

MORSE Month 2020

Week 4: Effectively

Activity: Peer-to-peer interventions

Facilitator: Manager, supervisor, team leader or trainer

Who can take part: anyone and everyone!

Where can this take place: crew rooms, offices, breakout areas

Time: 15 to 20 minutes

Additional resources: YouTube video



In this activity we learn about the philosophy of peer to peer interventions/reporting and how this benefits the workplace. Peer to peer reporting can play a part in improving safety culture and engagement within your team.

What is peer to peer intervention?

A peer to peer intervention is a polite conversation between at least two people that relates to a safe or an unsafe act. It includes open questions with active listening and focuses on what could go wrong. You should agree clear immediate corrective actions but don't forget the opportunity (if applicable) to recognise positive behaviours! Focus should be on the behaviours, not the individual.

Intervention with a peer can happen before a rule is broken OR to correct an unsafe act or situation. Intervention and reporting within your team are learning opportunities and will hopefully result in the unsafe activity stopping immediately.

Objectives

- Understand peer to peer reporting
- Understand how peer to peer interventions and reporting can improve the safety culture
- How and what to report into MORSE

How do I facilitate this activity?

We recommend that this activity is facilitated by a manager, supervisor, team leader or trainer

- Gather a group in the best location possible to complete this activity.
- Watch this film:
 - <https://www.youtube.com/watch?v=YYNfh0zTDBE&feature=youtu.be&>
- Share experiences where we have intervened to help a colleague and show them care or conversely times where you wished you had said something and regretted it.

To join the MORSE Month 2020 Teams site, click on the option to 'Join or create a team' and type in the code **gesbdm6**. Alternatively, you'll find all the resources on WeAreMenzies.com.