# Meraux Refinery Operator Training Program (continued)

Meraux Refinery	Refinery Procedure #	Approved by	Ravision #	Diate is swed	Supersedes	Page
	TR:S-0001	Carl Zomes	3	8/31/2011	9/16/2009	4 of 6

6 Operator on-the-job training (OJT): Upon successful completion of the BOT Program, employees shall be assigned to a specific work area and shall receive job specific On-The-Job-Training. They shall be supplied with available process flow diagrams, piping and instrument diagrams and operating and emergency procedures. Process Area and Unit Specific Training Manuals accompanied by learning guides and tests shall be used for operator job certification. Each Unit specific training manual shall be written using a similar standardized format and shall include the following: Introduction including safety, environmental, health, and security Unit process control and equipment Procedures: emergency, normal operating, shutdown, startup, and temporary Walkthroughs Relevant checklists Training shall be provided regarding process controls and equipment for each area and unit in the plant followed by a test on covered material. An 80% minimum score shall be achieved on each test phase before advancing to the next module. For test failure, feedback, and remediation administrative guidelines see Testing Procedure below. Job techniques that were introduced during the orientation section of this program are applied with the trainer's guidance during OJT. On-the-job training shall be conducted by the work Area Supervisor assisted by a Chief Operator or a "C" Operator on the job. The trainee shall be required to meet objectives that shall be monitored by the Area Supervisor and shift supervisors. Weekly training report forms, documenting the trainee's progress, shall be completed by the shift. supervisor with copies sent to the Operations Manager and the affected Operations Area Supervisor. c. The trainee shall take as much responsibility for the assigned job he or she is being qualified. The chief operator and the operator working the job on-shift have the responsibility to assist the trainee in learning the job and meeting the trainee's objectives. d. If the probationary period was not successfully completed, the operator's records and evaluation reports shall be reviewed by the Area Supervisor who shall determine what course of action is required for the operator in training. 7 Testing. Testing is required to verify training effectiveness and to evaluate an employee's qualifications for specific jobs. A variety of testing instruments may be used for measuring trainee's knowledge, skills, and abilities. This may include but is not limited to written and oral tests, hands-on demonstrations, and walkthroughs. Some of these tests may be administered with the aid of audio, visual, and computer equipment. a. To assure the trainee's readiness to take over the job, during the on-the-job training period, the Operations Area Supervisor shall test the trainee qualifying for a specific job at each of level of evaluations, which are: Tests for each objective in the training guide Test for each module of training, and Test for the position (composite knowledge test and walk-through). Should any supervisor feel that the trainee isn't ready to take total responsibility for a job after the onthe-job training period, he or she shall document and discuss possible extension of the on-the-job training period. c. In the units, Shift Supervisor, the Operator on shift, and the Chief Operator shall train the Unit Operators. The Chief and Board Operators and the Line 3 operators will be trained by the Operator on shift and the Shift Supervisor. The progress of the trainee shall be watched closely at this point to determine continuation of training. or disqualification. The trainee shall take over the job after he has successfully completed on-the-job training and scored.

a minimum of 80% on all testing and 100% on all walkthroughs.

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