

BPS Leadership Team Meeting

April 2016

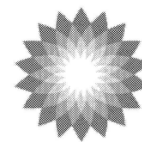
Meeting Date: 18th April 2016
 Meeting Time: 0900 - 1700 (UK time)
 Meeting Location: Sunbury: G102




Attendees	Susan Dio* (SD); Chris Bailey (CB); Natalie Costello (NC); Carol McLeod (CM); Rob Day (RD); Richard Fulham (RF); Mark Fortnum (MF); Matt Stoney (MS); Oli Beavon (OB); Guy Mason (GM); Mark Hanson**(MH)
Apologies	
Guests	Iain Bruce (IB); Anna Evangelidis (AE); Sam Megwa (SM) (by Lync); Indrajeet Pal (IP); Franklin Salazar; Jeannette Hempstead (JH)

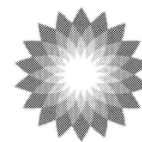
*Chair **Minutes


Key Messages
<ul style="list-style-type: none"> Operated Fleet: Timetable and objectives for Global Fleet Manager's Safety Campaign ('Journey to Zero') endorsed by LT. Output from HSE Review and next steps endorsed by SD and wider LT.

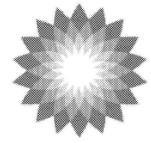
Notes	Responsible
<p>1) <u>Safety Moment</u></p> <ul style="list-style-type: none"> RD shared a safety moment from a recent trip to Singapore. His aircraft had been ready to depart but an individual, one of the ground staff, had noticed liquid leaking from the plane. Investigations revealed a fuel leak. The key lesson here was that the staff in question had demonstrated a 'One Team' approach to safety, flagging the observation and potentially preventing a serious incident. 	



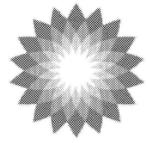
2)	<p><u>Previous minutes / actions</u></p> <ul style="list-style-type: none"> Amendments were agreed and incorporated in the final set of minutes which have been saved here. Amendments to actions were updated on the action tracking sharepoint <u>site</u>. 	
3)	<p><u>Safety Review (March)</u></p> <p>CB provided a review of the March Safety and Environmental data.</p> <p> March HSSE pack.pptx</p> <ul style="list-style-type: none"> SD queried the 'Average Days Leadership Time Spent in the Field' figure which had remained static thus far against the 2015 figure. CB agreed to check the figure for the next meeting. 	CB
4)	<p><u>Further Safety Discussions.</u></p> <p>AE and IB presented selected detail from the work on which they had been collaborating.</p> <p> 160418 Anna+Iain Safety Presentation.i</p> <ul style="list-style-type: none"> Although the LT recognised that there was more work to be done, it endorsed the themes of AE's 'Journey to Zero' and the timetable of implementation in slide 8 of the above link. However, in order to further inform their view on what an effective 'Safety Culture' looked like, SD asked CB, AE and IB to look outside Shipping and more broadly across Group. 	CB
5)	<p><u>HSE Review</u></p> <p>Gavin Binmore's (GB) HSE findings were considered by the LT as a quorum (although GB had taken the opportunity to pre-brief each LT member separately prior to the meeting).</p> <p> 160418 HSE Review.pptx</p> <ul style="list-style-type: none"> SD recognised the good work that GB had undertaken in delivering the HSE 	



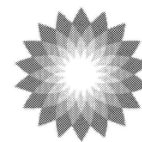
	<p>Review.</p> <ul style="list-style-type: none"> ▪ SD endorsed the recommendations of the HSE Review Steering Committee. This output was further agreed and briefed to GB during a subsequent meeting on 22nd April: <ul style="list-style-type: none"> ○ The proposed HSE governance structure was endorsed in full. ○ This structure to be implemented within the current organisational framework (HSE continuing to report to VP Ops). ○ However, VP Ops to reinforce, re-communicate his HSE responsibility for the whole of BP Shipping. ○ A full time employee to be appointed to assist in the transition to the new HSE governance structure. Initially reporting to VP Ops. ○ With impending personnel shifts, and following an appropriate assessment of the role to determine grade, a new HSE Manager to be recruited. ○ Environmental Manager to shift from CFO to the HSE team. 	
6)	<p><u>Round the table LT updates</u></p> <p>SD</p> <ul style="list-style-type: none"> ▪ SD noted that, ahead of the 1Q results (due the following week), there was no further context to offer. <p>OB</p> <ul style="list-style-type: none"> ▪ Continuing to monitor safety at shipyards where BP site teams are located. ▪ British Navigator naming went well. Considering alternative, simpler formats for future namings. ▪ Update on the types of bolts to be used in the cargo tanks of the newbuild clean product tankers presently under construction. ▪ Good use of skilful investigators, with MIIT in a supporting role, for investigations following incidents on British Diamond and British Swift. ▪ Glen Lyon now in Norway. <div style="text-align: center;">  <p>Glen Lyon FPSO tow update.msg</p> </div> <ul style="list-style-type: none"> ▪ Update on personnel movements. 	




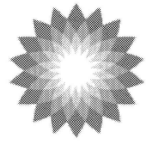
	<p>MF</p> <ul style="list-style-type: none"> ▪ Update on personnel movements. MF looking to rationalise the balance between engineers and deck officers within his team once more immediate personnel movements are complete. ▪ Team has now completed three full second line visits and reports in the new format. Observations covered voyage execution, passage planning, watchkeeping and similar. Nothing of major concern. Assisting Fleet Operations with follow-up. ▪ Focus from Group Audit, during the current MOC Audit and more widely, on how S+OR sample, couple recommendations with findings and close out actions. ▪ Update on how the current MOC/MR audit is going. <p>NC</p> <ul style="list-style-type: none"> ▪ E&C Risk and Compliance review of CCO has been completed. NC has received a draft of the findings. No concerns but some recommendations. NC to send a copy of the recommendations to GM and RD. ▪ Port spend project has been initiated. ▪ Long-standing Traction item regarding transfer price training has been completed. ▪ Voy 5 adoption continues. 21 owners have accepted, the majority among the smaller operators. Further work to be completed with the larger operators. ▪ Forthcoming extended session with team managers covering how to work with stress. <p>RD</p> <ul style="list-style-type: none"> ▪ Further update on recent discussions with STX on their cash position. Lack of clarity about national policy toward shipyards. Further uncertainty as President Park lost majority in recent election. http://www.nytimes.com/2016/04/14/world/asia/party-of-south-koreas-president-loses-majority-in-parliament.html?_r=0 ▪ Update on Project Navis (re-financing of LNG vessels). 	<p>NC</p>
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	<p>GM</p> <ul style="list-style-type: none"> ▪ Brief overview of MOC with RD. ▪ MOC to be complete by 1st May (given timings of holidays, MOC was actually complete by 29th April). <p>CM</p> <ul style="list-style-type: none"> ▪ Update on RBS' proposed sell-down on the Gem Class leases. <p style="text-align: center;">Redacted - Privilege</p> <ul style="list-style-type: none"> ▪ Update on personnel movements. <p>MS</p> <ul style="list-style-type: none"> ▪ MS updated the LT on latest news from BPMS Singapore and BPMS Isle of Man: <ul style="list-style-type: none"> ○ Further co-location of some shipping elements on 10th floor in Singapore. ○ Briefings in Singapore on how to respond in the event of a terrorist attack. ○ Launch of the BP Win. ○ Cadet advertising going well. Pool of UK cadets better than any in recent history. ○ 'Jump Aboard' campaign in Singapore. ○ ESM. Once the new crew management system goes live, ESM will have to work within the BPMS systems. This will give BPMS greater visibility and many more levers. Increased efficiency. ○ BSM. Struggling to find the quality of seafarers required although their own statistics show that retention remains good. Were BPMS to consider another provider at some point in the future, they would probably choose a supplier in India. ○ Relative response training being refreshed for BPMS staff. <p>CB</p> <ul style="list-style-type: none"> ▪ Update on Yemen littoral threat for LNG vessels. ▪ West Africa - kidnapping now a potential issue. ▪ <i>British Navigator</i> approaching delivery (delivered on 26th April). Fitted with a Mewis duct. Interesting to understand effectiveness once the ship is in service. 	
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	<ul style="list-style-type: none"> ▪ <i>British Merlin</i> investigation continues. Rob Atkins, MIIT, making sure that he has involved engineers in the investigation at each stage. ▪ Examining extension possibilities for current V Class (continuing to look at Ballast Water Treatment Systems) as well as looking at other similar bareboat options. <p>RF</p> <ul style="list-style-type: none"> ▪ Payroll date change, and shift from 22nd to end of each month to align with the majority of BP, will affect 270 employees. HR examining flat rate advance option to help 'soften' the blow. ▪ SD asked whether they have made/will be making the same change in Australia. ▪ RF handed out the 'Energise People' LE sheet. ▪ Some concern around the scale of 360 feedback that individuals may be required to provide. ▪ Bruce Moore working with Richard on a recognition project. ▪ Three Reward sessions have been held recently. Well-attended. ▪ RF will be meeting with each of the SLLs over the next few months. ▪ Work on team assistant structures. Intent is to take advantage of natural retirement to 'streamline'. 	
7)	<p><u>Performance Contract</u></p> <ul style="list-style-type: none"> ▪ As part of the 1Q processes, the LT considered the Entity scorecard. With the exception of the RIF rate (see agenda item 3), there were no particular concerns.  <p>2016 Entity Scorecard Final v2 - c</p>	
8)	<p><u>Deep Sea MAR Study Terms of Reference</u></p> <ul style="list-style-type: none"> ▪ SM (via Lync), IP and FS briefed the LT on the Terms of Reference for the forthcoming Deep Sea MAR. ▪ The ensuing conversations, and the terms of reference itself, remain legally privileged. 	
9)	<p><u>Ethics and Compliance Update (Gift and Entertainment Register)</u></p> <ul style="list-style-type: none"> ▪ JH presented the latest G+E records. ▪ Higher figures were reflective of some of the costs beginning to come through for the namings. ▪ Data accuracy and consistency can be an issue. JH will work to understand where 	



	the process can be improved.	
10)	<p><u>OMS Update/OMS v.4</u></p> <ul style="list-style-type: none"> OB presented the current status of OMS self-verification and gap assessment. <p> 2016Q2 OMS tags working group meetin</p> <ul style="list-style-type: none"> SD asked to see the collated gap assessment before it was uploaded. Following further conversation about the potential for an OMS version 4, SD directed that this was not the right time for further review and subsequent change. 	
11)	<p><u>AOB</u></p> <ul style="list-style-type: none"> NWSSSC (CB, MS). <ul style="list-style-type: none"> Discussions around potential opportunities to influence the NWSSSC strategy over the next few months. Need to ensure that any advantages for BP Shipping are balanced against broader BP requirements. SD agreed to speak with VP Australia, Upstream (Claire Fitzpatrick) in the near future to build broader context. 	SD
12)	<p><u>Next Meeting</u></p> <ul style="list-style-type: none"> Tuesday/Wednesday, 24th/25th May 2016. Agenda items and pre-read for LT meeting due in one week prior. 	