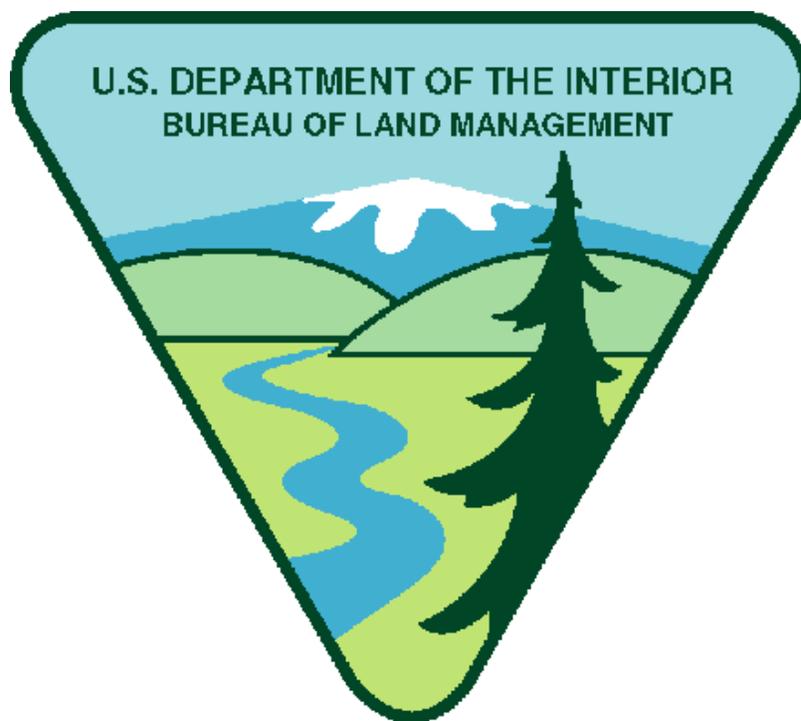


Safety for Supervisors: The Rules and the Tools



Course Guidebook

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- NTC Home Page
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TAB A



Rights and Responsibilities

AGENCY SAFETY RESPONSIBILITIES	
AGENCY RESPONSIBILITIES	WHAT IT REALLY MEANS
Provide safe and healthful working conditions	The Agency has a legal and moral obligation to furnish their employees a safe and healthful working environment. This is commonly referred to as the General Duty Clause and what this statement means is the Agency is obligated to protect their employees from recognized hazards in the workplace even if there's no OSHA standard which applies to the situation. In effect, the General Duty Clause obligates the Agency to take additional steps toward safety to ensure employee protection.
Comply with Section 6 OSHA standards	The Agency must comply with the OSHA standards. These include industry standards like Life Safety Code, National Electric Code, and others adapted by the OSHA standards. These standards are considered the minimum level for employee protection.
Acquire, maintain, and require use of PPE	To acquire, maintain, and require the use of safety and personal protective equipment for employee protection. It is important that the right tool and right personal protective equipment is selected for the job. You need to understand the purpose and limitations of the equipment so an employee doesn't get hurt.
Keep records of injuries and illnesses	To set up a management information system to keep records of accidents, injuries and illnesses. In DOI, we use the Safety Management Information System to meet this requirement. OSHA requires the agency to keep records of occupational injuries, illnesses and fatalities.
Assure prompt abatement of hazards	If these hazardous conditions cannot be abated within 30 days, then we are required to prepare an abatement plan outlining the actions we are going to take including time frames to abate the hazards.
Establish procedures to ensure employee protection from reprisal	Establishing procedures to assure no employee is subject to reprisal for exercising his/her safety rights, or for participating in Agency sponsored safety activities.
Respond to reports of unsafe/unhealthful working conditions	Setting up procedures for responding to employee reports of unsafe and unhealthful working conditions, which can be accomplished through BLM form 1112-4 or other written form submitted by an employee.
Assure periodic inspection of workplaces	The Agency is responsible for ensuring that all establishments under its control receive a formal inspection at least annually. Formal inspections are usually conducted by your State Safety Manager or full time Safety Specialist because they are trained in hazard recognition and safety inspection procedures.
Conduct safety and health training for management, supervisors and employees	The Agency is required to conduct general and specific safety and health training for their managers, supervisors and employees.

SUPERVISOR SAFETY RESPONSIBILITIES

**Employees who exercise supervisory functions shall,
to the extent of their authority:**

• Furnish employees a place of employment which are free from recognized hazards
• Enforce rules, regulations and orders
• Provide motivation, training, direction and control
• Identify/initiate corrective measures
• Investigate and report accident(s)
• Provide adequate safety budget
• Ensure employee participation
• Process Employee Reports of Unsafe/Unhealthful Working Conditions
• Recognize exemplary safety accomplishments
• Protect employee from reprisal
• Provide Employee Safety Training and Orientation - You are the first link between management and the work force to ensure our employees are properly trained to safely perform their job.
• Ensure employees are provided and trained in the proper use of safety and personal protective equipment
• Integrate Risk management
• Inspect operations and facilities - You are also in the best position to motivate and maintain positive safety attitudes, and to identify and eliminate safety hazards.

EMPLOYEE SAFETY RESPONSIBILITIES	
EMPLOYEE RIGHTS	WHAT IT REALLY MEANS
Report unsafe or unhealthful conditions without reprisal	Hopefully employees will report any safety problems to you. They do have the legal right, however, to report to any level of our organization (SO, WO). The employee can also report directly to OSHA if he/she chooses. Reprisal? It means an employee cannot be punished, in any way, for reporting an unsafe condition.
Right to remain anonymous	Employees have the right to remain anonymous no matter to whom they report unsafe conditions. Don't ask the safety manager or CDSO to reveal a name to you. They cannot.
Right to decline an assigned unsafe task	An employee has the right to "say no" if she/he deems the assigned task is unsafe. For instance, an employee is told to go into a confined space without training, proper instrumentation, and protection. That employee may realize that without training the situation is hazardous, and decline the task. Your best option? Sit down with the employee(s) and go over your Risk Assessment. That should clarify any risk factors.
Right to official time to participate in safety activities	As supervisor, you must allow employees to attend mandatory safety training, participate in safety committees, attend safety rally events, and other safety related events.
EMPLOYEE RESPONSIBILITIES	WHAT IT REALLY MEANS
Comply with rules, orders, regulations	Employees are legally obligated to comply with OSHA standards and BLM policies. For instance, there is an OSHA standard (machine guarding) that requires guards on table saws. That means every employee using that saw must keep the guard on, regardless of personal preference.
Comply with safe work practices and procedures	Employees must follow the safe work practices/procedures that are designed to protect them.
Use safety equipment, personal protective equipment (PPE)	Employees are legally obligated to use the equipment and PPE that the BLM provides them. As supervisor, your job is to hold employees accountable for doing so. Example: if neoprene gloves are required for using paint thinner at a recreation site, leather or bare hands are unacceptable.
Report unsafe conditions	Not only do employees have the right to report, they have the obligation. Immediate reporting gives you the opportunity to correct the problem before an accident occurs.
Report accidents	Employee must report accidents and injuries to you immediately. This allows you to take corrective action so it doesn't happen again. Immediate reporting also protects the employee in the event a workers' compensation claim is filed.

EXAMPLES OF EMPLOYEE SAFETY AND HEALTH RESPONSIBILITIES

Comply with rules, regulations, and orders

- Acquire your medical evaluation if you use respirators
- Acquire your annual audiogram if you are in a Hearing Conservation Program
- Wear your hearing protection
- Acquire your certification to carry firearms if non-Law Enforcement
- Report accidents to your supervisor
- Report unsafe work conditions
- Lock out energized equipment during maintenance
- Replace respirator cartridges
- Store flammables in flammables storage cabinet
- Follow directions on Material Safety Data Sheets (MSDS)
- Enter confined spaces only if properly trained and outfitted
- Wear film badges on radioactive sites
- Develop safe work practices

Comply with safe work practices and procedures

- Attend safety training appropriate to job duties:
 - Confined Space Entry
 - Standards for Survival
 - Bloodborne Pathogens
 - Forklift Training (if you are a forklift operator)
 - Defensive Driver Training
 - Watercraft Safety
- Follow tower climbing guidelines, including fall protection
- Clean up sawdust in the wood shop
- Use the table saw only when guard is in place
- Develop Risk Assessments for job activities
- Perform reviews/tailgate discussions prior to commencing work
- Know and understand operators' manuals for equipment used
- Maintain three-point contact climbing on and off heavy equipment
- Inspect heavy equipment prior to use
- Walk area prior to operating heavy equipment, checking for people and objects
- Perform vehicle/equipment walk around prior to use
- Make sure tire pressure is same on tires of ATVs
- Make sure back up alarms function
- Perform mandatory inspections
- Remove frayed electrical cord
- Inspect government vehicle and document
- Triple rinse pesticide tanks
- Report midnight dumping on public lands
- Use proper lifting techniques
- Add newly purchased chemicals to written inventory

Use safety equipment and PPE

- Install the guard before using the table saw
- Use proper tie-downs when trailering equipment
- Properly adjust grinder guards
- Wear gloves during fencing work
- Wear hardhat in construction zone
- Wear proper field attire for field work
- Use safety can for transporting flammables
- Perform inspection and change smoke detector batteries
- Wear a respirator when using chemicals (as required by MSDS)
- Make charge card purchases of products containing chemicals in accordance with local Hazard Communication Program

EXAMPLES OF EMPLOYEE SAFETY AND HEALTH RESPONSIBILITIES

Report Unsafe Conditions

(Do not use equipment/vehicles until corrected)

- Trench without sloping or shoring
- Hazardous waste spill in wareyard OR field
- Frayed or damaged electrical wiring
- Threats by members of the public
- Any mechanical failure of equipment/vehicle
- Brakes that are failing
- Pipe lagging that may contain friable asbestos
- Tripping hazard in the warehouse
- Inadequate administrative or engineering controls
- Guards missing from tools
- Presence of previously unknown abandoned mines
- PPE unavailable to employee
- Guardrails that are unstable
- High levels of noise
- Widow makers (report *and* flag) when working in timber
- Working conditions that have caused (or may cause) injury or property damage

Report accidents/incidents

- Damage to an ATV
- Backing vehicle into a tree
- Ankle injury which occurred on fire
- Government vehicle struck by deer
- Wastebasket fire in the warehouse
- Spill of product containing chemicals
- Being thrown from horse
- ATV rollover or struck object
- Tie-downs fail and cargo lost/damaged
- Slip, trip, or fall that causes injury
- Shelter deployment
- Midnight dumping on public lands
- Motor vehicle accident with member of the public
- Back injury resulting from improper lifting
- Accidents/injuries to members of the public on our Public Lands

Other Tool References:

OSHA Poster (<http://www.osha.gov/Publications/osha3165.pdf>)



TAB B

Accident Prevention

Control Measures

Examples of control measures that can be taken to reduce hazardous conditions:

- Discontinue the operation or process until corrective action is completed.
 - Remove all employees from the hazardous condition, operation, or process
 - Place barriers and signs in the hazardous area to prevent employee entry until corrective actions are completed.
 - Provide employees with appropriate clothing or personal protective equipment or tools to allow them to continue the task safely.
 - Advise employees concerning corrective actions completed or planned.
 - Forward a report on actions taken to the Safety Manager.
-

Other Tool References:

- **Tool Number One – Employee Reports of Unsafe/Unhealthful Working Conditions**

- [BLM Form 1112-4, Report of Unsafe/Unhealthful Working Condition](http://web.mt.blm.gov/staff/Websters/safety/EmpReportUnsafeUnhealthfu1112-4.pdf)
<http://web.mt.blm.gov/staff/Websters/safety/EmpReportUnsafeUnhealthfu1112-4.pdf>

- **Tool Number Two - Risk Management – Your Key to Protecting Employees**

- Know the 5 steps of the RM process and implement it during the planning phase of your projects to identify hazards that will negatively impact completion of your project. Take corrective measures to avoid those hazards. Reduce the highest risks first. Work with your employees to develop risk assessments (RA) as they plan their projects and have them use the RAs for tailgate safety sessions before they leave to conduct project work. Maintaining a library is a good start, but RAs are living documents that need to reflect the changes that occur each day as a project is completed. RAs should be revised and reviewed, as new hazards are identified. Work leads should ask, “What hazards are likely to occur today? What can we do to reduce our risk?” Success: how many projects developed risk assessments and briefed them this year?



- Risk Management Training video clip (2002 Safety for Supervisors Broadcast)
<http://www.ntc.blm.gov/krc/viewresource.php?courseID=330&programAreald=166>
- Risk Management Testimonial (Murphy/Gill from 02' broadcast)
<http://www.ntc.blm.gov/krc/viewresource.php?courseID=330&programAreald=166>
- Risk Management Training online via DOI Learn <https://doilearn.doi.gov/>
- **Risk Management** (<http://web.blm.gov/internal/wo-700/wo740/riskmanagement.html>)
- **Sample Risk Assessment** (http://web.blm.gov/internal/wo-700/wo740/tools/RAWorksheets/RAWorksheet_Library.html)

- **Tool Number Three – Training and Promotion**
 - [Training Requirements from BLM Manual Handbook 1112-2](http://web.blm.gov/internal/wo-700/wo740/policy/blmpolicy/blmmanualhandbook1112-2_chap2.doc) (pages 2-4 through 2-8) <http://web.blm.gov/internal/wo-700/wo740/policy.html>
- **Tool Number Four – Accident Reporting** (See Tab C – Accident Investigation & Reporting below)

Recordkeeping

- [Safety Program Organizer](http://www.ntc.blm.gov/krc/uploads/330/Safety%20Program%20Organizer.docx) sample
(<http://www.ntc.blm.gov/krc/uploads/330/Safety%20Program%20Organizer.docx>)
- Checklists
 - Facilities Safety Inspection Checklist – BLM Manual Handbook 1112-2, pg. 187.
 - Sample checklists –
 - [Daily Checklist sample](http://www.ntc.blm.gov/krc/uploads/330/Daily%20Safety%20Checklist.xls)
<http://www.ntc.blm.gov/krc/uploads/330/Daily%20Safety%20Checklist.xls>
 - [Safety Program Review Checklist](http://www.ntc.blm.gov/krc/uploads/330/Safety%20Program%20Review%20Checklist.doc)
<http://www.ntc.blm.gov/krc/uploads/330/Safety%20Program%20Review%20Checklist.doc>

Inspections

BLM Form 1112-8, Hazard Abatement Plan

<http://www.ntc.blm.gov/krc/uploads/330/Haz-Abate.doc>

***Formal inspections:** BLM Handbook 1112.6.2 B) Formal safety inspections of physical facilities will be made by a qualified inspector at least once each fiscal year to review existing conditions and to assess the adequacy of safety efforts to eliminate hazards and reduce accidents and illnesses. More frequent inspections must be conducted where there is an increased risk of accident, injury, or illness.*

Effective Safety Inspection Programs identify hazards, provide prompt abatement, are documented, and followed through to closure/correction.

Hazard Recognition

See the pictures shown in this broadcast and other hazard pictures in the KRC.
<http://www.ntc.blm.gov/krc/uploads/330/Hazard%20Recognition.pptx>

TAB C



Accident Investigation and Reporting

Safety Triangle

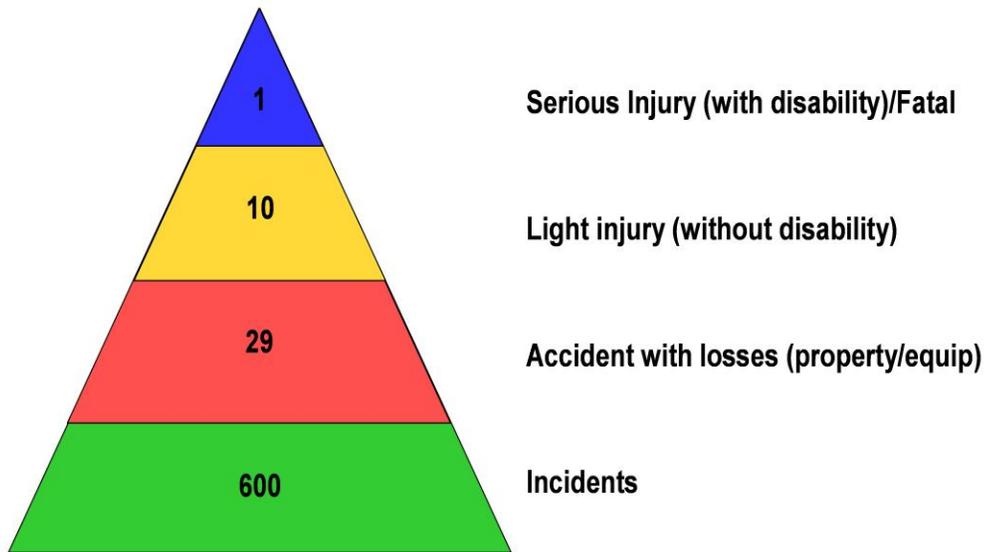


Figure 3. Pyramid of Bird. Source: Geller (1998)

Safety Management Information System (SMIS)

<https://www.smis.doi.gov/>

Workers' Compensation Program - Responsibilities for Supervisors

http://www.doi.gov/workerscompensation/work_super.html

Accident Reporting Forms

<https://www.smis.doi.gov/>

- Safety Management Information System (SMIS) worksheet
http://www.ntc.blm.gov/krc/uploads/330/SMIS_Worksheet.doc
- SF-91 Motor Vehicle Report Form
- SF-94 witness statements
- CA-1, Notice of Traumatic Injury or CA-2, Claim for Occupational Illness (needs to be filed electronically by the employee through SMIS for personal injury)

Serious Accident Definition

- Property Damage Exceeding \$250,000
- Three or more employees hospitalized overnight
- A Fatality
- Accidents that a State Director, DASHO, or Bureau Safety Manager feel warrant further investigation

Agency Administrator's Guide to Critical Incident Management (PMS 926)

<http://www.nwcg.gov/pms/pubs/pms926.doc>

Employee Casualty Guide for Managers and Supervisors (WO IB 2006-109)

[IB2006-109 - Employee Casualty Guide for Managers and Supervisors](http://web.blm.gov/internal/wo-500/directives/dir-06/wo-ib-06.html) –
<http://web.blm.gov/internal/wo-500/directives/dir-06/wo-ib-06.html>

Other Tool References:

Pre-accident Plan sample

<http://krc.blm.gov/document.php?documentID=4684>

BLM Redbook "Interagency Standards for Fire and Aviation Operations

http://www.nifc.gov/policies/red_book.htm

Quick Reference for SMIS Accident Reporting – Supervisors Module

Accessing SMIS Accident Reporting

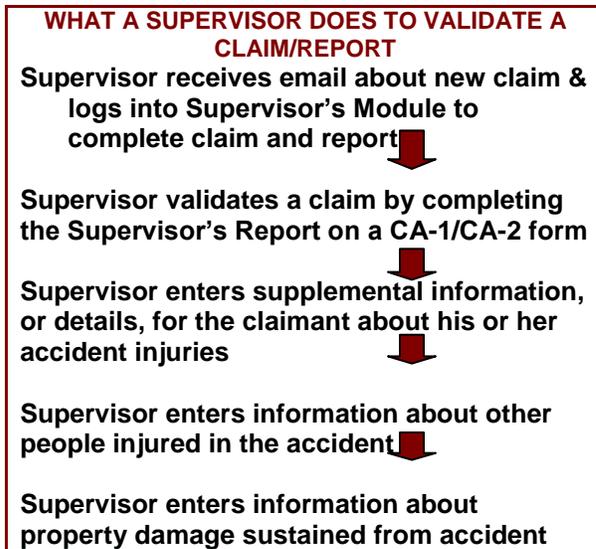
1. Open your browser and in the Address field, type <http://www.smis.doi.gov>.
2. Click **Accident Reporting**.
3. Click **Supervisors**.

Logging In

1. From the main “Safety Management Information System” screen, click **Supervisors**.
2. In the **Last Name** field, type your last name.
3. In the **DOI User Validation** field, type the last four digits of your social security number.
4. Press **Enter** or click **Employee Login**.
5. In the **Please verify/enter your Internet E-Mail Address below** field, type or verify your email address and click **Submit your E-mail Address**.

Overview of Validating a Claim – Injured employees initiate OWCP claims and SMIS reports; both reports are then automatically forwarded to the injured employee’s supervisor for completion:

6. **Complete a supervisor’s report** – The Supervisor’s Report is acknowledgement by an injured employee’s supervisor that the employee was indeed injured on the job. **Print and sign the CA-1 or CA-2 form** – Depending on your organization’s procedures, you might need to print, sign, and date all completed CA-1 and CA-2 forms. Copies should be kept by the injured claimant, the claimant’s supervisor, and your HR compensation coordinator(s).
7. **Enter supplemental information** – Supplemental information is required and helps clarify the injuries that a claimant received in an accident.
8. **Report injuries of other persons** – If other people were injured as a result of the accident that triggered the initial claim, you must enter information about those people and their injuries. This ensures that the accident report includes information about all parties that were injured from a single accident.
9. **Report property damage** – You must report property damage that was sustained in an accident. Entering this information ensures that the accident report includes details about damaged property.
10. **Avoid selecting “Unknown” or “No” selections when identifying causes/factors from pull-down lists. These selections are rarely accurate if an incident is honestly evaluated.**



Validating a CA-1 or CA-2

Validating a CA-1 (For Injuries) - Though there are several fields that you can complete, at a minimum, you must:

12. Complete the fields in the **18. Employee's duty station** box.
13. Check the **I have read and understand the above statement** checkbox box 38.
14. In the **Supervisor Title** box, type your job title.
15. In the **Office Phone** box, type your work telephone number.
16. Print, sign, and date the claim form.

Validating a CA-2 (For Occupational Illnesses)

17. Complete the fields in box **20. Employee's duty station**.
18. In the **26. Date Employee First Reported Condition to Supervisor** box, type the date (mm/dd/yy OR mm/dd/yyyy) on which you were first notified by the claimant about his or her illness.
19. Check **I have read and understand the above statement** box.
20. In the **Supervisor Title** box, type your job title.
21. In the **Office Phone** box, type your work telephone number.
22. Print, sign, and date the claim form.

Printing a Completed CA-1 or CA-2 Form

23. Log in to the Supervisor's module.
24. In the **Enter Employee's Claim Identifier** field, type the claim ID of the claim you want to print and click **Submit Employee's Claim ID**. The claim is displayed on the following screen.
25. Click **Print CA-1 Form** or **Print CA-2 Form** at the top of the screen, depending on the type of report you want to print. The report is displayed automatically. You cannot change any information from this view. From the **File** menu, select **Print**. The form prints as it appears on screen.

Reporting Only Property Damage – It is a supervisor’s responsibility to initiate and complete property damage reports:

26. Log in to the Supervisor’s module.
27. Click **Enter a NEW Report for a NEW Incident** in the **Enter a New Accident Report** box to report an accident involving property damage or injury to an individual who is not filing a claim for compensation.
28. Select the option that best describes the type of accident and click **Continue Entering Report**.
29. In the **Incident ID** box, enter the date and time which the accident took place, as well as the zip code for the location.
30. In the **Place of Incident** box, type a detailed description of where the accident took place. Include street address, city, park, state, and other information that help describe the location.
31. From the **Result** list, select the option that describes the accident’s outcome. For example, only property damage or property damage and injuries.
32. In the **Incident Narrative** box, type description of what happened.
33. In the **Correct Actions** box, type a description of what the parties involved can do to prevent such an accident from happening again.
34. From the **Unsafe Act** drop-down list, select up to two options that best describe the unsafe acts that took place that led to the accident.
35. From the **Unsafe Condition** drop-down list, select up to two options that best describe condition that led to the accident.
36. From the **Management Casual Factor** drop-down list, select the factor that best describes how management had anything to do with the accident. Click **Send this Info**.
37. From the **Type of Property** drop-down list, select the option that best describes the property that was damaged.
38. In the **Description** box, type a description about the damaged property. Include information such as make, name, model number, size, type, color, and license number.
39. From the **Property Owner** drop-down list, select the option that best describes who owns the damaged property. From the **Cause of Damage** drop-down list, select the option that best describes what precipitated the event that caused the property damage. For example, an automobile skids on ice and strikes a curb, damaging the axle. The cause of this damage is probably the icy road surface, assuming driver negligence was not an issue.
40. From the **Source of Damage** drop-down list, select the option that best describes the thing that inflicted physical injury. For example, someone is walking, slips on a wet floor, and drops a computer monitor on the floor. The source of the damage is the wet floor on which the monitor fell.
41. In the **Estimated dollar value of this damage** box, type the cost of repairing the damage. A dollar sign (\$) is not required in this field. Round the cost to the nearest dollar.
42. In the **If this damage involves a motor vehicle, were seatbelts worn?** box, select **Yes** if the involved parties were wearing seat-belts. Select **No** if the involved parties were not wearing seatbelts.
43. Click **Send this Info**.
44. Select the category that best represents the person responsible for the damaged property and click **Continue to Next Page**.
45. Enter the requested information about the responsible party to complete the Property Damage Report.

TAB D



Required Written Safety Programs and Occupational Health

OSHA – Required Written Safety Programs

- Respiratory Protection
- Hearing Conservation
- Bloodborne Pathogens
- Lockout/Tagout
- Confined Space Entry
- Hazard Communication
- Personal Protective Equipment (PPE)
- Emergency Action Plan
- Fire Safety Plan
- Radiation Protection and Control

Basic Safety 101 Control Measures (slide)

<http://www.ntc.blm.gov/krc/uploads/330/Basic%20Safety%20101%20Control%20Measure%20s.pptx>

- ◆ Engineering
- ◆ Administrative
- ◆ Personal Protective Equipment

Other Tool References:

- [OSHA Written Programs Checklist](http://www.ntc.blm.gov/krc/uploads/330/OSHA_Written_Programs_Checklist.doc) - to help you determine when you need a written program.
http://www.ntc.blm.gov/krc/uploads/330/OSHA_Written_Programs_Checklist.doc
- [Sample written Fire Prevention Plan](http://www.ntc.blm.gov/krc/uploads/330/FIRE%20PREVENTION%20PLAN%20TEMPLATE.docx)
<http://www.ntc.blm.gov/krc/uploads/330/FIRE%20PREVENTION%20PLAN%20TEMPLATE.docx>

Occupational Safety and Health

Definitions

Industrial Hygiene: The science that deals with the recognition, evaluation and control of hazards in workplaces in order to prevent illness among employees.

Exposure Assessment: The qualitative or quantitative determination made by an industrial hygienist or other appropriately trained individual, of an employee's exposure to a chemical, biological or physical agent.

Employee Exposure: An exposure to chemical, physical, or biological agents that occurs in the workplace regardless of the use of personal protective equipment. This is essentially the potential for exposure; how concentrated or intense is the hazard in the work environment.

Industrial Hygienist: A professional qualified by education, training, and experience to anticipate, recognize, evaluate and develop controls for occupational health hazards.

Dose: The amount of energy or substance absorbed in a unit volume of an organ or individual. For our purposes how much substance (Chemical, physical, biological) is being taken in by the body.

Reasons to conduct exposure assessment

1. OSHA Compliance Monitoring
2. Ensure Engineering Controls are working
3. Ensure PPE is working
4. Determine if Employee is required to be in a medical surveillance program

Compliance Monitoring

With Compliance Monitoring, we focus on the *maximum* risk employee to determine whether exposures are above or below established limits.

For several agents, **OSHA** has mandated that exposure assessment be conducted in certain ways.

Other Tool References:

- **[Industrial Hygiene power point](http://web.mt.blm.gov/staff/Websters/Safety/broadcast/PowerPoint%20Industrial%20Hygiene.ppt)**
(<http://web.mt.blm.gov/staff/Websters/Safety/broadcast/PowerPoint Industrial Hygiene.ppt>)
- **[OSHA Mandated Agent and Program-Specific Monitoring Requirements Table 1](http://web.mt.blm.gov/staff/Websters/safety/broadcast/OSHA%20Mandated%20Agent%20and%20Program%20Specific%20Monitoring%20Requirements%20Table%201.doc)**
(<http://web.mt.blm.gov/staff/Websters/safety/broadcast/OSHA Mandated Agent and Program Specific Monitoring Requirements Table 1.doc>)
- **[Comprehensive Exposure Assessment diagram](http://web.mt.blm.gov/staff/Websters/Safety/broadcast/Comprehensive%20Exposure%20Assessment%20Diagram.doc)**
(<http://web.mt.blm.gov/staff/Websters/Safety/broadcast/Comprehensive Exposure Assessment Diagram.doc>)

TAB E



Safety Program Reviews: Measuring Your Success

Leading Indicators to Measure Success

- Percentage of employees who have received their required safety training each year.
- Number of risk assessments that were developed and used for tailgate safety sessions yearly.
- Time it takes to correct a hazard once it has been identified.

Other Tool References:

Measuring Your Success

- Program Management Reviews
 - Best safety practices from past PMRs
 - <http://web.blm.gov/internal/wo-700/wo740/tools.html>
 - BLM National Safety Website <http://web.blm.gov/internal/wo-700/wo740/index.html>
 - Deane Swickard, FM, Folsom, CA – Vehicle Safety video clip
<http://www.ntc.blm.gov/krc/viewresource.php?courseID=330&programAreald=166>
 - Leslie Thiess, FM, Carlsbad, NM – Safety Commitment video clip
<http://www.ntc.blm.gov/krc/viewresource.php?courseID=330&programAreald=166>
- Evaluation Exercise video clip (from 02 broadcast)
<http://www.ntc.blm.gov/krc/viewresource.php?courseID=330&programAreald=166>
- Annual Safety Action Plans
 - [Glenwood Springs, CO field office Annual Safety Action Plan](http://www.ntc.blm.gov/krc/uploads/330/Glenwood%20Springs%20Safety%20Action%20Plan%202008.2010.doc)
<http://www.ntc.blm.gov/krc/uploads/330/Glenwood%20Springs%20Safety%20Action%20Plan%202008.2010.doc>



Safety for Supervisors Broadcast 1/29/09

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Course Notes
