



**California Voluntary Protection Program Star
A Guide to Safety Excellence
San Francisco, CA
October 2&3, 2013**

Overview of Cal/VPP Star

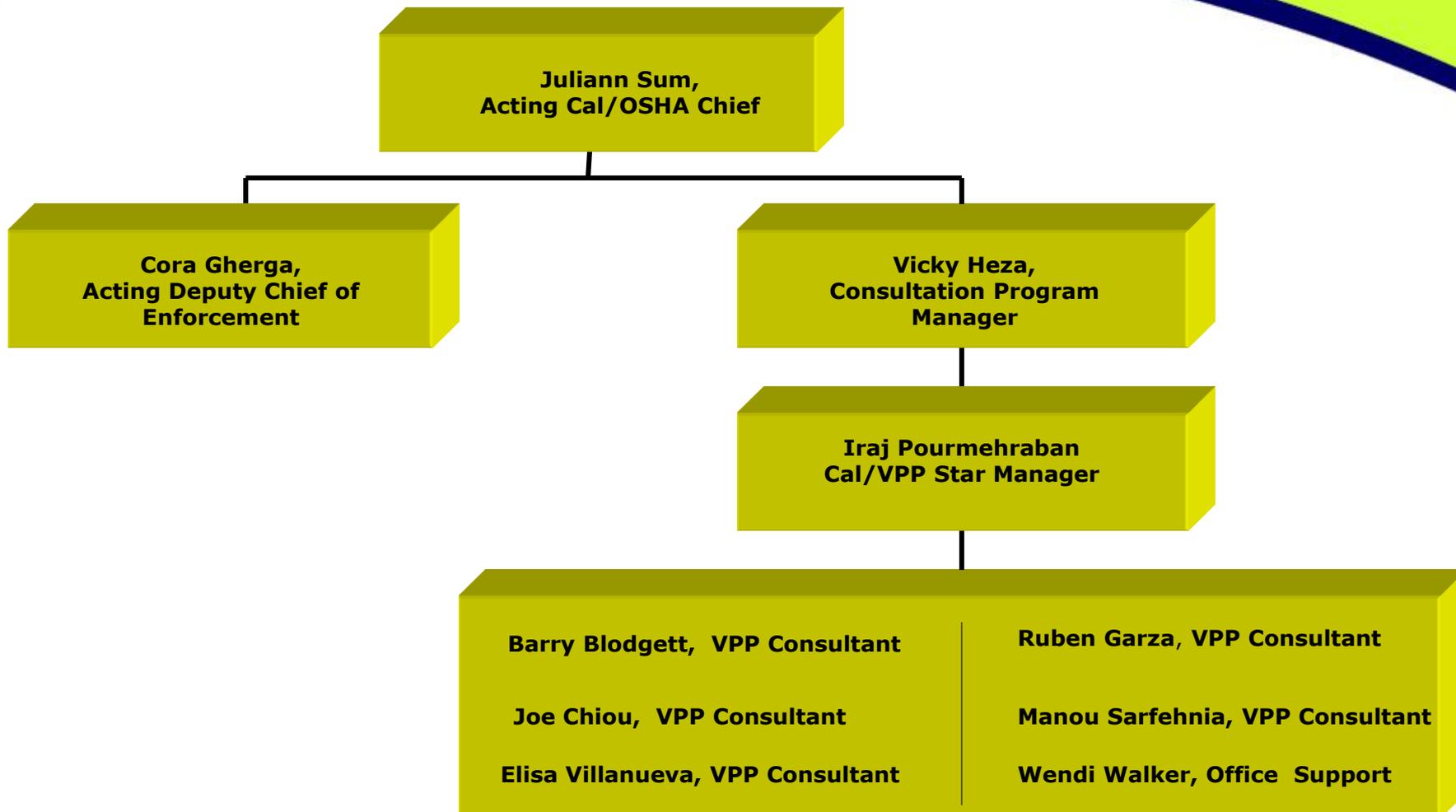
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Cal/VPP Star Manager



Cooperative Programs

- Golden Gate
- SHARP(SEVCP)
- Alliance
- Challenge
- VPP-Construction
- Merit (Reach)
- Demonstration
- **Cal/VPP Star (oldest)**

Cal/VPP Star Team





Cal/VPP Star, October 2013

- 77 sites in California
- *Cal/VPP Reevaluation workshop early 2014*
- 2013 Best Practices Symposium, San Francisco
- 3 two and half days sessions for Special Team Members training & refresher in 2012
- 2 workshops on reevaluation process and team expectations
- *STM participation in Cal/VPP process at 90%*
- *2014 Reevaluation Visits- 26*
- *New applications - 10*
- *Departed sites - 3*



Newest VPP Star Sites

- Raytheon Rancho Innovations, Rancho Cucamonga
- Performance Mechanical Inc., Gardena
- Guarantee Electric Construction Company, Benicia
- The Dow Chemical, Pittsburg
- Life Technologies Inc., Pleasanton
- Kinder Morgan, Carson
- Raytheon Technical Services Company, Chula Vista



Pending Recognitions

New applications:

- Raytheon EWS, Goleta
- Raytheon RVS Goleta

Reevaluations:

- Covanta, Delano
- Georgia Pacific, Modesto
- Tropicana, City of Industry
- DFA, Ventura
- Valero Benicia Refinery
- Gonzales Winery

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Understand the Concept



Gap Analysis & Action Plan



Application Submittal



Evaluation Process



Implement Opportunities



Follow up Visit



Ceremony & Continuous Improvement

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4

7



Ca/VPP Star Roadmap

Cal/VPP Star Concept



The concept was developed during construction of San Onofre plant in 1970s and consists of 5 elements

- Management Commitment
- Employee Involvement
- Worksite Analysis
- Hazard Prevention & Control
- Training

Resources: Mentors, VPPPA, Consultants, Cal/VPP office



- Mentors are professionals from Cal/VPP Star sites listed at the website
 1. To select a mentor applicant must:
 2. Attend workshops and be familiar with the concept
 3. Identify gaps and areas a mentor can assist
 4. Communicate to Cal/VPP manager preferred mentor(s)
- Mentor can assist & guide as time permits, mentor is not a substitute for the H&S consultant



Cal/VPP Star Concept

➤ **Management Commitment**

- ◆ Health & safety policies
- ◆ Goals & Objectives
- ◆ Responsibilities & accountabilities
- ✓ Leading indicators
- ◆ Resources
- ◆ Planning
- ✓ Contract workers
- ◆ Communication system
- ◆ Management Commitment letter



Cal/VPP Star Concept

- **Employee Involvement**
- ◆ Active and meaningful
- ◆ Problem identification and resolution
- ◆ Employees involved in S&H planning
- ◆ Employee feedback
- ◆ Recognition & discipline
- ◆ Union endorsement

Cal/VPP Star Concept



- **Worksite Analysis**
- ◆ Pre-Use Analysis
- ◆ Comprehensive Survey
- ✓ Self Inspection
- ◆ Job Hazard Analysis/Safety Analysis
- ✓ Accident Investigation & Analysis
- ◆ Medical Program
- ◆ Employee Notification



➤ Hazard Prevention & Control

- ✓ Professional Expertise
- ◆ Hierarchy of Control
- ◆ Health & safety rules
- ◆ PPE
- ◆ Emergency Preparedness
- ◆ Preventive Maintenance



- **Training**
 - ◆ Provided based on responsibilities
 - ◆ Managers, hourly workers & subs
 - ◆ Schedule training sessions on a regular basis
 - ◆ Effectiveness of training evaluated

Cal/VPP Star Concept



What it is:

- ✓ Above and beyond Cal/OSHA standards
- ✓ Workplace safety culture
- ✓ Systematic approach to workplace safety
- ✓ Never-Ending Journey
- ✓ Great opportunity for employee –driven safety programs
- ✓ Develops a cooperative relationship between, management, labor and Cal/OSHA



What it is:

- ✓ Identifies weaknesses & opportunities for improvements
- ✓ Allows for changes and enhance safety management systems
- ✓ Improves Moral, productivity and reliability
- ✓ Optimizes resources and improve efficiency
- ✓ Reduce costs & increase revenue
- ✓ Right thing to do for the *Business*



What it is not:

- ✘ H&S dept. program
- ✘ Feel good program
- ✘ Another certificate on the wall
- ✘ Excludes sub contractors and temps
- ✘ Exemption from Cal/OSHA Standards
- ✘ First must apply for SHARP program

Gap Analysis & Action Plan



- Identify what and where the gaps are
- Work with mentor, and resources

For each gap:

- Find out if a gap closed how much it improves site's safety
- Identify time, money, effort, and resources needed to close
- How much is available and can be used?
- How long will it take to close?

Gap analysis & Action Plan



- Prioritize the gaps
- Assign committees & teams based on expertise and interests
- Develop action plans and time schedule to close gaps
- Track the gaps
- Communicate status & celebrate closures

Application Submittal



- Use the application guideline at website
- Work with a mentor
- Cover all elements
- Ensure managers and employees review the application
- Submit paper and electronic copy to Cal/VPP Office in Oakland

**Evaluation
Process
P&P D-64**



- 1. Application review** by Cal/VPP office
- 2. Pre visit** by STM or Cal/VPP consultant
- 3. PSM evaluation** *only* for sites with PSM coverage
- 4. Onsite team evaluation** by 3 to 8 Cal/VPP consultants & STM during 3 to 5 days
- 5. Cal/VPP Report** consists of; *Strengths, Opportunities, S&H Issues, contractors, and PSM*
Special Team Members (STM) are trained volunteers from Cal/VPP Star sites and assist during evaluation process



STM Program

- 90% participation in: *Pre Visit, Mentoring, Onsite* team visits, and reports preparation
- STMs attend refresher every two years
- Pass the exam and receive STM ID card
- STM participation will be a requirement to maintain Star status



Onsite Announcement Letter

- *Team members & STM*
- *Onsite schedule; start to finish*
- *Conference room for team to work in & out*
- *List of documents*
- *Interview, walk through, & guides*
- *A copy of letter send to District office*

Evaluation
Process
P&P D-64



3. PSM evaluation for sites with PSM coverage
 - ***The PSM documents and implementation are verified before onsite visit.***
 - ***If PSM program is not effective then evaluation process will stop.***



4. Onsite team evaluation by 3 to 8 consultants & STM for 3 to 5 days
 - ***Comprehensive evaluation of Cal/OSHA programs & safety management system***
 - ***Verification of application implementation***
 - ***Identification of opportunities for improvements***



Evaluation Process P&P D-64



Activities During Onsite Evaluation

- ***First day; Introduction by site management and team leader, quick tour of the site. Compliance Support Person may attend***
- ***Daily; Each team member based on assignment:***
 - ***Documents review***
 - ***Interviews***
 - ***Walk around(guide with Digital camera)***
 - ***Wrap up***
- ***Last day; Closing conference***



Document Reviews

- ***A List of required documents is attached to the onsite evaluation announcement letter***
- ***Examples; comprehensive annual report, self inspections, contractors' program, root cause analysis, safety committee minutes, training, JSA, and applicable Cal/OSHA programs.***

Evaluation
Process
P&P D-64,
&D-64A



Interviews; each team member interviews 3 to 5 employees daily

- ***Private interviews & vary from 15 to 45 minutes.***
- ***All levels; hourly employees, mid level mgrs., 2nd and 3rd shifts, temporary, contactors & subs.***
- ***Key staff such as ; General manager, maintenance sup, ERT leader, union reps, Log 300 keeper.***

Compliance Activities



Compliance P&P C-16, C-1, C-1A

- ***Each site has a designated Compliance Support Person assigned to the site.***
- ***Compliance Support Person usually attends first day of onsite Visit (introduction & tour) and invited to ceremony.***
- ***Cal/VPP Star sites are exempt only from programmed inspections.***
- ***Designated Compliance Support Person investigates complaint or accident.***
- ***Avoid comprehensive inspections.***
- ***Communicate the inspection to the Consultation.***



5. Cal/VPP Star Report
 - ***A. Site Description; Brief description of site, awards, rates, compliance history, & name of Compliance Support***
 - ***B. Scope & approach; team, duration, and process***
 - ***C. Strength; The best practice identified at the site***
 - ***D. Opportunities for Improvement; List of deficiencies relates to Cal/VPP elements***
 - ***E. Health & Safety Issues; Title 8 deficiencies***
 - ***F. Contractors; Deficiencies with each contractor***
 - ***G. PSM; Title 8 deficiencies with covered processes***
 - ***H. Conclusion; team opinion, and follow up***

Implement Opportunities



- Cal/VPP Star report will be sent to the contact person at the facility
- Contact person may call team members for clarification or additional information
- Plan to involve employees & committees in implementation
- Provide status report every 3 weeks;
Complete in 90 days
- Follow up visit & team recommendation

Ceremony



- Approval letter & certificate will be mailed
- Flags can be ordered
- Milestone achievement
- All employees celebration
- Recognize the challenges & successes
- Consult with mentors and Cal/VPP office on agenda & logistics



CALVPP • STAR
WORKFORCE
MANAGEMENT • LABOR
CAL/OSHA
STATE OF CALIFORNIA
PARTNERS IN SAFETY

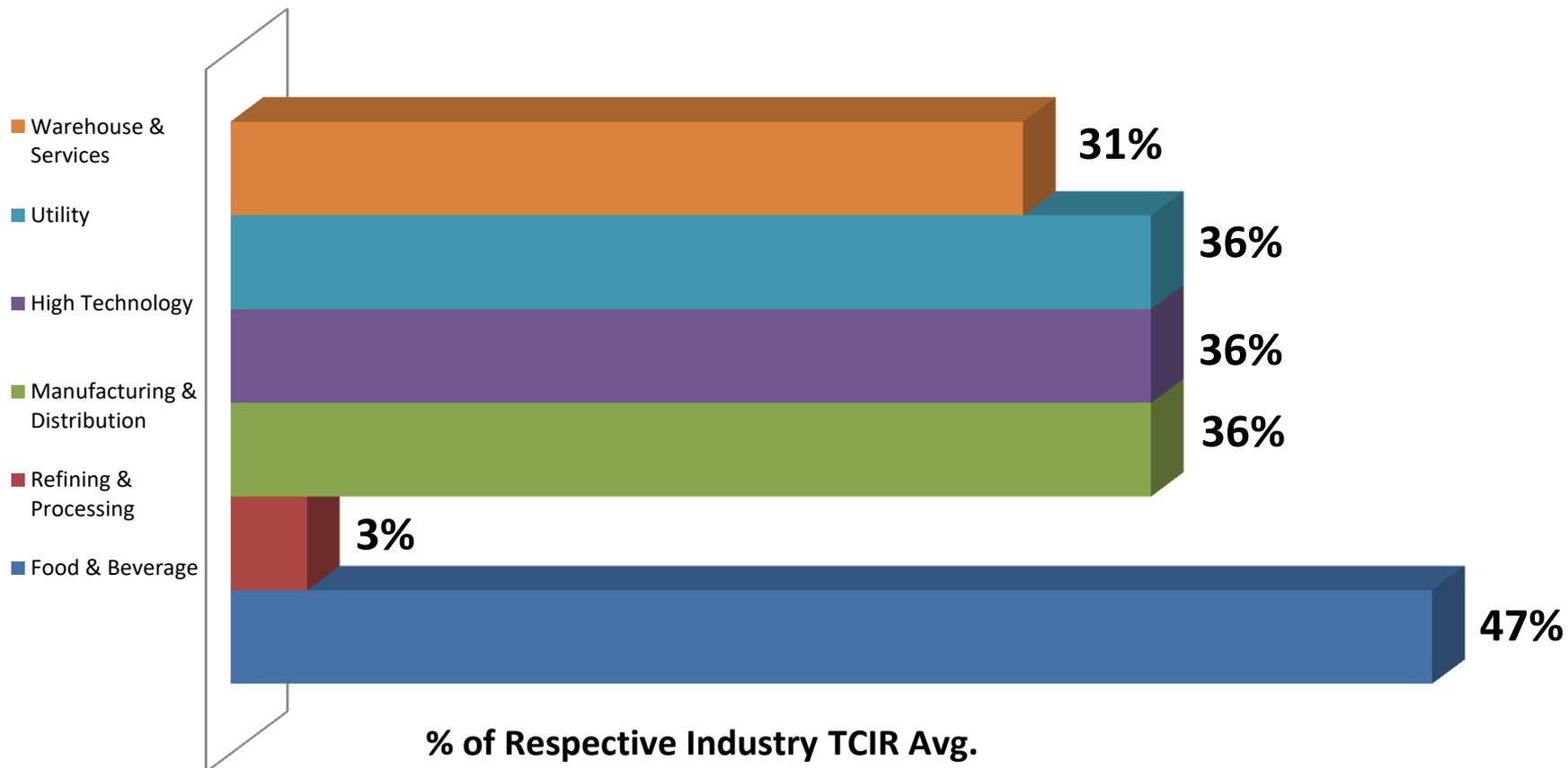


Cal/OSHA Website

- **Cal/OSHA**
- **California Voluntary Protection Program**
- | [Home](#) | [Cal/VPP](#) | [SHARP](#) | [Golden Gate](#) | [Alliances](#) |
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- **Cal/VPP Star**
- DOSH promotes safety and health by recognizing employers who have voluntarily managed outstanding safety and health programs.
- The California Voluntary Protection Program STAR (Cal/VPP STAR) is designed to recognize employers and their employees who have implemented safety and health programs that effectively prevent and control occupational hazards. These programs go beyond minimal Cal/OSHA standards and provide the best feasible protection at the site.
- Management commitment and employee participation are key elements in achieving Cal/VPP STAR recognition. Cal/VPP STAR establishments are considered to be leaders in the field of workplace safety and health.
- Successful applicants approved for participation in Cal/VPP STAR receive State and national recognition and are exempt from Cal/OSHA programmed inspections.
- Although designed for fixed-site establishments, large construction projects that will be in operation for at least one year may be eligible for Cal/VPP STAR recognition.
- [Cal/VPP STAR Q&A](#)
- [Purpose and description](#)
- [Cal/VPP STAR contacts](#)
- [Cal/VPP STAR Programs](#)
- [Cal/VPP Star Program Eligibility Review Process](#)
- [Employer application guidelines](#)
- [Cal/VPP STAR workshop information](#)
- [Cal/VPP STAR sites](#)
- Evaluation check list ([pdf](#) 80KB, [Word](#) 178KB)
- [Onsite Preparation](#)
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Cal/VPP Star Site vs. Industry Average TCIR Rates





Cal/VPP Star Site vs. Industry Average DART Rates

