

Contractor Safety Management Breakout Session



PB STEPS



30–45 MINUTE FACILITATED
DISCUSSION

Session Purpose

- Identify where contractor safety actually breaks down
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- Distinguish paper compliance from field execution
- 

- Generate one practical improvement per group

Agenda (45-Minute Version)



- FRAMING & GROUND RULES – 5 MIN



- BREAKOUT DISCUSSION – 15 MIN



- SCENARIO DISCUSSION – 10 MIN



- REPORT-OUT – 10 MIN



- KEY TAKEAWAYS – 5 MIN

Facilitator Framing



This is not a policy discussion.



Focus on real-world contractor safety challenges and what can realistically be improved in the field.

Breakout Instructions



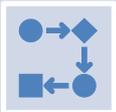
Groups of 5–7



Speak from experience



No company names



Identify one gap and one improvement

Breakout Question 1

Do we evaluate contractor safety performance based on leading indicators (hazard reporting, interventions, permit quality), or are we still relying on lagging metrics like TRIR?

Why?



Breakout Question 2

- What lessons learned from contractor incidents are actually changing field behaviors—and how quickly are those lessons implemented across assets?



Breakout Question 3

- If a major incident investigation were launched today, would it reveal gaps in contractor selection, oversight, or interface management?



Optional Scenario



The job is behind schedule.



A contractor suggests skipping part of the JSA to catch up.



What should happen immediately?



Who owns the decision?



What message does leadership send?

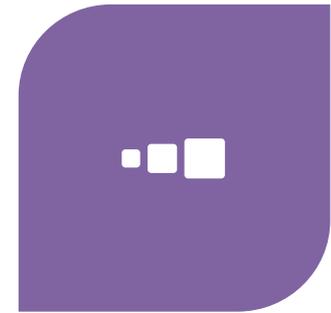
Report-Out (60 Seconds per Group)



1. BIGGEST CONTRACTOR
SAFETY GAP IDENTIFIED



2. WHY IT PERSISTS



3. ONE FIX THAT CAN BE
IMPLEMENTED IN 90 DAYS

Key Takeaways

Contractor incidents are predictable

Execution is the highest risk phase

Accountability must be explicit

Leadership response sets the culture

PB STEPS Close

- Strong contractor safety programs are built in the field, not on paper.
- Shared risk. Shared responsibility.

