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Culture Shock

The effects of exemplary programs on
safety in the workplace

Presenters:

Rebecca Ellson, INSHARP Coordinator
Kenneth Boucher, Deputy Commissioner of Labor

Thursday, February 14, 2019

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Exemplary Programs

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ex·em·pla·ry

/ig'zemplərē/

adjective

1. serving as a desirable model; representing the best of its kind.

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What Is an Exemplary Program?

- Goes beyond the requirements of OSHA standards
- Elite group of safety leaders
- Partner with businesses and worksites
 - Best practices
 - On-site consultation
 - Jobsite walkthroughs

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INSHARP

VPP

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INSHARP Requirements



- Fewer than 250 onsite/500 corporate
- Located in Indiana
- One year in operation
- At or below the national industry average TRC and DART

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Starting the Process for INSHARP Certification

- Request a full safety and health consultation from INSafe.
- Have all OSHA Required Programs available for review.
- Provide the last 3 years of OSHA 300 and 300A Log.
- Receive at least a 2 on the program evaluation (form 33).
- Provide all training records.

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INSafe Consultation/On-Site Visit

- Opening Conference
- Review Safety and Health Management System/OSHA Mandated Programs and OSHA 300 and 300A Logs for past 3 years
- Hazardous walk through of facility
- Review hazards found and agree on correction date
- Complete the form 33
- Closing Conference

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Evaluation and Report

- A written report detailing all onsite consultation findings, recommendations and hazards to improve the safety and health program
- Hazards
 - Within 3 days of receipt of report, the Employer is required to post the hazard list transmitted in the report.
 - Employers must provide written confirmation, including the date and method of hazard correction by the date agreed upon during the consultation.
 - The report will contain the hazard correction date agreed upon in the report. If additional time is needed the employer can ask for an extension.

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Voluntary Protection Programs

- **Star Program**
 - Exemplary Worksites that have:
 - Implemented comprehensive, successful safety and health management systems
 - Achieved injury/illness rates below industry average
- **Merit Program**
 - For worksites with the potential to achieve Star Quality within 3 years
- **Corporate Program**
 - Limited to applicants that make a top-level commitment to reducing injuries and illnesses through implementation of a comprehensive safety and health management systems that achieves exemplary employee protections organization-wide

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Qualifications for VPP Star and Merit Programs

- Have an effective safety and health management system that meets rigorous performance based standards.
- Meet all relevant OSHA Standards.
- Complete an application
- Approved by the IOSHA VPP Team

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Qualifications for VPP Corporate

- Significant Corporate Participation in VPP and a Commitment to Strengthen VPP Participation.
- Effective Internal Pre-Screening Processes
- VPP Knowledge and Dedicated Resources to VPP
- Commitment to Outreach and Mentoring
- Community Leadership in Safety and Health
- Participation in the Special Government Employee Program

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VPP vs INSHARP

VPP	INSHARP
Unlimited size requirements	Must have no more than 250 employees on site and 500 corporate wide
VPP has 3 programs	INSHARP has 2 programs
Onsite evaluations every 2½ yrs. for Star and 18-24 mos. for Merit.	Onsite evaluations every 1, 2 or 3 years
Complete an annual report	Complete an annual report
Unlimited size requirements	Must have no more than 250 employees on site and 500 corporate wide

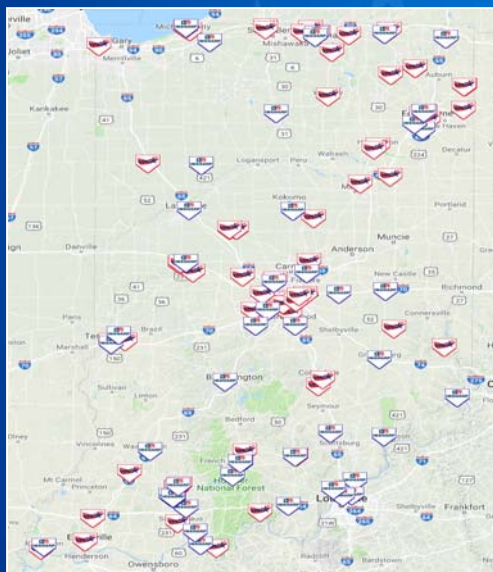
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INSHARP/VPP Sites



VPP Sites: 91
INSHARP Sites: 43

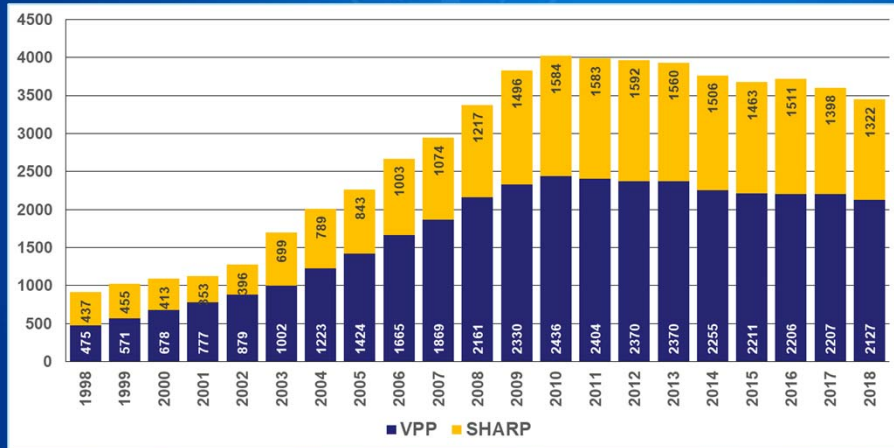
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National Exemplary Program Participation



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What's In It For Me?

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Protection of Your Most Valuable Asset

- **Protect workers!**
 - Identifying, addressing and eliminating hazards
- Work with OSHA
 - Identify and implement best practices
- Develop innovative safety and health programs
 - Professionals who do this work every day

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Change Your Safety Culture

- Create a better working environment
 - Free of safety and health hazards
- Boost worker morale
 - Involve workers in creating a culture that emphasizes a safe and healthful workplace
- Improve communication
 - Employee
 - Manager
 - Owner
- Beacon of safety
 - Encourage safety in the community

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Nucor Corporation of Making Safety #1 Priority

- The Evolution of Safety at Nucor Decatur - VPP Application Process is Ultimate Team Building Exercise.
- Everyone was involved in the process and it became part of who they are.
- TRC and DART Rate was reduced 83 percent over a 3 year period.



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Build a Reputation

- Receive official recognition from OSHA
 - Indiana Department of labor
 - Federal OSHA
- Become an industry safety leader
 - Safety attracts business
- Hire and retain skillful workers



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Save Money

- Lower worker compensation premiums
 - Fewer injuries = fewer payments
- Improve worker retention
 - Decrease turnover
- Reduce days away from work
 - Smooth operation

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INSHARP Success Story

- Wagner-Meinert
 - Plumbing, Heating, and Air-Conditioning Contractors
 - In one year, the TRC rate for nonfatal injuries dropped from 1.6 injuries or illnesses per 100 full-time workers to .2. The Industry Average TRC rate is 3.7
 - “The INSHARP certification confirmed the company’s commitment to a safe and healthy workplace and the employees are very appreciative of the efforts behind the programs to help keep them safe. INSHARP allowed the company to walk the walk and talk the talk. The employees know it’s real! They see it, they feel it, they do it! INSHARP Rocks!”

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Wagner-Meinert



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Educational Opportunities

- Best Practice Meetings
 - Spring during safety conference
 - Fall at site locations
- Industrial Hygiene Class held annually at no charge
- Special Government Workers



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VPP/INSHARP Best Practice Meeting Testimonials

- “The best practice session was very beneficial in helping me see how these practices may be incorporated into my work environment.”
- “As we are not yet a VPP company, the background on VPP was beneficial in helping me understand what is involved with the certification.”
- “The Question and Answer session was very beneficial as it provided real examples and ideas which were great.”

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VPP/INSHARP Best Practice Meeting Testimonials

- “The Question and Answer session was very beneficial as it provided real examples and ideas which were great.”
- “It was good to be able to meet representatives from other facilities and speak with OSHA representatives.”
- “Nice to hear success stories.”
- “This was a great opportunity to network and find a VPP mentor.”

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Industrial Hygiene Class

- August 1 and 2, 2019 at Cintas #68F in Indianapolis, IN. This class will include SDS Workshop, Sound Level Meter Workshop, Evaluating Health Hazards, and Creating Health Hazard Spreadsheet Workshop.
- Please notify Rebecca Ellson by July 1, if you are interested in attending.

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Special Government Employee

- **Requirements**
 - VPP Approved Company
 - Application approved by OSHA Personnel
 - Attend Training
 - Term of Service is 3 years
- **Educational Opportunities**
 - Participate in on-site VPP Evaluations
 - Mentor potential VPP/INSHARP Sites
 - VPPA Region 5 & VPPA National Conference
 - Tuition Waiver for OSHA Training Institute
 - Certification Points and Continuing Education Units for CSP and CIH



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Misconceptions

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Misconceptions

- Request for VPP or INSHARP consultation will trigger an OSHA Inspection
- Time and commitment involved outweigh the benefits
- Too much paper work to complete
- Costs too much
- Increases workload of employee team members

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Questions?

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