

Surepoint Technologies Group

SSE Program



- Surepoint is a company who has a core value of training developing and mentoring local stakeholders, to work within the industrial Environment.
- The Apprenticeship program is work place skill based training. It is not designed to teach safe work skills and behaviours.
- The SSE Program is a designed to develop safe work skills and behaviours in all workers in the work place.
- The program represents a line of progression from young and inexperienced, through to fully developed hazard recognition and behaviour based observation skills.
- Green Hands are developing hazard assessment and controls skills
- Yellow Hands are developing behaviour based observations skills

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Green hands



- **Green Hands** – Employees who have less than 6 months experience with the company or less than 6 months experience in the industry. These workers have developing hazard recognition and controls skills. Wear a Green Hand on their Hat for identification.
- Green hands are to perform a hazard assessment prior to every task, the hazard assessment must be reviewed by a Yellow or Blue hand prior to the task be started.
- Green hands must be under the direction of a Yellow or Blue hand when performing work in the industrial environment.

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Yellow hands



- Yellow Hands**– Employees who have more than 6 months experience with the company or more than 6 months experience in the industry. These workers have developed hazard recognition and controls skills, and are developing behaviour based observation skills. Wear a yellow hand for identification.
- Yellow hands are to perform a hazard assessment prior to every task, When working with other employees they must complete a behaviour based observation card.
- Yellow hands are expected to review the hazard assessment completed by the green hand and provide mentor ship on hazard recognition and control.

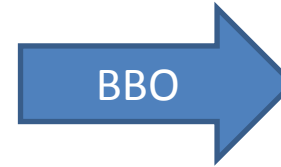
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Blue hands



- **Blue Hands**– Employees who have more than 6 months experience with the company, are over 25 years of age, have advanced hazard recognition, and behaviour based observation skills, these workers have agreed to be safety leaders and mentors within the organization. Wear a blue hand for identification.
- Blue hands are mentors and are expected to review the hazard assessments and mentor yellow hands in behaviour based observations.
- Not all experienced workers must become blue hands, only those who wish to act as safety coaches and mentors, and are committed to improving safety in the work place.

Surepoint Technologies Group SSE Program Progression



- Green hands must complete a self study hazard recognition and control course and demonstrate competency in the field to be progressed to Yellow. The promotion from Green to Yellow triggers a performance review which may include a merit increase.
- Yellow hands must complete a self study behaviour based observation course and demonstrate competency in the field to be progressed to a Blue. The promotion triggers a performance review which may include a merit increase.

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SSE limits & time frames



- Green hands cannot work alone.
- A crew of 2 must consist of a maximum of 1 green hand.
- A crew of 5 Can consist of a maximum of 2 green hands.
- New experienced employees can be progressed to Yellow status by the division manager, once they have completed the Hazard recognition and control course and have demonstrated competency in the field. They can then be advanced to Blue once they have completed the behaviour based observation course, have demonstrated competency in the field and have committed to being a safety coach and mentor.