

The title of the magazine is “ **Monthly Magazine of Modern Job Safety**” The cost of the magazine is **RMB 10.00 that is about \$1.25.**

The English version of the article “ Traditional Models” is as follows:

The traditional model of the job safety evaluation system in China is to point fingers and to penalize the individual if there is a violation of the safety rules. The results would create the “hostility” between the auditors and the workers. Also, during the job safety inspection, the management in the plant would sometimes force the contractors to take vacation in order to make the safety audition run smoothly.

In contrast, BP does not penalize the individual if there is a safety violation. BP’s policy is to educate the people regarding the consequences of the unsafe behaviors. HSE would follow up with the correction plans and advise the employee to follow up with the safe procedures.

The author questioned how BP would handle the individual had repeated safety violations. The HSE specialist said that BP might fire the person if it was really happened. But that would be a very unusual case.

If there were an accident, the management team of the Chinese plant would ask the same safety questions as BP. The questions are “why it happened?” and “what could we do to prevent it happened again?”

The key issues of “what could we do to prevent the accidents” are:

1. Did you take a short cut without following the right procedures?
2. Were you over confident when you were working?
3. Did you know the proper procedures for doing your job?
4. Were you in chaos or in panic when you were working?
5. Did you have the track record to ignore or pay little attention to the right HSE procedures?
6. Were you well prepared for doing your job?

If you would not learn from your mistake and you had one of the above behaviors, no matter where you would work, you might hurt yourself again.

In China, when we handled the accidents, we would point fingers and penalize the person and also the organization caused the incidents. This approach is based on the Chinese traditional philosophy that is “To kill a chicken in order to scare a monkey” or “ You cannot educate the ordinary people”.

In BP, safety is considered as an attitude, a frame of mind. It is the awareness of one’s actions and how they relate to different surroundings and situation, all day, every day. Safety is a culture that every one participates. In China, if there are accidents, the managers and supervisors tend to blame on the individual without looking for the

problem in the system and organizations. This will result in the workers not to report the unsafe behaviors. I know (the author) that these type of behaviors happen all the time

If we would like to have loyalty and good employee, Sinopec needs to learn to respect their employees. I believe that Sinopec has good people here that they are conscientious and can be educated.

Follow the procedures, this is very important for the HSE success.

In BP, everyone, includes from the president of the business sector to the plant operator, follows the working procedures. If there are procedures changed, the Management of Change (MOC) requires to be written and also to be filed. That is the right way to keep the integrity of the HSE system in BP.

Chinese industrial plant also has its working safety procedures. But in China, in general the leader is above the law. The plant manager word is beyond the procedures. Therefore, the safety procedures can be changed quickly that generally depends on who is in-charge. This situation creates the serious problem for the plant workers to follow the safety procedures. Some leaders also likes to use poster and newsletter to update their safety record. But this is just a surface work for the benefit of the plant leader's credit without the benefit of the actual HSE work.

HSE is not something you can take or leave alone. It is not posters, slogans or rules, nor is it moves, meetings or inspections. Hopefully, we (Chinese), could break up the traditional models and catch on the world class (BP) HSE standard.

Translated by Mike Wu