



HR Insights

**Well-to-Market Workforce Health Audit
Scoring Your Oil & Gas Compliance Pipeline**

Introduction

Oil and gas work can expose people to long shifts, fatigue, hazardous chemicals, hydrogen sulfide, silica, heat, and transportation risks. OSHA also identifies highway vehicle crashes as a leading cause of death in oil and gas extraction, while NIOSH explains that fatigue can slow reaction time, reduce attention, limit short-term memory, and impair judgment. For HR teams, that means workforce health compliance is not only a safety issue. It is also a hiring, training, staffing, recordkeeping, and return-to-work issue (National Institute for Occupational Safety and Health [NIOSH], [2018](#), [2026](#); Occupational Safety and Health Administration [OSHA], [n.d.-d](#), [n.d.-e](#)).

This white paper gives HR leaders a simple way to score whether their people systems are helping prevent health and compliance problems from the field to transportation to processing. If your company operates regulated pipelines or LNG facilities, PHMSA requires written drug and alcohol testing plans for covered employees, including certain contractor personnel. If your company runs processes involving highly hazardous chemicals, OSHA's Process Safety Management standard adds another layer of system controls. The rules change by operation, but the need for a clear, job-based workforce health process does not (OSHA, [n.d.-f](#); Pipeline and Hazardous Materials Safety Administration [PHMSA], [2022](#)).

What is a Workforce Health Audit?

A workforce health audit is a simple checkup on whether the right people are in the right jobs, know their risks, have the right clearances and training, and are being tracked in a way that helps the company prevent problems instead of only reacting after something goes wrong. OSHA describes medical surveillance as a feedback loop that uses health information to spot workplace problems early, and OSHA recordkeeping rules serve a similar purpose by helping employers identify trends and prevent future harm (OSHA, [n.d.-c](#), [n.d.-g](#)).

How to Score Your Audit

Use a 0 to 3 scale for each section below.

- 0 = Missing or mostly informal
- 1 = Basic, but inconsistent
- 2 = Documented and usually followed
- 3 = Strong, measured, and regularly improved

With seven sections, the highest possible score is 21.

Note: This scorecard is a management tool, not legal advice.



1. Know the Real Risks for Each Job

If HR uses one generic onboarding packet for office staff, field crews, drivers, pipeline technicians, and plant workers, the system is too broad to protect anyone well. OSHA identifies different oil and gas hazards, including vehicle collisions, fires, explosions, hazardous chemicals, hydrogen sulfide, silica, fatigue, and temperature extremes. A strong score means each job family has its own risk profile, required training, and clearance checklist (OSHA, [n.d.-d](#), [n.d.-e](#)).

2. Match Hiring and Placement to Actual Job Demands

Some jobs may involve respirators, chemical handling, long outdoor shifts, remote travel, or emergency response. OSHA says workers who must use respirators need a medical evaluation before fit testing or use. In plain language, that means HR should know which roles need medical review, who signs off, and how work restrictions are handled privately and consistently (OSHA, [n.d.-h](#)).

3. Make Hazard Information Easy to Understand

OSHA's Hazard Communication Standard requires employers with hazardous chemicals in the workplace to provide labels, safety data sheets, and training workers can understand. For a general reader, that boils down to this: people should know what they are around, what can hurt them, what protection is required, and what to do in an emergency. A strong score means training is role-based, readable, and available in the languages workers actually use, not buried in a binder nobody opens ([OSHA, n.d.-a](#)).

4. Use Health Data to Prevent the Next Problem

Medical surveillance is more than sending one worker to a clinic after an incident. OSHA describes it as using health information to look for patterns and guide prevention. For HR, that means reviewing trends such as repeat heat complaints, breathing issues, or restricted-duty cases by site, contractor group, or job type. A strong score means the company learns from group trends while protecting individual privacy ([OSHA, n.d.-c](#), [n.d.-e](#)).

5. Treat Fatigue, Driving, and Heat as System Issues

Fatigue is not just someone "being tired." NIOSH says it can reduce attention, slow reaction time, limit short-term memory, and impair judgment. In oil and gas, that matters even more because people often drive long distances to remote sites, and NIOSH notes that crashes are the leading cause of death for oil and gas extraction workers. OSHA also warns that heat stroke is a medical emergency and requires immediate emergency response. A strong score means schedules, travel planning, hydration, rest breaks, and heat escalation steps are built into workforce planning, not left to luck ([NIOSH, 2018, 2026](#); [OSHA, n.d.-b](#)).

6. Know Where Drug and Alcohol Rules are Mandatory and Where They Are Company Policy

For regulated pipeline and LNG operations, PHMSA requires written anti-drug and alcohol misuse plans and testing categories such as pre-employment, post-accident, random, reasonable cause or suspicion, return-to-duty, and follow-up for covered employees. PHMSA also says covered employees can include contractors performing regulated functions. A strong score means HR can clearly separate federal testing requirements from broader company policy, and can show exactly which jobs are covered and why ([PHMSA, 2022](#)).

7. Keep Records, Involve Workers, and Keep Improving

OSHA says injury and illness records help employers understand hazards and prevent future injuries, and many employers must keep those records for at least five years. OSHA also says workers, including contractors, subcontractors, and temporary staffing workers, should participate in the safety and health program. Where highly hazardous chemicals are present, OSHA's Process Safety Management standard requires a formal management system to identify, evaluate, and control those hazards. A strong score means records are current, workers can speak up without fear, contractors are included, and leaders review trends instead of filing them away and forgetting them (OSHA, n.d.-f, n.d.-g, n.d.-i).

How to Read Your Total Score

- A score of 0 to 7 means your system is mostly reactive and high risk.
- A score of 8 to 14 means you have pieces in place, but they do not work together consistently.
- A score of 15 to 18 means your process is solid, but still has visible weak spots.
- A score of 19 to 21 means your workforce health process is mature, measurable, and built for continuous improvement.



A Practical 90-Day Action Plan

In the first 30 days, map every job family by location and task. Identify which roles involve respirators, hazardous chemicals, driving, heat exposure, emergency response, regulated pipeline functions, or highly hazardous chemical processes. This is where a lot of hidden gaps show up, especially when job descriptions and real work no longer match.

In days 31 to 60, fix the most obvious breakdowns. Typical examples include outdated hazard communication training, missing respirator medical evaluations, weak contractor onboarding, and no clear fatigue or heat response plan. Pick the problems most likely to hurt someone or trigger a compliance issue first.

In days 61 to 90, review injury logs, surveillance trends, and worker feedback together. OSHA's guidance is clear that records and worker input are not paperwork for paperwork's sake. They are tools for seeing what is really happening at the site level and deciding what to fix next.

Conclusion

The best workforce health audits are not the most technical. They are the clearest. If HR can answer a few simple questions, who is exposed, what they need, whether they are cleared and trained, whether contractors are included, and whether the company learns from its records, then the compliance pipeline becomes easier to manage from well site to market. If HR cannot answer those questions quickly, the audit has already found the next job to do.

For oil and gas HR teams, keeping workforce health programs organized can feel like trying to manage a pipeline with a flashlight and a clipboard. BlueHive helps bring everything into clearer view by connecting employers to a nationwide network of more than 22,000 providers and simplifying the services that keep operations moving, from drug screenings and physicals to immunizations, assessments, and ongoing compliance support. Instead of chasing paperwork, juggling vendors, and reacting to last-minute issues, HR teams can build a more consistent, proactive process that supports both safety and productivity. If your organization is ready to strengthen its compliance pipeline and make workforce health easier to manage from hire to return-to-work, now is the time to see what BlueHive can do.



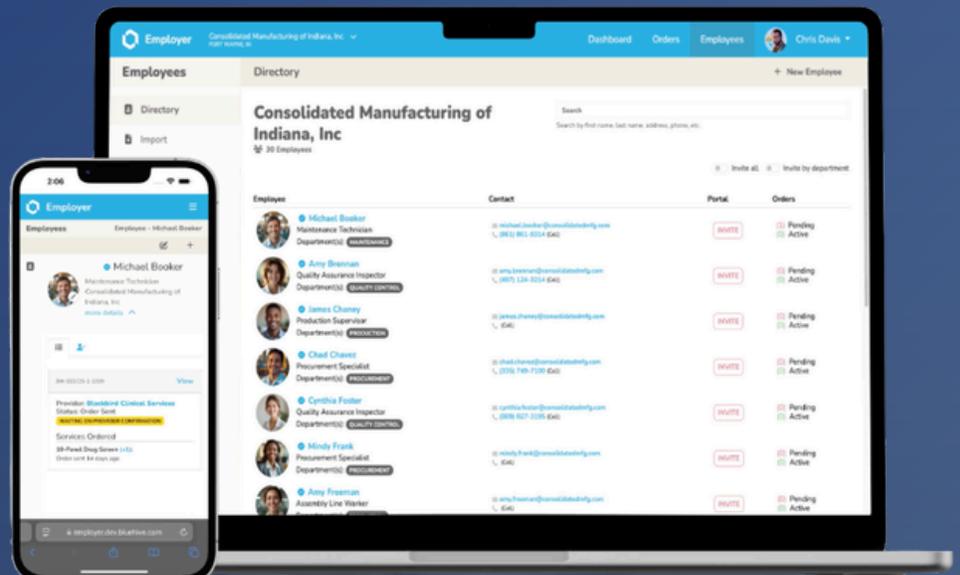
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Sources

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BlueHive API

A simple way to bring occupational health compliance into your platform

BlueHive's API connects your system directly to our nationwide provider network so drug screens, physicals, immunizations, and results flow automatically. No extra portals, no spreadsheet juggling, no waiting on PDFs.

What It Does

- Syncs results instantly
- Eliminates copy-paste work
- Reduces compliance errors
- Speeds up hiring and onboarding
- Works with the systems you already use
- Scales securely with any workforce



webchart



Enterprise Health

How it Works

You trigger a screening in your system. BlueHive handles scheduling and routing. Results return automatically. That's it.

Who It Helps

HR platforms, compliance tools, staffing and credentialing systems, transportation and logistics apps, and government or defense environments.

Why It Matters

Faster processes, fewer mistakes, happier teams.



BlueHive Integrations



API Documentation



Client Testimonial “It Just Works!”

JACOB POLLAR
HR Manager, Blue Jacket, Inc.



Built for More than Big Business

BlueHive wasn't built just for billion-dollar enterprises in oil & gas or government. It's for every HR leader trying to give people a better shot at a safer, healthier future - from the nonprofit hiring re-entry candidates fighting for a second chance to the staffing firm placing apprentices on job sites they never dreamed they'd step foot on. Our promise is simple: health compliance shouldn't be a paperwork nightmare or a privilege. It should be a bridge - one that leads to opportunity, dignity, and progress... one screening, one employee, one community at a time.

Let's bring better health compliance to more people!



Stay Ahead of Compliance

Blueprints for Better Workplaces

industry insights

Compliance Checklist:
What HR Leaders
Need to Know About
OSHA in 2025



2025 OSHA Compliance Checklist

Make sure that you're prepared for 2025 OSHA compliance changes and reporting requirements! This whitepaper includes a printable checklist that you can use to ensure that you're ready for whatever the new year may bring!

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industry insights

HR Essentials:
Streamlining Workforce
Compliance in Oil and Gas



Simplifying Compliance in Oil & Gas

The oil and gas industry features a diverse workforce with local and remote workers. This paper discusses how BlueHive can help ensure that your workers remain healthy and compliant, no matter how challenging their location.

[Read more →](#)

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Your All-in-One Platform for Simplified Occupational Health



HRIS Integration

Connect your existing HR platforms to BlueHive, keeping employee rosters up-to-date without extra effort.



Order Creation

Manage various services, set limits, and create recurring orders for physicals, labs, vaccines, and more.



Service Management

Auto-accept referrals, utilize discounted fee schedules, maintain service inventory, and more.



Simplified Invoicing

Easily access your balances and invoices, with the option to make immediate credit card payments.



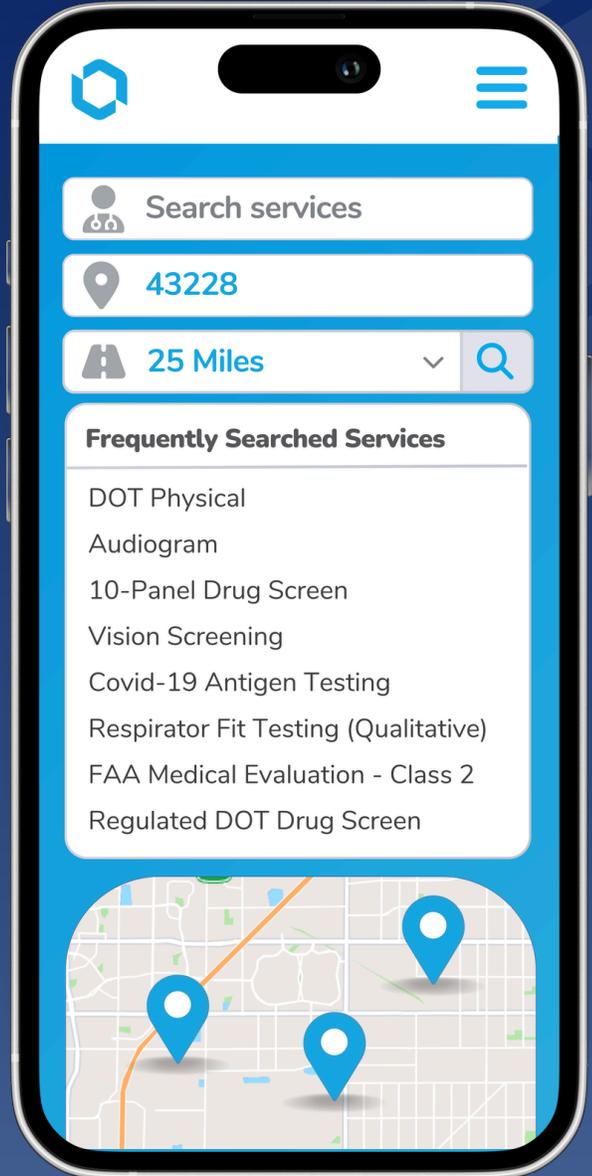
Provider Directory

Access a 22,000+ provider directory, where information, appointments, and pricing are efficiently handled.



Single Sign-On

Customizable SSO authentication and secure emails for results, orders, and direct provider chats.



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(260) 217-5328



contact@bluehive.com



bluehive.com

