



GREEN WORKER MENTORING/COMPETENCY CHECKLIST

CF-S-30

Worker Name: _____ Business Unit: _____

Hire Date: _____ Assigned Mentor(s): _____

NOTE: This tool is built to assist supervisors and mentors in evaluating workers that are new to industry. At or after the 6 month mark of their employment, workers are to be evaluated for the following basic competencies before their green worker status can be removed.

Worker Rating: (B)elow Expectation, (M)eets Expectation, N/A – Not Applicable at this Time

HSE Competency Area	Worker Rating	Comments & Date	Worker's Initials	Mentor's Initials
1. Worker is aware of his/her rights & responsibilities: • Right & obligation to refuse unsafe work • Report unsafe work practices to your employer • Right to know (about hazards on job site) • Right to participate in workplace hazard assessment (HIAC) • Follow health & safety procedures (SWP's, SJP's) • Ask for training if you need it • Use safety equipment & PPE • Notify Supervisor if you are or may not be fit for duty • Follows Strike general rules (S-03) • A bullying and harassment-free workplace				
2. Worker demonstrates how to obtain, use, and maintain Personal Protective Equipment (PPE)?				
3. Can worker explain incident and near miss reporting requirements?				
4. Can worker explain their WHMIS/TDG responsibilities applicable to their work?				
5. Can worker explain their role in the case of an emergency under the site Emergency Response Plan (ERP)?				
6. Worker demonstrates the ability to identify workplace hazards, assess their risk, and implement appropriate controls using the HIAC program, form?				
7. Worker understands role of Safety Observation Card (SOC) Program and actively participates?				
8. Worker demonstrates ability to find and apply Strike Code of Practice (COP's), Safe Work Practices (SWP's) and Safe Job Procedures (SJP's)?				
9. Can worker identify specific line of fire hazards and pinch/crush points applicable to their work and how to manage these hazards?				
10. Worker understands safe use of hand tools and small power tools, e.g. post pounder, wrenches, power threader, chop saw, grinder (SWP 26), etc.?				



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11. Worker demonstrates or can explain the do's and don'ts of safe pipe handling (SWP-48)?				
12. Worker understands safe operating procedures for hydraulic tools, compressors and hoses?				
13. Does worker understand the procedure for dealing with defective tools (identify remove and report) SWP-18?				
14. Does worker understand the basics of lock out – tag out for energized equipment? (COP-5 Review)				
15. If worker drives a Strike vehicle, he/she has valid driver's license, acceptable abstract, been approved, and can explain expectations in SWP-04 (Cargo Securement), SWP-07 (Distracted Driver), SWP-23 (Fatigue Management), SWP-28 (Driving & Journey Management), and follows vehicle walkaround standard?				
16. Worker has received training in, and demonstrates ability to operate NSC regulated vehicle registered as 4500kg and over (pre/post inspections, hours of service (log book), fatigue management, load securement)?				
17. Worker understands/demonstrates effective use of barriers, fencing, signage to manage work areas?				
18. Does worker understand what a restricted work area or facility is?				
19. Can worker explain fire/explosion hazards (SWP-58) and how to inspect and operate a fire extinguisher (PASS)? Review SWP-05				
20. Does worker understand the hazards associated with power line (SWP-24) crossing and what controls to put in place to address those hazards (7m safe limit of approach unless otherwise specified)?				
21. Is worker aware of provincial One Call procedures, ground disturbance training requirements, COP-07, GD Checklist (CF-S-15), and GD permitting process?				
22. Worker understands Working Alone procedure? (SWP-21 review)				
23. Worker understands the hazards and procedures involved with work in any confined space? (COP-03 review)				
24. Worker is trained in fall protection, has reviewed COP-06 and demonstrates effective use of CF-S-28 (Fall Protection Rescue Plan)?				

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HSE Competency Area	Worker Rating	Comments & Date	Worker's Initials	Mentor's Initials
25. Worker understands basic safe rigging practices and associated hazards, controls?				
26. Worker understands basic ladder (SWP-25) and scaffold safety (SWP 56)?				
27. Worker demonstrates ability to work safely around powered mobile equipment (SWP 44)?				
28. Does worker understand the functioning, bump testing and the requirements for the use of gas monitors?				
29. Worker demonstrates safe manual lifting procedures and basic safe body ergonomics?				
30. Worker can explain noise hazards relevant to the work and how to protect their hearing (COP-04)				
31. Worker is aware of the danger associated with hazardous substances (NORM's, radiation (SWP-15), benzene, asbestos (SWP-16), lead (SWP-67), mold, etc.) and what to do if encountered?				
If any of the above are identified as Low Knowledge, please describe a plan to correct:				
Mentor's Comments:				

Mentor: _____ **Signature:** _____ **Date:** _____
Worker: _____ **Signature:** _____ **Date:** _____
Supervisor: _____ **Signature:** _____ **Date:** _____

	Strike HSE Competency	
has successfully completed the Green Worker Mentoring/Competency Checklist (CF-S-30)		
Mentor Signature _____	Supervisor Signature _____	
Completion Date _____		