

Free Resources and Training to Help Small Businesses!

A number of resources have been developed to help small businesses establish, implement and maintain effective injury and illness prevention programs to prevent injuries, save money and comply with the Cal/OSHA IIPP standard (Title 8CCR §1509 and §1502). These include:

FREE TRAINING on how to develop or improve your IIPP. This training is provided by U.C. Berkeley's Labor Occupational Health Program. Call 510-643-8902 for more information.

FREE MATERIALS including an IIPP template, guidebook, factsheets, tools and other resources. Materials are available at www.dir.ca.gov/chswc/WOSHTEP/IIPP.

The IIPP training and the materials for small businesses have been developed through a partnership between UC Berkeley's Labor Occupational Health Program (LOHP), the CA Department of Industrial Relations, Cal/OSHA, the CA Department of Public Health's Occupational Health Branch, State Compensation Insurance Fund, Small Business California, and California Small Business Association.

For more information, contact LOHP at 510-643-8902 or visit www.dir.ca.gov/chswc/WOSHTEP/IIPP.

IT PAYS TO TAKE ACTION FOR SAFETY AND HEALTH

INJURY AND ILLNESS PREVENTION PROGRAMS FOR SMALL BUSINESS



California Department of Industrial Relations
Commission on Health and Safety and Workers' Compensation

SAFETY PAYS!

Taking risks is a part of running a business, particularly for small business owners. You take risks in product development, marketing, and advertising to stay competitive. But some risks are just not worth the gamble. One of these is risking the safety and health of those who work for you. By implementing a strong safety and health program, you can:

1. Prevent Human Suffering

One serious injury in your workplace can have a devastating impact on your employees, their families, and you.

"I couldn't care less about the fines. It was losing one of our own. We were all devastated. I will never get over it."

—Employer of a worker killed on the job

2. Save Money

For every dollar spent on the direct costs of a worker's injury or illness (medical expenses and lost wages), it's estimated that you, the employer, will spend at least as much again to

cover the indirect and hidden costs. Consider what one injury with lost workdays costs you in terms of:

- Loss of skills of valuable employees and time to hire or to retrain others to replace the injured worker until his/her return.
- Increased workers' compensation insurance rates.
- Low worker morale and perhaps less efficiency and increased absenteeism.
- Overtime costs when other workers must fill in.

A good health and safety program can prevent injuries and keep cots down.

"In 2005, I had a 145% workers' comp ex mod but in 2011, it went down to 66%! How did I do it? I learned it's important to be proactive, get involved, teach safety, and replace dangerous equipment!"

—Small business owner

3. Promote a Positive Image

A great health and safety program can make your business stand out as a caring employer. It can increase worker morale by showing that workers' well-being comes first. This can help increase job

satisfaction and productivity, decrease employee turn over, and even attract top employees. A good safety record, is good for business, both inside your shop and among your clients and customers.

"A big accident or fine may be a rare event, but it can cost a great deal in terms of public image. We had a disastrous experience with OSHA and paid dearly for it. We never want to be embarrassed like that again!"

—Safety manager

4. Comply with Cal/OSHA's IIPP Standard

Having an effective health and safety program can help you comply with Cal/OSHA's Injury and Illness Prevention Program (IIPP) standard. More businesses are cited and fined for not establishing, implementing and maintaining an effective IIPP than for violations of any other Cal/OSHA standard. A successful IIPP is a program where someone is in charge of safety, employees recognize hazards, and everyone works together to solve safety problems.

