

# Workshop at Global Wind Summit 2018: Challenges of Different Safety Cultures

## EHS Safety Culture Challenges



- **Company established in 2001 as SSC Montage GmbH**
- **Head office based in Wildeshausen (SSC Wind EMEA GmbH)**
- **SSC Wind EMEA company network**
  - *SSC Wind GmbH, SSC Baltic Wind, Wind Energy Service East Europe (Wesee) SSC Ates, WINDEA, German Wind Academy*
- **Business/legal entities in 9 countries, total employees around 370**
  - *EU countries: Germany, Poland, Romania, Lithuania, Estonia, Spain, Greece*
  - *None EU countries: Turkey, Russia, Chile*
- **Core business activities (for turbine manufacturers)**
  - *Installation onshore/offshore, CI or TCI onshore, Maintenance onshore/offshore, Rotor blade services, Repowering, EHS and technical trainings (own training center), Maritime services (personnel transport via vessel or helicopters, emergency medical supply)*

- **Nils Peters, 54 years, married, 1 child of 16**
- **Working for SSC since February 2018 as Global Sales Manager**
- **Active in wind business since 2002 in different positions**
  - *Project manager*
  - *Sales Manager*
  - *Business Manager*
- **Previous employments**
  - *REETEC (12 years)*
  - *Anywind (2 years)*
  - *Deutsche Windtechnik (2 years)*



**Safety first – (~~don't~~) think twice, it's alright!**

*(Sorry Bob, we had to adjust your song title)*

## From the Service Provider Point of View

- *Weather conditions (strong winds, lightning, heat, rain, ice, snow)*
- *Site conditions (rough and/or hilly terrain, hardstands dimensions, access road conditions, overhead power lines, etc.)*
- *Time pressure, stress (to meet the deadlines and to meet the internal budget)*
- *Cultural differences in the teams (international resource pool)*
- *Communication (involvement of different nationalities, language skills)*
- *Activities in various countries*
- *Human factor (different mind sets, mental conditions)*
- *Inexperience of new employees but also routine of “old dogs”*

**How to meet these challenges?**



## **Promote and strengthen EHS consciousness of all employees in the company group (technicians and management)**

- *Close communication about EHS topics between the QHSE managers and project managers (previous incidents/accidents, lessons learned)*
- *Make the people aware of “Safety First” before acting (trainings, tool-box talks, communication about best practice, educating new employees, etc.)*
- *Listen to the people working on site, take their advices and the concerns seriously*
- *Involve the technicians into discussions about work methods, also from the EHS point of view*
- *Promoting and rewarding proactive EHS actions (suggestions for improvements, reporting of unsafe situations etc.)*

## **Respect and follow local regulations, cultural differences, create social interest and cooperate feeling**

- *Realize and understand country-specific EHS regulation, introduction of the involved people (PMs, SMs, team leads, technicians). Close communication between customer and service provider*
- *Understand the cultural differences in other countries, make the people aware about them and to respect them*
- *Create team spirit inside a team consisting of different nationalities via close communication and involvement*
- *Improve the language skills of the majority of the team member, define the communication lines of the team*



## Does EHS costs?

**Yes sure. A lot. Which costs are we talking about?**

- *Initial and regular refresher EHS training of subcontractor personnel*
- *Country specific trainings*
- *Technical trainings (e.g. manufacturer specific ones)*
- *Maintenance and repair of tools, mainly heavy-assembly tools (electrical and hydraulic tensioning and torques tool)*
- *Internal EHS management (EHS manager, preparation/update of RAMS, site inductions, assessment of incidents/accidents and development of counter measures, etc.)*

## Are these EHS costs justified?


**Yes sure, because it is always important and it is worth ....**

- ✓ *to raise people EHS awareness at all times*
- ✓ *to make people feel safe, especially in regards to dangerous activities*
- ✓ *to adjust the personal behavior to actual conditions*
- ✓ *to provide adequate equipment for those people who are working in dangerous zones (PPE, proper tools)*
- ✓ *to observe the activities permanently in order to detect hazards in-time*

***EHS is always worth the costs and efforts in order to safe peoples life!***



***Let's give our people working in the field  
the chance, the time and the support to act  
safely, all the time!***



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Thanks for your Attention!

