

Peer-to-Peer Interventions...not subject to conseq mgmt under specified conditions

- Objectives: ongoing coaching/mentoring, sustain BBSM – **PROTECT OUR CULTURE!**
- Peer-to-Peer interactions are any **except** those involving “Leaders”.
- “Leaders” **include** Shell staff roles Asset Mgr, OM, L4/5 Supervisors, OIM, Field Supervisor, PIC, and Team Leaders (eg. PTL, UTL, Construction) and senior field contractor staff such as Contractor Inspectors. Other organizations outside of RPD, the Shell Rep is always a “leader” – below that is considered peer-to-peer.
- “Leaders” **do not include** HSE Techs, Contractor Construction Supervisors or Foreman, Deck Supervisors, Staff Associates, Marine Supervisors, Engineers (reliability or office based), Planner/Schedulers
 - The following would be Peer-to-Peer: HSE Tech/Operator, Construction Craftsman/Production Craftsman, Mechanic/Rigger
 - The following would **not** be Peer-to-Peer: Leader/Leader, Welder/Leader, Visiting Leader/Contractor Supervisor, etc.
- Leaders should continue observations but be clear where Life Saving Rules are in play for the task to be observed
- For Peer-to-Peer Interventions:
 - if the result of an intervention does not immediately result in a change in behavior, then it is your obligation to bring this to the attention of your supervisor
 - if the Life-Saving Rules violation jeopardizes multiple lives it must be reported and escalated immediately