HSE BUSINESS PLAN 2024

شركة تنمية نفط عُمان
Petroleum Development Oman

	Safety Refresh Desired State	2022 Achievements	2023 Achievements (FROM)	2024 Actions (TO)	Measures
HAZARDS & RISK MANAGEMENT — Champion UPD / OND	Drive a consistent Hazards & Risks Management framework that entails the methodology & tools, in compliance with ISO 31000.	• Conducted a comprehensive analysis of HSE risk registers obtained from multiple sources, to review the enhancements needed for the overall risk management practices • Successfully launched Risk Assessment Awareness online course. • Implemented a structured MOC framework that facilitated the roll out of new LSR, ensuring compliance across all levels of the organization and maintaining up-to-date documentation, training, etc.	• Continue review existing hazards and risks management tools & techniques to build a structured framework that caters for the whole organization. • Kick off TOR development for HSE Risk Management, due to prioritizing resources towards Contractor HSE performance audits. • Completed roll out of LSRs and launched online training course and declaration website. • Enhanced Tool-Box-Talk & Reflective Learning training material to reflect new learning from audits and incidents. • Continued delivery of FLS training with focus on high-risk contractors at site. • Developed & Deployed Mustaed for Well Engineering • Conducted go to basics and HSE ambassador's campaign covering different PDO locations and contractors.	• Deliver FLS I in accordance with Directorate Implementation and increase number of FLS facilitators by 20%. • Roll out enhanced Tool-box-Talk & Reflective Learning Training across all Directorates and locations. • Deploy phase2 identified HSE and critical recourses • Completion of Phase1/Phase2 integrated themes strategic A3 actions (HSE Competency, PTW, Worksite Hazards Management). • Deployment of Mustaed in other directorate portfolios. • Continue review existing hazards and risks management tools & techniques to build a structured framework that caters for the whole organization.	• 90% roll out of enhanced TBT and reflective learning across all directorates/contractors. • 90% completion of Phase1/Phase2 integrated themes strategic A3 actions (HSE Competency, PTW, Worksite Hazards Management). • 100% deployment of phase2 HSE and critical recourses Complete a Pilot of Mustaed in Project Delivery
PROCESS SAFETY — Champion TD / UOD	Management of AIPSM activities and processes to ensure safety and integrity of our facilities to achieve Goal Zero	• Implementation & compliance to PSF. • Improved LFI: continued effective implementation. • Introducing AIPSM observable behaviors into PC success factors and revising our leadership training program to address the AIPSM leadership competency gaps. Focus on Process Safety Leading Indicators: e.g. challenges to the process safety systems and unsafe practices, as well as embedment of leading indicators in LoA's across the organization. • Applying an effective inspection and maintenance strategy. • Implementing action plans on thematic integrity findings from Tank Farm.	• Implementation & compliance to process safety fundamentals • Improved process safety learning from incidents Letter of assurance sign off for each asset and LOA gaps closed per plan • Leadership behavior commitments for 2023 in PPC • Shift the focus on the leading indicators Tier 3 and Tier 4	**Petroleum:** Kickoff L2 Audit Integration Model kickoff L2 Audit Integration Model and conduct 1st Integrated Audit with the other streams by Sept24. **Wells:** Mapping WPS L4 incidents through out WPSF's and apply countermeasures.Rollout LoA in Visual Management Tool (VMT).Integrated Asset LoA Review with TD & sign off by end of Q1/24 kickoff L2 Audit Integration Model and conduct 1st Integrated Audit with the other streams by Sept24 **Engineering:** EPSFs Compliance Assurance Audit by CFDHs AIPS LFIs Hardwiring to relevant Standards Integrated Asset LoA Review with TD & sign off by end of Q1/24kickoff L2 Audit Integration Model and conduct 1st Integrated Audit with the other streams by Sept24. **Operations:** Review More elements of Tier3/Tier4 to be monitored Implement PCD Integrity Plan Sustain and maintain the cumulative risk visualization Tool Integrated Asset LoA Review with TD & sign off by end of Q1/24 kickoff L2 Audit Integration Model and conduct 1st Integrated Audit with the other streams by Sept24	• No. of Tier-1 process safety incidents (on plot = 0, off plot=1) • No. of Tier-2 process safety incidents & L2 Wells = 9 • PCD Cybersecurity Enhancement - Deliver PCD Network Micro segmentations = 25
Safety Refresh Enablers — Champion FD / UED	**Data & Technology**	• Streamline systems and applications while capitalizing on digitalization and Artificial Intelligence	• Integrate the process of LFI into PIM enhancement. • Systemic business learnings automated through centralized PDO system. • Accessible database to house standardized risk register. • Digitalization of the end to end FLS process. • Digitalization of Contractor HSE Management end to end process.	• Develop the scope and design with Sphera cloud on 6 modules to be deployed in 2024 as part of phase • Drive L2 Integrated Assurance plan • Complete 2nd round of HSE Performance Audits & Gap Closure Verification • Deliver 2024 Leadership Engagement Plan with enhancements and L2/L3 Trainings	•Implementation of the Sphera Cloud Data Management System Transition •Deliver 40% of phase 1 of the Sphera Cloud module deployment plan
	Assurance	• Provide fit-for-purpose assurance processes to ensure adequate and effective controls	• Implementation and Conducting of enhanced L3 assurance process across organization		
	Fair Event Handling	• Develop an approach to how the organization responds to failure, integrated with learner mindset, psychological safety, human performance and consequence management.	• Gathered literatures to develop a fair event handling framework for PDO and a draft guideline was developed	• Drafted the FEH guide to be reviewed in line with the Contract Management Framework and SP1418 • Rollout FEH guide to the organization • Comprehensive review of the Consequence Management application process for both PDO and Contractors	•Delivery of L2 integrated audit 90% L3 assurance plan and action close out . •FEH guide rolled out in three directorates. •Consequence management process reviewed and updated in line with FEH

Color	Definition
Green	Completed
Blue	Enhanced
Orange	Sustaining
Purple	New Action
Red	Parked