

# Health at Harbour Energy

Dr David Leiper, Chief Medical Officer, Harbour Energy



# Remit as Harbour Energy's company Doctor

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In addition to the standard medical advisory duties, the remit as chief medical officer (CMO) was essentially two-pronged:

01

COVID-19

Help “navigate” the way through the pandemic.

02

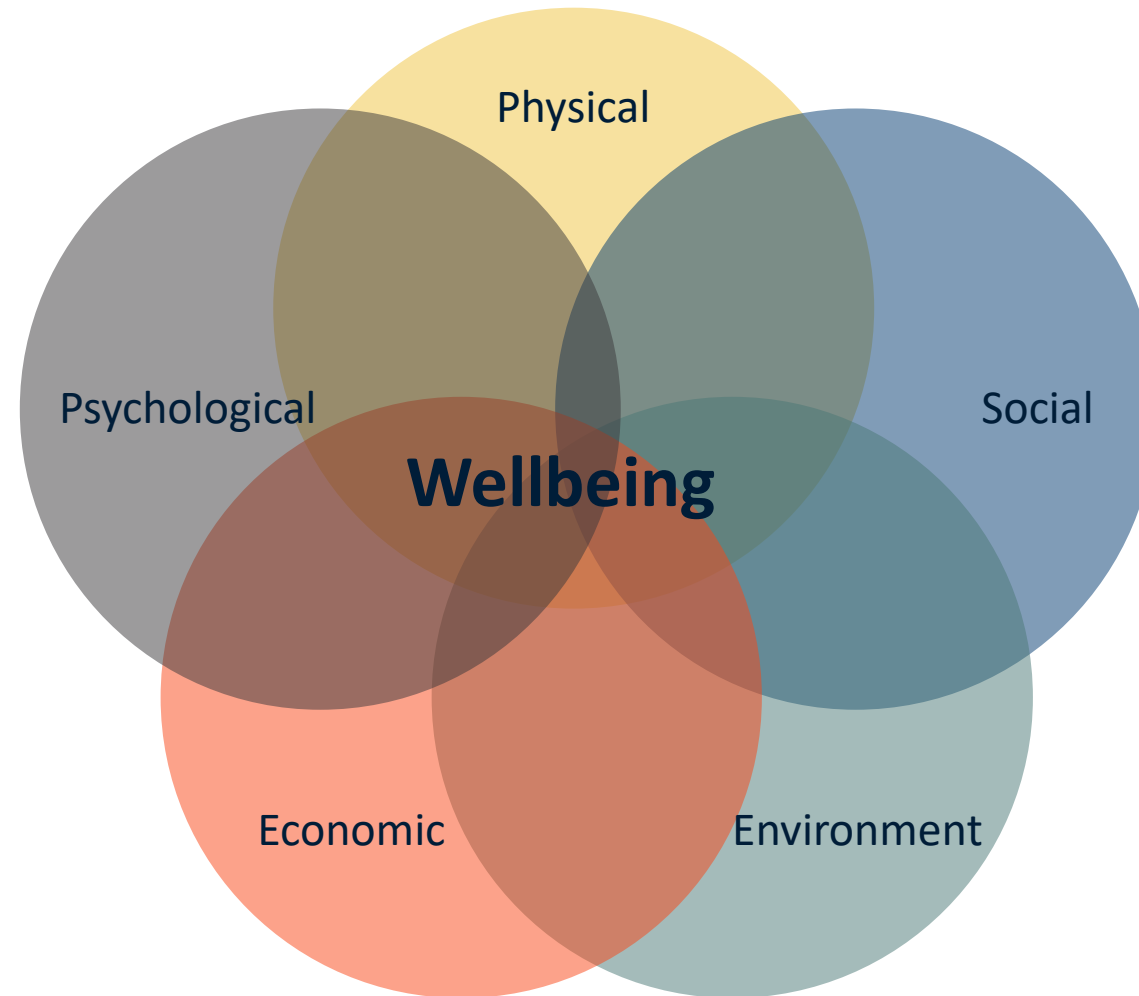
Workplace Wellbeing

Improve the health and wellbeing of the workforce

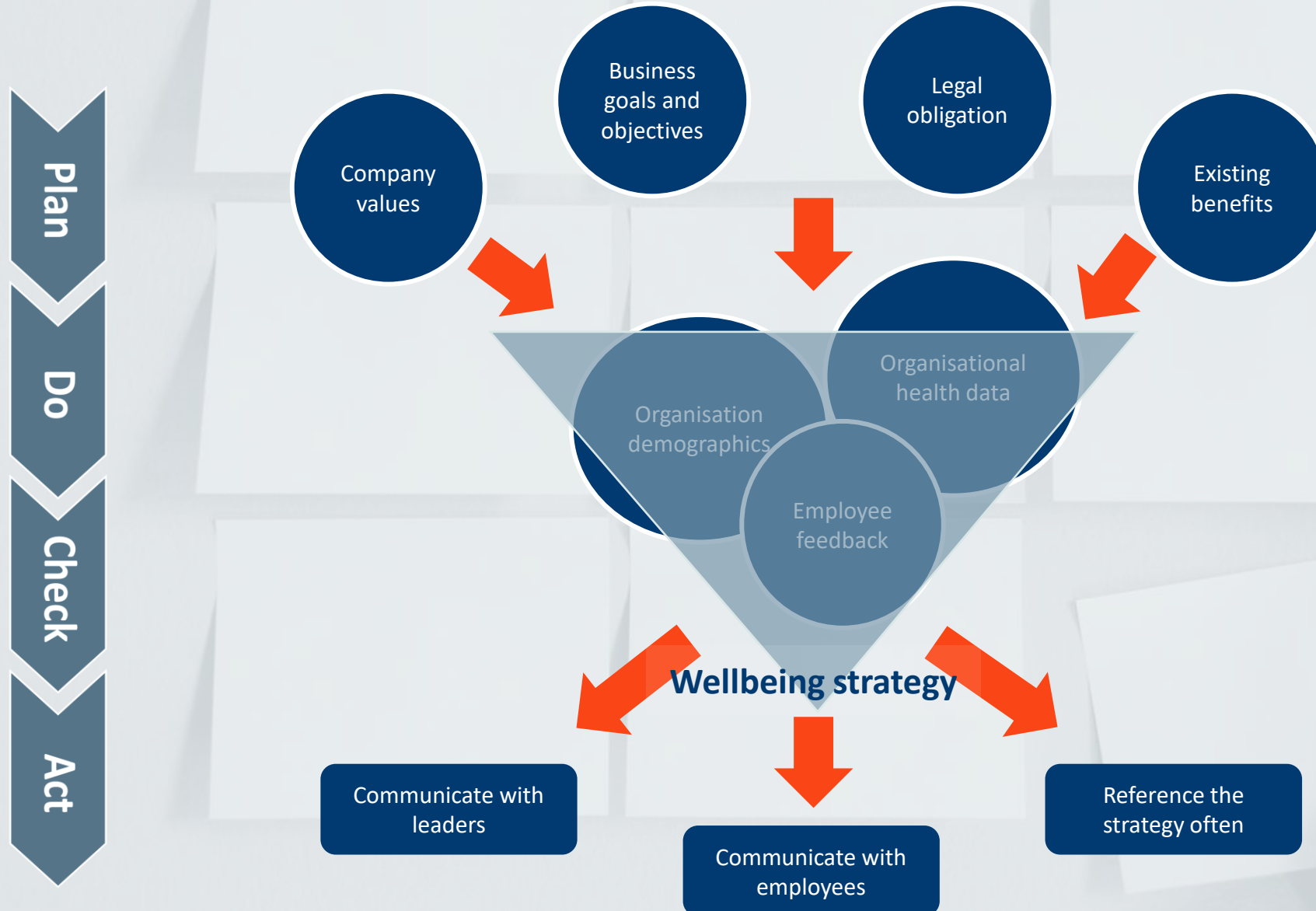


# A holistic approach

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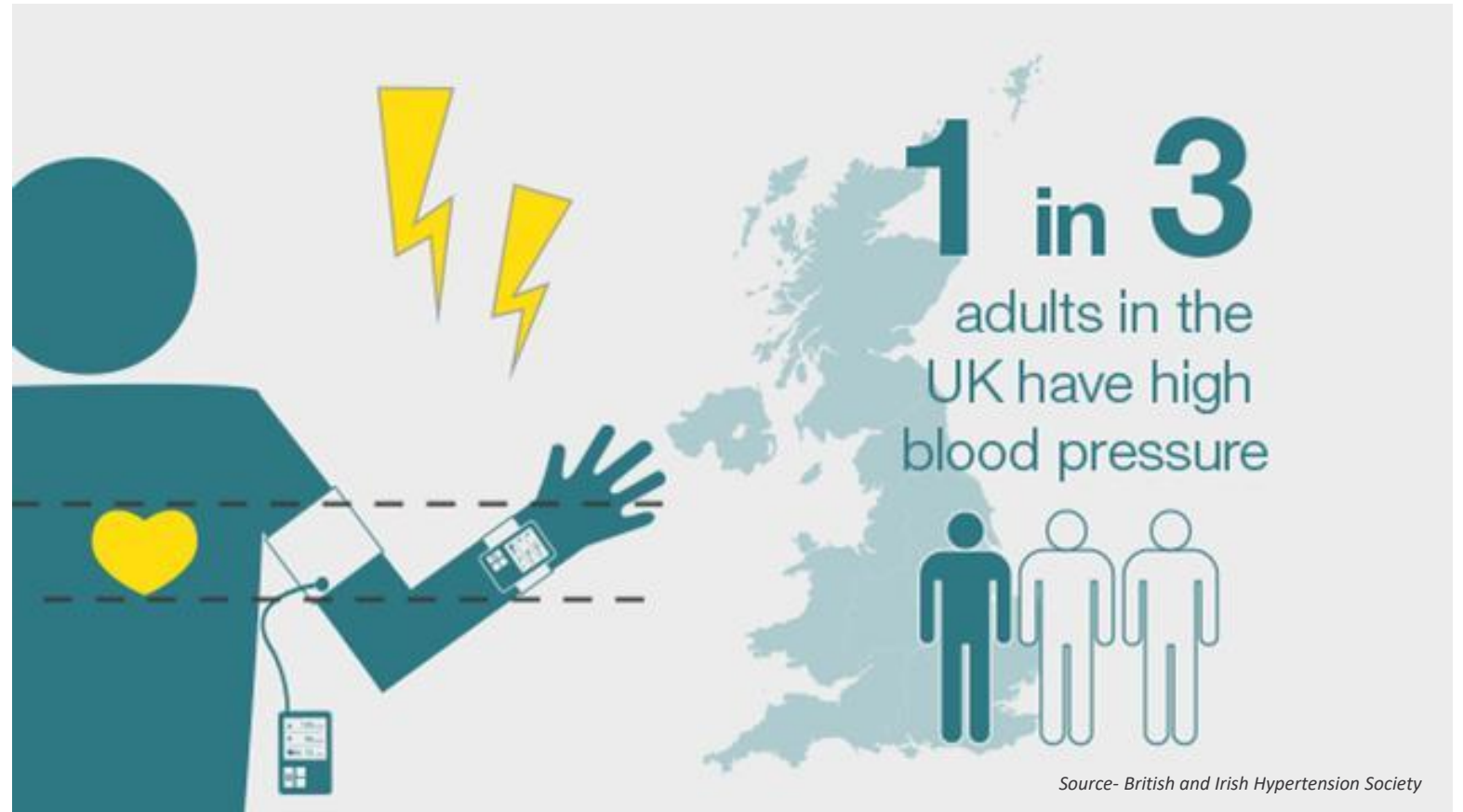
# Setting our strategy



# Hypertension (High Blood Pressure)

Persistent high blood pressure can increase your risk of serious and potentially life-threatening health conditions, such as:

- Heart disease
- Heart attacks
- Strokes
- Heart failure
- Peripheral arterial disease
- Aortic aneurysms
- Kidney disease
- Vascular dementia



# Fitness and mobility has an impact on safety offshore

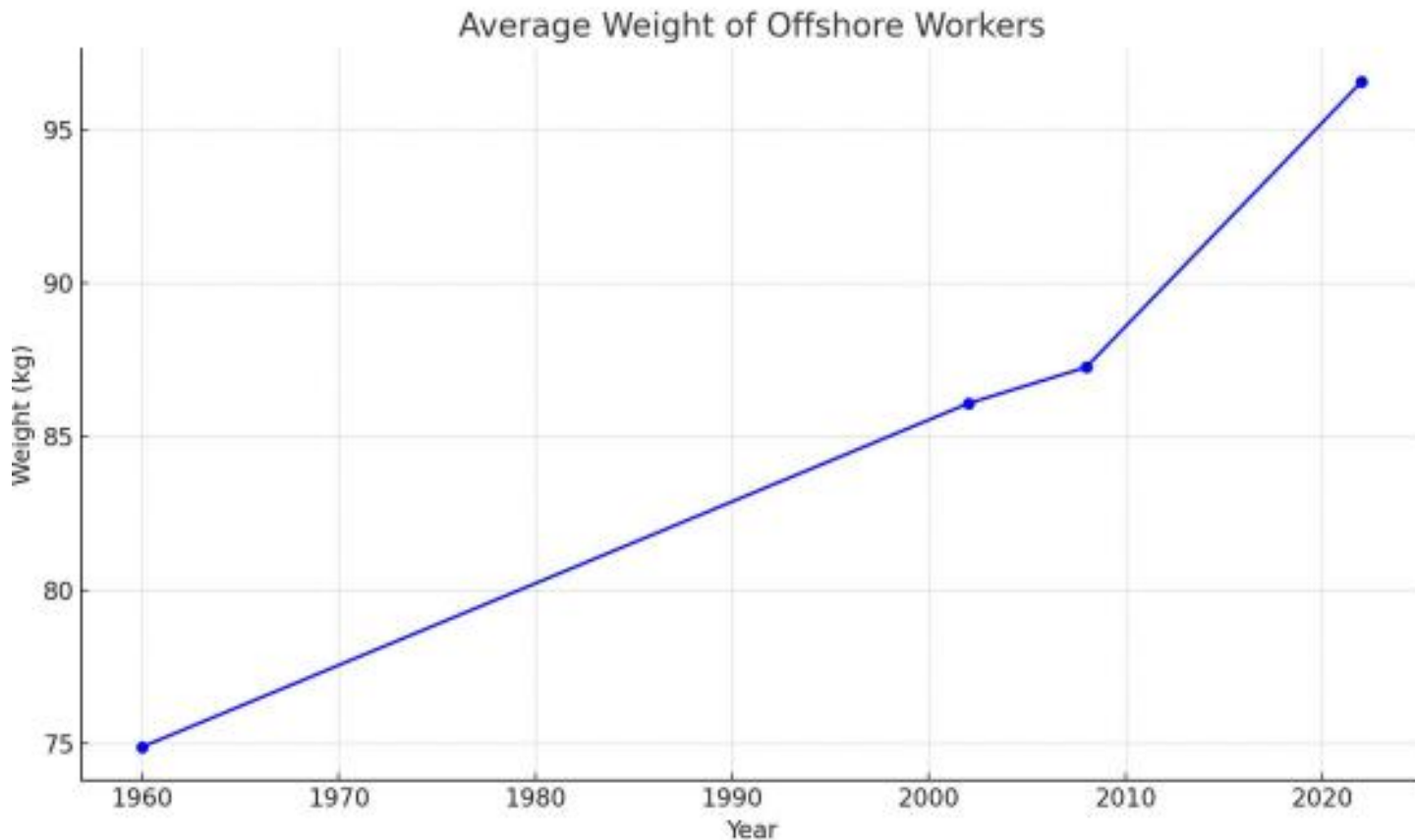


Chart 1: Average weights for offshore populations 1960 – 2022

Source: Report on the identification of hazards related to the weight, size, and shape of offshore oil and gas workers in the UK, OEUK

- The weight, size and shape of offshore workers has been identified as a concern following incidents and issues over the past few decades
- This can be an issue in several areas, including:
  - Mobilisation and helicopter travel
  - Offshore operations
  - Installation emergencies
  - Evacuation procedures
  - Physical demands of the job

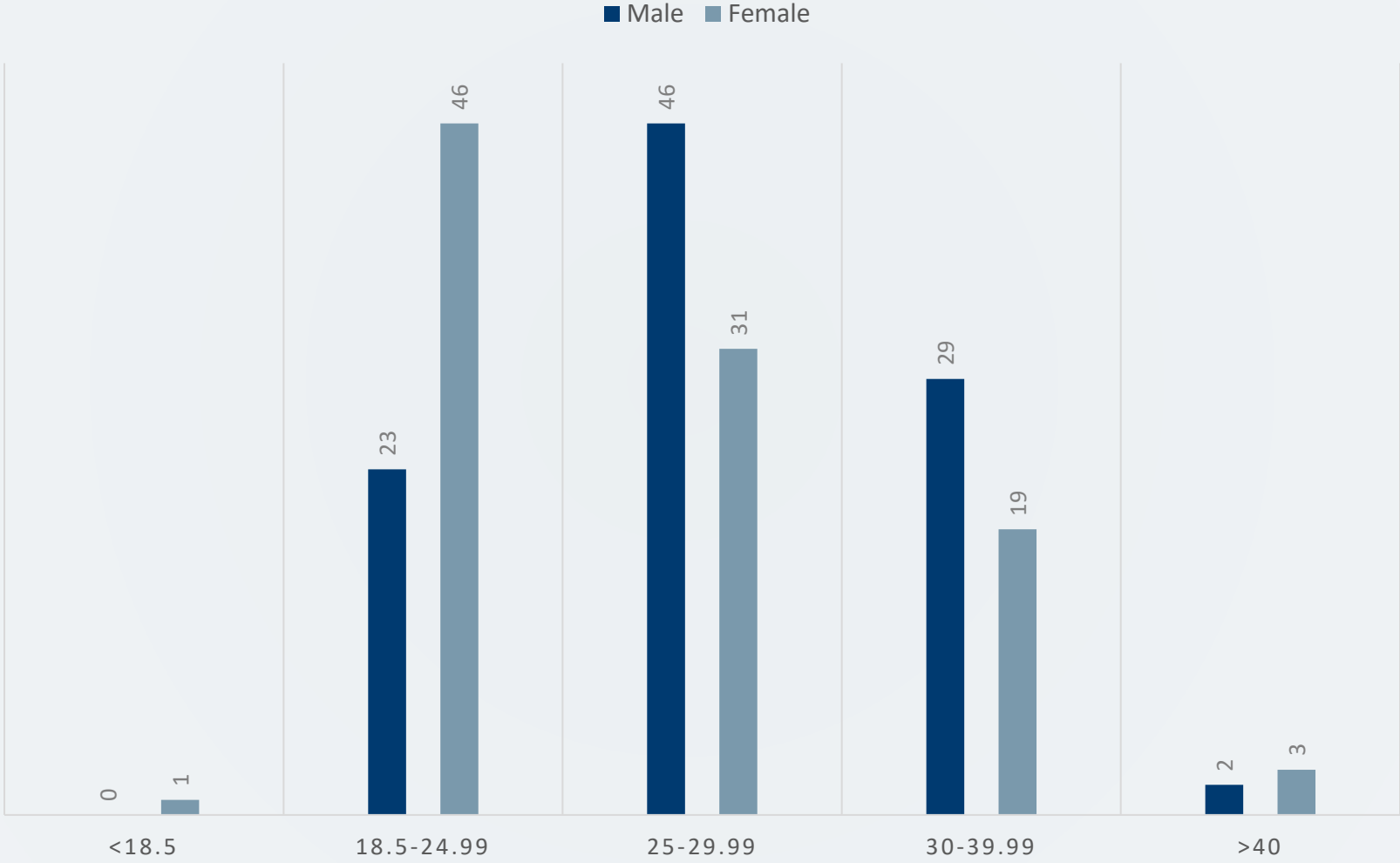
# Why is weight a problem?

## Health Risks

Greatly Increased Relative Risk (RR>>3)	Moderately Increased (RR 2-3)	Mildly Increased (RR 1-2)
Type II Diabetes	Coronary Heart Disease	Cancers
Gallbladder Disease	Hypertension	Reproductive hormone abnormalities
Dyslipidaemia	Osteoarthritis (knees and hips)	Polycystic ovarian syndrome
Metabolic Syndrome	Hyperuricaemia and gout	Impaired fertility
Breathlessness		Low back pain
Sleep apnoea		

Source- World Health Organisation

# Body Mass Index



Body Mass Index in Energy Sector- ISOS Hearts and Minds paper



# Mental Health

## United Kingdom

**1 in 4**

will experience a mental health problem at some point in our lives

**1 in 6**

people will have a mental health problem at any given time

MH sickness absence costs the UK economy

**£8.4bn** pa

MH sickness absence results in

**£15.1bn**

in reduced productivity

MH is the largest single cause of disability in the UK, representing up to

**23% of the total burden of ill health**

## Areas of focus

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Based upon sickness absence data, health metrics and employee feedback, there were three main areas of focus identified within the strategy:



### Health Promotion

Promoting an active and healthy lifestyle, both in the workplace and at home

### Health Protection

Staying well by the prevention of avoidable illnesses and injuries

### Mental Wellbeing

Creating a culture of openness where employees feel safe and supported

## A priority for our business

A review of our Business Management System highlighted several areas for improvement:



Mental health guidelines



Menopause guidelines



Stress risk assessment

# Health at Harbour Energy



## Physical health

- Over 70% of eligible employees have taken up a Personal Health Check
- Comprehensive assessment with over 90 different metrics
- Main health risk across the business is cardiovascular disease
- Major medical conditions identified in asymptomatic individuals



## Wellbeing

Full year programme based on identified health risks:

<p><b>Q1 Lifestyle: Raise Your Game</b></p> <ul style="list-style-type: none"> <li>• The Ultimate Beginner's Guide</li> <li>• Hydration</li> <li>• Get moving</li> <li>• Sleep</li> <li>• Portion Control</li> <li>• Posture</li> <li>• Mindfulness</li> </ul>	<p><b>Q2 Mental Fitness: Headstrong</b></p> <ul style="list-style-type: none"> <li>• Combat stress eating</li> <li>• How to protect your...</li> <li>• How to meditate</li> <li>• Healthy bonding (offshore)</li> <li>• How much exercise?</li> <li>• How to breathe</li> </ul>	<p><b>Q3 Healthy eating: Waist Management</b></p> <ul style="list-style-type: none"> <li>• Guide to fat loss (include alcohol)</li> <li>• Best workouts (time)</li> <li>• Cravings</li> <li>• Meal planning (offshore)</li> <li>• Exercise - how much?</li> <li>• Save 1000 kcal</li> </ul>	<p><b>Q4: Lifestyle: Fit for purpose</b></p> <ul style="list-style-type: none"> <li>• Fuelling up</li> <li>• Gym myth busters</li> <li>• Sleep</li> <li>• Alcohol</li> <li>• Morning routines</li> <li>• Building mental fitness</li> </ul>
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## Mental health

Since starting training in May 2021, we now have:

- 62** Qualified first aiders for mental health
- 96** Delivered 'Supporting Mental Health' sessions to 96 employees
- 35** Delivered 'Manager Awareness' sessions to 35 staff in leadership roles



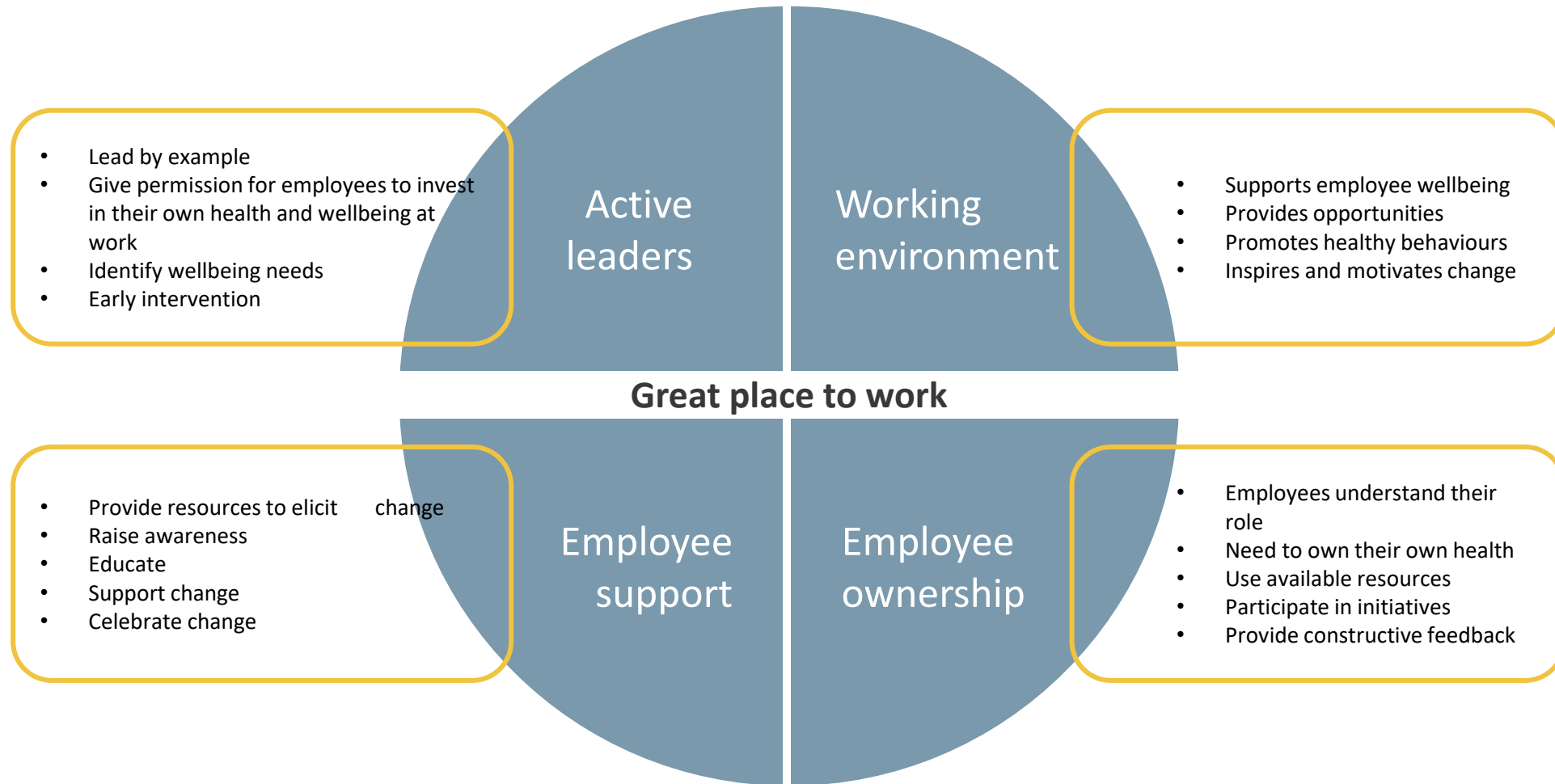
## Cognitive Diagnostic Assessments

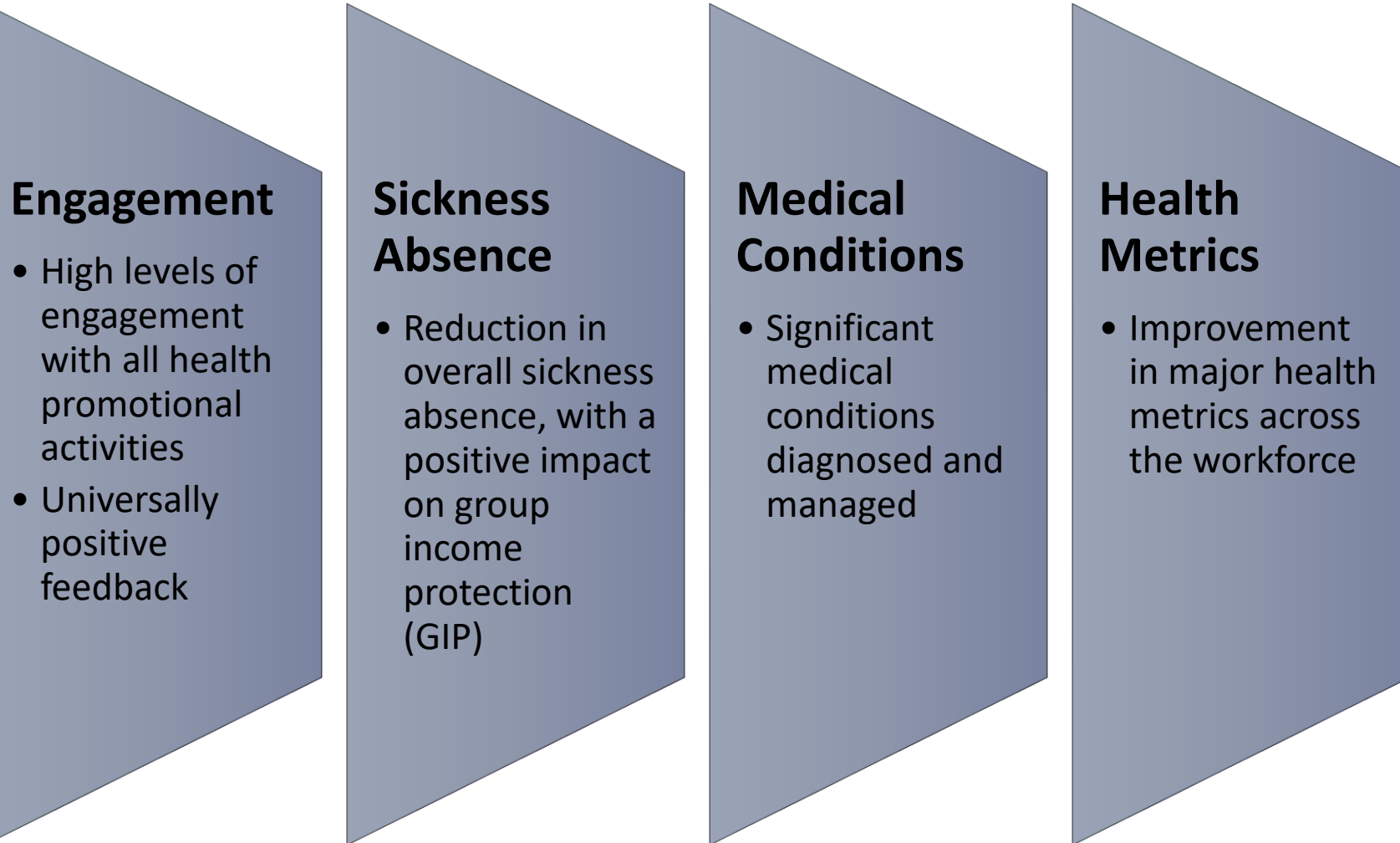
From diagnostic to workplace needs assessments, Harbour Energy offers private assessments to all staff and core contractors – to help create and support an inclusive working environment for all.

These assessments are arranged via our Occupational Health team.



# How it fits together







What next?

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**What next?**