Wellbeing Collaboration Award

AWARDS
THIS CAN HAPPEN GLOBAL.
in association with
A&O SHEARMAN

Winner //

GRAIN LNG X CDOIF

This award recognises exceptional partnerships that have worked together to improve employee wellbeing.

This cross-sector collaboration brought regulators, industry, trade associations and unions together to tackle workplace stress in high-hazard industries.

The CDOIF Occupational Health Working Group brought together representatives from industry, trade associations, trade unions and the HSE, united by a shared goal: improving wellbeing across the high-hazard oil, chemical and gas sectors.

Rather than creating another compliance-focused document, the group set out to develop guidance that frontline employees and organisations could genuinely understand, trust and use.

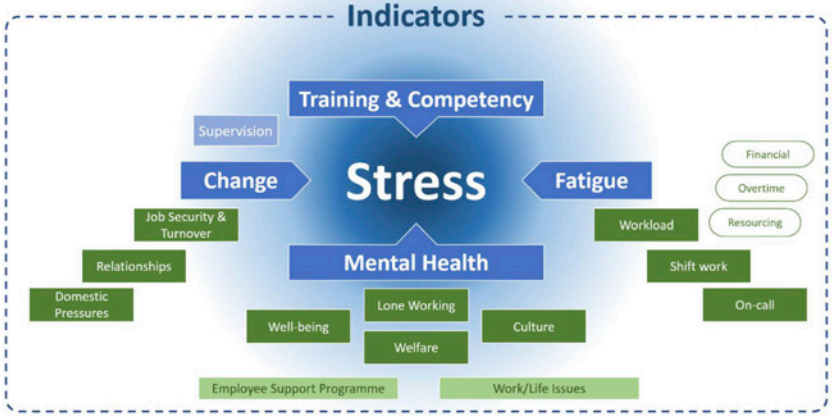
From Compliance to Co-Creation

The group adopted a deliberately collaborative, "back to basics" approach. Through mind-mapping workshops, members brought together different perspectives and explored the complex causes of workplace stress, including factors outside work.

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This process distilled a broad and complex issue into four clear contributors: Fatigue; Change; Training & Competency; and Mental Health Culture. The result was guidance built around simple, instinctive questions that help organisations identify stress, understand its causes and take practical action.

The collaboration was chaired by Alan Dillien of Grain LNG, whose experience in safety and human factors helped create a cohesive working environment where regulators, industry specialists and unions could challenge, contribute and work towards a shared outcome.



CDOIF Guidance. Stress in the workplace

The resulting guidance is now available through the Process Safety Forum and is helping strengthen KPIs supporting the HSE's Workplace Health & Wellbeing principles.

Results & Impact

The strength of the collaboration is reflected in feedback from its stakeholders. One of their stakeholders highlighted the group's "no-nonsense, pragmatic approach", praising its ability to bring regulators, industry and unions together around clear, accessible and realistic guidance, with frontline workers kept "front-and-centre".

Peter Davidson, CEO of the Tank Storage Association, similarly recognised the value of the partnership, describing Alan's leadership as the "driving force" behind the group's success and highlighting its ability to turn complex work and non-work-related stress factors into a clear, actionable framework.

Most importantly, the collaboration has created a practical resource for sectors where wellbeing challenges can be difficult to identify and address. By combining regulatory insight, industry experience, trade union perspectives and frontline realities, CDOIF has demonstrated how genuine collaboration can turn complex occupational health challenges into practical action. ■

Judges' comments

+ Fantastic work improving staff wellbeing across high hazard industries.
+ A great example of meaningful collaboration in a complex industry.

Highly commended

- PPL PRS x Mira Showers

Shortlisted

- Amy McKeown
- Clyde & Co x CiC Wellbeing
- Norton Rose Fulbright LLP x JAAQ
- Ripples Wellbeing
- Trustpilot