Effective Workplace Health & Safety Programs

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Theory of Accident Proneness

WHAT CAUSES ACCIDENTS?

- Careless Workers
- Bad Attitude of Workers
- Mentally Unstable Workers
- Reliable Workers
- Foreign-born Workers
- Lighthearted Workers
- Genetically Inferior Workers
Proposed Solutions

- Closer Supervision
- Transfer Workers to Less Dangerous Jobs
- Develop Safety Consciousness
- Change Worker Behavior Through Strict Safety Rules
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

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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
- 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’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)
- Hazard Prevention and Control
- 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 -

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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 IIPPs 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.