



Health & Safety Standard

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1 Purpose

This Standard outlines the requirements and process for identifying positions within Cenovus that are deemed to be safety sensitive.

2 Application

This Standard applies to all positions within Cenovus. Staff in safety sensitive positions have specific requirements under the Alcohol & Drug Program and in the Work Health Standard. To ensure the proper application of this program, safety sensitive positions must be consistently identified.

3 Roles and responsibilities

Table 1: Roles and responsibilities

Role	Responsibility
Staff	Staff are responsible to know and understand their designation as safety sensitive, as it applies.
Leaders	Leaders, in consultation with Human Resources, are responsible for the designation of safety sensitive positions within their workforce.
Human Resources (HR)	Human Resources is responsible for ensuring the consistent application of the safety sensitive designation across Cenovus's workforce.
Health & Safety (H&S)	Health & Safety is responsible for providing and assisting in application of the criteria for safety sensitive positions in accordance with the Alcohol & Drug Program, Work Health Standard, and industry best practices.

4 Requirements

A safety sensitive position (SSP) is a position in which an individual has a key and direct role in an activity where impaired performance could result in:

- a serious incident, or
- an improper or inadequate response to a potentially serious incident

A key and direct role is defined as a primary job function, including non-routine or emergency duties, that involves actions or decisions which, if not performed correctly, could directly cause or contribute to an event.

Cenovus leaders, H&S representatives, and HR will collaborate to identify and designate safety sensitive positions within Cenovus.

To identify safety sensitive positions, consider the plausible consequences of an error in judgement during conduct of work associated with the job responsibilities of the position.

Once identified an employee must understand their designation as safety sensitive, adhere to our pre-employment assessment process, and sign-off on the Fit for Duty Policy. This applies to new employees moving into safety sensitive roles or current employees moving from a non-safety sensitive role to a safety sensitive role.

5 Compliance and enforcement

5.1 Exceptions

Any exceptions shall be subject a separate evaluation by the hiring leader, Health & Safety and Human Resources.

6 Related information

6.1 References

Table 2: Internal governing references

Document title or link	Relevance
Alcohol & Drug Standard	Corporate standard
Alcohol and Drug Testing Procedure	Health and Safety Procedure
Canadian Leader's Fit for Duty Guide	Guidance
Fit for Duty Policy	Corporate Policy
Work Health Standard	Corporate standard