



**VWC**  
2016  
**EDUCATIONAL  
CONFERENCE**

# Safety and Health Management

In this session...

We will discuss  
Risk Management and  
Safety and Health  
in the Work Place



<http://www.doli.virginia.gov>

Presented by Jay Withrow  
Virginia Occupational Safety and Health (VOSH)



# Safety and Health in the Work Place

- Brief Overview of Department of Labor and Industry Services
- Discuss Costs of Injuries, Illnesses and Accidents in the Workplace
- Summary of Risk Management and Safety and Health Management System Concepts
- How to Implement a Successful Program
- Resources



Insert Name of Session here

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# Virginia Department of Labor and Industry

- Division of Registered Apprenticeship
- Division of Boiler and Pressure Vessel Safety
- Division of Labor and Employment Law
- Virginia Occupational Safety and Health (VOSH) Program



Insert Name of Session here



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# Virginia Department of Labor and Industry

Registered Apprenticeship is a structured training program that combines on-the-job training and related technical instruction to train employees in occupations that demand a high level of skill

- Machinist
- Dispensing Opticians
- Welders
- Early Childhood Teachers
- Plumbers & Pipefitters
- Electricians
- Marine Industries
- Wastewater Treatment Operators
- and Technicians
- Cosmetology and Barbering
- Maintenance Mechanics
- Information Technology



Session here



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# Virginia Department of Labor and Industry

- Boiler and Pressure Vessel Safety works with insurance companies, owner/users and private contract fee inspectors to inspect and register over 70,000 boiler and pressure vessels to protect life and property from catastrophic failures



## Virginia Department of Labor and Industry

- Division of Labor and Employment Law administers 11 different labor laws



- Payment of wages
- Assignment of wages
- Minimum wages
- Child labor
- Child work permits
- Right to work
- Human trafficking poster



# Virginia Department of Labor and Industry

## Virginia Occupational Safety and Health (VOSH) Program

Enforcement

Consultation

Training

Voluntary Protection Programs - VPP



Asbestos/Lead

SHARP



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## Virginia Occupational Safety and Health (VOSH)

Virginia is one of 28 States and territories that operates its own OSH program:

- Funded 50% by federal OSHA
- Must be “as effective as” but can be different



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# Virginia Safety and Health Codes Board

- Responsible for adopting regulations for VOSH, Boiler and Pressure Vessel Safety and the Asbestos/Lead Program
- 12 members appointed by the Governor to 4 year terms – employer and employee representatives
- 2 members: Executive Director of DEQ and Commissioner of Health
- Staffed by the Office of Policy and Planning



# Current SHCB Members

<p><b>Mr. Louis J. Cernak Jr.</b> Term Expires: 06/30/18 <i>Labor Representative of the Boiler and Pressure Vessel Industry</i></p>	<p><b>Ms. Milagro Rodriguez</b> Term Expires: 06/30/16 <i>Labor Representative Knowledgeable in Chemical and Toxic Substances</i></p>
<p><b>Mr. John D. Fulton</b> Term Expires: 06/30/18 <i>Employer Representative of the Boiler and Pressure Vessel Industry</i></p>	<p><b>Mr. Chuck Stiff</b> Term Expires: 06/30/19 <i>Representative for Industrial Employers</i></p>
<p><b>Ms. Anna E. Jolly</b> Term Expires: 06/30/16 <i>Industrial Representative Knowledgeable in Chemical and Toxic Substances</i></p>	<p><b>Vacant</b> Term Expires: 06/30/16 <i>Representative for Agricultural Employers</i></p>
<p><b>Mr. Courtney M. Malveaux</b> Term Expires: 06/30/17 <i>Representative from Construction Industry Employers</i></p>	<p><b>Mr. Thomas A. Thurston</b> Term Expires: 06/30/18 <i>Representative for Labor in the Manufacturing Industry</i></p>
<p><b>Mr. David Martinez</b> Term Expires: 06/30/18 <i>Representative of an Insurance Company</i></p>	<p><b>Dr. Marissa Levine (Ex Officio)</b> Commissioner Virginia Department of Health <i>Represented by: Ms. Rebecca Le Prell, Director, Division of Environmental Epidemiology</i></p>
<p><b>Mr. Travis M. Parsons</b> Term Expires: 06/30/18 <i>Labor Representative from Labor in the Construction Industry</i></p>	<p><b>Mr. David K. Paylor, Director (Ex Officio)</b> Department of Environmental Quality <i>Represented by: Mr. Jerome Brooks, Director Water Compliance</i></p>
<p><b>Mr. Kenneth W. Richardson, II</b> Term Expires: 06/30/16 <i>Representative for the General Public</i></p>	<p><b>Vacant</b> Term Expires: 06/30/12 <i>Representative for Agricultural Employees</i></p>

# Recent Standards/Regulations Adopted

- Confined Space Standard for the Construction Industry (1926.1201)
- Silica Standard for General Industry and Maritime (1910.1053), Construction (1926.1153)
- Improve Tracking of Workplace Injuries and Illnesses – Online Reporting Regulation, (1904.35, .36 and .41)



Insert Name of Session here



DEPARTMENT OF LABOR AND INDUSTRY

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# OSHA Standards in Final Adoption Stage

- Walking and Working Surfaces in General Industry – addresses slips, trips and falls and fall protection
- Beryllium



Insert Name of Session here

# OSHA SHMS Guidelines in Final Adoption Stage

- Guidelines for Safety and Health Program Management
- Draft: November, 2015



## OSHA Safety and Health Program Management Guidelines

November 2015 Draft for Public Comment



# OSHA SHMS Guidelines

## Core Elements of the Safety and Health Program Management Guidelines

### Management Leadership

- Top management demonstrates its commitment to continuous improvement in safety and health, communicates that commitment to workers, and sets program expectations and responsibilities.
- Managers at all levels make safety and health a core organizational value, establish safety and health goals and objectives, provide adequate resources and support for the program, and set a good example.

### Worker Participation

- Workers and their representatives are involved in all aspects of the program—including setting goals, identifying and reporting hazards, investigating incidents, and tracking progress.
- All workers, including contractors and temporary workers, understand their roles and responsibilities under the program and what they need to do to effectively carry them out.
- Workers are encouraged and have means to communicate openly with management and to report safety and health concerns without fear of retaliation.
- Any potential barriers or obstacles to worker participation in the program (for example, language, lack of information, or disincentives) are removed or addressed.

### Hazard Identification and Assessment

- Procedures are put in place to continually identify workplace hazards and evaluate risks.
- An initial assessment of existing hazards and control measures is followed by periodic inspections and reassessments to identify new hazards.

### Hazard Prevention and Control

- Employers and workers cooperate to identify and select options for eliminating, preventing, or controlling workplace hazards.
- A plan is developed that ensures controls are implemented, interim protection is provided, progress is tracked, and the effectiveness of controls is verified.

### Education and Training

- All workers are trained to understand how the program works and how to carry out the responsibilities assigned to them under the program.
- All workers are trained to recognize workplace hazards and to understand the control measures that have been implemented.

### Program Evaluation and Improvement

- Control measures are periodically evaluated for effectiveness.
- Processes are established to monitor program performance, verify program implementation, identify program deficiencies and opportunities for improvement, and take actions necessary to improve the program and overall safety and health performance.

### Coordination and Communication on Multiemployer Worksites

- The host employer and all contract employers coordinate on work planning and scheduling to identify and resolve any conflicts that could impact safety or health.
- Workers from both the host and contract employer are informed about the hazards present at the worksite and the hazards that work of the contract employer may create on site.



# The Cost and Consequences of Injuries, Illnesses and Accidents in the Workplace

- Surge in Virginia Fatalities Investigated by VOSH
- Consequences of an Accident
- Impact on Workers and Families
- Increase in OSHA and VOSH Penalties
- The Likelihood of a VOSH Inspection is Increasing
- Impact of OSHA Changes to Recordkeeping and Reporting Regulations





## 2016 Surge in Fatal Accidents in Virginia

Commissioner C. Ray Davenport of the Virginia Department of Labor and Industry issued a Public Service Announcement on August 4, 2016:

"In the month of July alone, eight Virginia workers have lost their lives in workplace accidents, devastating families, friends, co-workers and businesses", said Commissioner Davenport. "If this horrific trend in workplace deaths continues, Virginia will experience an 80% increase in fatal accidents investigated by the Virginia Occupational Safety and Health (VOSH) program in 2016".





## 2016 Surge in Fatal Accidents in Virginia

- VOSH undertook an unprecedented outreach program to thousands of Virginia businesses, employees, associations, unions and stakeholders to get the word out about the surge in fatalities and promote immediate **best practice steps** that could be taken by employers and employees to avoid workplace fatalities, injuries and illnesses. [http://www.doli.virginia.gov/vosh\\_enforcement/fatalities\\_intro.html](http://www.doli.virginia.gov/vosh_enforcement/fatalities_intro.html)
- At the time of the August 4<sup>th</sup> PSA, VOSH had investigated 29 fatalities, when the average for the two previous entire calendar years had been 3
- Fortunately the pace slowed after the PSA

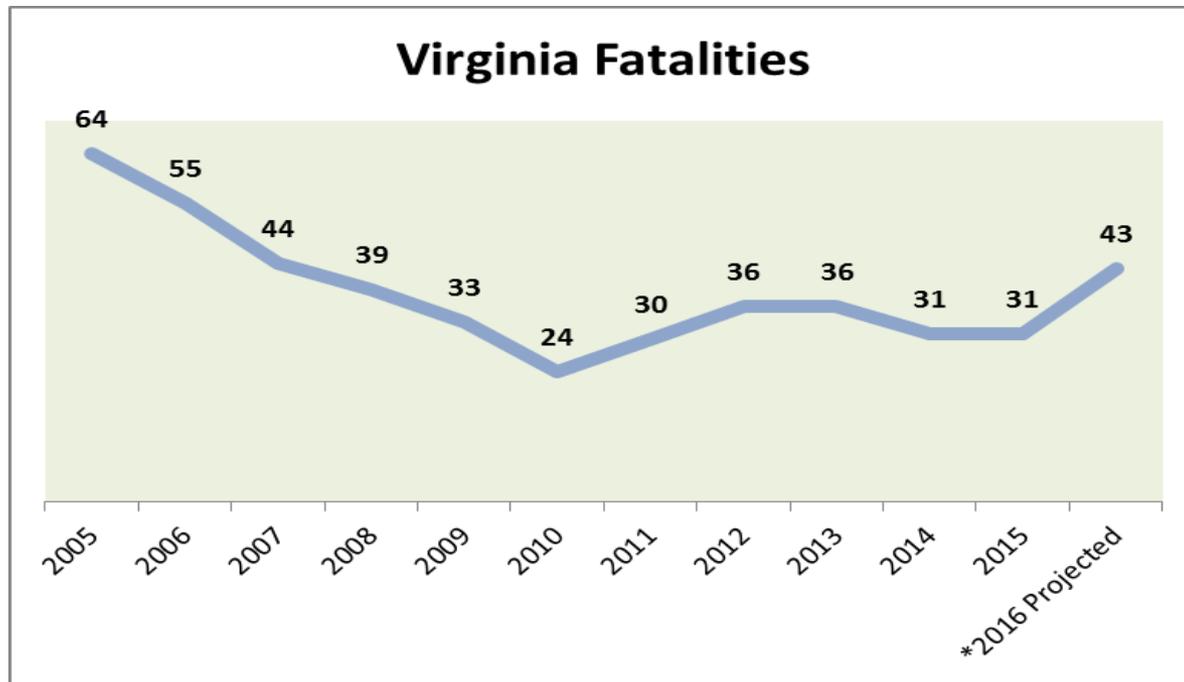


## 2016 Surge in Fatal Accidents in Virginia

- However, based on a three year average of the number of fatalities that have occurred in the fourth quarter of the calendar year, VOSH is estimating a final total of 43 fatalities for 2016, a 39% increase from 2015



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# Consequences of an Accident

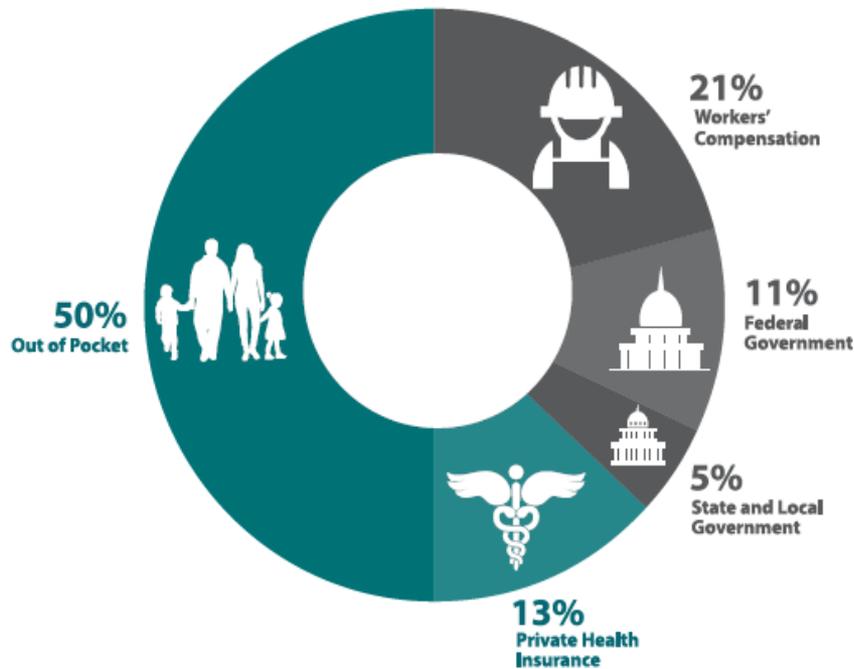
- Costs to the Worker and His or Her Family
- Toll on Employee Morale
- Increased Workers' Compensation Costs
- Production Downtime
- Damage to Material, Machinery, Equipment
- Costs of Retraining a New Worker
- VOSH or Other Agency Inspection (e.g., DEO)



# Impact on Workers and Families

## Injured Workers and Taxpayers Subsidize High Hazard Employers

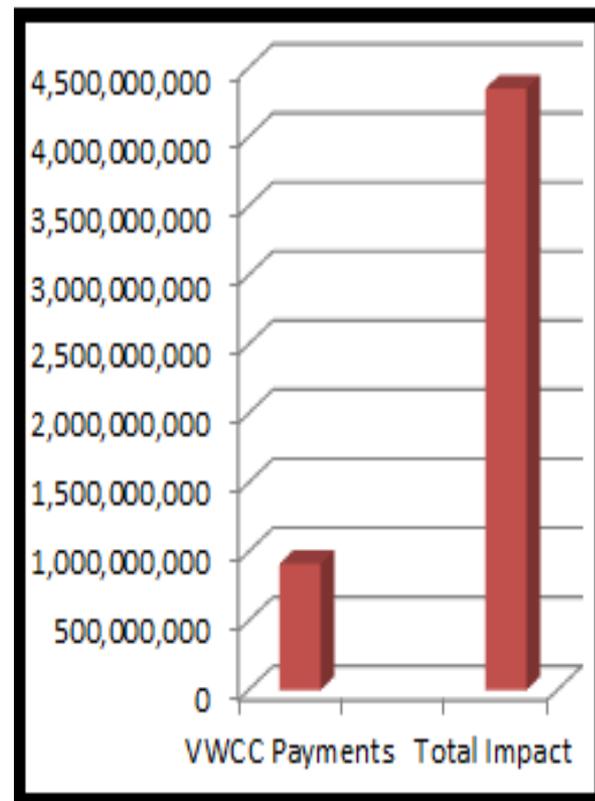
Who bears the cost of worker injuries?<sup>14</sup>



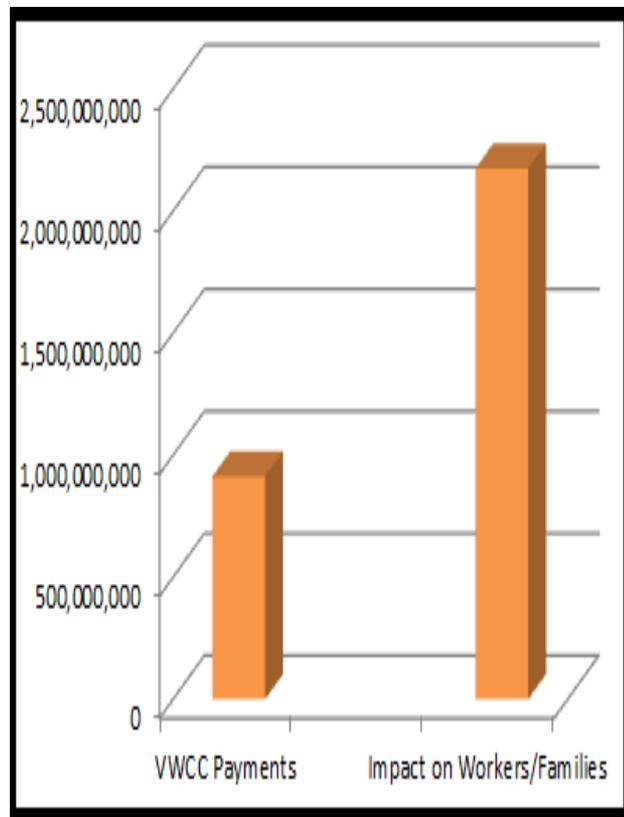
The costs of workplace injuries are borne primarily by injured workers, their families and taxpayer supported safety-net programs

## National Safety Council Statistics

In 2015, the National Safety Council reported that in 2012 Virginia Workers' Compensation payments totaled **913.8 million dollars**. If Virginia's workers' compensation payout in 2012 of 913.8 million dollars represents only 21% of the cost, **the total impact of compensated injuries in 2012 in Virginia was 4.351 billion dollars**



# National Safety Council Statistics



That same study found that approximately 50% of the cost of workplace accidents is born by the employee and his or her family, which means that of that estimated 4.351 billion cost to Virginia in 2012, approximately **2.175 billion dollars was born by Virginia workers and their families**



## Federal OSHA Penalty Increase

- In November 2015, Congress enacted legislation requiring federal agencies to adjust their civil penalties to account for inflation (CPI)
- The new penalties took effect August 2, 2016

Type of Violation	Current Maximum Penalty	New Maximum Penalty
Serious	\$7,000 per violation	\$12,471 per violation
Other-Than-Serious Posting Requirements		
Failure to Abate	\$7,000 per day beyond the abatement date	\$12,471 per day beyond the abatement date
Willful or Repeated	\$70,000 per violation	\$124,709 per violation

## Virginia Penalty Increase in 2017

- VOSH will be proposing legislation for the 2017 Virginia General Assembly session to increase VOSH penalties approximately **78%**
- The earliest that new penalties would be implemented is July 1, 2017



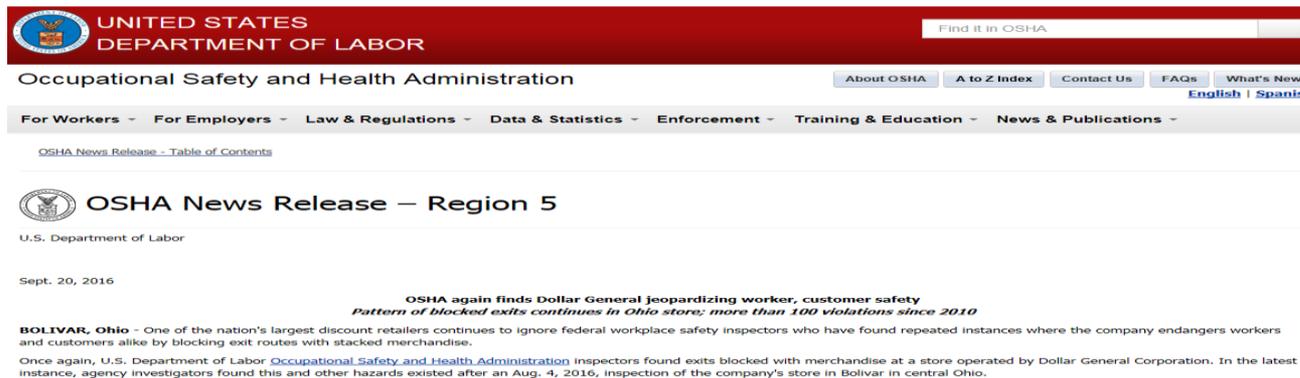
## Virginia Penalty Increase in 2017

- While VOSH maximum penalties will be identical to OSHA, Virginia's penalty calculation procedures are and will be different than OSAs
- VOSH proposed penalties reflect the:
  - Size of the company (up to 60%)
  - History of violations (10%)
  - Good faith of the employer (15-25%) and
  - Gravity of the violation when calculating a penalty - Va. Code §40.1-49.4.A.4(a)



# Virginia Penalty Increase in 2017

- VOSH is always cognizant of the impact of penalties on small businesses, which make up over 80% of the businesses VOSH inspects
- VOSH did not adopt federal OSHA's policy to dramatically increase the use of press releases to "shame" businesses into compliance. VOSH has only issued a press release in a handful of cases in its 40 years of existence

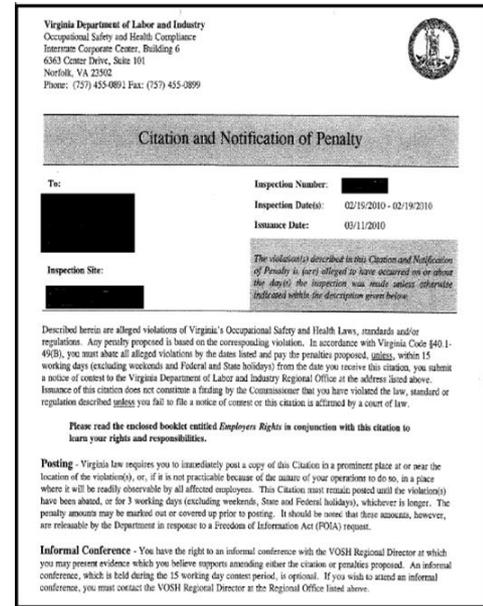


The screenshot shows the OSHA website header with the United States Department of Labor logo and a search bar. Below the header is a navigation menu with links for 'About OSHA', 'A to Z Index', 'Contact Us', 'FAQs', and 'What's New'. A secondary menu includes 'For Workers', 'For Employers', 'Law & Regulations', 'Data & Statistics', 'Enforcement', 'Training & Education', and 'News & Publications'. The main content area displays a news release titled 'OSHA News Release – Region 5' dated 'Sept. 20, 2016'. The release text states: 'OSHA again finds Dollar General jeopardizing worker, customer safety Pattern of blocked exits continues in Ohio stores; more than 100 violations since 2010'. It further details that inspectors found exits blocked with merchandise at a store in Bolivar, Ohio, on August 4, 2016.



# Virginia Penalty Increase in 2017

- In 2010, when OSHA revised its penalty calculation procedures to increase issued penalties by 300-400%, VOSH revised its procedures to reflect a 30% increase
- In 2015, VOSH adopted a second 30% increase. FFY 2015 comparison to OSHA:



Average current serious penalty in private sector	Virginia Average	National Average	Difference
Overall Average	\$920.66	\$2,002.86	-54%
1-25 workers	\$643.59	\$1,402.49	-54%
26-100 workers	\$873.70	\$2,263.31	-61%
101-250 workers	\$1,718.01	\$3,108.46	-45%
greater than 250 workers	\$2,331.75	\$3,796.75	-39%

## Likelihood of VOSH Inspection

- Accidents That Are Required to be Reported:
  - 8 hours:
    - Any Workplace Death
  - 24 hours:
    - In-patient Hospitalization
    - Amputation
    - Loss of an Eye
- Others Ways to Receive VOSH Inspection:
  - Referral From Federal, State or Local Government Agency
  - Law Enforcement, EMS, or Media Report of Accident
  - Complaint From Employee or Family Member
  - Certain Workers' Compensation Accidents
  - Planned Inspections

# New Online Recordkeeping Reporting Regulation

- Online Reporting of OSHA 300 data
  - The new reporting requirements will be phased in over two years



Submission year	Establishments with 250 or more employees	Establishments with 20-249 employees	Submission deadline
2017	Form 300A	Form 300A	July 1, 2017
2018	Forms 300A, 300, 301	Form 300A	July 1, 2018

# Recordkeeping



- Online Reporting
  - of OSHA 300 data
- In 2019 the submission date is March 2.
- Applies to establishments with 250 or more employees that are currently required to keep OSHA injury and illness records
- Applies to establishments with 20-249 employees that are classified in certain industries with historically high rates of occupational injuries and illnesses

# Recordkeeping



- Online Reporting of OSHA 300 data
  - OSHA will post the establishment-specific injury and illness data it collects under this recordkeeping rule on its public Web site ([www.osha.gov](http://www.osha.gov)). OSHA will remove any Personally Identifiable Information (PII) before the data is released to the public
  - OSHA believes that public disclosure will encourage employers to improve workplace safety and provide valuable information to workers, job seekers, customers, researchers and the general public



<http://www.doli.virginia.gov>

# Recordkeeping



- Online Reporting of OSHA 300 data
  - Analysis of this data will enable OSHA to use its enforcement and compliance assistance resources more efficiently
  - The new data will serve as a substitute for the old OSHA Data Initiative (ODI) and allow for OSHA to reconstitute the Site Specific Targeting (SST) planned inspection list



# Recordkeeping

- Implications:

- The online data requirement will likely bring back the requirement for a small number of recordkeeping audit inspections as were previously conducted under the ODI/SST system.

- VOSH may also be required to contact/inspect employers who have not entered their data online by the due date

- While “egregious” penalties for recordkeeping violations occur much less frequently over the last 10-15 years, this new regulation could cause a resurgence if employers are found to falsify injury and illness records to avoid being targeted by OSHA, the media and others on the internet

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# Summary of Risk Management and Safety and Health Management System Concepts



- Many Terms – Same Goal
  - Risk Management
  - Safety and Health Management System
  - Safety and Health Program
  - Injury and Illness Prevention Program



# Risk Management and Safety and Health Management System Concepts

Risk management in an occupational safety and health setting avoids losses to shareholder value just like any other business risk that is properly managed



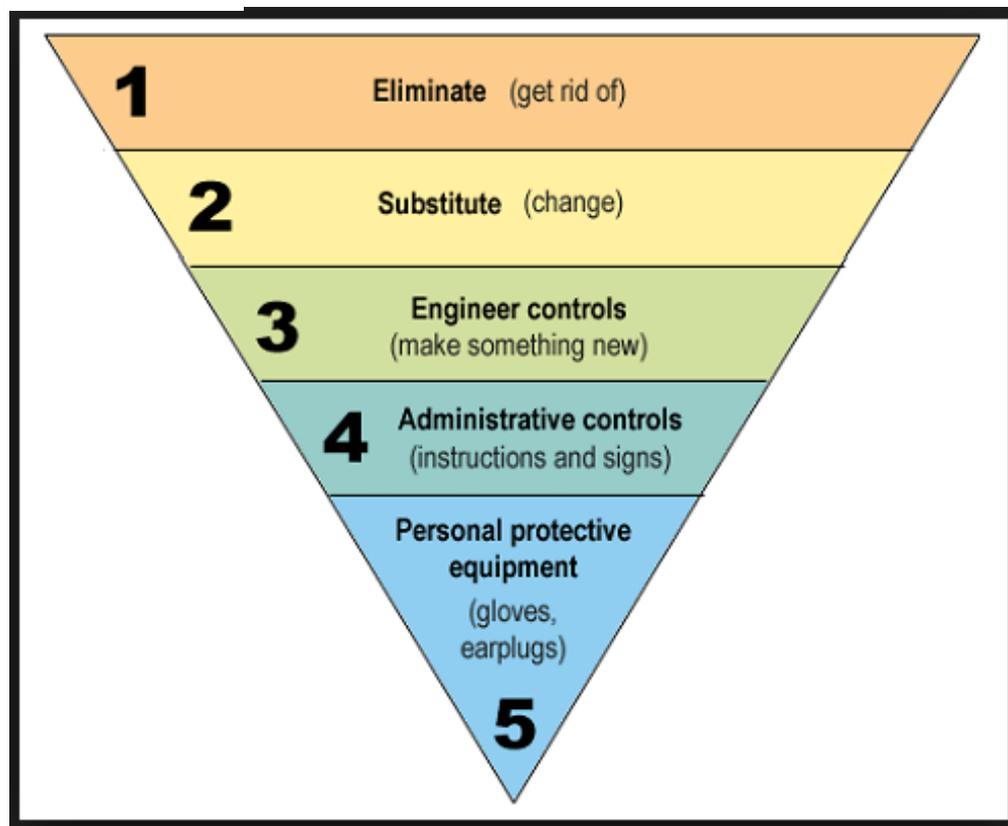
# Risk Management and Safety and Health Management System Concepts

Risk management is all about identifying risks up front and developing plans to eliminate or reduce the risk, but also planning on how to mitigate a risk once something bad does happen



The same approach applies in an OSH setting

# Risk Management and Safety and Health Management System Concepts



Just look at the Hierarchy of Controls in an SHMS setting – it’s all about eliminating or reducing risk to the employee and the company

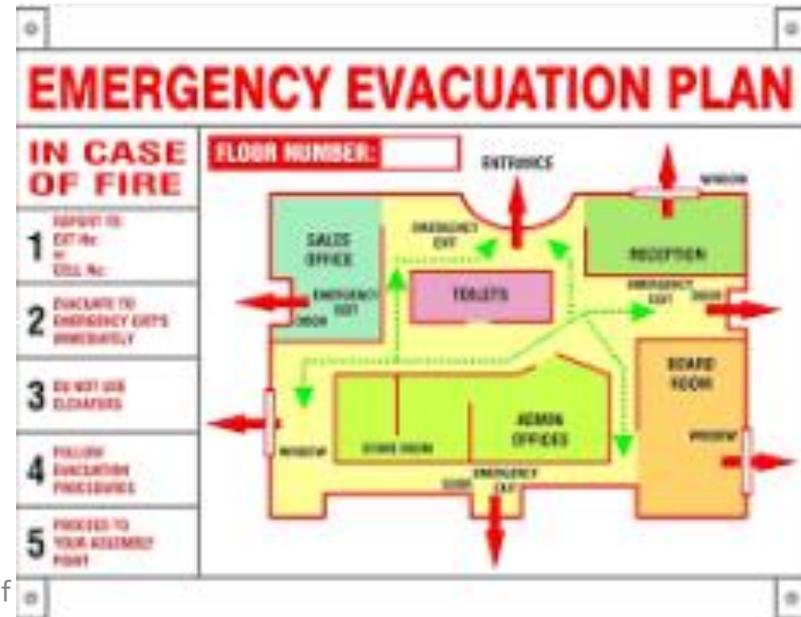
# Risk Management and Safety and Health Management System Concepts

**And plan for when things go bad:**



VOSH §1910.38 –  
Emergency Action Plans

VOSH §1910.36-37  
– Exit Routes



# Risk Management and Safety and Health Management System Concepts

- Risk management in a financial or capital investment setting looks at where a company is going to invest its money and what kind of return on investment (ROI) is needed or anticipated
- The same approach applies in an OSH setting – when you invest in safety and health programs, the company ROI becomes self-evident...

## The Cost of a Medically Consulted Injury

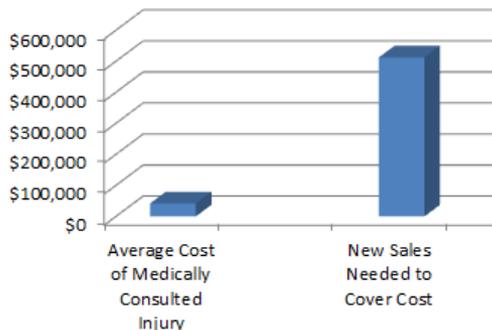
### Calculate the Business Cost:

- \$42,000 average cost for medically consulted injury (2013, NSC)
- 8.2% average net profit for business in 2013



» Washington Post article

» \$512,195 in NEW sales would be needed to cover the \$42,000 cost for one medically consulted injury

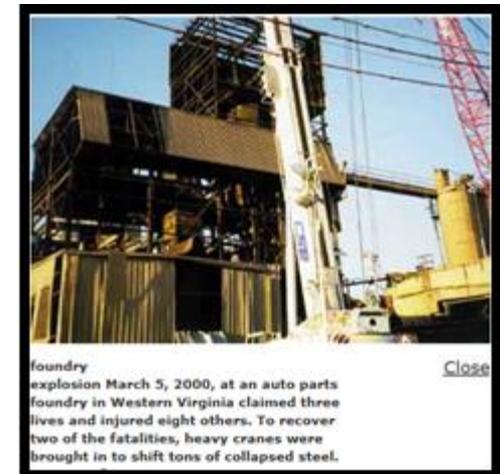


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# Risk Management and Safety and Health Management System Concepts

## What OSH Risks Are We Talking About?

- Employee injuries, illnesses and fatalities
- Damage to products, materials, machinery, equipment, property and other assets
- Business interruption, including Police, EMT, Fire, VOSH and DEQ presence
- Replacing/retraining employees
- Liabilities to Third Parties



# Risk Management and Safety and Health Management System Concepts

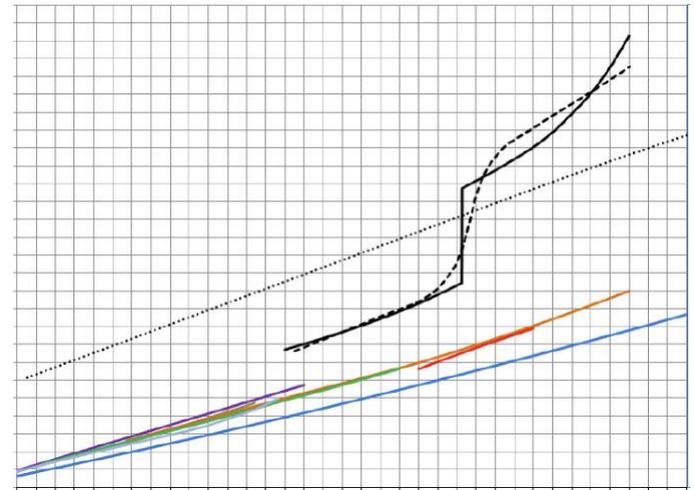
Companies that have OSH problems often also have problems with:

- Environmental compliance
- Fire safety
- Building code issues
- Drug and alcohol issues



# Risk Management and Safety and Health Management System Concepts

- Using business resources to avoid costs associated with workplace injuries and illnesses can provide not only a large return on investment, but if done correctly can impact other aspects of the business such as efficiency and productivity
- The KEY is...



# How to Implement a Successful SHMS

- It All Starts With Your People:
  - Management Commitment and Employee Involvement
    - Safety and Health Perception Survey
    - Establish Baselines With Site Safety and Health Hazard Assessments



*John Elway Chevrolet (Englewood, Colorado)*

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# How to Implement a Successful Program

Develop a TRUST relationship with your employees through fostering:

**Employee Involvement** - Including worker input at every step of program design and implementation

- improves your ability to successfully identify the presence and causes of workplace hazards,
- **creates a sense of program ownership among workers,**
- enhances workers' understanding of how the program works,
- and helps **sustain the program** over time



# How to Implement a Successful Program

Let workers participate in all aspects of the program:

- Developing the program
- Reporting hazards and developing solutions
- Analyzing hazards in each step of routine and non-routine jobs, tasks, and processes
- Defining/documenting safe and healthy work practices



# How to Implement a Successful Program

Let workers participate in all aspects of the program:

- Conducting site inspections
- Developing and revising safety procedures
- Participating in incident/near miss investigations
- Serving as trainers for current coworkers and new hires
- Developing, implementing, and evaluating training programs





# How to Implement a Successful Program

- Some tips based on my VOSH experience
  - Small employers reach out to VOSH Consultation, Training and SHARP
  - Large employers get REAL safety and health professionals involved and reach out to VOSH VPP
  - Hire good supervisors who care about employee safety and health
  - Have a highly accurate injury and illness recordkeeping program, track first aid cases, track near misses
  - Have a fair but firmly enforced disciplinary program

Insert Name of Session here



# How to Implement a Successful Program

- Some tips based on my VOSH experience
  - Training for supervisory and line personnel (OSHA 10 and 30 hour courses)
  - Push authority to identify and suggest corrective action to the lowest levels possible in your business
  - Get out from behind your desk and regularly inspect your workplace
  - Create an environment where you are your brother's/sister's keeper – it may be old fashioned but it works

Insert Name of Session here

# Free Resources

- Online
  - OSHA
  - Drive Smart Virginia
  - First Aid
  - National Safety Council
- VOSH
  - Consultation Services and Training
  - Recognition Programs
  - Annual Safety and Health Conference
  - VPP Best Practices Days



Occupational Safety and Health Administration



<http://www.doli.virginia.gov>

# OSHA SHMS Guidelines in Final Adoption Stage



## OSHA Safety and Health Program Management Guidelines

November 2015 Draft for Public Comment



### Core Elements of the Safety and Health Program Management Guidelines

#### Management Leadership

- Top management demonstrates its commitment to continuous improvement in safety and health, communicates that commitment to workers, and sets program expectations and responsibilities.
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# OSHA Data and Statistics

You Can Research the Most Frequently Cited Hazards in Your Industry by NAICS Code (North American Industrial Classification System)

The screenshot shows the OSHA website interface. At the top left is the United States Department of Labor logo. To its right is a search bar labeled 'Find it in OSHA'. Below the logo is the text 'Occupational Safety and Health Administration'. To the right of this text are navigation buttons: 'About OSHA', 'A to Z Index', 'Contact Us', 'FAQs', and 'What's New'. Below these buttons are language links for 'English' and 'Spanish'. A horizontal menu contains the following items: 'For Workers', 'For Employers', 'Law & Regulations', 'Data & Statistics', 'Enforcement', 'Training & Education', and 'News & Publications'. The main heading is 'Frequently Cited OSHA Standards'. Below this heading is a paragraph explaining the page's purpose: 'This page allows the user to list the most frequently cited Federal or State OSHA standards for a specified 6-digit North American Industry Classification System (NAICS) code. Also available is [Industry Profile for OSHA Standard](#) which lists NAICS classifications having the most occurrences of citations for a specified OSHA standard.' Below the paragraph is a section titled 'Select number of employees in establishment:' with radio button options: 'All', '1-9', '1-19', '1-99', '20-49', '20-99', '50-99', '100-249', '1-249', and '250+'. Below this is a form with two fields: 'Federal or State Jurisdiction:' with a dropdown menu currently set to 'Federal', and 'NAICS:' with an empty text input field. To the right of the NAICS field is the text '(Submit empty for NAICS list.)'. At the bottom center is a 'Submit' button.





# Susan Harwood Training Grant Program Products

Training Products Produced in Languages Such as Spanish, Korean, Cambodian, Chinese, Creole, Napoli, Portuguese, Russian, Vietnamese, Laotian, Tagalog



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Pandemic Influenza Preparedness





# OSHA Data and Statistics

## You Can Search Your Own Company's Inspection History and That of Contractors You Bring on Site



UNITED STATES  
DEPARTMENT OF LABOR

Occupational Safety and Health Administration

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### Establishment Search

**NOTE:** OSHA is currently migrating its legacy system. Cases prior to 2011 (Federal OSHA) and 2013 (OSHA State Plans) may be affected by this migration. Cases indicated *without* the .015 extension reflect the data as of 08/05/2016. The next updates for those cases will be reflected October, 2016. Should you need case status updates for those cases before October 2016, please contact your originating OSHA Office.

### Reflects inspection data through 09/15/2016

This page enables the user to search for OSHA enforcement inspections by the name of the establishment. Information may also be obtained for a [specified inspection](#) or inspections within a [specified SIC](#).

**Note:** Please [read important information below](#) regarding interpreting search results before using.

Search By:



# OSHA Data and Statistics

## OSHA Establishment Search

Scope:	Partial	Advanced Notice:	N
Ownership:	LocalGovt		
Safety/Health:	Health	Close Conference:	12/20/2013
Planning Guide:	Health-Manufacturing	Close Case:	03/13/2014

Violation Summary						
	Serious	Willful	Repeat	Other	Unclass	Total
Initial Violations	4			1		5
Current Violations	4			1		5
Initial Penalty						
Current Penalty						
FTA Amount						

Violation Items										
#	ID	Type	Standard	Issuance	Abate	Curr\$	Init\$	Fta\$	Contest	LastEvent
1.	<a href="#">01001</a>	Serious	19100110 F02 I	02/04/2014	02/07/2014	\$0	\$0	\$0		-
2.	<a href="#">01002</a>	Serious	19100141 A03 I	02/04/2014	02/07/2014	\$0	\$0	\$0		-
3.	<a href="#">01003</a>	Serious	19100151 C	02/04/2014	03/09/2014	\$0	\$0	\$0		-
4.	<a href="#">01004</a>	Serious	19101025 M01 III	02/04/2014	03/09/2014	\$0	\$0	\$0		-
5.	<a href="#">02001</a>	Other	19101200 F06 II	02/04/2014	02/07/2014	\$0	\$0	\$0		-

If violations were issued, you can research the hazard cited and how to correct it. You can research other companies in your industry to find violations cited

# DRIVE SMART Virginia



In 2013 there were 41 occupationally-related traffic deaths - 32% of all Virginia occupational fatalities. Distracted Driving Summit, September 29-30, 2016, Newport News



# DRIVE SMART Virginia

**DRIVE SMART VIRGINIA**

Resources: Workplace Safety



**Our Mission**

Our mission is to enhance the safety of the workplace by providing training, education, and resources to employers and employees. We focus on preventing workplace accidents and injuries, and promoting a culture of safety in the workplace.

**Donate Now**

**Twitter Feed**

Get the latest news and updates from DRIVE SMART Virginia on Twitter.

**DRIVE SMART VIRGINIA**

Resources: Trucking Resources



**Our Mission**

Our mission is to enhance the safety of the trucking industry by providing training, education, and resources to truckers and employers. We focus on preventing trucking accidents and injuries, and promoting a culture of safety in the trucking industry.

**Donate Now**

**Twitter Feed**

Get the latest news and updates from DRIVE SMART Virginia on Twitter.

**DRIVE SMART VIRGINIA**

Outreach & Education



**Our Mission**

Our mission is to enhance the safety of the workplace by providing training, education, and resources to employers and employees. We focus on preventing workplace accidents and injuries, and promoting a culture of safety in the workplace.

**From the DSV Blog**

Get the latest news and updates from the DRIVE SMART Virginia blog.

**Donate Now**

**Twitter Feed**

Get the latest news and updates from DRIVE SMART Virginia on Twitter.

**BUCKLE UP**

Name of Session here



# First Aid and CPR Training

Receiving training in First Aid can reduce your risk of injury by more than 40 percent

FIRST AID

FIRST AID

FIRST AID

FIRST AID

Defibrillation administered within four minutes of cardiac arrest yields survival rates of 40 to 50%, versus less than 5% if given later



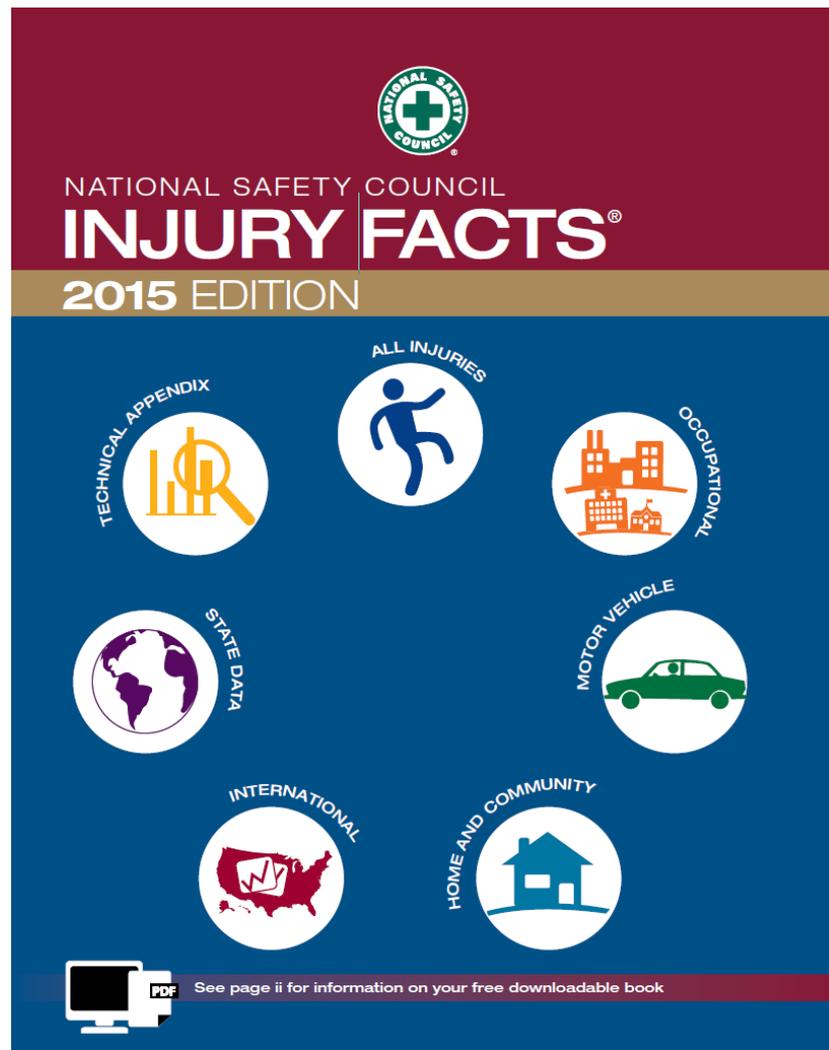
DEPARTMENT OF LABOR AND INDUSTRY

<http://www.doli.virginia.gov>

Insert Name of Session here

# National Safety Council

## National Safety Council Annual Report on Injury Facts



# National Safety Council



## NSC Employee Safety Perception Survey

Powered by NSC Navigator

*Employee Safety Perception Survey*

**Wondering what your workers think of your safety program – why not ask them?**

The ultimate goal of a safety program is to keep workers free from harm. But the impact is far greater when your workers feel you truly care about their safety and well-being. Experts say a strong safety culture has a positive impact on both safety and business outcomes. Beyond being the right thing to do, promoting safety can help improve morale and ultimately productivity.

So how do you know if you are being effective? How can you reliably measure your safety culture? Use the NSC Employee Safety Perception Survey – free when you sign up for the Journey to Safety Excellence®. Having your workers participate in this 10-item survey is a great way to get everyone engaged with safety.

The survey provides a quick snapshot of your safety program from the perspective of your workers. It helps you evaluate your program, establish priorities, motivate improvement and monitor performance at multiple sites and locations. Your organization's responses will also be benchmarked with other organizations that have taken the survey to show you how your safety culture compares.

Unlike injury rates, which are lagging indicators of past experience, the NSC Employee Safety Perception Survey is a leading indicator that can help predict safety outcomes. It helps take the guess work out of how your safety program is performing, and keeps you from making assumptions that may not be true.

**Your results**

Employees who participate in the NSC Employee Safety Perception Survey are asked to indicate their level of agreement with a variety of safety and work-related statements that take less than 10 minutes to complete. Your location's responses are compared with responses from more than 700 participating organizations in the NSC Database in order to produce comparative percentile values.

**Percentile Scores of NSC Employee Safety Perception Survey Questions**  
Grapevine, TX

Question	Score
Safety representatives improve safety conditions 7	88
Management setting a positive safety example 8	82
Supervisors understanding workers' job safety problems 5	89
Frequency of detailed and regularly scheduled inspections 2	89
Belief that management assists supervisors think safety 9	82
Supervisors maintaining a high safety performance standard 1	76
Detail that management is sincere in safety efforts 6	65
Belief that employees understand safety & health regulations 4	37
Employees believing that their actions can protect coworkers 3	11
Management setting annual safety goals 10	3

A percentile score expresses the percentage of locations in the NSC Database with lower average responses. The percentile scores range in rank 0 to 100.

Join the Journey to Safety Excellence at [nsc.org/journey](http://nsc.org/journey) to access your free tools.

National Safety Council  
1121 EPRING LAKE DRIVE  
ITABCA, IL 60143-3201  
(800) 621-7619  
NSC.ORG

# National Safety Council Employee Perception Survey



# VOSH Onsite Consultation Services

## Improving SHMS

Safety and Health  
Management System  
Evaluation

## Training

Onsite Formal and  
Informal Safety and  
Health Training

- Free and Confidential Occupational Safety and Health Advice to Small and Medium-sized Businesses Across the State
- Separate From Enforcement and Do Not Result in Citations or Penalties
- Written Report Summarizing Hazards Identified With Photos



# VOSH Onsite Consultation Services

- Assist the Employer in Recognizing and Correcting Hazards
- Provide Onsite Training and Education to Employees

"...A Washington State study, in 2011 concluded that consultation visits were associated with an approximately 25% decrease in compensable, non-musculoskeletal, Workers' Compensation claims at fixed work sites and an 11% decrease at non-fixed sites."

Director of Cooperative Programs  
Warren Rice  
[Warren.Rice@doli.virginia.gov](mailto:Warren.Rice@doli.virginia.gov)  
804.786.6613



# Virginia SHMS Recognition Programs

- SHARP: Safety and Health Achievement Recognition Program



- Run through the VOSH Consultation Program
- Directed at small employers (funded 90%-10% federal/state funds)

- VPP: Voluntary Protection Programs

- Directed at larger employers, though small employers may apply as well (funded 50%-50% federal/state funds)



# If You Want to a Good Safety and Health Program Try SHARP

The On-site Consultation Program's Safety and Health Achievement Recognition Program (SHARP) recognizes small business employers who operate an effective injury and illness prevention program

THE  
**BASICS**

Effective July 2014

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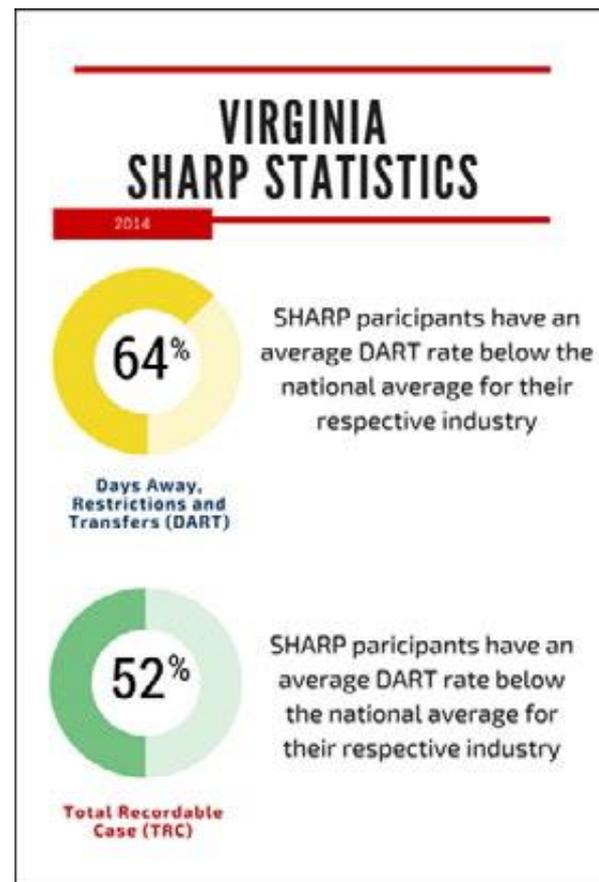
Maximum 250 Employees, 500 Corporate

DART and TRC Lower than BLS

4 Main SHMS Elements



<http://www.doli.virginia.gov>



# SHARP

- SHARP is for small companies (up to 250 employees at one site, 500 nationwide):
  - Have at least one year of operating history at site
  - Receive a full-service safety and health consultation visit and a comprehensive review of the SHMS with all hazards found by the consultant(s) corrected



Photo: Elena Finizio, Braintree, MA Area Office



DEPARTMENT OF LABOR AND INDUSTRY

<http://www.doli.virginia.gov>



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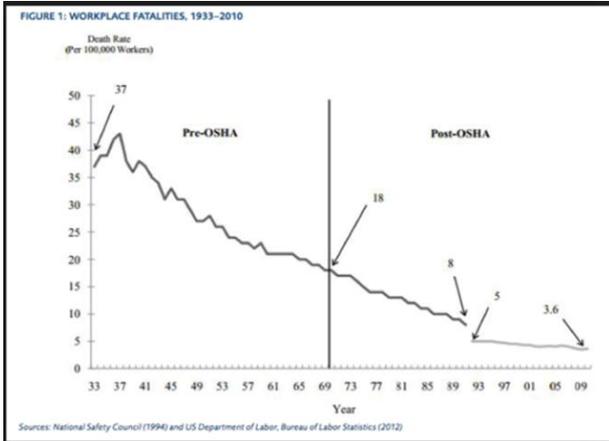
# SHARP

## SHARP SHMS Requirements:

- Receive a score of at least "2" on all 50 basic attributes of the OSHA Form 33. Additionally, all "stretch items" of the Form 33 must be scored
- "Stretch items" are the safety and health attributes above the basic attributes of a foundational SHMS, such as employee participation in hazard prevention and control activities within the worksite



# SHARP



- Agree to notify the Consultation Program Manager and request a subsequent on-site consultation visit when changes in working conditions or work processes occur that may introduce new hazards into the workplace
- Have an injury/illness rate for the preceding year that meets the requirements outlined below
- Submit a request for SHARP participation to the Consultation Program Manager
- Receive an exemption from inspection



# SHARP Success Story



*John Elway Chevrolet (Englewood, Colorado)*

- Company: John Elway Chevrolet | John Elway Chrysler Jeep Dodge Ram
- Industry: Automobile Dealership
- NAICS Code: NAICS 441110
- Employees: 305
- During the initial 2014 consultation visits, the dealerships did not meet the criteria to qualify for SHARP so they entered into an 18 month Pre-SHARP term to address deficiencies



<http://www.doli.virginia.gov>

# SHARP Success Story



During the Pre-SHARP period, the dealerships developed a “manager’s safety manual” and escalated their accountability within SHMS

- Safety committees learned more about hazard identification and inspections – both daily and periodic
- They enhanced written programs and employee training, and added workplace violence procedures in their emergency action plans
- Employees became more involved with safety, and managers became more responsive to employee’s input regarding safety and health

## SHARP Success Story

- The ventilation systems in the paint booths received major upgrades
- The new truck repair shop was built with a state-of-the-art exhaust ventilation system
- Carbon monoxide detectors and alarms were installed in the service shops
- Certain pieces of equipment were put on periodic inspections
- Flammable containers were bonded and grounded
- Electrical issues were addressed



## SHARP Success Story

- During the process of earning SHARP certification, the dealerships dropped their experience modifier rate (EMR) by 11%, and decreased the number of recordable injuries by 80%
- The total recordable case (TRC) rate dropped 80% and 43% respectively, and the dealerships experienced a 20% reduction in their workers' compensation premium



# Virginia SHARP Sites



Company Name	City
Allied Concrete Products, LLC	Chesapeake
Allied Concrete Products, LLC	Richmond
Auxilliary Systems, Inc.	Norfolk
Diversified Converters, Inc.	Chester
Engineering Development Laboratory	Newport News
Good Printers, Inc.	Bridgewater
J.S. Purcell Lumber Corporation	Louisa
Lake Prince Woods	Suffolk
McClung Companies	Waynesboro
Morgan Lumber Company	Red Oak
Roanoke Cement Company, LLC	Chesapeake
Roanoke Cement Company, LLC	Front Royal
Riddleberger Brothers, Inc.	Mount Crawford
Skf Lubrications Systems USA, Inc.	Hampton
Suffolk Iron Works, Inc.	Suffolk
Truck Enterprises, Inc.	Harrisonburg
Virginia Panel Corp.	Waynesboro
Wako Chemicals USA, Inc.	Richmond
Williamsburg Winery	Williamsburg

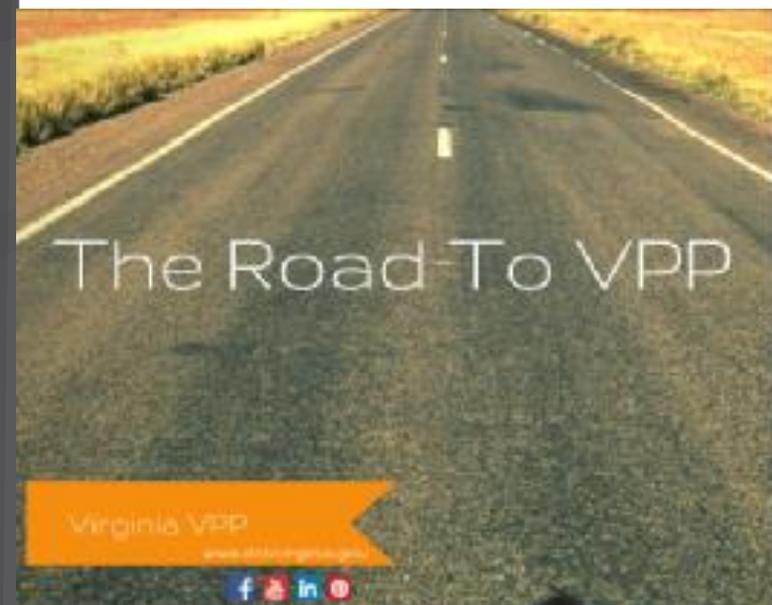
# Virginia Voluntary Protection Programs

- VPP is for companies with very good safety and health management systems that want to take it to the next level:
  - Have SHMS that fully complies with OSHA regulatory requirements
  - Have a comprehensive injury and illness recordkeeping and reporting system
  - Maintain injury and illness rates that are below the national average for the industry (three years – both TCIR and DART)
  - Initial meeting with Virginia VPP staff to review SHMS



# Virginia Voluntary Protection Programs

- Management commitment
- Implement employee involvement systems
- Develop and implement worksite analysis, and hazard prevention and control processes
- Provide extensive safety and health training for employees, supervisors and management
- Outside contractors covered
- Mentorship program



# Virginia Voluntary Protection Programs

- ★ Chemical Plant
- ★ Foundry
- ★ Forest Products
- ★ Printers
- ★ Electric Utility
- ★ Warehousing
- ★ Snack Foods
- ★ Correctional Centers
- ★ Electronics
- ★ Plastics
- ★ Freight Haulers
- ★ Turkey Processing
- ★ Airlines
- ★ Pollution Control
- ★ Windows and Doors
- ★ Brewery
- ★ Pharmaceuticals
- ★ Electrical Transformers
- ★ Industrial Launderer
- ★ Mining Equipment
- ★ Insulation



# Virginia Voluntary Protection Programs



44 VPP Sites

Injury and  
Illness Rates  
Average  
60% Below  
Their  
Industry

## VPP Success Story



- Has a Virginia Correctional Enterprise seating and upholstery production program

- Lunenburg Correctional Center is a Security Level 2 facility housing adult male felons
- Opened in 1995 and is located on 205 acres outside of the town of Victoria in Lunenburg County
- Averages 257 full time positions and houses 1,186 offenders

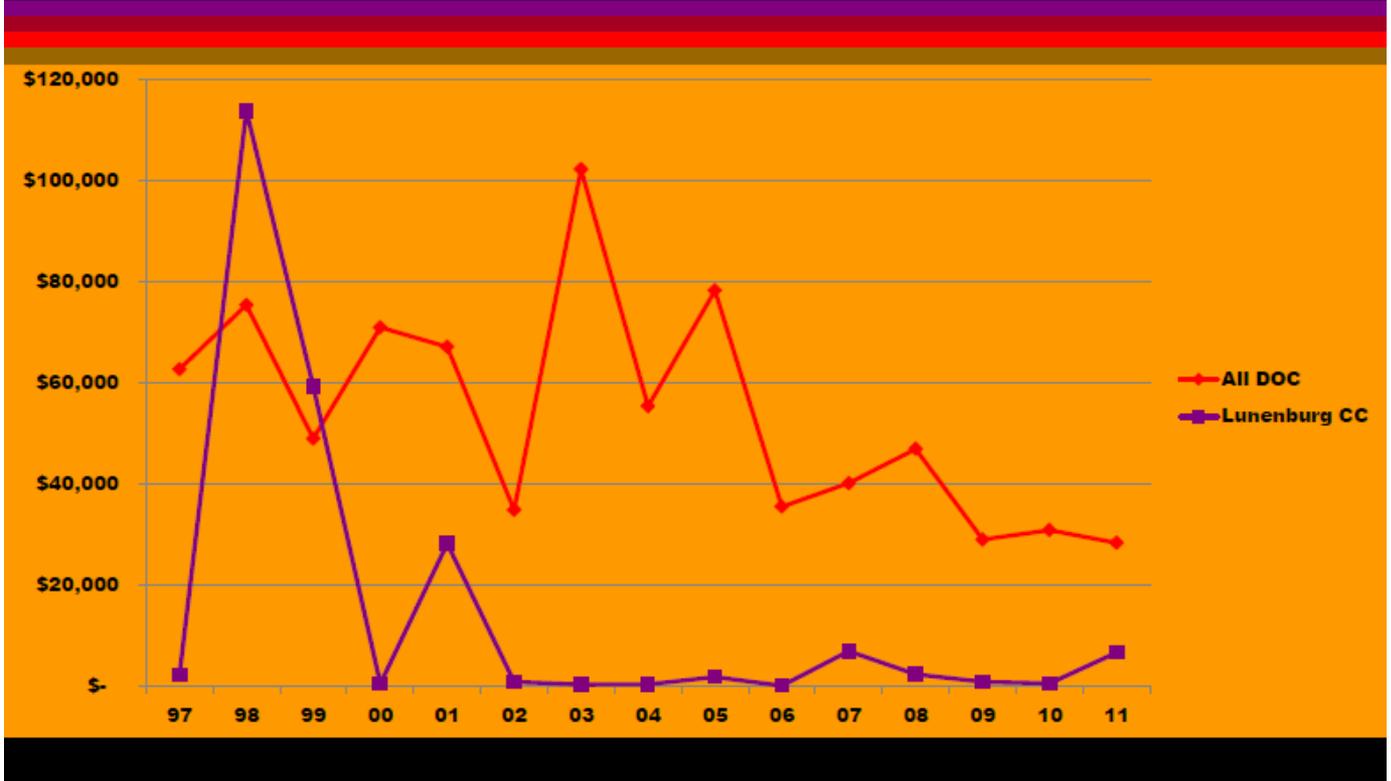


Insert Name of Session here

# VPP Success Story: The STAR Effect



## The Star Effect



## VPP Success Story: The STAR Effect

- In a comparative analysis with like Virginia prisons of the Medium Security Dormitory design (MSD), LCC incurred 57% less workers' compensation costs than the average of other MSDs for the analysis period
- **Workers' Compensation annual costs for LCC went from slightly less than \$120,000 in 1998 to approximately \$3,000 in 2002, when the site achieved STAR status in VPP**





# Virginia VPP Best Practices Day

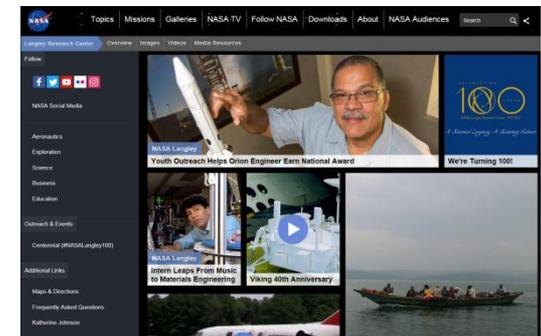
- Virginia VPP and rotating STAR sites host Best Practices Day training three times a year.

**Thursday, February 2, 2017 :**

Virginia VPP Best Practices Day at NASA Langley Research Center  
Focus on Public Sector and Higher Education



<b>8:00 – 9:00</b>	<b>Registration &amp; Networking</b>
<b>9:00 – 9:25</b>	<b>Welcome:</b> NASA Langley Research Center, Grant Watson
<b>9:25 – 9:30</b>	<b>Opening Remarks:</b> Commissioner C. Ray Davenport
<b>9:30 – 10:00</b>	<b>Laboratory Safety in a Research Environment</b> NASA Langley Research Center – Carter Ficklen
<b>10:00 – 10:30</b>	<b>Waste Water Excellence</b> VA Department of Corrections – Speaker
<b>10:30 – 11:00</b>	<b>Morning Break &amp; Networking</b>
<b>11:00 – 11:30</b>	<b>Lockout/Tagout</b> Tenaska Virginia Generating Station – Dr. Robert Mayfield
<b>11:30 – 12:00</b>	<b>Active Shooter</b> Norfolk Naval Shipyard – Charles “Drew” Holland
<b>12:00 – 12:45</b>	<b>Networking Lunch</b>
<b>12:45 – 1:15</b>	<b>Electrical Safety</b> Fareva USA – Joe Morrell
<b>1:15 – 2:00</b>	<b>TBD</b> Company Name <b>TBD</b> – Speaker <b>TBD</b> Insert Name of Session here
<b>2:00</b>	<b>Closing:</b> NASA Langley Research Center





# Consultation, Training and SHARP

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# 21<sup>st</sup> Annual Virginia Safety and Health Conference



Hampton Roads Conventions Center  
October 19-21, 2016

Insert Name of Session here

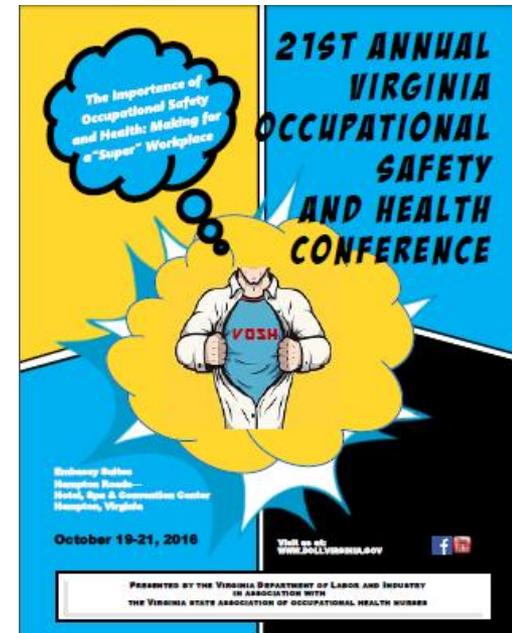




# 21<sup>st</sup> Annual Virginia Safety and Health Conference

## Sample Topics:

- OSHA 10 Hour Courses (GI and Construction)
- Forklift Training
- Prescription Medication Abuse in the Workplace
- Food Service Industry CO2 Hazards
- Machine Guarding 101
- DRIVESMART Virginia Workshop
- Employee Response to Active Shooter with a Focus on Survival Mindset
- Asbestos Workshop



Insert Name of Session here

# QUESTIONS?

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## CONTACT INFORMATION:

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Division of Legal Support, VPP, ORA,  
OPP and OWP

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