

1. Problem Statement

4,066 days lost due to missed mobilisation dates, caused by:

- Multiple inductions;
- Unnecessary training (hundreds of people going through up to nine days each);
- Multiple journeys during recruitment process.

2. Aims

- To improve the efficiency of the offshore and site recruitment process.

3. Method

- Mapping of the recruitment process & issues identified;
- Root causes of 200 issues and solutions developed;
- Single, new recruitment process created;
- Supporting procedures created;
- Communications plan for roll out to all stakeholders (300 people).

4. Impact

New process ensured:

- Removal of multiple inductions
- Removal of multiple medicals, if rehire or currently employed
- Combining medicals with inductions and training
- Removal of travel home, while awaiting Drugs & Alcohol (D&A) test results (will be part of induction day, 2,3&4 combined)
- Removal of travel for D&A as a separate activity
- Removal of unnecessary training courses
- Removed unnecessary training (therefore travel)

The new process resulted in:

- 92.3% reduction in mobilisation days lost (219);
- Removal of unnecessary training (866 days);
- Value adding work 4306 days given back to the business.

Next steps

- Weekly KPI reporting to ensure improvements are sustained;
- Non-compliance addressed quickly.

Total time saved

4306 DAYS