

Do Your Safety Policies Reflect Your Practices?

When was the last time your Injury and Illness Prevention Plan was updated?

Cal/OSHA safety regulations are written as minimum standards of safety protocol. To ensure compliance and effectiveness organizations should go beyond the minimum and employ an independent third party to conduct periodic audits of their written IIPP's. Specific regulations such as Lockout/Tagout require an annual evaluation and or a refresher training course to be conducted by an independent organization.

OSHA regulations can be very complicated. Unless your organizations safety policies and procedures are developed specifically designed to mitigate these risk exposures, there may be some gaps within your IIPP that don't address certain challenges. Complicated programs require a competent person. However, this does not have to be a professional level safety person but can be an employee who has a good understanding of OSHA regulations and how they affect the organizations safety policies and programs. Effective employees are aware of and trained in the company's risk exposures and practice the prescribed safety procedures.

OSHA requires that you have written documentation to verify safety program implementation. Documentation of these activities is a successful tool in maintaining a sound safety culture as well as adherence to OSHA compliance. By periodically auditing your organizations written documentation and implemented activities your organization will continue to build a successful safety culture.

Additional benefits can include:

- ✓ An effective and compliant program that reduces risk and injury exposure
- ✓ Educated and safety trained employees who produce quality products
- ✓ Safe employees who are motivated by the desire to stay safe and healthy
- ✓ Employee retention
- ✓ Safety premium credits from your insurance carriers
- ✓ A decrease in your experience modifier, which makes your organization more competitive in the Workers' Compensation marketplace

Audits are a common practice in many aspects of your business; safety should be one of them.

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