



Santos
We have the energy.

IVMS Demerit Points System

Managing Driving Behaviours & Performance

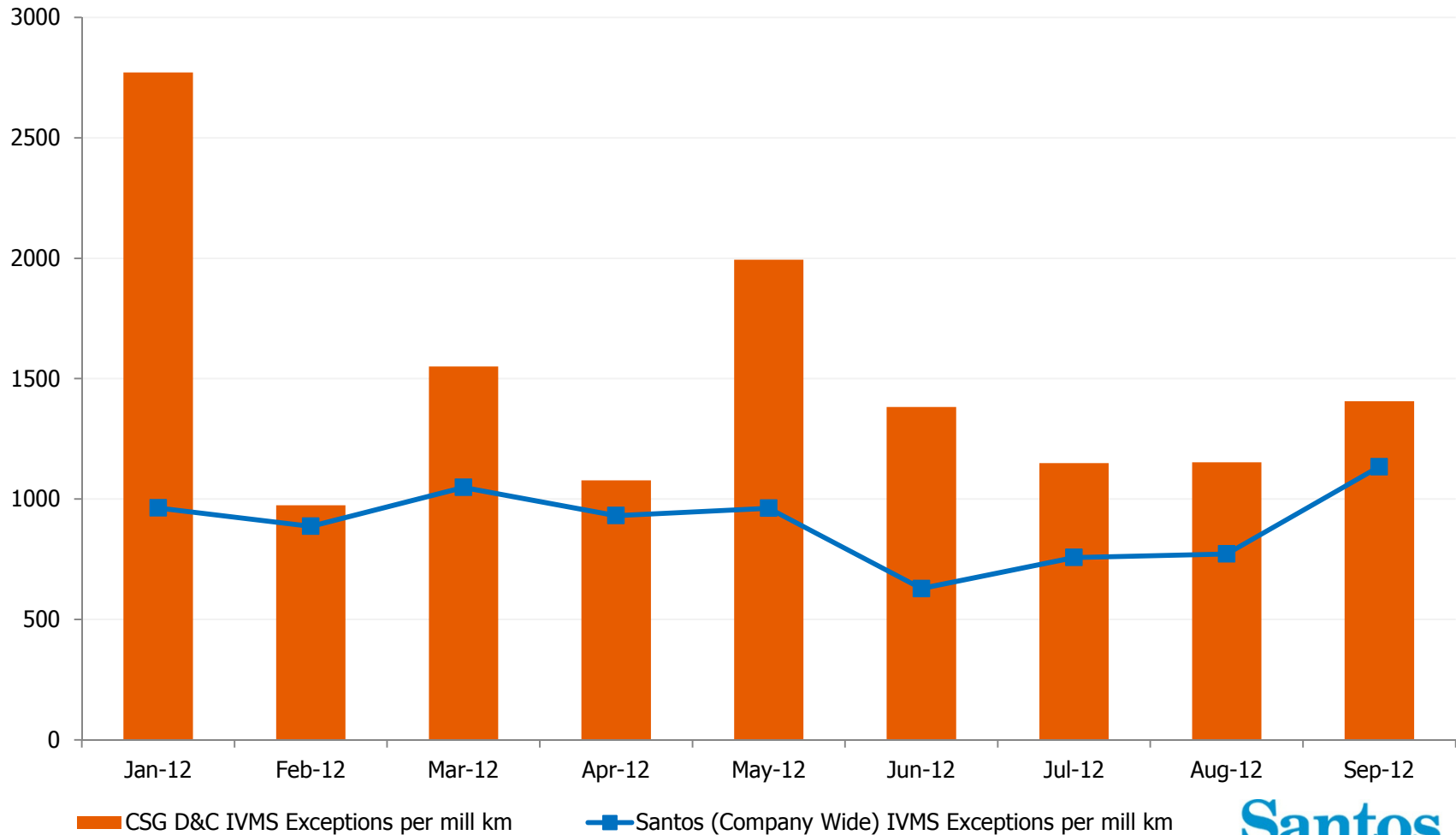
Jason Sullivan – Health & Safety Team Leader, Santos CSG D&C

Outline

- Why?
 - The problem
- How?
 - Using human factors to manage driving behaviours
- What?
 - Improvement in overall driving performance

The Problem

- Previous IVMS performance:



Power Law Distribution – 20/80 Rule

Total # Exceptions per Driver



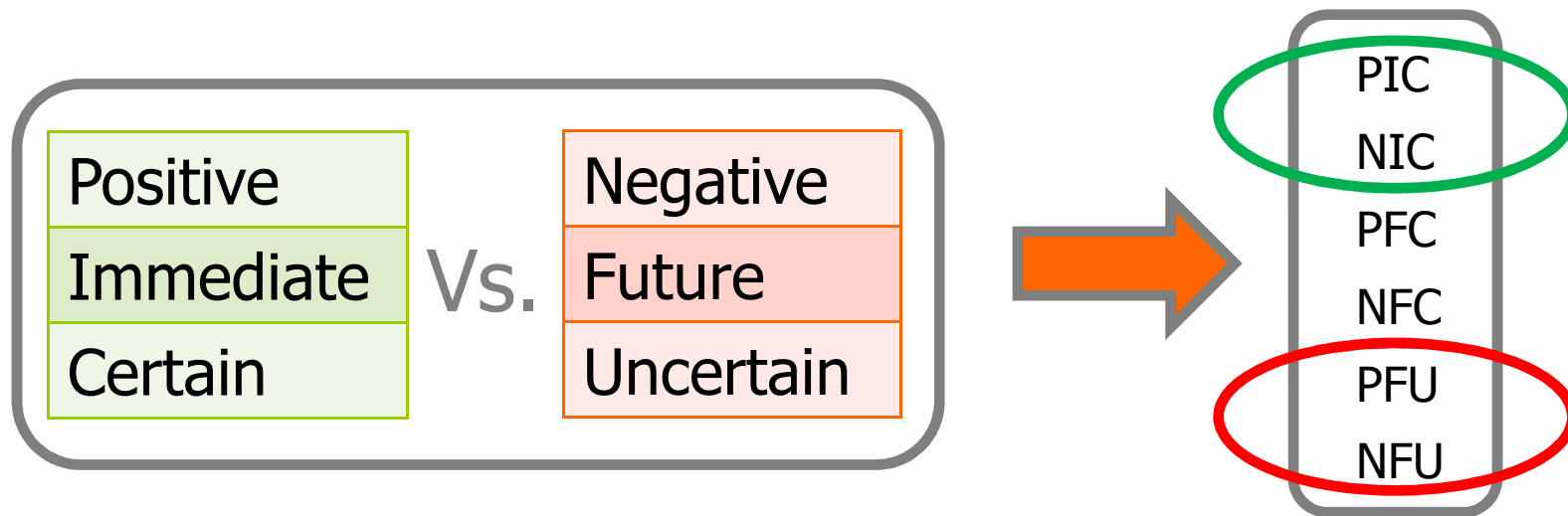
Demerit Points System

IVMS Exception	Demerit Points
Speed > 20 kph	5 points
Speed > 15 kph	3 points
Seatbelt exception	5 points
All other exceptions	1 point

- All points from exceptions are accumulated for each driver over a 6 month period
- Demerit points lapse on 6 month anniversary
- Maximum 20 points allocated within 6 month period
- A formal warning and reminder issued when ≥ 15 points
- Formal written and final warning at ≥ 20 points
- **Termination if exceed 25 points**

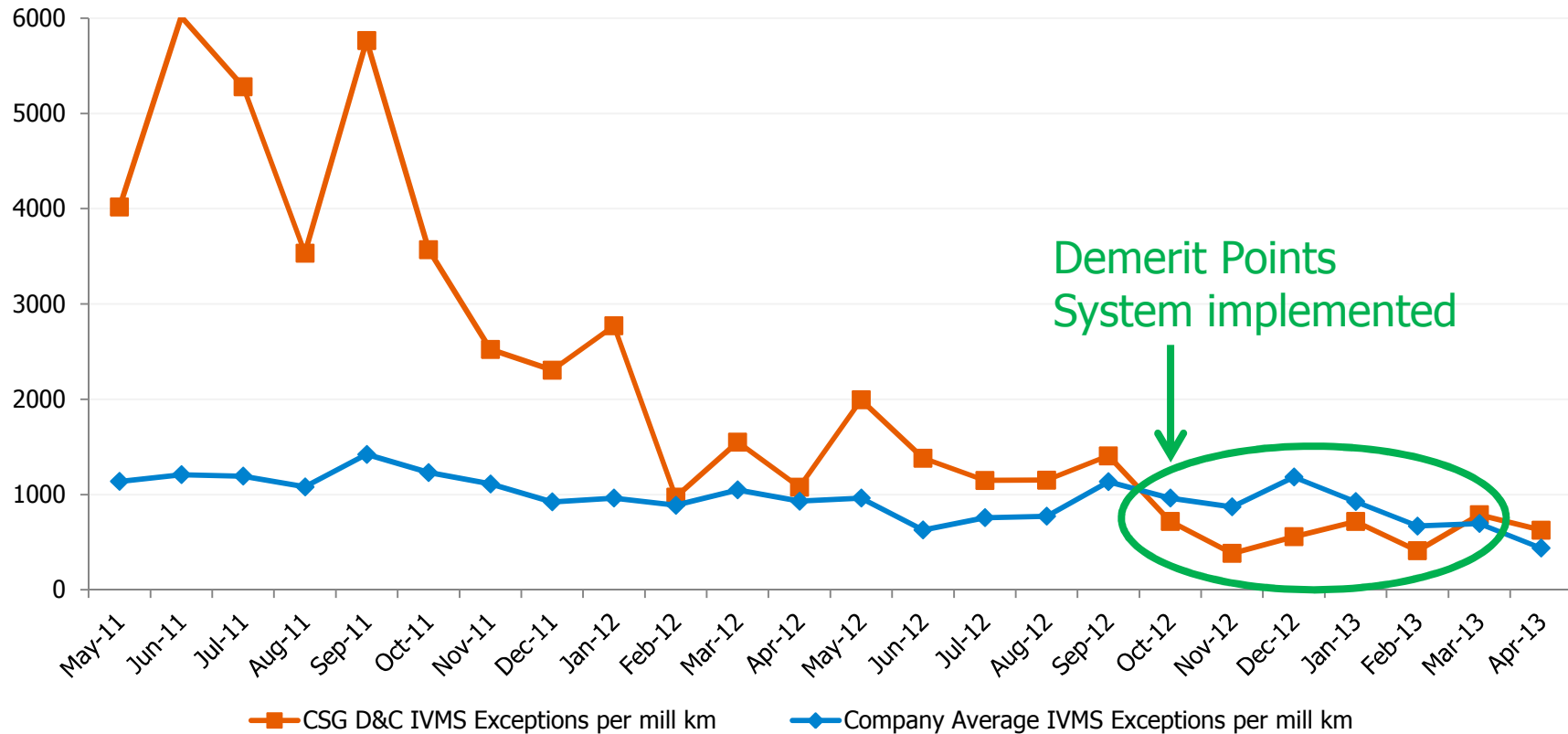
Behaviour Management

- Types of Consequences:



- Example - The fun theory: www.thefuntheory.com

The Result



- Recognised by Corporate with Santos 2012 EHS Directors Award
- Program being adopted by both the GLNG project and Corporate

Questions



- Video - A day of safety on the Santos D&C frontline