
Greg	McCormack	<b>PETEX The University of Texas at Austin</b>
Kenna	Stubbs	<b>PetroEd Multimedia Inc.</b>
Claudio	Pineda	<b>PetroEd Multimedia Inc.</b>
Jenni	Lewis	<b>Petrofac Training Services</b>
Daryl	Brister	<b>Petrofac Training Services</b>
Michael	Winjum	<b>Precision Drilling Company</b>
Tim	Callais	<b>Pride International</b>
Karina	Olivier	<b>Protección Al Medio Ambiente y Seguridad Privada Aplicada Sa De CV</b>
Francisco	Soriano	<b>Protección Al Medio Ambiente y Seguridad Privada Aplicada Sa De CV</b>
Kathy	Puckett	<b>Puckett Training &amp; Associates</b>
Jennifer	Breckon	<b>Romfor International Ltd.</b>
Barbara	Carroll	<b>Rowan Companies</b>
Victor	Fleming	<b>Rowan Companies</b>
Tyler	Kerps	<b>Rowan Companies</b>
Jack	Isbell	<b>Rowan Companies</b>
Mark	Denkowski	<b>RSI Manning</b>
Eric	Thompson	<b>Savanna Energy</b>
Robby	Roman	<b>Savanna Energy</b>
Rachel	Novicke	<b>Seadrill Americas</b>
Evalyn	Shea	<b>Shea Writing &amp; Training Solutions, Inc.</b>
Joseph	Murphy	<b>Shell International E &amp; P</b>
Joe Ed	Bunton	<b>Tesco Corporation</b>
Gary	Klopp	<b>Tesco Corporation</b>
Bobby	Robbins	<b>The RAD Group</b>
Clay	Coan	<b>Transocean</b>
Tony	Johnson	<b>Transocean</b>
Marcelo	Azeredo	<b>Transocean</b>
Evan	McLaughlin	<b>Transocean</b>
Barry J.	Cooper	<b>Well Control School</b>
Manuel	Miranda	<b>West Engineering Services</b>
Tom	Bishop	<b>West Engineering Services</b>