LEVERAGE THE POWER OF DIGITIZATION – IMPROVE THE SAFETY, SECURITY, PRODUCTIVITY, AND COMPLIANCE OF YOUR WORKFORCE.

Honeywell

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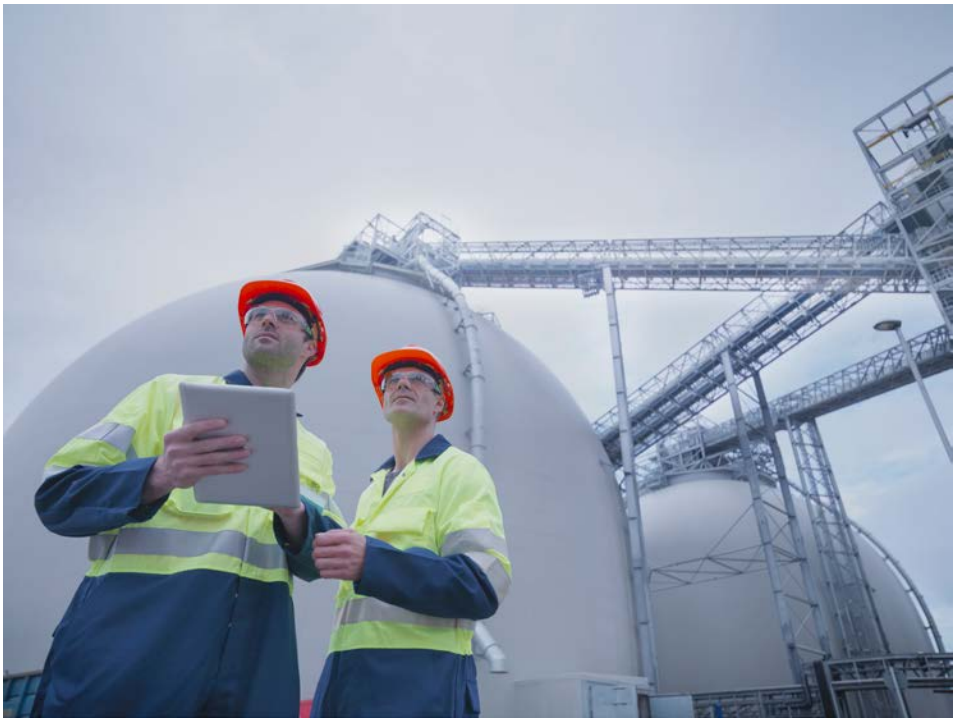
MANAGEMENT SUMMARY

The Industrial environment is changing dramatically. Digital technology and processes are increasing operational efficiency, safety, and improving production performance. The acceleration of digitization efforts represents a golden opportunity to transform plant operations into integrated, agile environments that excel. However, siloed implementations, fine-tuned for specific processes isolate data critical to global enterprises, and knowledge worker decision-making.

As industries adopt technologies at a rapid pace, it is critical to assess the impact on the workforce and the potential to improve safety, security, productivity, and compliance readiness. Without such a focus on the human factor of industrial operations, the risk of unforeseen disruption is decidedly high.



THE CURRENT STATE OF WORKFORCE MANAGEMENT

Manual processes, data in multiple silo systems, and duplication of effort commonly burden workforce management initiatives across industrial plants.

Procedures such as safety compliance, contractor management, and access authority are often paper-driven. Reliance on spreadsheets is prone to data entry errors and corruption. The visibility of this data is regularly limited to a few stakeholders.

Often found are custom software solutions for specific functions such as time and attendance and contractor management, but a lack of integration results in standalone applications that are inaccessible, provide limited functionality and do not scale across the enterprise. The risk to plant competency and increased profitability is high, and the business impact can be profound. Typical for many industrial plants with large, distributed workforces is the manual reconciliation processes to uncover contractor work hours versus actual work hours on-site, is expensive and error-prone.

Consider the following examples of how manual processes and siloed systems transform quickly into business issues that prevent the scaling of operations:

- Duplication of efforts in data entry across non-integrated systems jeopardize the validity and relevance of the information
- Loss of on-site work hours due to prolonged and manual processes/checks
- Increasing non-compliance risks/cases

Business processes with these characteristics are ripe for change. Digitization, automation, and integration all play a part in ensuring proactive, reliable programs for safety, security, productivity, and compliance.

DIGITIZING WORKFORCE MANAGEMENT

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Leading industrial plants are embracing digitization initiatives to stay competitive in the global economy. Those that include workforce management in strategic planning understand the value of productive, informed, and engaged human resources.

The objectives? Do more with limited resources. Create an environment that enables employees and contractors to perform tasks using proactive, supportive processes. Leverage the investment in knowledge workers through accessible, intelligent data that fuels real-time decision-making.

Achieving these objectives calls for focused attention on four pillars critical to industrial plant competency and ultimately, profitability:

SAFETY

SECURITY

PRODUCTIVITY

COMPLIANCE

Digitization can deliver improvements in each of these areas by streamlining people-centric business processes such as mustering, fatigue monitoring, contractor management, and onboarding/off-boarding. A digitized workforce management platform takes workflow automation, and real-time data access to an enterprise-level by aggregating and unifying information from multiple sources and systems.

DIGITIZING PRIORITY NUMBER ONE: A PROACTIVE APPROACH TO SAFETY MANAGEMENT

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> Workplace safety is a priority for all industries, particularly those running critical infrastructure operations such as LNG, Oil & Gas, and PetroChemical. A proactive approach may include mitigating site-based risk with processes that ensure the right authority can make decisions and execute. Heavy reliance on manual processes and static communications negates efforts to create a "culture of safety."

In the context of the task workers are performing, digitization delivers data and information to the right plant personnel where they are, and when they need it. Real-time visibility into what is happening within safety processes is paramount.

Consider an evacuation process. Immediate action is required, and up to the minute data on progress can mean the difference between successful execution and disaster. Empowering plant and safety managers with a real-time view of muster points ensures faster headcount and accountability, reducing the process from hours to minutes.

MERGING SAFETY WITH PRODUCTIVITY

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Contrary to age-old discussions of safety versus productivity, digitized workforce management creates a balance between these two critical pillars. Workflow automation, integration with enterprise systems such as Enterprise Resource Planning (ERP) and Human Resource Management System (HRMS), and real-time data visibility are capabilities that work together to deliver improvements in both areas.

Fatigue management provides an example of a safety mentality that can prevent risk and increase productivity if managed proactively. Paper-based safety guidelines and employee orientations are often the primary methods for fatigue management. Real-time visibility into fatigue levels throughout the organization is often nonexistent, making fatigue a costly hidden risk. According to the National Safety Council, a typical employer with 1,000 employees can expect to experience more than $1 million lost each year to fatigue.[1]

Digitization can provide a risk assessment of day to day activities in the context of fatigue. By aggregating data based on policies such as total hours on-site, hazardous exposure, minimum break rules, and fitness for work checks, plant and safety managers can measure and assess current fatigue risk conditions in real-time.

SECURITY-DRIVEN COMPLIANCE MANAGEMENT

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Strategic and tactical security capabilities are a crucial element of the workforce regulatory compliance landscape. From the perspective of workforce management, industrial plants should be able to assess the overall compliance level of the organization, teams, and individual shift workers. It is a tall order if security and compliance data, spread across a variety of systems and business processes for compliance readiness, are primarily paper and or spreadsheet driven.

For industrial plants with a large contingent workforce, plant and safety managers must be confident that each person has completed the appropriate training and receive the proper certification to do their job. Each person must be carrying the right safety PPE (personal protective equipment), and importantly, each contingent worker must verify compliance with the safety policies of the site.

By integrating digitized workforce management with facility access control and learning management systems, plant and safety managers can be confident that only authorized, and compliant workers enter the facility with the right PPE.

AN INTEGRATED DIGITAL STRATEGY FOR WORKFORCE MANAGEMENT MANAGEMENT

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With the right partner, digitization can bring a comprehensive, integrated platform for workforce management to the industrial plant environment. Based on the pillars of safety, security, productivity, and compliance, the solution benefits from automation, integration, and real-time data visibility.

The solution should help customers mitigate risk across their operations and support critical safety and security initiatives. For the impact to be transformative, the solution must:

- Ensure that all employees, contractors, and visitors are safe, secure, in compliance with the facility's rules and regulations, have the appropriate training, and in the case of an emergency, are evacuated safely and timely.
- Provide real-time monitoring of fatigue, ensure break-time compliance, and enforce random drug and alcohol testing to reduce safety incidents.
- Automate workflows required for processes such as onboarding and off-boarding of contractors, and access to areas such as substations and hazardous areas.
- Integrate with enterprise systems such as ERP, HRMS, payroll, and learning management systems to provide a seamless, integrated data flow for reporting and analysis to all stakeholders.

CONCLUSION

Honeywell provides end-to-end, turnkey safety and security solutions backed by decades of experience in vertical industrial markets and a worldwide installed base. Honeywell Digitized Workforce Management (DWM) offers a comprehensive portfolio of solutions that are field-proven to ensure safe and secure operations.

DWM is designed explicitly for rigorous industrial operations, helping you do more with fewer resources. Our digitization approach to visitor and contractor management, fatigue monitoring, drug and alcohol testing, and mustering provide complete online visibility and surveillance to these critical operational processes. Integration with enterprise ERP and HRMS systems leverage source data to ensure managers know who is on-site, what is happening, and where. Processes and procedures become standard across all sites.

DWM leverages the benefits of digitization of your operations to provide an integrated solution that delivers improved performance in safety, security, productivity, and compliance. For more information, contact your Honeywell representative or hpsmarketing@honeywell.com

[1] National Safety Council, What is Fatigue Costing Your Company? https://www.nsc.org/work-safety/safety-topics/fatigue/cost

For more information

To learn more about
Digitized Workforce Management, visit
https://hwll.co/DWM or contact
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