

Welcome to Pablo Industries



Pablo Industries is a company that has recently expanded by buying out two existing companies called **Nugget Corp** and **Bucky Resources**. Pablo has a mixed bag of leadership qualities. There are parts of the company that are very good, with a great safety culture, and others... well, you know... let's just say that there's an opportunity for improvement; actually, a lot of improvement!

Many personalities work at the Pablo Industries, and you will get a chance to meet some of them throughout our training courses. You can use these character profiles to become familiar with Pablo's team.

For more online safety courses like this, just search for the word "Pablo" in this online store!



Pablo Industries' Management Team



GM Joe is the General Manager at Pablo Industries. With 35 years of experience; he worked his way right to the top. The only time GM Joe gets intimidated is if you talk about Occupational Health and Safety Law; he doesn't know beans about it.

Joe believes in strong discipline and accountability. So he created a list of 'Zero' tolerance policies, and then told his General Foremen they were not debatable. There is a minimum three-day suspension for any violations whatsoever. He tries to run a tight ship, but when that doesn't work, he loses his temper.

Janet Jewels is 30 years old and born into wealth, she's GM Joe's niece. Janet has never worked a day in her life, nor does she plan to, but she *does* know everything, according to her. By the way, Janet was appointed as one of Pablo's directors; she loves the title.



Vanessa Vicarious is GM Joe's niece. She manages both Nugget Corp. and Bucky Resources. Five years ago Judge Jimmy charged her thousands of dollars under OHS law for a terrible incident involving Dexter Dan Zaster when he fell into a latrine tank. Vanessa was charged for not ensuring the health and safety of her workers; however, since the incident she has been working on a robust safety system.

One would think that with a name like hers she would have understood her responsibilities under OHS law.



Pablo Industries' Management Team



Barbera Best is the Human Resource Manager. Barbera has plenty on her plate dealing with grievances and disciplinary actions. She would love to see Billy successfully written up more often, but Billy's supervisors do not provide her enough information to properly deal with the situations.

Betsy Buyer and Percy Price are in the procurement department at Pablo Industries. They oversee purchasing goods and services, while working to get the best possible price.



Bellamy Selina Oda Solomon

Bellamy Barrier is the Safety Manager. She provides Pablo with advice on its legal responsibilities, as well as what steps the company should take to develop a new safety system.

Bellamy hired three safety representatives, namely **Selina Secure** 29, **Oda Harmsway** 25, and **Solomon Saphe** just 21. They are learning the ropes at Pablo and are responsible to do observations, inspections and help with investigations along with other safety responsibilities.

Brennan Booksmrt is the Training Manager in charge of setting up the training system to ensure that all workers are trained in all matters necessary for the health and safety of the workers.



Pablo's Service Providers



Justin Tyme is a self-employed person owning *I Can Dig It*, a small excavating company. Rodney and Roger are labourers working for Justin.

Connie is the owner and operator of *Connie Contractors* who employs hundreds of construction workers. Her company has the skills needed to take on any expansion project Pablo Industries takes on.



Janine is a consultant, who provides her services to Pablo, trying to establish revolutionary processes to help ensure a respectful workplace, conflict resolution and leadership development.

Bart Blastit is a self-employed person who holds a valid Blaster's Certificate. Bart is an expert, who works with high hazard explosives, but can be a bit careless at times. He loves his job; everyone says that Bart gets a bang out of it. Since Pablo Industries only does limited blasting, they contract Bart whenever needed.



Pablo Industries' Foremen and Supervisors

General Foremen

Kool Kerry has been with Pablo for 28 years and has shown great leadership skills. Kerry certainly has a way with people and can get the most out of pretty much anybody.

Karl Kant-Kare is a General Foreman who has no empathy for anyone. Karl says the new safety initiatives are a joke, and wayyyy over the top.

Engineer Eric was recently selected as a General Foreman in the maintenance department and oversees the day to day activities of the supervisors and their crews.



Supervisors

Randy Rhuder is a supervisor in the production department. Randy will scream and yell at anyone, except GM Joe; no-one screams and yells at GM Joe! His command and control approach makes most workers fear him and do whatever he says, that is of course, until his back is turned. Oh yes, he dislikes 'Billy Baddess'.

Laura Lowe-Rode is a perfectionist, completing her work to a 'T'. Laura was promoted to supervisor three years ago because of how thoroughly she did her job. Laura was so excited to be a supervisor, expecting everyone to be like her and do everything perfectly. Let's just say that her supervisor job has not gone well at all, and she simply can't stand Billy.



Pablo Industries' Foremen and Supervisors



Kalm Kristin is a new supervisor who believes in teamwork, respect and diversity in the workplace. Kristin has an ongoing professional development plan and has completed several industrial leadership courses on her own, including OHS Law.

Gregory Gristly is a maintenance supervisor who has no regard for safety, focusing on production at all costs, mainly because he gets bonuses. To Gregory, most young people are sissies and lazy.



Relief Supervisors

Danny Boy is a 28-year-old mechanic who was recently selected to be a relief supervisor. He is waiting to be trained in OHS Law and is still afraid of exercising his duties as a supervisor, along with so many other fears.

Greta Green is also a relief supervisor. Greta too, is unsure of herself when it comes to enforcing work rules. *Greta really loves fishing and thinks about it constantly!*



Workers at Pablo Industries

Cory and Cam Complainer are first cousins who are never satisfied with anything it seems, unless of course it benefits them. They find fault in almost every company initiative, leader, and worksite etc., there is not much chance of satisfying these two. Cory is on the OHC.



Cory

Cam



Larry

Jerry

Perry

Larry, Jerry and Perry are one of the maintenance crews. They are very productive; but let's just say they don't mind taking a little *risk* from time to time. They don't see the benefit of much of the safety stuff and think it's a waste of time, especially field level risk assessments!

Larry is the ringleader, Perry worships him, and does whatever Larry says.

Rachel Research and **Jeff Jolt** are new employees at Pablo. Rachel is a university summer student, while Jeff just graduated high school, and is hoping to begin a long career with Pablo Industries. Jeff loves a good cup of coffee; his mom gave him his first cup when he was only six years old.

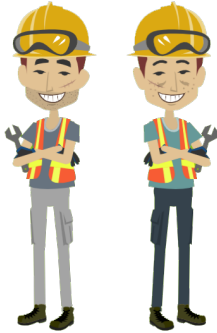


Madelyn Millivolt is a qualified electrician with 12 years experience in house wiring and has been at Pablo for only a few months. She has almost no experience in high voltage work.

Martin Millivolt is also an electrician with 10 years of high voltage work experience involving 4KV and 25KV systems. Martin and Madelyn are brother and sister.



Workers at Pablo Industries



Dallas Dean Zaster and Dexter Dan Zaster, second cousins, are jack-of-all-tradesmen, who have been working at Pablo and Nugget for eight years. Always smiling, they can do just about anything; run equipment, do minor electrical jobs, mechanical fixes, you name it Dallas and Dexter can do it.

Two fearless guys, who like to help wherever they can, but they always seem to be in the wrong place at the wrong time! They both sign their names using their middle initial, 'D'.

Jan Joule is a chemist at Pablo who takes pride in her work and can be counted on to get her jobs done.

Mike Mentor is the OHC Co-Chair representing the workforce.

Nurse Nancy is the site nurse. Nancy looks after any medical conditions, drug testing and return to work programs.



Paul

Steve

Paul and Steve are both seasoned veterans at Pablo and very old school thinkers, they like how it 'use to be'. They have seen literally dozens of different initiatives come and go... they believe any new ones will too. Paul and Steve think it's fun to laugh and pick on people as well as tell off-colour and racist jokes.

Peter Profanity is a long-term employee who gets mad at pretty much everything, dislikes authority, and is in constant conflict. Why no one has ever done anything about him is unknown. It's been going on for many, many years.



Workers at Pablo Industries



Sam and Kevin are a great team. They work well together, and with anyone else for that matter. They get their work done efficiently while respecting and aligning with company rules. They believe honesty is extremely important. You could say that they are every employer's dream.

They love sports, enter sports pools, and talk about them all the time.

Stewart the Shop Steward. Stewart is an electrician by trade but the role as shop steward takes up most of his time. The last count had 43 grievances on the books.



Emmitt, Everett and Emerson make up the rescue team and are always Johnny-On-The-Spot. They used to be volunteers, however since Dallas D. Zaster was hired, Pablo has made them full time positions.

Nugget Corps emergency response team. This trio only volunteers to be on the ERT. Word has it, they used that as an excuse for not jumping into a latrine tank to save Dexter Dan Zaster at Nugget Corp. After the unfortunate event Dexter was off work for several weeks with respiratory distress.



Gus, Billy and Some Legal Beagles

Guru Gus has worked at Pablo since it started. No one knows what he does; people just see him walking around, talking about the old days. Gus has an uncanny memory, remembering every incident that ever happened at Pablo Industries. The OHC constantly comes to Gus for advice.



Billy Baddess floats around, working for many different leaders. People say it's because nobody wants him, except Gregory Gristly. Gregory assigns him tasks that he isn't qualified for, but Billy manages to get them done anyway. Billy laughs at most safety rules, knows how to play the system, manipulates leadership and gets away with just about anything. ***He's absolutely the worst!***

Milo's Occupational Health and Safety Officers make regular inspections at Pablo, often finding issues or concerns. They have issued many contraventions in the past; however Pablo management usually patches things up to avoid any 'legal' issues. Karen and Jeff report to Milo.



Judge Jimmy presides over the courtroom, hearing evidence, making decisions, instructing juries and making rulings. **JJ** is responsible for assuring the law is carried out in every case.

Lawyer Louise is a defence lawyer in occupational health and safety cases. She finds strict liability cases very difficult to defend.



Our Cast of Characters

The Spirit of the Law shows up whenever the law is written, and someone purposely finds a loophole in it. Even though loopholes could be found, strict liability uses the reasonable person test. More on that in our training.



Pablo Industries Cast of Characters

