**WEM Safety Program Framework (Proposed)**

**Action Responsibility / Resource**

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| **On Boarding**   1. Management Expectations 2. Mentoring Plan (ride along) 3. New Employee Packet 4. Training Method Introduction 5. Tribal Documents 6. Initial Safety Equipment 7. Initial Safety Training Plan 8. Pre-Employment Screening 9. Monitoring / Facilitating |  | **On Boarding**   1. Field Superintendent 2. Individual Plan / Forman 3. HSE Manager / Administrative Officer 4. Individual Plan / Forman 5. Administrative Officer 6. HSE Manager 7. HSE Manager / UBATC 8. HSE Manager 9. HSE Manager |

Question: Background Checks / Consent

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| **Mentoring Plan / Field Training**   1. Position 2. Lead Mentor (sign off) 3. Target Mentors 4. Monitoring / Facilitating |  | **Mentoring Plan / Field Training**   1. Forman 2. Forman 3. Forman 4. HSE Manager |

**Action Responsibility / Resource**

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| **Field Office Culture**   1. Safe Start (First 3 months) 2. Bi- Weekly Safety Meetings 3. JSA 4. Near Miss / Good Catch 5. Assets / Equipment 6. Ongoing Training 7. Correlation 8. Performance Review 9. Monitoring / Facilitating |  | **Field Office Culture**   1. HSE Manager 2. Forman 3. Forman / Website 4. All Employee with incentives (divi) 5. Forman 6. HSE Manager 7. All employees / Weekly Meeting 8. Forman 9. HSE Manager |

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| **Procedures / Mitigation**   1. Procedure Manual 2. Hazard Identification 3. Permits 4. Monitoring / Facilitating |  | **Procedures / Mitigation**   1. Website / HSE Manager 2. HSE Manager / Forman/ Website 3. Forman / Website 4. HSE Manager |

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| **Safety Manual**   1. Full Manual 2. Employee Handbook 3. Monitoring / Facilitating |  | **Safety Manual**   1. Website 2. Employee / Website 3. HSE Manager |

**Action Responsibility / Resource**

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| **Audits / Investigations / Reports**   1. Teir Classification 2. Site 3. Accident 4. Failures 5. Emergency Response 6. Contractors 7. Outside Requests 8. Monitoring / Facilitating |  | **Audits / Investigations / Reports**   1. Safety Committee intake / T1-2-3 Groups 2. HSE Manager / Forman Review 3. HSE Manager / Forman Review 4. HSE Manager / Forman 5. HSE Manager / **Trailer / Trama Bags** 6. HSE Manager / Forman 7. HSE Manager / SME 8. HSE Manager / Forman Review |

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| **Drug Program**   1. Consortium 2. Random 3. Reasonable Suspicion 4. Post Accident 5. Monitoring / Facilitating |  | **Drug Program**   1. To Be Determined 2. HSE Manager 3. Forman / HSE Manager 4. HSE Manager / Forman 5. HSE Manager |

Question: Zero Tolerance v. Last chance agreements

**Action Responsibility / Resource**

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| **Environmental**   1. Planning / Mitigation 2. Reclamation 3. End Job Cleanup 4. Waste / Recycle 5. Response 1 6. Response 2 7. Response 3 8. Right of Way Inspection 9. Monitoring / Facilitating |  | **Environmental**   1. Construction / Forman / Reglitory Compliance Manager 2. Construction / Forman 3. Construction / Forman 4. Construction / Forman 5. Nearest Employee 6. Forman / **Trailer** 7. Cleanup Crew 8. Midstream / Reglitory Compliance Manager 9. HSE Manager |

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| **Contractors**   1. Management Plan 2. COI 3. Audits 4. Loss Prevention Plan 5. Compliance 6. Media 7. Drilling / Completions Liaison 8. Contractor Orientation 9. Monitoring / Facilitating |  | **Contractors**   1. HSE Manager 2. Legal 3. HSE Manager 4. Construction / Forman 5. Regulatory 6. All Employees / Forman 7. HSE Manager 8. Forman / HSE Manager 9. HSE Manager |

**Action Responsibility / Resource**

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| **Discipline**   1. Ombudsman 2. Policies 3. Investigation 4. Enforcement 5. Employee Advocate 6. Monitoring / Facilitating |  | **Discipline**   1. HSE Manager 2. HSE Manager / Forman 3. HSE Manager 4. Fiels Superintendent 5. Forman 6. HSE Manager |

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| **Regulatory**   1. Environmental Compliance 2. DOT (FMCSA & PHMSA) 3. Monitoring / Facilitating |  | **Regulatory**   1. Reglitory Compliance Manager 2. Reglitory Compliance Manager 3. HSE Manager |

**HSE Manager**

1. Be competent
2. Be consistent
3. Be a facilitator
4. Be present in the field