

TECHNICAL ANNEX

PROGRAM IMPLEMENTATION

The following program implementation is the Esler 4R process for driving change within industrial facilities as it relates to safety.

1. Release

Electrical safety has been overlooked by many operational and implementation staff. This may be a result of poor previous education, dangerous work habits, or governance. As it is not our goal to determine the resulting factors outside of assisting in absolute resolution, but to implement a safe work environment, these are not areas to associate blame but to view past organizational attributes to be overcome.

To help properly educate your employee, following these steps:

Explain what change are to be made

"I understand we are currently performing "X" procedure. This we need to replace with "Y" procedure."

Explain why the changes are to be made and the benefits or new procedure

"Organizationally we have been lucky that we have not had an accident in results to procedure "X" (or if you have had an accident outline here), but nationwide other companies who also previously practiced procedure "X" have had injuries and deaths totaling 300+ per year. Procedure "Y" helps to mitigate risk of injury by ..."

Explain corporate acknowledgment and plan to remove obstacles:

"[Company] as a whole recognizes that procedure "X" is placing its employees in a dangerous position, and feels it is important to protect you and your family's best interest. To help assist in procedure.

"Y", [Company] has {explain associated "remove obstacle" measure from Section 2}.

Receive Acknowledgment

"If [Company] {repeat how removed obstacle}, will you start replacing procedure "X" with procedure "Y"?"

Note: Properly presented signed contracts can be beneficial in increasing compliance with a new safety measure. This may result in operational staff revealing additional issues to procedural change that should be noted and rectified via internal problem-solving techniques. Training during this process is important if the new safety measure is not understood. Often the addition of PPE or order of operations change is all that is needed to increase safety. Posting procedure "Y" can be beneficial, and operational staff understand new procedure.