Individual performance is critical to achieving 0:50:5. That makes close alignment and mutual support between line management, human resources and safety and health professionals vital to success.

**What is Needed**

The selection, training and management of personnel are critical to achieving safety excellence, as companies depend on the behavior of individuals working within management-controlled environments and processes.

Recruiting workers with a strong personal safety value, ensuring they are free from the negative influence of drugs and alcohol (D&A), mentally and physically prepared to work, and ready and willing to work in compliance with your company’s rules and procedures will greatly increase the potential for companies to achieve 0:50:5. These human resource-related activities should be actively and consistently managed to be effective.

**Expectations**

10.1 Develop hiring standards that describe the physical demands and of each job and verify candidates can perform the work before hiring.

10.2 Utilize behavior-based questions in the hiring process to highlight personal safety and health values and improve judgment regarding candidates’ alignment with company values.

10.3 Formally establish working safely as a condition of employment and define the consequences of failing to do so.
10.4 Require job candidates to submit to a pre-employment physicals to ensure they are physically able to perform the described job and identify any pre-existing accommodations.

10.5 Ensure alignment between collective bargaining agreements and safety and health policies, as appropriate, e.g., safe work as a condition of employment, D&A testing, health monitoring, etc.

10.6 Develop a company-specific D&A policy and testing procedure to minimize the potential for negative consequences on safety and health performance. ¹

10.7 Integrate safety and health standards into succession planning.

10.8 Develop an employee assimilation process to ensure the safe and healthy integration of new employees into the work environment.

Footnote

¹ D&A testing policy and procedure must comply with state law and regulation. In lieu of an internal program, this can be accomplished through membership in a multiple company testing mutual.
Resources and Planning
Projected Implementation Date: December 2013

Regulation

Partial or full MSHA and/or OSHA regulatory requirement:  ✔ Yes ☐ No

Metrics

To be determined

Resources

CORESafety resources can be found with the latest updates at: coresafety.org/resources/module10
Resources and Planning
Projected Implementation Date: December 2013

Notes