PA Governor’s Occupational Safety & Health Conference

I2P2 (Injury and Illness Prevention Program)

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White Paper

January 2012
I2P2 Introduction

- An injury and illness prevention program (safety and health program)

- Thirty-four states and many nations around the world already require or encourage employers to implement such programs. The key elements common to all of these programs are management leadership, worker participation, hazard identification and assessment, hazard prevention and control, education and training, and program evaluation and improvement.
I2P2 Introduction

- Based on the positive experience of employers with existing programs, OSHA believes that injury and illness prevention programs provide the foundation for breakthrough changes in the way employers identify and control hazards, leading to a significantly improved workplace health and safety environment.
Adoption of an injury and illness prevention program will result in workers suffering fewer injuries, illnesses and fatalities. In addition, employers will improve their compliance with existing regulations, and will experience many of the financial benefits of a safer and healthier workplace cited in published studies and reports by individual companies, including significant reductions in workers' compensation premiums.
"The Bureau of Labor Statistics estimates that approximately 3.3 million serious work-related injuries and about 4,300 fatalities occurred in 2009. The human cost of preventable workplace injuries and deaths is incalculable. However, according to the 2010 Liberty Mutual Workplace Safety Index, the direct cost of the most disabling workplace injuries and illnesses in 2008 amounted to $53.42 billion in U.S. workers compensation costs, more than one billion dollars per week. This money would be better spent on job creation and innovation. Injury and illness prevention programs are good for workers, good for business and good for America." - Dr. David Michaels Assistant Secretary of Labor
In the four decades since the Occupational Safety and Health Act (OSH Act) was signed into law, workplace deaths and reported occupational injuries have dropped by more than 60%. Yet the nation’s workers continue to face an unacceptable number of work-related deaths, injuries and illnesses, most of them preventable:

- Every day, more than 12 workers die on the job – over 4,500 a year.
- Every year, more than 4.1 million workers suffer a serious job-related injury or illness.
Focus on Prevention

- An I2P2 helps employers meet their obligation under the OSH Act to “furnish each of his employees employment and a place of employment which are free from recognized hazards that are causing or are likely to cause death or serious physical harm to his employees.” It also helps employers avoid the significant costs associated with injuries and illnesses in the workplace.
How Does an I2P2 Work?

Most successful I2P2’s include a similar set of common sense elements:

- Management leadership
- Worker participation
- Hazard identification and assessment
- Hazard prevention and control
- Education and training
- Program evaluation and improvement
The Costs of Workplace Accidents

- The main goal of injury and illness prevention programs is to prevent workplace injuries, illnesses and deaths, the suffering these events cause workers, and the financial hardship they cause both workers and employers.
The Costs of Workplace Accidents

- Workplace incidents cause an enormous amount of physical, financial and emotional hardship for individual workers and their families. Combined with insufficient workers' compensation benefits and inadequate medical insurance, workplace injuries and illnesses can not only cause physical pain and suffering but also loss of employment and wages, burdensome debt, inability to maintain a previous standard of living, loss of home ownership and even bankruptcy.
The Costs of Workplace Accidents

- One widely-cited source regarding estimates of the magnitude of these costs is the Liberty Mutual Research Institute, which reports the direct cost of the most disabling workplace injuries in 2008 to be $53 billion (Liberty Mutual Research Institute, 2010). Another source, the National Academy of Social Insurance (NASI), estimates the annual workers' compensation benefits paid for all compensable injuries and illnesses in 2009 at $58 billion (National Academy of Social Insurance, 2011). NASI further reports the total costs paid by employers for workers' compensation increased from $60 billion in 2000 to $74 billion in 2009.
What is the Evidence that I2P2’s Protect Workers & Improve the “Bottom Line”?

• Liu et al. (2008) examined the effectiveness of Pennsylvania's voluntary program that provides workers' compensation premium discounts to employers that establish joint labor-management safety committees. These committees are responsible for implementing several injury and illness prevention program elements: hazard identification, workplace inspection and safety management. The authors found that among program participants there was a strong association between improved injury and illness experience and the level of compliance with the program requirements. This is further evidence that programs with strong management commitment and active worker participation are effective in reducing injury risk, while "paper" programs are, not surprisingly, ineffective.
Employee Participation

- Worker participation, a fundamental element of injury and illness prevention programs, makes an important contribution to an employer's bottom line. When workers are encouraged to offer their ideas and they see their contributions being taken seriously, they tend to be more satisfied and more productive (Huang et al., 2006). Engaging employees in dialogue with management and each other about safety and health can lead to improved relationships and better overall communication, along with reduced injury rates. Improved employee morale and satisfaction translates to greater loyalty, lower absenteeism and higher productivity.
I2P2: Too Complicated & Expensive for Small Businesses?

- OSHA's Safety and Health Achievement Recognition Program (SHARP), which recognizes small employers that operate exemplary injury and illness prevention programs, provides compelling evidence that such programs can and do work for small businesses. For example, the Ohio Bureau of Workers' Compensation (2011) analyzed the policies of 16 SHARP employers over a 12 year period from 1999 to 2010. The study compared the employers' experience prior to and after achieving entry into the SHARP program. The preliminary results of the study show that the average number of claims for these employers decreased by 52%, the average claim cost decreased by 80%, the average lost time per claim decreased by 87%, and claims (per million dollars of payroll) decreased by 88%.
I2P2’s Benefit to Businesses

- An internal OSHA study of nine SHARP firms, ranging in size from 15 to 160 employees, found that the firms achieved the following as a result of their programs:
  - A reduction in the number of injuries and illnesses.
  - Improved compliance with regulatory requirements.
  - Improved business and cost savings including reduced workers' compensation premiums, reduced administrative and human resources burden associated with filing injury and illness reports, managing workers' compensation cases and training new employees. The companies also experienced improved efficiency in operations and material use, and improved productivity. They were able to leverage their limited health and safety resources.
I2P2’s Benefit to Businesses

- An improved workplace environment with greater collective responsibility for workplace health and safety.
- Improved reputation and image in the community including relationships and cooperation between employers and OSHA, between employers and employees, and among employers in the business community.
What Employers Can do to Minimize Worker Exposure to Safety and Health Hazards

- Conduct a comprehensive hazard assessment to determine what potential safety and health hazards exist.
- Include all areas: Outside grounds/parking lot; offices; production areas; shipping/receiving; shops; remote worksites, etc.
- Also include safety and health concerns for visitors and contractors.
What Employers Can do to Minimize Worker Exposure to Safety and Health Hazards

- Seek third party assistance when conducting the hazard assessment.
- “Fresh eyes” may observe potential hazards that may not be apparent to company staff members.
- Have your safety team members participate in “walk-throughs” as a learning experience.
What Employers Can do to Minimize Worker Exposure to Safety and Health Hazards

- Third party sources:
  1. OSHA outreach-consultation programs (In PA-IUP)
  2. Your company’s insurance provider
  3. Safety consulting firms
How to Implement the I2P2 Plan

- Provide site-specific worker training.
- Establish/expand the safety committee
- Pennsylvania employers may receive a 5% discount on their workers compensation premiums for establishing and maintaining the PA State Certified Safety committee.
- Ask for safety committee volunteers.
- Designate duties, encourage on-going participation.
How to Create a Plan to “Find and Fix” Workplace Hazards

- Your company’s I2P2 must include policy statements that encourage all workers to observe and report hazards immediately, without fear of negative repercussions.
- Management must be prepared to correct potential hazards in a timely manner—this requires management to commit time and money. Safety programs can fail without Management’s commitment to fix hazards.
How to Create a Plan to “Find and Fix” Workplace Hazards

- Establish frequent and periodic inspections.
- Develop checklists based on departments-assign personnel specific, on-going duties.
- Documentation should not only be kept, but also evaluated by the safety team.
- Some employers adopt a “safety first” policy when discussing employee reviews.
Leadership

- Employers should evaluate all written materials, policies, their own website, advertising, signs, etc.
- Include statements promoting safety first.
- Leadership needs to demonstrate that they care and value their workers.
- Workplace cultures can get better or worse. Management has a continuing challenge to improve the working culture.
Leadership

- Set REALISTIC goals
- State Certified Safety Committee
- National Safety Council achievement awards
- PA Governor’s Award on Safety
- OSHA SHARP (Safety and Health Achievement Recognition Program)
- OSHA VPP (Voluntary Protection Program)
Workplace Culture

- We have established that a great workplace culture begins with leadership commitment.
- Make safety and health the first topic on all reports, as well as performance reviews.
- Reward worker participation
- Be aware of incentives (Example: Incentive programs that discourage employees from reporting their injuries are problematic)
How to “Sell” Safety to Management

1. **Law:** OSHA compliance is not optional….IT’S THE LAW!

2. **Moral and Ethical:** You don’t want our workers to experience an occupational illness or injury, do you? -No one wants workers to get a workplace illness or injury.

3. **ROI (Return on Investment):** Sadly, sometimes the business or “money” argument is needed to sell management that it is more cost effective to be pro-active rather than re-active when it comes to worker safety.
Conclusions

- Despite the combined efforts of employers, workers, unions, safety professionals and regulators, more than 4,500 workers lose their lives and more than four million are seriously injured each year. Tens of thousands more die or are incapacitated because of occupational illnesses including many types of cancer and lung disease. The human toll from this loss is incalculable and the economic toll is enormous.

- Many employers in the U.S. have been slow to adopt a workplace "safety culture" that emphasizes planning and carrying out work in the safest way possible.
Conclusions

- Injury and illness prevention programs are based on proven managerial concepts that have been widely used in industry to bring about improvements in quality, environment and safety, and health performance. Effective injury and illness prevention programs emphasize top-level ownership of the program, participation by employees, and a "find and fix" approach to workplace hazards.

- Injury and illness prevention programs need not be resource-intensive and can be adapted to meet the needs of any size organization.
OSHA’s I2P2 Website:
OSHA’s Website:  www.osha.gov
Questions?
www.LancasterSafety.com