

# BEACON

TRANSOCEAN IN THE SPOTLIGHT

item 1

VIDEO» GALLERIES» ARCHIVES»

SPRING 2009

ISSUE 1

## The New RSTC

To increase the impact our Rig Safety Training Coordinators (RSTCs) have on Health, Safety and Environmental (HSE) performance offshore, a company task force has made a number of enhancements to the RSTC position that are being rolled out worldwide right now!

Changes include a new RSTC job description designed to ensure RSTCs provide even more effective leadership in the use of our safety tools like THINK, START and Time Out for Safety. A functional report to QHSE management onshore, in addition to the rig OIM, will increase communication and support, and three specific employee grades provide structured progress from entry- to senior-level positions. What's more, a formal workshop will be offered to all current RSTCs that will fine-tune skills, increase knowledge and encourage lateral learning by networking with co-workers.

All of this is designed to provide a succession pathway that helps RSTCs achieve more within the company, and encourages new people to consider becoming RSTCs. In fact, Transocean is even hosting "assessment days" where potential RSTCs can learn more about the role.

"RSTCs are crucial to our HSE performance, as they are responsible for reinforcing the importance of our safety vision on the front lines of our operation each day," said Adrian Rose, VP of QHSE. "The changes we've made provide more opportunity for our RSTCs to grow in a career that's rooted in the support of ensuring incident-free operations."

Be on the lookout for information packets provided by QHSE and HR in the coming months that detail the recent changes. You'll also see information about "assessment days" for potential RSTCs and a new workshop for existing RSTCs. > You can find a list of task force participants, along with more detailed information provided by QHSE, at FIRST Online.

### More Details on What's New

- A new RSTC job description that is designed to provide more effective coaching and leadership to the offshore crews on the application of our core HSE tools, THINK, START and Time Out for Safety.
- RSTCs will have a functional report to on-shore QHSE management along with their direct report to the OIM to increase communication and onshore support.
- HR have designated RSTCs at three specific grades with new criteria ranging from an entry level position at RSTC I to a senior level, designated RSTC III. Progression between the new grades is dependent upon time in the role, personal performance and achieving specific training and development requirements.
- The new structure is designed to provide RSTCs with a succession pathway that helps them to achieve more within the company while also serving to attract potential new RSTCs to the position.
- A new format assessment day will be introduced across the company to allow potential RSTCs to learn more about the role and demonstrate their passion and capabilities to become a new RSTC on any of our

### SPRING ONLINE EXTRAS

#### SAFETY MEETING

VIDEO: All the Right Moves in Mumbai

#### GULF OF GUINEA DIVISION GIVES BACK

VIDEO: At the Compassion Centre for Disabled Children in Port Harcourt, Nigeria

GALLERY: The Compassion Center, Scholarship Recipients and Cameroon's Limbe Wildlife Center

#### NIGERIA IN FOCUS

GALLERY: Beacon visits Nigeria operations

### SNEAK PREVIEW

#### 2009 FIRST Excellence Awards

VIDEO: Commentary from Past Recipients

VIDEO: Meet the 2008 Award Recipients to be featured in the next issue of Beacon.

### This month's issue

#### VIEWPOINT

A message from CEO Bob Long

#### FEATURES

Nigeria in Focus

Reaching Out in Nigeria

24 Hours in Lagos

#### MEASURING OUR SUCCESS

INBOX: Letters from our customers

Safety Milestones

Performance Milestones

Safety Snapshot

Headliners

#### AROUND RIG

Newbuild News

2009 Safety Vision Meeting

- RSTCs will have the opportunity to attend a workshop, with a goal to take all our current RSTCs through the workshop program within two years
- Information packs detailing the new enhancements will be circulated through QHSE and HR in the coming months outlining the full process and roll out schedule

**Task Force Members:**

Harry Cooper, Houston  
Guilherme Coelho, South America Division  
Gareth Dixon, Europe and Africa Unit  
Adrian Gray, Asia and Pacific Unit  
Josh Herrington, Houston Corporate  
Mike Holmes, Houston Corporate  
Ian Hudson, Houston Corporate  
Tony Johnson, Houston Corporate  
Chris Knight, North and South America Unit  
Mark Milne, Houston Corporate  
Stuart Sutherland, North Sea and Mediterranean

AMU 'Perfect Day' is Within Reach!

Asset Reliability Team Presents  
Maintenance Findings

QHSE Group Kicks Off OSDP

The New RSTC

Top-Set Incident Investigation Tool  
Adopted Worldwide

ERP Delivers Solutions for Global  
Excellence

**RESPONSIBILITY**

Loving the Limbe Wildlife Center in  
Cameroon

Transocean Continues Support of Udaan  
at "Annual Day" in Mumbai, India

Transocean Marianas Donates Blankets to  
Louisiana Humane Society

Environmental Friendliness Tip of the  
Issue!

**RIG PEOPLE**  
Spotlights

Service Anniversaries and Other Events