

AI Naboodah Group Enterprises (ANGE)



HSE Training & Competence

The AI Naboodah Journey

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GM SHEQ ANGE

Summary:

- Established in 1958.
- Founded by two brothers Saeed & Mohammed Al Naboodah.
- One of the most respected family conglomerates in the UAE.
- Offers a diverse portfolio of products and services.
- Represents some of the world's leading brands.
- Employs over 16,000 people across 40 nationalities.
- Operations in the GCC, East Africa and Vietnam.

Definitions:

Training:

Organised activity aimed at imparting information and/or instructions to improve the recipient's performance or to help him/her to attain a required level of **skill** or **knowledge**

Competence:

Competence can be described as the combination of training, **skills**, experience and **knowledge** that a person has and their ability to apply them to perform a task safely.

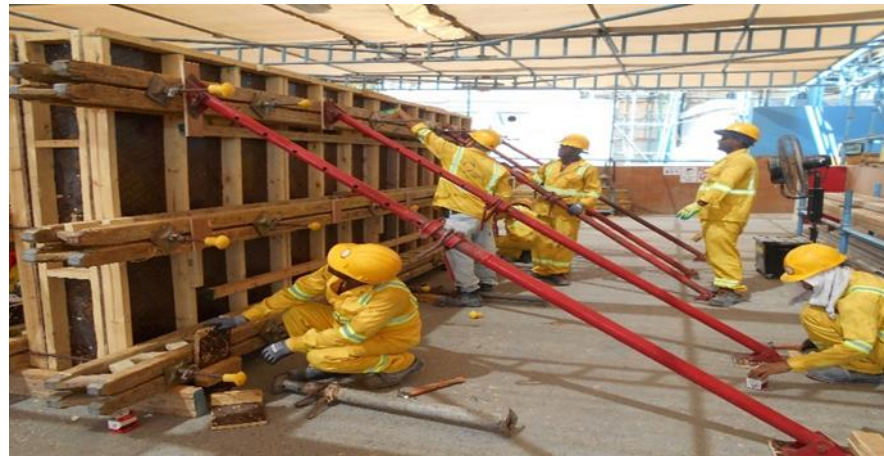
The only thing worse than training
your employees and **having them leave**
is not training them and

HAVING THEM STAY.

Our Journey 2015:

In 2015 a Construction Group Learning & Development Manager was appointed:

- Full Training Needs Analysis (TNA) conducted by Division Heads
- Internal training courses developed (HSE identified 16 core competency training courses)
- In-house trainers identified and where necessary trained
- Training delivery began in March 2015
- In June 2015 the Al Naboodah Trade School was established
 - ✓ Scaffolding
 - ✓ Carpentry
 - ✓ Masons
 - ✓ Steel-fixing
- Over 1200 hours of formal, classroom and trade school based training was delivered in 2015



Our Journey 2016:

- Recruitment of an HSE Training Manager
- ECITB accreditation received for delivery of Safety Passport training to operatives, supervisors and project management
- Al Naboodah Life Saving Rules introduced:
 - ✓ Work at Height
 - ✓ Excavations
 - ✓ Lifting Operations
 - ✓ Working with Live Energy
 - ✓ Plant/Pedestrian Segregation
 - ✓ Confined Spaces



Life Saving Rules



When working at height, outside of collective fall protection, ALWAYS protect yourself against a fall.



Always follow the permit to work and lock out tag out live systems



Always position yourself in a safe zone away from moving plant and equipment



Always obtain a permit to work before starting any excavation activities



Always obtain permit to work and conduct gas tests before entering a confined space



Always follow the lift plan

Our Journey 2017:

- ANGE formed
- Implementation of the Visual Impact Training Team
- Consolidation of training across all areas:
 - Over 150 different training courses offered to employees
 - 2624 operatives and 266 members of staff passed ECITB (16/17)
 - 3755 personnel have seen the VIT (2017)
 - 1187 Masons trained (16/17)
 - 1418 Carpenters trained (16/17)
 - 993 Steel-fixers trained (16/17)
 - 471 Scaffolders trained (16/17)
- October 2017 City and Guilds accreditation for the Al Naboodah Trade School; 1 of only 4 internationally-accredited trade schools in the entire GCC.
- IPAF MEWPS for Managers and Operator Training



Is it working?

- LTIFR has reduced year on year
 - 2014 0.26 - 2017 0.10 (YTD)
- 35% increase in number of See It Sort It (SI2) submissions (2016/17)
- 78% increase in near miss reporting (2016/17)
- 100% completion of Senior Management Safety Tours

Note: $LTIFR = \frac{\text{No of LTIs} \times 1,000,000}{\text{Total Man-hours Worked}}$

What's next?

- NEBOSH training for Senior Management
- Upskilling of labourers
- IPAF PDI training

“The essence of competence is relevance to the workplace. What matters is that there is a proper focus on both the risks that occur most often and those with serious consequences.

Competence is the ability for every director, manager and worker to recognise the risks in operational activities and then apply the right measures to control and manage those risks”.

Dame Judith Hackitt, Former UK HSE Chairperson:

Any Questions?