Module G Subcontractor Management Plantcfh1-30-14rev1.0. Read this Module. 0.5 credit hours will be earned. Ask questions about this module to Scott, Flash, or Billy. This is included for information and background when working primarily at Industrial sites. This is why Angeltrax is asked about its safety program, when scheduling a job at an Industrial site.

SUBCONTRACTOR MANAGEMENT PLAN (SMP)

It is our responsibility to review the safety efforts made by subcontractors who may be working with us.

All subcontractors with whom we may work will be **pre-qualified** by reviewing their safety programs, safety training documents, and safety statistics.

Raw safety metrics (measurements) would include:

1. A written safety program.
2. Safety training documentation/certification.
3. Documented safety meetings.
4. Documented job site inspections.
5. Documented enforcement policy and procedures.
6. A demonstration of management’s commitment to safety.
7. A demonstration of their ability of doing the type of work for which they are being hired which would include insurances, licenses, equipment (or the ability to rent equipment), etc..

While the above could be considered a commitment to safety, they do not indicate, in and of themselves, whether safety procedures are followed in practice.

**Acceptable safety metrics** are **measurable** “trailing safety indicators” and include:

EMR– Experience Modifier Rate:

**EMR** is the rate used to calculate worker’s compensation insurance premium. It is calculated by an advisory organization (also known as

rating bureaus) such as the National Council on Compensation Insurance based on historic loss and payroll data of a particular insured.

TRIR - Total Recordable Incident Rate:

**TRIR** Includes medical treatment, restricted duty, job transfer, days away, and higher. Excludes first aid and close calls.

DART - Days Away / Restricted (duty) / (job) Transfer:

**DART** excludes medical treatment, first aid, and close calls. Value of this indicator is for case management evaluation purposes (e.g., return to work on restricted basis is good versus staying out until 100% "healthy" again.)

DACR -– Days Away Case Rate:

**DART** minus restricted duty and job transfer.

Using the above indicators:

We will ask our potential subcontractors to provide:

1. Documented evidence of their designated OSHA Total Recordable Incident Rate (TRIR) with NAICS Code, which will be considered as one indicator of the effectiveness of their safety and health program, and will also be considered as part of the subcontractor evaluation. They must also provide their current Recordable Incident Rate (RIR) and the previous two year’s TRIRs.
2. Documented evidence of their OSHA DART rate (Days away from work, days of restricted work activity or job transfer) with NAICS Code, which will be considered as one indicator of the effectiveness of their safety and health program, and will also be considered as part of the subcontractor evaluation. They must provide their current DART rate and the previous two year’s DART rates.
3. Documented evidence of their designated Safety Experience Modifier Rate (EMR) used to calculate Workmen’s Compensation Insurance, which will be considered as one indicator of the effectiveness of their safety and health program and will be considered as part of the subcontractor evaluation. They must provide your most current EMR rating and the previous two years’ EMR ratings.

**Note: Those having a current EMR rating above 0.99 must submit a detailed explanation that addresses any mitigating circumstances that caused their EMR rating to exceed .99. This explanation should include any corrective action taken.**

Prior to initiation of work, a pre-job meeting and safety orientation will be held with all subcontractors to apprise them of the protective measures we have determined to be appropriate. At this meeting, all safety requirements

of the contractor for whom we are working will be conveyed to our subcontractors. If permitted, our subcontractors will attend all safety orientation meetings provided by the contractor for whom we are working.

Input and suggestions from subcontractors will be solicited. Attention will be given to hazards one subcontractor may create and the measures they will take to prevent other subcontractors from these exposures. One measure that will always be taken is the sharing of appropriate Material Safety Data Sheet information.

The below four major elements of safety management that apply to our operations also apply to our subcontractors:

* 1. management commitment and employee involvement.
  2. hazard analysis.
  3. hazard prevention and control.
  4. safety & health training.

Subcontractors who are working for us must attend regularly scheduled documented safety meetings conducted by our competent persons.

Subcontractors who are working for us must conduct regular and frequent job site inspections and may document these inspections using our safety inspection checklists or their own.

At the completion of each job, a post-job safety performance review of our personnel as well as the subcontractor’s personnel will be completed to ensure that all potential deficiencies are eliminated