

Garmong Construction Services					
<i>EMPLOYEE SAFETY POLICY HANDBOOK – Green Hands</i>					
Last Revised:	January 25, 2012	By	Douglas Mahurin, MS, CSP	This Copy Printed:	1/25/2012 2:57:00 PM

GREEN HANDS PROGRAM

This “Green Hands” program addresses the higher incidence of injuries, illnesses and fatalities amongst new and young workers. In order to maintain a consistent approach throughout the industry we have adopted the Canadian Petroleum Safety Council’s “*Greens Hands* for Green Hands. We will maintain an Employee Experience / Position Roster. This roster will be utilized to watch out for those that may need help to get through a time when they are at higher risk to injury.

Green Hand Sticker Identification Program

A Green Hand sticker on a hard hat identifies a new or inexperienced worker. It is a symbol to make others aware that this individual may require additional assistance in completing his/her assigned tasks safely.

The Green Hand stickers are worn by:

- All new hires and contractors;
- Summer students;
- Transferred employees; and,
- Reassigned or Promoted employees.

Green Hand Sticker Rules:

- Those designated to wear a green hand sticker must do so for a minimum of three months, or until a sufficient level of competency is demonstrated;
- Some workers may be required to wear the sticker beyond this period if more time is needed to complete specific orientation or safety programs and/or pass job skill examinations that require additional preparation;
- Turn-around, specialized and general contractors would also wear the green hand if such a partnership were established.

When Seeing a Green Hand Sticker:

- Green Hands have unknown experience and work habits;
- Green Hands may not be familiar with the operation, especially in an emergency;
- Green Hands probably do not know the site-specific procedures and practices;
- Green Hands may need instruction on good work practices; activity related dangers and how to avoid them;
- Green Hands may not be familiar with the site or similar company specific controls utilized to keep the workplace safe; and,
- Green Hands may be unsure or unwilling to ask questions.

Act:

- Introduce yourself and offer advice or assistance;
- Expect things to take a little longer;
- Know where Green Hands are, what they are doing and work with them until you are satisfied the job will be carried out safely. Assign a mentor to ensure task competency and visual contact before the Green Hand works alone;
- Look after Green Hands, buddy up if need be, especially in cases of an emergency; and,
- Encourage Green Hands to ask questions to assure yourself that they are able to carry out the work safely.