

Effective Workplace Health & Safety Programs

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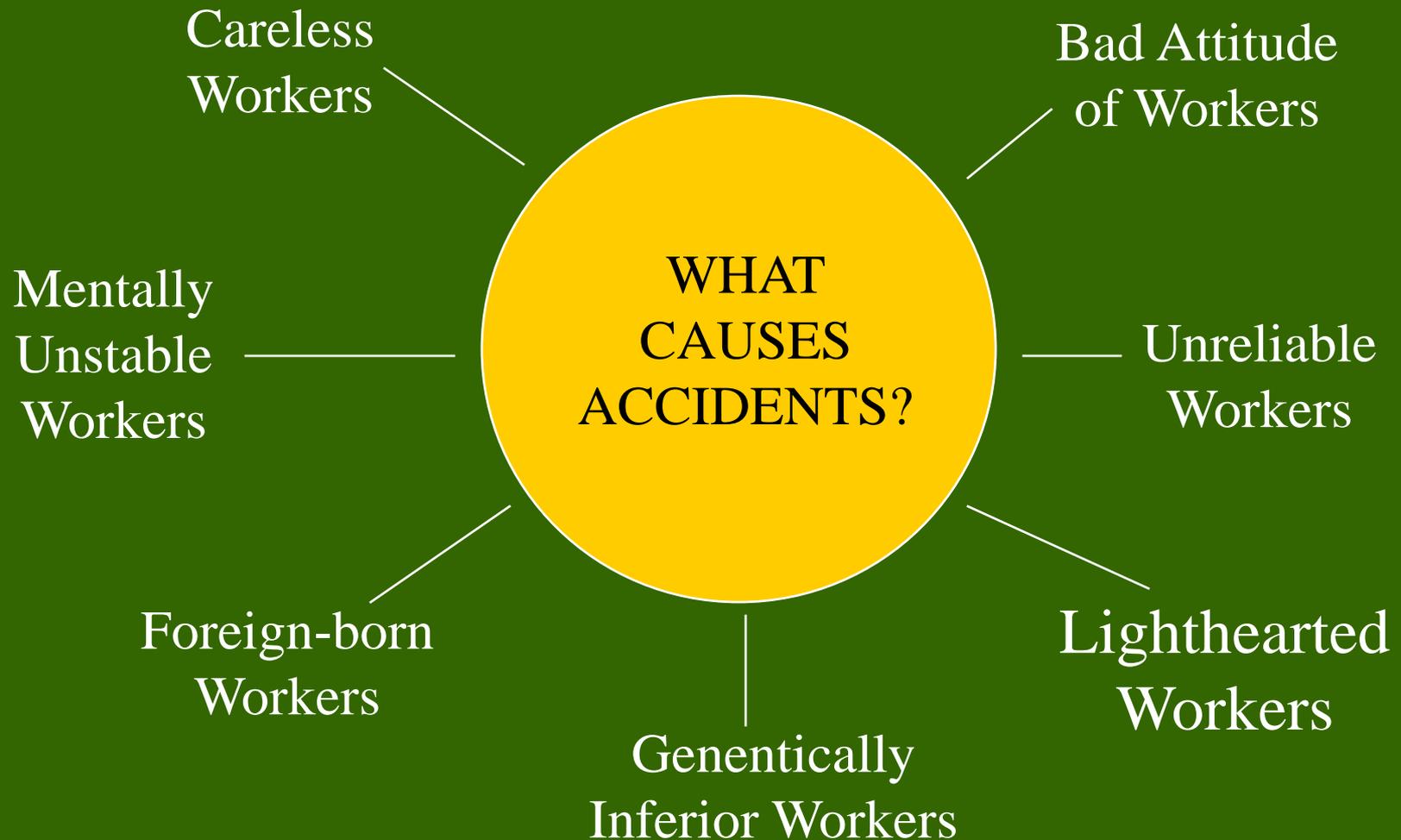
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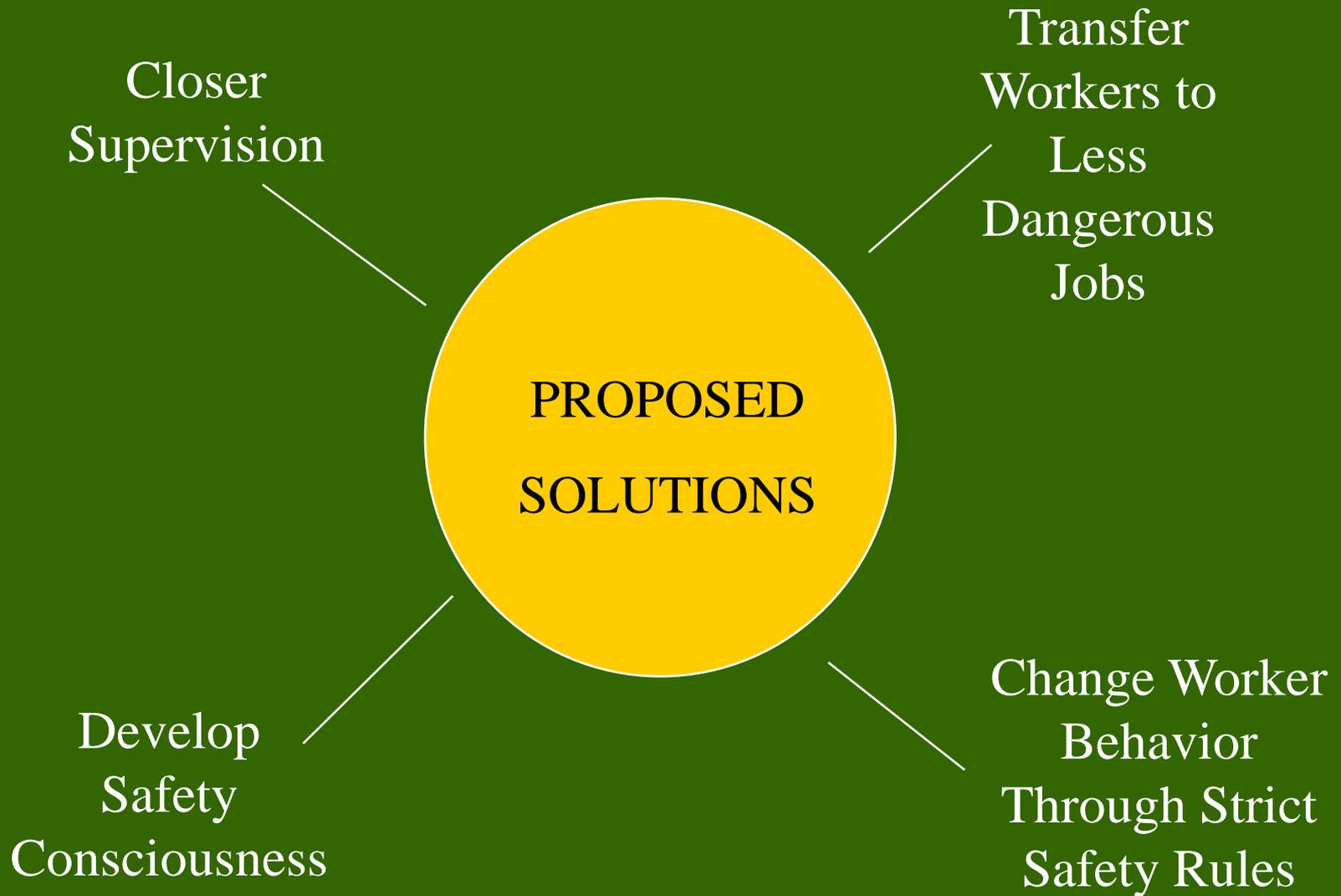
Labor Occupational Health
Program

Center for Occupational &
Environmental Health

University of California at Berkeley

Theory of Accident Proneness





Multiple Causation Theory of Injuries and Illnesses

INDIVIDUAL FACTORS

- Work Experience
- Training
- Fatigue/Stress Level
- Attitude

WORK ENVIRONMENT

- Housekeeping
- Equipment Maintenance
- Adequacy of Industrial Hygiene Controls

WORK DESIGN

- Safety Engineering
- Pace of Work
- Work Assignments

OSH Program Elements

- ❑ Management Commitment
- ❑ Hazard Identification (Workplace Analysis & Reporting Systems)
- ❑ Hazard Prevention and Control
- ❑ Safety and Health Training
- ❑ Active Worker Involvement
- ❑ Early Detection, Treatment & Return to Work
- ❑ Evaluation and Improvement

California on the Cutting Edge:

Injury and Illness Prevention
Programs are required in California
workplaces

- CCR sections 3203/1509 -

California's IIPP Standard and MANAGEMENT COMMITMENT

- Identify person responsible for implementing program
- System to ensure compliance with safe and healthy work practices

Problems with Management Commitment

- Lack of awareness
- Lack of compliance
 - § 3203 is most common Cal/OSHA violation

OSH Program Elements

- Management Commitment
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California's IIPP Standard and HAZARD IDENTIFICATION

- System for communicating with employees and encouraging workers to inform employer of hazards without fear of reprisals
- Identify and evaluate hazards, including scheduling periodic inspections
- investigation of injuries and illnesses

OSH Program Elements

- Management Commitment
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California's IIPP Standard and HAZARD PREVENTION and CONTROL

- Correct hazards in a timely manner based on severity

OSH Program Elements

- Management Commitment
- Hazard Identification (Workplace Analysis & Reporting Systems)
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 - Safety and Health Training
 - Active Worker Involvement
 - Early Detection, Treatment & Return to Work
 - Evaluation and Improvement

California's IIPP Standard and SAFETY and HEALTH TRAINING

- Provide training to all employees
- Communicate in a form readily understandable by all employees
- Train supervisors

Problems with Training Requirements

- ❑ No quality control
- ❑ Most still aimed at behavior control
- ❑ Not linked to worker participation

OSH Program Elements

- Management Commitment
- Hazard Identification (Workplace Analysis & Reporting Systems)
- Hazard Prevention and Control
- Safety and Health Training
- ⊗ Active Worker Involvement
- ⊗ Early Detection, Treatment & Return to Work
- ⊗ Evaluation and Improvement

Active Worker Involvement

- Build a true partnership between labor and management
- Require health and safety committees or other mechanism for worker participation
- Give workers the resources to participate fully
 - training
 - information and resources
 - paid time

Active Worker Involvement

California needs to establish:

- Core competencies for worker health and safety representatives (certification?)
- Worker training centers

Evaluation & Improvement

Feedback loop

- Try new prevention strategies
- Measure results
- Share findings
- Try again

NORA

National Occupational Research Agenda

- 21 Priorities for the 21st Century -

Disease and Injury

Allergic and Irritant Dermatitis
Asthma and Chronic Obstructive
Pulmonary Disease
Fertility and Pregnancy
Abnormalities
Hearing Loss
Infectious Diseases
Low Back Disorders
Musculoskeletal Disorders
of the Upper Extremities
Traumatic Injuries

Work Environment and Workforce

Emerging Technologies
Indoor Environment
Mixed Exposures
Organizations of Work
Special Populations at Risk

Research Tools and Approaches

Cancer Research Methods
Control Technology and Personal
Protective Equipment
Exposure Assessment Methods
Health Services Research
***Intervention Effectiveness
Research***
Risk Assessment Methods
Social and Economic Consequences
of Workplace Illness and Injury
Surveillance Research Methods

Asphalt Partnership Won the First NORA Partnership Awards

- Labor - management - government
- Developed and tested a ventilation system attached to pavers to reduce exposure to asphalt fumes
- All highway paving machines now have this control technology

In Summary

We need to:

- ❑ Do more outreach, education and enforcement to bring effective IPPs to all California workplaces
- ❑ Add requirements for worker participation and program evaluation
- ❑ Create training centers for worker health and safety representatives
- ❑ Encourage and support innovation in health and safety programs by funding intervention research.