

## Refinery Staffing Assessment TotalFinaElf



*Staffing assessment  
for refinery site  
leads to efficiency  
improvements with  
no detrimental  
safety effects*

Entec has undertaken a major staffing assessment on the TotalFinaElf Refinery at Immingham. The project involved the assessment of manning levels on the refinery before and after some major changes to the control room function had been completed. TotalFinaElf had committed to a major upgrade and the centralisation of control on site. Effectively this meant the integration of two separate control systems into one unit, with the associated restructuring of lines of reporting and shift arrangements.

Entec provided comprehensive facilitation and recording expertise for a full staffing assessment of the proposed change, which comprised a complete set of physical assessments and ladder assessments associated with a number of defined scenarios. Approximately 80 staff from TotalFinaElf assisted with the staffing

assessment which provided an objective evaluation of the baseline safety performance before the change. The assessment then projected a number of scenarios with the new control room and manning levels in place and tested the operational capacity to respond to emergency situations. The output from the workshops was then collated and compiled into a format that enabled the site management and HSE to track and review improvements to refinery operations.

Overall the introduction of a centralised control room will significantly enhance the efficiency of operations on the site and, as a result of implementing the recommendations from the staffing assessment, the site management can also be assured of maintaining a strong safety management record as well.

