Learning Outcomes

➢ Introduce the Safety Culture
➢ Practice hazard identification
➢ Review related regulations
➢ Discuss the eight elements of our IIPP
Safety Culture

- What does Safety Culture mean to you?
- What is a Safety System?
- What did you do last time you noticed a hazard?
It’s called …

Do you see a problem with this?

…
See a Problem Here?
How about here?
Any Issues Here?
How’s This?
Any Thoughts on These?
Hmmmmmm
More excitement
What Do You Think?
Better not be a
Tic Tock
Shrapnel! Fingers!
Timing is Everything
Safety System supports Safety Culture

- **Spot** problems before an injury can occur
- **If** something happened, **talk** with those affected and **look** for a solution
- **Report** the problem so it can be fixed and no one gets hurt
- **Cooperate** with investigations
- **Get** training specific to hazards in your area

Next Up: 3 slides of Details and Small Print
Benefits of Safety Programs

Top Benefits of Effective Workplace Safety Programs Cited by Financial Decision makers (percent of respondents)

- Productivity: 43%
- Reduced Costs: 28%
- Other (Compliance, etc.): 16%
- Morale & Job Satisfaction: 7%
- Employee Retention: 6%

Huang 2009. Data based on responses from 231 U.S. companies with 100 or more employees
Single Injury Costs

- 1 Carpal Tunnel Syndrome = $30k direct + $33k indirect*
- 1 Concussion = $61k direct + $67k indirect*
- 1 Sprain = $29 direct + $32k indirect*
- 1 Hernia = $23 direct + $25k indirect*

National Council on Compensation Insurance, Inc. (NCCI), policy years 2009-2011
Injuries Cost More than a Bad Day ...

Top 10 Causes and Direct Costs of the Most Disabling U.S. Workplace Injuries

- Overexertion involving outside source: 24.4% ($15.08 billion)
- Falls on same level: 16.4% ($10.17 billion)
- Falls to lower level: 8.7% ($5.40 billion)
- Struck by object or equipment: 8.6% ($5.31 billion)
- Other exertions or bodily reactions: 6.7% ($4.15 billion)
- Roadway incidents involving motorized land vehicle: 4.8% ($2.96 billion)
- Slip or trip without fall: 3.8% ($2.35 billion)
- Caught in/compressed by equipment or objects: 3.2% ($1.97 billion)
- Struck against object or equipment: 3.0% ($1.85 billion)
- Repetitive motions involving micro-tasks: 2.9% ($1.82 billion)

Total cost of the most disabling workplace injuries: $61.88 billion
Cost of top 10 most disabling workplace injuries: $51.06 billion

2016 Liberty Mutual Workplace Safety Index (based on 2013 injury data)
OSHA Act of 1970

Two basic duties

➢ Workplace free from recognized hazards
➢ Comply with standards
Cal/OSHA Title 8 Section 3203 (1977, 1991)

- Requires us to establish, implement, and maintain a written and effective IIPP, including 8 specific elements
- Standard specifies outcome, not methods for compliance

Cal/OSHA Title 8 Section 1509

- Requires effective IIPP per 3203
- Requires written Code of Safe Practices
An Effective IIPP must ...

- Involve all employees
- Identify specific hazards employees are exposed to
- Correct those hazards in an appropriate and timely manner
- Provide effective training
Our Program is our IIPP

Injury and Illness **Prevention** Program (IIPP):
» Our proactive process
» Find and fix workplace hazards
» Prevent further injuries

It’s a systematic approach
✓ Identification - see it
✓ Evaluation - talk about it
✓ Control - fit it

[www.ccsf.edu/iipp](http://www.ccsf.edu/iipp)
Required (8) Elements of IIPP

- IIPP Responsibility
- Safety Compliance
- Safety Program Communication
- Hazard Assessment
- Accident, Close Call, and Exposure Investigations
- Hazard Correction
- Training and Instruction
- Recordkeeping
Who is responsible for a safe and healthful workplace? (YOU!)

The IIPP identifies responsibilities and authority.

- Chancellor & VCFP
- Site Specific Responsibility
- Supervisors
- All Employees
- Risk Manager
We have a system for ensuring that employees comply with safe and healthy work practices.

- Code of Safe Practices
- Safety Procedures
- Progressive Discipline
- Retraining

Written programs and plans do not work without your cooperation.
Safety is a team effort.
#3 – Safety Program Communication

I HAVE A SAFETY CONCERN

SO DO I

LET’S SIT DOWN AND DISCUSS YOUR CONCERNS

ME TOO!
#3 - Safety Program Communication

Our system:

- Two-way conversations
- Signs and Notices
- Encouragement to report hazards without fear of reprisal
- Safety Committee
- Online and live training opportunities
- Anonymous employee hazard notification – see www.ccsf.edu/iipp
#4 - Hazard Assessment

Our hazard assessments identify and evaluate unsafe conditions and work practices.

- Periodic inspections
- One-on-one feedback
- Procedural guides
- Job hazard analyses
- Inspection reports
- Consultant expertise
- Safety Committee reviews
The inspection forms might not catch everything, but regular use will keep our thoughts on SAFETY.

*Risk Management is here to help.*
#5 – Accident/Exposure Investigations

- Prompt and thorough investigations of injuries, illness, and near misses
- Root cause analysis
- Execution of corrective actions.

Be a part of the solution by reporting injuries immediately!!!
Supervisor/Confidential Incident Report

- For accidents & near misses
- Identify causes and needed corrections
- Determine why, where, and trend
- Contribute to hazard prevention & control

Risk Manager uses these to investigate.
#5 - Investigations

What’s in an investigation?

1. What happened?
2. Why did it happen?
3. What should be done right now?
4. What resolution is pending and why is there a delay?
5. Documentation

3 of 3
#6 - Hazard Correction

- Ensures unsafe or unhealthy conditions, work practices, and work procedures are corrected in a timely manner based on hazard severity.
- New work order system will improve monitoring.
- Safety Committee will help follow-up on outstanding issues.

Join Us!

Put in a work order! Speak up!

BE A PART OF THE SOLUTION
Training and instruction are available on job specific safety and health practices.

- All new employees must receive training specific to their exposures.

- See your supervisor for training when you experience new job assignments, new chemicals, and/or new hazards in your work area.
SUPERVISORS

1. Success depends on you.
2. Know the importance of safe and healthful work conditions.
3. Be familiar with hazards, effects, and how to control them.
4. Know how to talk to employees about hazards and how to follow safe procedures.
5. Learn how to report accidents and take corrective and preventative actions.
#7 - Training & Instruction

**ALL EMPLOYEES**

1. Success depends on you.
2. Know safe work procedures.
3. Know how to protect yourself.
4. Know how and when to use PPE.
5. Learn what to do in an emergency.
#8 - Recordkeeping

- We keep three years of inspection and training records onsite and in the Risk Management office.

- Online training records are stored electronically for three years.

- Safety Data Sheets are kept for 30 years.
Review

- Who's in charge of the IIPP?
- Where can you get a copy of the IIPP?
- Who do you tell about hazards in the workplace?
Count and Name the Parts!!!
The 8 Parts of the IIPP - review

- IIPP Responsibility
- Safety Compliance
- Safety Program Communication
- Hazard Assessment
- Accident, Close Call, and Exposure Investigations
- Hazard Correction
- Training and Instruction
- Recordkeeping
Looking Forward

What concerns you at your worksite?

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