# **Middle East**

# ty Management Congress

**Discover The Latest In World-Class Safety Strategies** 



26 - 30 November 2006 **Metropolitan Palace** Hotel, Deira, Dubai, UAE

### Meet With The Leading Industry **Safety Experts:**



Eldeen Pozniak President and Director **Canadian Society of** Safety Engineering (CSSE) and **Pozniak Safety** Associates Inc Canada



Manager **Emirates National** Oil Company (ENOC)



Waddeh Ghanem Group EHS Compliance UAE



**Roy Bedson MBE** Director Consus International Ltd UK



**Ahmad Salem** Director **DuPont Safety** Resources UAF



Ali Asseri Safety Superintendent Saudi Aramco Shell **Refinery Co** 



Mohammed Al-Fodari **HSE Manager Kuwait Oil Company** (KOC) Kuwait

Strategic Business Information Partner:



Organised By:



### **Including Major Contributions From:**

- ➤ Aluminium Bahrain Company ➤ Emirates National Oil (ALBA), Bahrain
- > Archirodon Construction (Overseas) Co. SA, UAE
- **Accident Safety Awareness** Presentations (ASAP), UK
- **Canadian Society of Safety** Engineering (CSSE), Canada
- Carole Spiers Group, UK
- Consus International Ltd, UK
- Dubai Drydocks, UAE
- DuPont Safety Resources,

- Company (ENOC), UAE
- Khalda Petroleum Company,
- Kuwait Oil Company (KOC), Kuwait
- LINK Associates International, UK
- Mentor Risk Management, Jersey
- McKinnon And Associates, South Africa
- > Petrofac International Ltd, UK

- Pozniak Safety Associates **Inc.**, Canada
- Revertica, UAE
- Rubicon Response, UAE
- Saudi Aramco Shell Refinery Co, KSA
- Shaikh Khalifa Medical City,
- Sohar Aluminium Project, Oman
- Technip Worldwide, UAE
- The Hashemite University, Iordan

### By Attending This Informative Congress You Will Discover How To:

- > Explore and compare the key elements of modern safety management and system standards
- Enhance, maintain and improve safety standards within the Middle East
- Motivate and inspire in order to achieve the success of the safety culture change
- Integrate safety management with business operations and explore Risk Based Decision Making (RBDM)
- Effectively introduce individual safety performance based reward schemes
- Develop awareness of safety knowledge within the workplace
- Sustain and improve your safety performance standards
- Value the role of safety and determine internal safety responsibility
- Integrate and implement safety management into a corporate responsible philosophy
- Develop and institutionalise the main ingredients for effective safety training Keep safety high on the agenda and gain long term management commitment
- Explore the anatomy of an accident and the stages of accident control
- Implement and manage an effective safety and skill assessment system
- > Prepare your Emergency Response Planning and effective business continuity plans

### Two Beneficial Workshops!

**Pre-Congress Workshop A** 

26 - 27 November 2006 **Directing Safely** 

(Certified By the Institution Of Occupational Safety and Health - IOSH) Post-Congress Workshop B 30 November 2006

**Implementing Effective Accident And Incident** Investigation





### The 4th Middle East

# Safety Management Congress

26 – 30 November 2006 • Metropolitan Palace Hotel, Deira, Dubai, UAE



Dear Safety Professional,

Welcome to The **4**<sup>th</sup> **Middle East Safety Management Congress**, a strategic event at which the latest thinking and best practice from world-class experts and practitioners with both international and regional experience will be addressed.

Safety in the workplace is a corporate responsibility and should be a primary concern for both employers and staff. But is it? Organisational imperatives concentrate on getting the job done on time and within budget. Safety doesn't slow the job down, but mishaps do!

It is estimated that 70% of all workplace accidents could be prevented if companies and organisations put in place proper safety control measures. However, the driving force for a good company safety culture must come from the top and flow throughout the organisation. Don't learn safety by accident - accidents hurt and safety does not.

Good and effective safety management is not just about legal or moral requirements – it must be embedded in the organisation as a means to:

- Minimise risk
- Reduce costs
- Improve business performance

At The **4<sup>th</sup> Middle East Safety Management Congress**, leading international and regional professionals will share their forward thinking approach to managing safety and embedding it as a culture in the workplace.

The conference is also supported by two informative workshops that will address highly relevant and practical safety issues:

- Directing Safely (Certified By IOSH)
- Implementing Effective Accident And Incident Investigation

Don't miss this opportunity to hear discussions and presentations on how to improve safety management techniques in your organisation. The congress will bring you quality information, valuable insights and the opportunity to network with safety professionals and practitioners.

Do not miss this important event! I know that you and your organisation will benefit from the congress.

I look forward to welcoming you to this highly informative event in November.

Yours sincerely,

Jennie Bishop Conference Manager P.S. Claim your US\$100 Loyalty Bonus if you attended the 3rd Middle East Safety Management Congress. This can be used on top of IIR's early bird discounts. Please see the back page to take advantage of all our generous discounts!

### Who Should Attend?

The 4<sup>th</sup> Middle East Safety Management Congress is a strategic event and is as vital for board directors as it is for plant level supervisors:

- Directors
- Executives
- Senior Managers
- Managers
- > Superintendents
- ➤ Coordinators
- Supervisors

- Inspectors
- > Senior Engineers

#### And all those involved in:

- Safety
- ➤ Occupational Health and Safety
- ➤ Fire and Safety
- > Process Safety

- Environmental Health and Safety
- Safety and Security
- > Risk Management
- ➤ Loss Prevention
- ➤ Emergency Response
- ➤ Crisis Control and Management
- ➤ Human Resources

### **Pre-Congress Workshop A**

Sunday, 26 November and Monday, 27 November 2006

## **Directing Safely (Certified By IOSH)**



**Workshop Timings:** Registration will commence at 08:00. The workshop will begin at 08.30 with refreshments being served at appropriate intervals. The workshop will conclude at 14.30 after which lunch will be served.

**Directing Safely** aims to ensure that health and safety is appreciated by management professionals at the most senior corporate levels. The workshop should enable Directors and Senior Managers to review policy and strategies, and where necessary, introduce changes to make their organisations successfully integrate safety and health issues into business decision making.

**Directing Safely** is for safety professionals with strategic responsibilities. It is for those senior directors and managers who determine that an organisation has an active health and safety policy within its corporate governance portfolio and follow it by delegating the day-to-day responsibility for safety to line managers. The workshop is also used as a vehicle to introduce new corporate risk management strategies and the effectiveness of Risk Based Decision Making (RBDM) covering occupational and environmental issues. The intent and objective of the course is to facilitate the interaction of effective corporate decision-making and the cost effective management of occupational risk to sensitive business plans and operations.

### **Your Expert Workshop Leader**

**Roy Bedson** has over 25 years experience in the management of occupational related risk. He is a member of a number of internationally recognised professional bodies, including the Institute of Risk Management, the International Institute of Risk and Safety Management, American Society of Safety Engineers and is a Registered Safety Practitioner. He is also registered in USA as a certified professional environmental auditor specialising in health and safety. During his career development he has undertaken training of Enforcement Officers in all aspects of health and safety and legal compliance.

Roy is on the approved list of health and safety consultants administered by IOSH and has undertaken both internal and external audits of hazardous sites involving the implementation of occupational risk management systems within the MOD (Army) and a diverse range of commercial and public organisations operating in the Food Processing, Energy generation, Petrochemical, Process Manufacturing Industry, Car manufacturing, Engineering, Property, and Local Government sectors. He also has extensive experience in the delivery of training programmes covering occupational and environmental risk. He is a NEBOSH examiner and a registered tutor for IOSH, NEBOSH and CIEH accredited courses. Roy also undertakes training and seminars on an international basis delivering courses in Europe and the Middle East. Roy is a Director of Consus International Limited and Mentor Risk Management (Jersey) Limited providing consultancy and training services to a wide and diverse range of sectors within commerce and industry. Roy holds a number of citations and honours including the MBE, following high profile involvement in disaster management and relief while in military service with the British Army.

### Read What Delegates Said About IIR's Previous Safety Management Congress

Well organised event with many different topics from speakers working in a broad range of areas

**Suzanne Galway,** Training & Development Superintendent **Emirates Group,** UAE

Very well organised and well catered event

**Stephen Tugby,** Safety Officer **Airwork Technical Ltd,** Oman

A big thank you to IIR ME for organising this event. Great presenters and certainly a must attend for all H&S practitioners

Rafael Butch Vargas, Fleet & Security Manager DHL Express, UAE

Excellent event to exchange experience and ideas

**Abdulmajeed M. Al-Khamis,** Pilot Plants Manager **SABIC,** KSA



### **Congress Day One**

### Tuesday, 28 November 2006

08:00 Registration And Morning Coffee

### 08:30 Chairman's Welcome And Opening Address

Ron McKinnon, *Principal Member*McKinnon And Associates, South Africa

#### **08:45** International Keynote Address

### **Case Study:** Considering The Human Cost Of An Accident And The Impact Of Those Around You

This session looks at a serious accident that Frank Carrano suffered at work 3 years ago, how he found himself limited and restricted in what he can now do due to his injuries, how he has had to come to terms with the changes in his life and the fundamental human cost of an accident, if YOU do not consider YOUR own safety.

- > The accident
- > The injuries
- > The recovery
- > The future
- > Was the accident preventable?
- > Safe systems of work

Frank Carrano, Accident Safety Awareness Presentations (ASAP),  $\ensuremath{\mathsf{UK}}$ 

### 09:30 Motivation, Enthusiasm And Inspiration: The Keys To Success Of The Safety Culture Change

This session explains the nine basic rules needed to motivate employees and management. These simple techniques are based on the teachings of Dae Carnegie, David Malopa and other inspirational leaders.

- ➤ You cannot motivate
- Being inspired
- ➤ Have you ever been wrong?
- ➤ Admit your mistakes
- > Can you win an argument?
- ➤ How to recognise others
- Having confidence

Ron McKinnon, *Principal Member*, McKinnon And Associates, South Africa

10:10 Networking And Refreshment Break

#### 10:40 From Managing Accidents To A Culture Of Health, Safety And Environment: A Decisive Step Towards Sustainable Growth

- > Notion of 'accident' has changed
- > End of short-term vision
- Safety, health and environment most appropriate key for reaching sustainable growth

Ahmed Salem, Director, Dupont Safety Resources, UAE

### 11:20 Integrating Safety Management With Business Operations: Risk Based Decision Making (RBDM)

- Evaluating the extent that safety can impact on business objectives
- Demonstrating that safety professionals must establish 'tolerable risk' levels at minimum cost
- Verifying a common decision-making process that management peers will understand and respect

Roy Bedson, Director, Consus International Ltd, UK

12:00 Lunch For Delegates And Speakers

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Jeremy Nottingham, General Manager Commercial, Sohar Aluminium Project, Oman

### 14:10 Case Study: Building The Main Philosophy And Thinking Of Management To Recognise "Who Is Responsible"

- ➤ Senior management or frontline workers: Who is ultimately responsible?
- ➤ The value of safety and loss control
- ➤ Allocating internal responsibility within an organisation
- ➤ Awareness of safety on the frontline

Ali Asseri, *Safety Superintendent*, Saudi Aramco Shell Refinery Co, KSA

14:50 Networking And Refreshment Break

### 15:20 Comaprison Of Safety Management System Standards Worldwide - CSA, ANSI And OHSAS 18002

- Overview of safety management system philosophy and benefits
- Compare three standards CSA Z 1000, Ansi Z10 and OHSAS 18002
- > Review key concepts of each

Eldeen E. Pozniak, *President*, Canadian Society of Safety Engineering and *Director*, Pozniak Safety Associates Inc., Canada

# 16:00 Round Table Discussion Sessions Exploring Best Practice Safety Initiatives And Techniques And Examining Progressive Safety Programmes

These case study sessions will by hosted by industry experts and are designed to give you the opportunity to discuss key issues, examine progressive safety programmes and benchmark your own progress with industry peers.

- Beyond compliance
- Meeting safety commitments
- > Best practice safety techniques
- ➤ Measuring the success of your safety performance
- Competence and skills of personnel during an emergency

Sheila Dothwright, Section Head Occupational Health & Safety Department, Shaikh Khalifa Medical City, UAE

Eng. Waddeh Ghanem, Group EHS Compliance Manager, Emirates National Oil Company (ENOC), UAE

Dominic Webb, International Team Leader,

Rubicon Response, UAE

Senior Representative, Dubai Drydocks, UAE

17:15 Closing Remarks From The Chairman

17:20 Close Of Day One

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### **Congress Day Two**

### Wednesday, 29 November 2006

08:00 Morning Coffee

08:30 Chairman's Welcome And Review Of Day One

#### 08:45 Key Note Address

### Corporate Responsibility And Safety Management: From Expectations To Action

- Where safety integrally fits into a corporate responsibility philosophy?
- Challenges and issues of implementation

Mohammed Al-Fodari, HSE Manager, Kuwait Oil Company (KOC), Kuwait

#### 09:30 Is Safety Really First?

Internationally the work related injury and death rate is rising, and more and more manmade disasters are occurring. Given this scenario, is safety really given priority? How proactive is our approach to safety? Do we simply rely on the luck factors and react when something goes wrong?

- ➤ Where is management?
- > Work injuries and deaths increasing!
- > What is first?
- > Safety (evil) records
- ➤ Near misses ignored!
- > Professional professionals
- Focusing on the risks
- > Safety as a value

Ron McKinnon, *Principal Member*, McKinnon And Associates, South Africa

10:10 Networking And Refreshment Break

### 10:40 Case Study: The Rudiments Of Risk Assessment In The Workplace

- ➤ Basic concepts of risk assessment
- ➤ Hazard analysis techniques
- Human factors

Marios Rivans, Corporate HSE Manager, Archirodon Construction (Overseas) Co. SA, UAE

# 11:20 Establishing Measures Of Safety Climate As A Precursor To Selecting Appropriate Interventions For The Improvement Of Safety Performance

- > Defining the scope
- > Designing the method
- ➤ Implementation across the organisation
- > Value to the business

**Peter Watton**, *Senior Vice President*, **Technip Worldwide**, UAE **Gordon Thom**, *Director*, **Revertica LLP**, UAE and UK

### 12:00 Effective Leadership For Safety: Improving Safety Performance In High Hazard Environments

- Senior managers' prime influence on an organisation's safety culture
- ➤ Importance of participative, transformational styles at all levels of management

Dr Steven Yule, Partner, Revertica LLP, UK

12:40 Lunch For Delegates And Speakers

### 13:40 **Case Study: Management Lead And Accountability:** Keeping Safety High Up The Agenda

- ➤ Developing Khalda's organisational culture
- ➤ Long term and effective management commitment
- Leading and engaging the workforce effectively in HSE

Samir Saad Aly, HSE Assistant General Manager, Khalda Petroleum Company, Egypt

### 14:20 Exploring The Anatomy Of An Accident And Identifying Different Stages To Control It

- How much do we know about accidents?
- ➤ How does an accident happen? When? Where?
- ➤ How does it egg, evolve and end?
- When and how can we interfere to stop the accident from happening? - Stages of accident control

Mohammed Ali Redha, Safety Coordinator SHE Department, Aluminium Bahrain Company (ALBA), Bahrain

15:00 Networking And Refreshment Break

### 15:30 Developing And Monitoring Emergency Response Planning – Are You Prepared?

- ➤ Developing an emergency response plan
- Maintaining an emergency response plan
- ➤ Testing and evaluating an emergency response plan

Martin Wyatt, Emergency Management Consultant, LINK Associates International, UK

#### 16:10 Evaluating Rapid Response And Post-Trauma Support

- > Defusing the crisis
- Recognising post-trauma
- Specialist interviewing techniques
- > Trauma support model

Carole Spiers, Managing Director, Carole Spiers Group, UK

### 16:40 Preparing And Implementing Effective Business Continuity Plans

- ➤ Identification of potential business risks arising from incidents
- > Business and trade disturbance and disorder
- Evaluating and modernising your existing business contingency plans

**Dr Naill M. Al-Momani**, *President, Crisis and Emergency Management Committee*, **The Hashemite University**, Jordan

17:20 Closing Remarks From The Chairman

17:30 Close Of The Congress



### **Post-Congress Workshop B**

Thursday, 30 November 2006

# Implementing Effective Accident And Incident Investigation

**Workshop Timings:** Registration will commence at 08:00. The workshop will begin at 08:30 with refreshments being served at appropriate intervals. The workshop will conclude at 14:30 after which lunch will be served.

#### **Workshop Objectives**

To show you the cause, effects and control of all undesired events by applying lessons learned from effective accident and incident investigations. You will participate in actual hands on case study investigation, which will enable you to carry out effective investigations at your workplace. The workshop will demonstrate how to find the facts of the event rather than to merely identify the faults of people.

#### **Definitions**

> Safety, accident, near miss, incident and loss

#### Cause And Effect And Control Of Accidental Loss

- ➤ Cause of accidents
- ➤ Consequences (HSE)
- ➤ Control

#### **Luck Factors**

- ➤ Luck factors determine the outcome of contact
- ➤ Emphasis on control at pre-contact stage

### **Accident Ratios**

➤ Heinrich, Bird, BHP

#### Why Accidents And Near-Misses Are Not Reported?

- Culture
- ➤ The fear factor
- > The record

### Why Do We Investigate Accidents?

➤ Group exercise and debate

#### The Main Aim Of Accident Investigation

➤ Fact finding and not fault finding

> Basic and root causes

#### The 5 Golden Rules

- ➤ Visit the scene and gather the evidence
- ➤ Look beyond the injury Why?

#### **Accident Investigation Management Principles**

➤ Critical few, point of control and multiple causes

#### Opening A Can Of Worms!

> Case study, the P-38 and the crystal ball

#### **Immediate Cause Analysis**

- ➤ Identifying the acts and conditions
- ➤ Questions to ask

#### **Basis (Root) Cause Analysis**

> Personal and job factors

#### Case Study: Impala

> You will investigate the Impala accident

#### **Summary And Close**

> Group quiz

You will also take away with you a copy of the workshop accompanying book, an adaptable accident and incident investigation form and the booklet "Accident Investigation Made Simple (AIMS)".

### **Your Expert Workshop Leader**



**Ron C. McKinnon**, CSP, is an internationally experienced and acknowledged safety professional. He has been extensively involved in research concerning the cause, effect and control of accidental loss, near miss reporting, accident investigation and safety culture change for the last 33 years. He is the author of "Cause, Effect, and Control of Accidental Loss", published by CRC Press. Ron holds a Diploma in Safety Management from Technikon SA, South Africa, a Management Development Diploma (MDP) from the University of South Africa, and a M.Sc. in Safety and Health Engineering from Columbia Southern University, USA. He is a Certified Safety Professional (CSP). Ron was Safety Advisor to BHP Copper, Corporate SHE Manager

for Mopani Copper Mines, Zambia and SHE Manager at Alba in Bahrain. He was also a General Manager of the National Occupational Safety Association (NOSA) where he spent 21 years and introduced the NOSA 5 Star System to some eight countries. Ron is a professional member of the ASSE, (American Society of Safety Engineers) Tucson Chapter Past President and an honorary member of the Institute of Safety Management. He is currently a safety consultant.

# Expert Speaker Faculty (in alphabetical appearance)



Samir Saad Aly has over 20 years experience in HSE, loss prevention and environmental management. Samir is a chemist with experience within the on- shore oil and gas industry and is now working as the HSE AGM with KHALDA Petroleum Company (JV, Operations) within Egypt. He is a corporate

member of a number of professional bodies including American Society of Safety Engineers (ASSE), the National Fire Protection Association (NFPA) and the Society of Petroleum Engineers (SPE). Samir has extensive worldwide experience in the delivery of lectures, presentations, workshops and training courses, covering Health and Safety, environmental management, hazards communication, risk assessment and risk management and control for SABIC, Saudi Aramco, KPC and Petrosafe.



Ali Asseri is currently the safety advisor for SASREF senior management with speciality in safety management, risk assessment, behavioural safety and incident / accident investigation. His career started in the petroleum refineries process operations in 1982 and he has served in several posts including process operation management,

fire prevention and safety consultation. Ali has over 20 years experience in petroleum refineries process operation, safety management and emergency response. He has witnessed first hand tragic results of poor management systems and unsafe behaviours. He introduced a Behavioural Based Safety Programme to SASREF, which resulted in a dramatic improvement to Health, Safety and Environment "HSE" performance. He then led the development of the organisation's safety culture with emphasis on setting corporate HSE Key Performance Indicators (KPIs), sustainable development and continuous improvement.



Frank Carrano, an assistant electrical engineer with 20 years experience in the Cement industry in England suffered a serious accident at work three years ago. From being a very fit and active person, he found himself limited and restricted in what he can now do due to his injuries. Once he had come to terms with the changes

in his life he decided to turn a negative into a positive. He now travels around the UK telling his story to others on exactly what the human cost of an accident and the impact on those around him has had on his life, and how the same could happen to them if they do not consider their own safety.



**Sheila Douthwright** has over 20 years experience in the management of occupational related risk. As part of her career development she has undertaken study in a variety of countries and educational institutions, including Saint Lawrence College, Harvard School of Public Health, McMaster University and University of

Southern Queensland. She is registered in both the US and in Canada as a certified professional in the field of Occupational Health. She has extensive experience in developing and implementing start up operations for OH&S departments in corporations and health care facilities; in assisting healthcare facilities to meet criteria required for Canadian and International accreditation; in the design and delivery of training programmes in Occupational Health & Safety and OHS programme design and policy writing.



Mohammed Al-Fodari is currently HSE Manager for Kuwait Oil Company (KOC). Mohammed's has experience in the oil industry, both upstream operations and maintenance management, management of fire, security, inspection and corrosion works and also management of health, safety and environment works in Kuwait

Oil Company. Previous positions held by Mohammed include: Manager Loss Prevention, General Superintendent Operations and General Superintendent Maintenance / Maintenance Services.

Eng. Waddah Shihab Ghanem has a background in Environmental Engineering, having graduated from the University of Wales College, Cardiff. He began his career as a consultant, moving into the oil industry to the ENOC Processing Company LLC during the construction and pre-commissioning phases. After commissioning,

Waddah became the EHS Supervisor/Coordinator and when the refinery was fully on-line, transferred to the Corporate ENOC office as the Assistant Group EHS Advisor. In July 2002, ENOC commissioned the EHS Compliance Department headed by Waddah as the Chief EHS Compliance Officer on all reviews. In addition, Waddah has set up four major committees, of which he chairs two including the Marine EHS & Safety Committee and the Fire Fighting Equipment

Testing & Inspection Committee. Waddah has Diplomas in Environmental Management and Safety Management from the UK and has almost completed a Masters in Environmental Sciences from the University of the UAE, Al Ain.



Dr Niall M. Al-Momani, earned his B.Sc. in Civil Engineering from The University of Jordan, 1997 and his Ph.D. degree in Engineering Management from the George Washington University (GWU), USA in 2002. Dr Al-Momani joined the Institute of Crisis, Disaster, and Risk Management (ICDRM). Professor Jack Harrald, the institute director

considers the institute" not only a center for research and implementation, but offers the only interdisciplinary graduate programme in disaster management in the United States". Dr Al-Momani has participated and presented in international meetings in the Crisis Management field where he is considered the ICDRM expert in GIS based disaster management applications. ICDRM was established in 1994, leading to the establishment of a doctoral degree concentration in Crisis, Emergency and Risk Management by the Department of Engineering Management and Systems Engineering in 1999. Dr Al-Momani is one of the first graduates of this programme where professor Harrald considers that Dr Al-Momani's research helps to set the future standards for the programme. Dr. Al-Momani is currently developing the earthquake consequences model that could potentially end up with worldwide application systems to improve crisis management for earthquakes.





**Eldeen Pozniak**, a Certified Health and Safety Consultant (CHSC) and a Canadian Register Safety Professional (CRSP), has a BA and a BSc. Eldeen has completed her Ergonomics Professional Residency Programme and is currently in the process of working toward her Certified Safety Professional Designation (CSP – US) and her Masters

in Occupational Health and Safety. Eldeen is an advisor and consultant to various industries and Occupational Health and Safety Committees, as well as Government OH&S Capacity Strategic Planning Committees, and as a seasonal lecturer at regional colleges. She is a member of the Canadian Society of Safety Engineering (2006 – President; 2004-2006 - Treasurer / V.P. / President elect), the Saskatchewan Safety Council, and Minerva. She has been lecturing at the University of Saskatchewan since 1997, teaching the Fundamentals of Safety Management, Accident Control I, Accident Control II, Fundamentals of Ergonomics, Fundamentals of Auditing and many enrichment seminars, as well as coordinating the Occupational Hygiene Course of the Occupational Health and Safety Certificate Programme. Due to her commitment and professionalism, Eldeen has been chosen by Saskatchewan Workers Compensation to be one of their Preferred Health Care Consultants, delivering the Injury Prevention Modules, and is qualified to deliver OH&S Committee Training from the Saskatchewan Occupational Health and Safety Division. She has received the Saskatchewan Safety Professional of the year (2001) award presented by the Saskatchewan Safety Council and the Saskatchewan Chapters of the Canadian Society of Safety Engineers. She has also been a YWCA Nominee of Excellence – Women in the Profession, and a nominee for the Athena Award (2003).



Mohammed Ali Redha is currently a Safety Coordinator SHE Department at Aluminium Bahrain (ALBA), Bahrain. Mohammed has been working at ALBA for the last 13 years in power stations and utilities and more recently since 2003 within the SHE department. Mohammed has delivered many training workshops in a number of

organisations and companies in the field of safety management, communication skills and public speaking. Mohammed holds an Associate Diploma in Electrical Engineering (NEBOSH Certificate) and is a 5 Star Safety Management System accredited auditor. Mohammed has won many public speaking titles and contests including the 2006 Middle East Champion of Public Speaking (GCC States + Jordan). Mohammed is also the very first Arab to qualify to the World Champion of Public Speaking, which will be held in August 2006 in Washington DC, USA.



**Marios Rivans** is the Corporate HSE Manager for Archirodon Group NV, one of the leading international construction groups, performing major marine, civil, industrial and electromechanical projects worldwide, over a 50 year span. Marios has also worked for the Organising Committee of the 2004 Athens Olympic Games

as OSH Programme Manager and Regional Risk Manager and has over 10 years of direct safety and operational risk management experience. He is a nominated facilitator of ILO Safe Work Programme and has been awarded by the European Agency of Safety and Health at Work, for his study in the management of psychosocial risks at work. He has been a key note speaker for several risk management workshops in Greek Universities and Management Institutions.



**Dr Ahmad Salem** has been Director with DuPont Safety Resources since the year 2000. He has many years of experience in the field of Europe HSE and was Certified Industrial Pharmacist by The Belgium and France Health Authorities. Ahmad has extensive knowledge in HSE management systems and project management

of implementing several Safety and Occupational Health programmes.



**Carole Spiers** has over twenty years' experience as a specialist trauma counsellor and is also a BBC Broadcaster and Journalist. She is the founder and MD of the Carole Spiers Group (CSG), a dynamic niche consultancy and the UK's No.1 provider of Stress Management and Employee Wellbeing with prestige clients such

as Panasonic, Rolls Royce, the Bank of England and many others. Carole is frequently called upon by the media to provide expert comment and is regularly commissioned to give keynote presentations on stress-related issues to international conferences. She is author of Tolley's 'Managing Stress in the Workplace' - published by LexisNexisUK as well as being a regular contributor to professional journals and the national press. A VP of the International Stress Management Association UK, Carole was instrumental in establishing National Stress Awareness Day<sup>TM</sup>. Carole acts as an Expert Witness on Stress Risk Assessment, before the UK Courts and is President of the London Chapter of the Professional Speakers Association.



**Gordon Thom**, MCMI, has over 25 years of management experience in the petro-chemical and energy-related industries around the world. Having spent his initial years in general management, he began to specialise in Health, Safety and Environmental management in the wake of the Piper Alpha

tragedy and subsequent Cullen Inquiry. Since then, he has occupied corporate HSE management positions in several major contracting companies and has been involved in many industry initiatives, including the inception of 'Step Change in Safety' in the North Sea in the late 1990's. He set up Revertica in 2004 with Dr. Steven Yule to deliver specialist industrial psychology solutions to industry, specifically relating to safety. Revertica has developed and applied tools to address safety climate and safety culture maturity, as well as the assessment and improvement of safety leadership attributes. Gordon currently manages Revertica business in the Middle East and lives in the UAE.



**Peter Watton** brings 30 years petrochemical industry experience that started in the exploration and production side of the business. During that time he worked in many different countries developing an appreciation for the variety of cultures that he experienced. 20 years ago he took on an HSE and Quality management role and

has been committed to these disciplines ever since. Since making that change Peter has held senior positions in HSE and Q on major construction, hook up and commissioning projects around the world, both on and offshore. He has worked in Asia the Middle East, North and South America as well as Europe. Peter developed a particular interest and expertise in the development of Integrated Management systems and has held senior corporate roles, within the client and contracting communities, developing and implementing such systems. He is currently the Senior Vice President HSE for the Technip Group.



Dominic Webb BSc Hon is currently the International Team Leader for Rubicon Response. When Rubicon was acquired by the Petrofac Group, Dominic was given the opportunity to set up the Rubicon Response International Team in the UAE, further developing the Rubicon portfolio into the region and Asia. He is

directly responsible for all international projects and manages a team of 20

emergency management professionals. Dominic is studying for a PhD in emergency management systems at Aberdeen University and has spoken at a number of oil and gas conferences in relation to the Incident Command System and Emergency Management competency. In addition he guest lectures at Coventry University and has helped to set up a graduate programme. He is also a member of the Business Continuity Institute, SEISO UK and is an approved Incident Command System Practitioner in accordance with the US Homeland Security Act.



Martin Wyatt is an Emergency Management Consultant within LINK Associates International. Since joining LINK in 1994 Martin has been involved in the design, development and delivery of training in emergency response and emergency management at varying levels of management across a broad range of high risk

industries, onshore and offshore, world-wide. He has also developed and run major exercises to test combined response of onshore and offshore organisations. He has worked extensively in the Middle East, within the oil and gas exploration and production areas and is at present heading up a three year project in Oman. He has developed and been involved in many tabletop, control post and live exercises. Other projects include Peer Reviews of Emergency Response procedures; development of LINK's in house Practical Emergency Management course; relatives and media response team training and the development of Emergency Command Centres. Most recently, Martin has been involved in the emergency management development and training of two large oil refineries and a large chemical complex, in the UK. Martin spent twenty years in the Merchant Navy, initially spending nine years on worldwide petroleum product carriers, very large crude carriers and liquid natural gas carriers. He then gained three years experience on coastal chemical and petroleum carriers followed by eight years on platform support vessels in the North Sea.



**Dr Steven Yule** (MA Psychology; MSc Human Factors, PhD Psychology) is a Research Fellow at the University of Aberdeen and partner of Revertica. He is a chartered psychologist and his research is on Human Factors issues in organisations which are exposed to major hazards. He is particularly interested in the role

that non-technical skills (leadership, teamwork, situation awareness) can have in enhancing safety, and has several published papers in this area. He also has considerable experience working with senior managers on leadership style and safety performance in the UK and US energy sectors, and has assessed the safety climate of dozens of industrial locations around the world.



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