

The Hidden Principals to Implementing effective Principal Hazard Management Plans

Christian Young – CEO


Tell us about you

- Where are you watching from?
- What's your 'one thing' about Principal Hazard Management Plans you would love to have discussed?
- Please name your profile to first name, last name

The Hidden Principals to Implementing effective Principal Hazard Management Plans

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3 Gets



Get your
tools

Get rid of
distractions

Get in state

What is a Principal Hazard Management Plan (PHMP)?

A Principal Hazard Management Plan

- A PHMP is a document that sets out how operators will manage risks to workers' health and safety associated with a principal hazard that has been identified at the site.
- It forms part of the overall safety management system (SMS).

Preparing a principal hazard management plan Work Health and Safety (Mines and Petroleum Sites) Regulation 2022

- Usually in place for multiple fatality risks
- Any examples?

Where are we with PHMPs?



What's The
Problem?



How do we know
this to be true?



My Promise

I help you save lives at work



BHP



Teck **GLENCORE**



My style

UMM!!!!

Shorten it to “PHMP”

We’ll move fast

I need you



Content

The Fundamentals

Q&A

My all won't be enough



Stick around

Slides

This Recoding

Free bonus?

PHMP Clarity?

What's the role of the PHMP?

Imagine If

This was your PHMP Library

IMPRESS
SOLUTIONS
saving lives at work™



Does this sound familiar?

- PHMPs are 30 pages or more
- No one reads them
- If something went wrong, it's likely there would be a compliance exposure

**Wouldn't it be
nice if**



Your PHMPs were succinct



The contents was value add



People read and understood
them

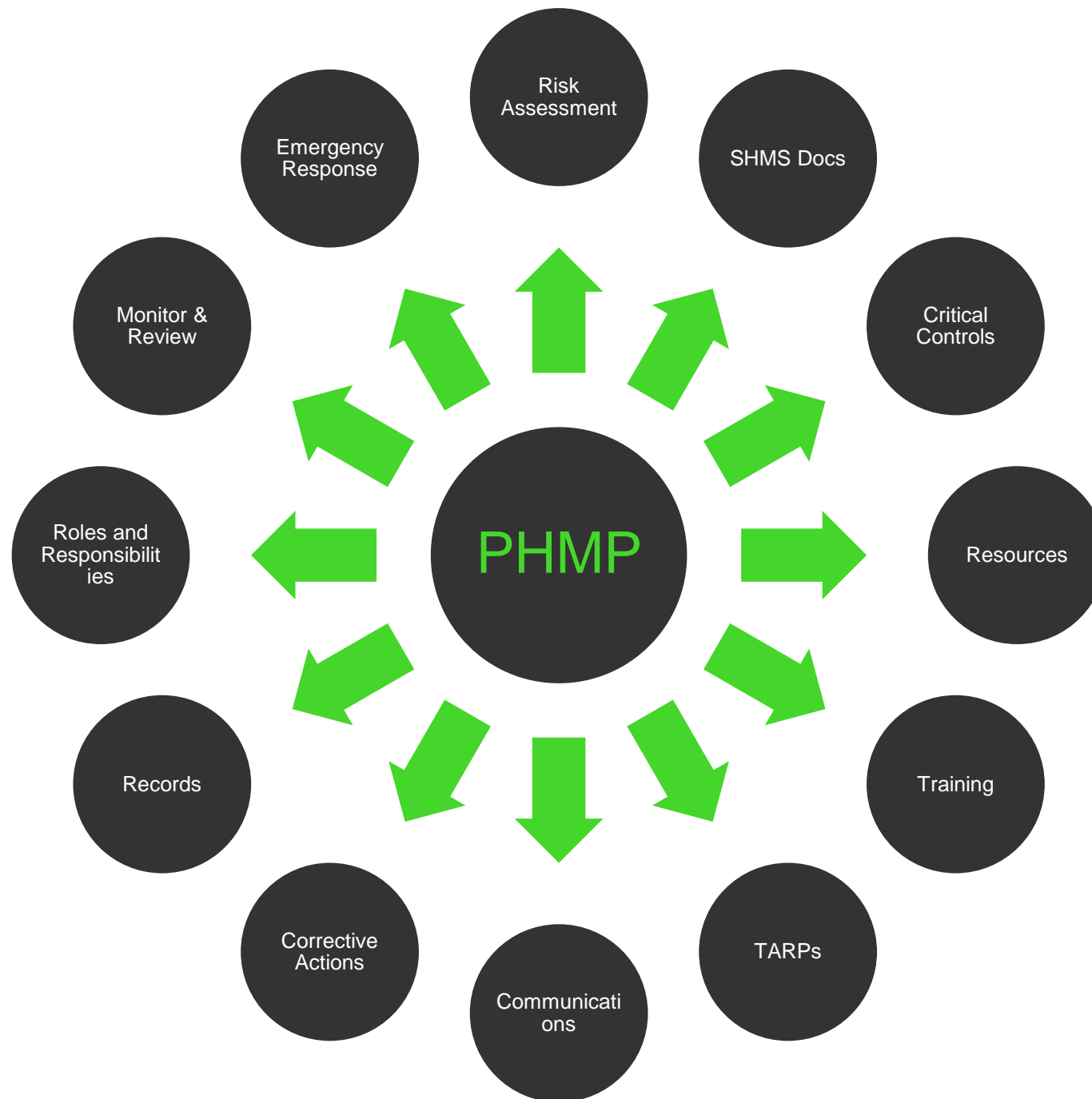
**Does the PHMP describe
the what, or the How, or
both?**

PHMP purpose

- They describes the what, and links to the how.
- Why should we avoid describing 'the how' within SOPs

PHMP purpose

- They are the centre of the octopus

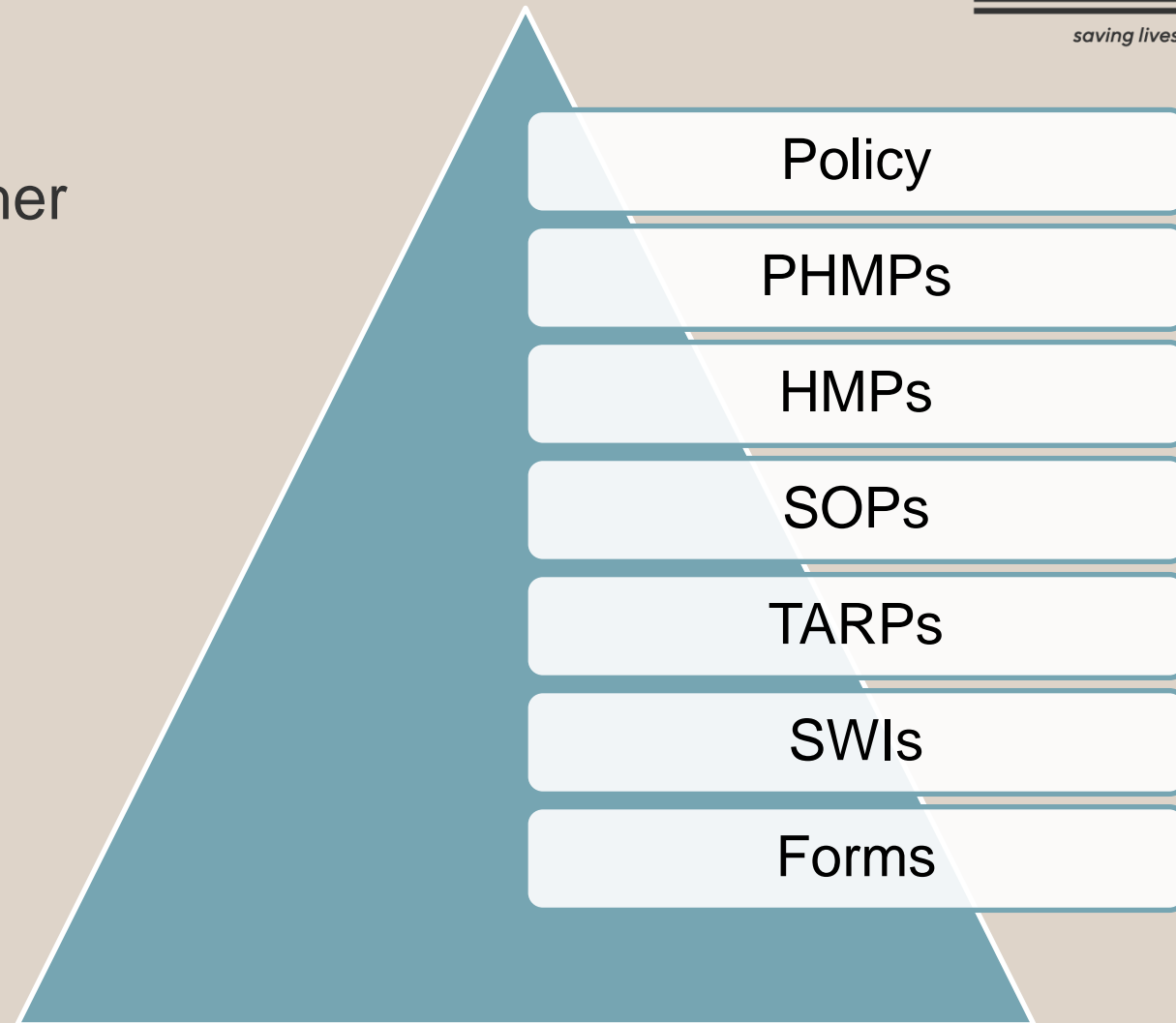


PHMP purpose

- Where do PHMPs live in the SHMS document hierarchy?

PHMP purpose

- Image does not include other document types
 - (e.g. standards, guidelines, Procedures, etc)



Self Assessment

- Provide a rating of 1 to 10 on whether your organisations PHMPs describe the What and not the how and are the center of the Octopus



Key Learning:

PHMPs describe the what and not the how
PHMPs are the centre of the Octopus

Before or After or Never?

What's the role of Risk Assessment in PHMP development

Question

- What is the PHMPs relationship to the Risk Management Process?

Does this sound familiar?

- PHMPs do not reference any risk assessments
- PHMP content is different to Risk assessment content
 - e.g. conflicts, content missing
- PHMP and Risk Assessment reviews are out of sync

**Wouldn't it be
nice if**



PHMPs were based on Risk
Assessment



PHMP and Risk Assessment
content were congruent



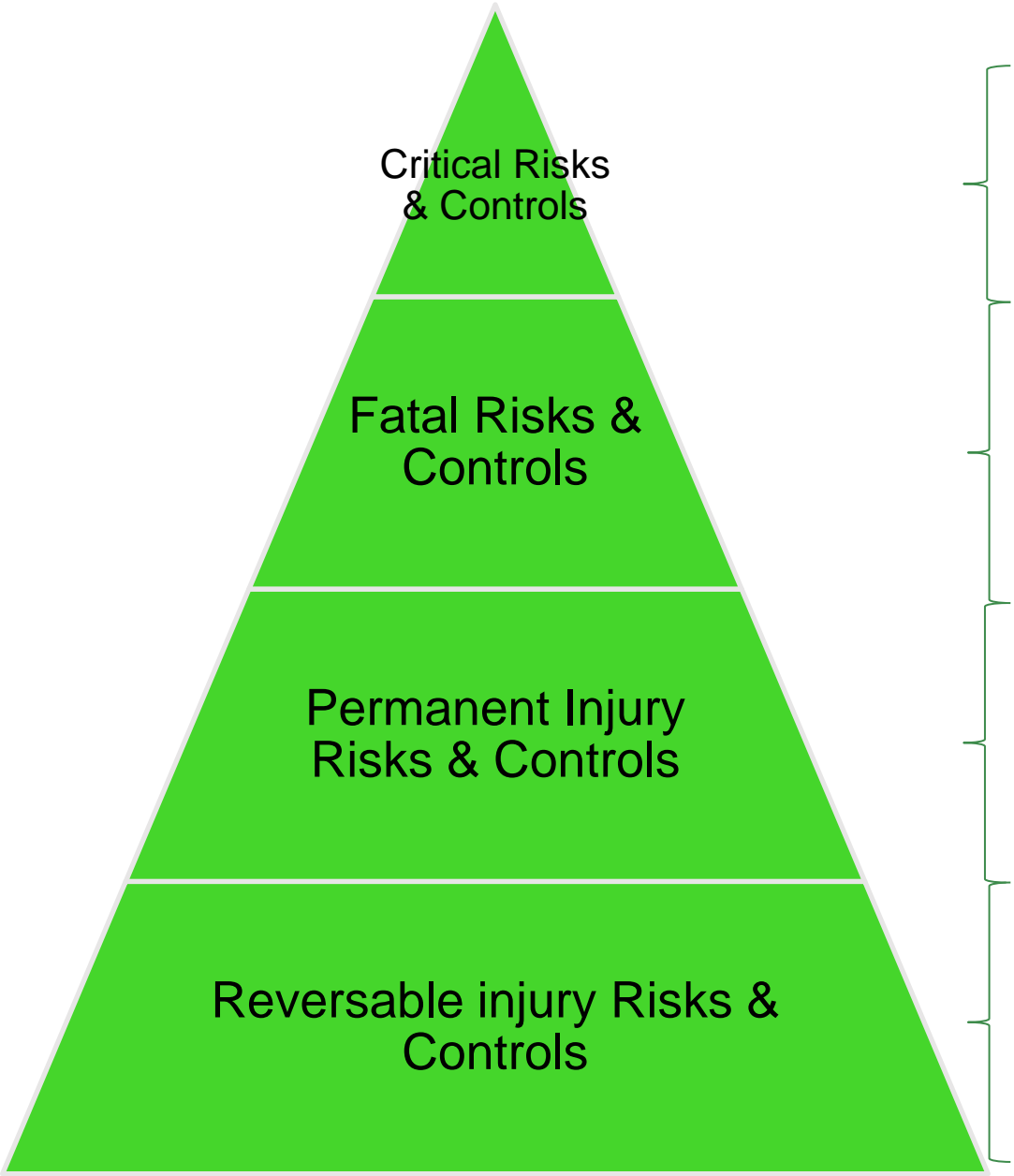
PHMPs and RA were reviewed
together

PHMP sequencing

- The PHMP describes what the risk is and how we manage it.
- Therefore
 - It must be based on a Risk Assessment.
 - The Risk Assessment must be completed prior to or at time of PHMP completion

Question

- What is the optimal Risk Assessment type to support a PHMP?



Risk Document	Procedural Document	Relationship
Broad Brush Risk Assessment	Risk Management Procedure Principal Hazard Overview Plan	All Material Risks: Many SHMS Documents
Bowtie Analysis (or similar)	Principal Hazard Management Plan	1 Risk : 1 SHMS document
WRAC or Bowtie Analysis	Hazard Management Plan	1 Risk : 1 SHMS Document
WRAC	Procedure	1 Risk : Many SHMS Documents
JSA	Work Instruction	Many Risks : 1 SHMS Document

Example content structure

- A note on Hazard Descriptions

CONTENTS

1	PURPOSE AND OBJECTIVES.....	1
2	SCOPE	1
3	legislative Requirements.....	1
4	DEFINITIONS	1
5	Hazard Description.....	1
6	PRINCIPAL HAZARDS AND RISK MANAGEMENT.....	3
6.1	Hazard Inventory	3
6.2	Principle Hazards Identification.....	3
6.3	Principle Hazard Assessment.....	3
6.4	Risk Assessment.....	3
7	Control Management.....	4
7.1	Critical Control Management System	4
7.2	Control Management System	4
7.3	Safety, Health, Environment Management System (SHEMS)	5
7.4	TRIGGER ACTION RESPONSE PLANS.....	6
8	Requirements.....	6
8.1	XXX	6
9	Resources.....	6
10	Communications	6
11	Training & Competencies	6
12	Corrective Actions Register.....	7
13	Records	7
14	REVIEW CRITERIA.....	7
15	Roles and Responsibilities	7
16	REFERENCES.....	1
16.1	Internal References.....	1
16.2	External References	1
	APPENDIX 1 Internal audit sheet - XXXX Hazard	2

Bowtie and PHMP



Bowtie Analysis Element	PHMP Element
Unwanted Event	Title
Scope; Geographic, Process, Time Horizon, Stakeholder, Hazard Magnitude, Uncertainties, internal / external requirements, legislative requirements, etc	Scope, Hazard Description
Causes	Hazard Description
Consequences (Primary and Secondary)	Hazard Description, SHMS Reference Documents, Emergency Response, Resources
Controls	Requirements, SHMS Reference Documents, TARPs, Training and Competencies, Monitor & Review, Resources, Roles and Responsibilities, Communications, Records
Critical Controls	Critical Control Management, Critical Control Performance Standards,
Critical Control Failure Modes and prevention strategies	Critical Control Performance Standards
Action Plan	Corrective Actions, Monitor and Review
Bowtie Document	Risk Assessment, References, Records

Self Assessment

- Provide a rating of 1 to 10 on whether your Risk Assessments feed your PHMPs, they are on the same review cycle of the PHMPs, and their content is congruent with the underpinning risk assessment?



Key Learning:

**PHMPs are fed by RAs,
Their content must be congruent with RA**

Right sized PHMP?

How do I do it?

How do we do it

Based on what we've discussed, what could you do to produce a 'right sized' PHMP?

How to do it

- Review structure of PHMP
- Apply the center of the octopus model
- Relocate any 'how to' information into SHMS
- Ensure the Hazard Description includes scoping elements
 - Geographic, Process, Time Horizon, Stakeholder, Hazard Magnitude, Uncertainties, internal / external requirements, legislative requirements, etc
- Place any key information that must be included in PHMP, but not of critical importance in appendices;
 - e.g. Risk Assessment / Bowtie Tables, maps, charts, reports

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Question

- Who is the most likely reader of a right sized PHMP?

Self Assessment

- Provide a rating of 1 to 10 on where your organisation is at with a right sized PHMP?

Key Learning:

**PHMPs can be 'right sized' by
applying contents structure, Risk
Assessment congruence, Centre of
Octopus strategies**

What has been your
biggest “ah-hah”
moment?





Key Learning:

PHMPs describe the what and not the how
PHMPs are the centre of the Octopus

Key Learning:

**PHMPs are fed by RAs,
Their content must be congruent with RA**

Key Learning:

**PHMPs can be 'right sized' by
applying contents structure, Risk
Assessment congruence, Centre of
Octopus strategies**

The obvious question

How do I do it?



Slow or Fast

Trial and Error Vs system

**Help is here – If you don't know how
big the gap is**

Free PHMP Review

It's not for everyone



Save lives at work

Send me your
'worst' PHMP
(1 min)



I complete a
review



15-minute call
with Christian



You have a
PHMP action
plan for 2025

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1 PURPOSE AND OBJECTIVES.....	1
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Add Action Plan: to support Performance standard development or review		
Improvement Action	Who	When
Fatigue Management Procedures Review existing with revised Personal Fatigue and journey management plan processes such as: <ul style="list-style-type: none">Temporary journey management plan process including: training for insurance completion, requirement for travel contact person, copy of form to go to contact person, Control room to be informed or and monitor travel through to completion and follow up if stuck in these areas not have that.Review Personal fatigue management process to define temporary Personal Fatigue & Travel Management Plan process including Control Room Operator monitoring process.Where it is identified that a road crew member has not completed a Personal Fatigue & Travel Management Plan that that has manager to arrange for completion and submission to PMT department that will.		
Personal Fatigue & Travel Management Plan updates <ul style="list-style-type: none">Define how to in advance of travel temporary management plans need to be submitted and signed off (in p. 48 insert)Define holds for temporary travelDefine holds for contact person for temporary travelProvide guidance that for temporary travel a signed copy of the form is to be provided to contact person, control room and PMT (form 0101-000001)		
Outstanding Processes <ul style="list-style-type: none">Review onboarding process to ensure that distribution and return of Personal Fatigue & Travel Management Plan is complete prior to use and allowing initiation.Determine how these returned forms will be sent back to site, reviewed and provided to the training department for Progress update.		
Observability - to deliver how many Road travel personal meeting 2024/25 target requirement		
Training Request Form Update the Training request form to ensure that for any training request which requires greater than 200kms or 2 hours by road a completed and approved journey management form is provided to enable Training request approval.....		
Contractor Management Process		

Benefits



You know exactly where you are and what to do in 30 minutes, not 5 years.



Don't pay \$100K to Consultants for a review



Use our 25 years of CRM skills and experience to improve your process.



Identify low hanging fruit that can make meaningful change.

Limited to 5 people



Services we provide



Critical Control Management

- Done by you (we set you up for success)
 - CRM training for CRM Specialists, Risk Owners, Front Line Supervisors
 - Critical Risk Management Audits
- Done with you (You do it with our help)
 - Critical Risk Management Advisory Services
 - We draft the documents, you take them through to completion
- Done for you (we take care of it for you)
 - Critical Risk Management Consultancy / Contractor

General H&S Services

- Consultants, Labour Hire, Safety & Health Management Systems, Audits, Safety Training, Learning Teams, Leadership in Safety,

Questions?

If you got value from the session, leaving me a Google Review would really help me



<https://g.page/r/CY8L9zTkVnDREBM/review>

Resources

- Slides + Recording
- Once recording is edited, we will send through materials
- PHMP template



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Thank you