**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
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**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
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**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
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**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
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**HSE Manager**

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