

# WHERE DO I START TO ENSURE MY SMALL CONSTRUCTION COMPANY IS OSHA COMPLIANT?

There are steps to take to make sure you can not only be OSHA compliant, but also keep your employees safe.

1. **Evaluate**- First step is to observe each type of job your employees do. Then fill out an OSHA required PPE hazard assessment certification. These can be found on Google.
2. **Procedures**- Create a procedure for each of these jobs that you do. The PPE hazard assessment will assist you in this as well. One tip for this is don't waste time recreating the wheel. There are thousands of procedures on the internet you can use for each one you need. Make sure you don't copy paste without reviewing it though. Make sure you take out anything you can't or don't do. Last thing you want is to have OSHA site you because your procedure says, "we document PPE inspection every time we use it", but in reality, you don't document it. Take a few different procedures and use them to create one tailored to your company. Another tip is leave names off your procedures. People come and go, so put positions on the procedures instead of names.
3. **Training**- Every procedure you make needs to be rolled out to the employees, so they know your procedures, understand, and follow them. Make sure they are reviewed annually for any updates or changes you need to make.
4. **Audits**- The step that seems to get overlooked is to audit your jobs and make sure the employees are following the procedures and if you need to make any changes. Also, important to audit all the forms that they fill out so you can coach them on how to understand the forms better.

One of the best sites you can go to find training requirements, procedures you need, audit and inspection forms and more is OSHA.GOV. [Training Requirements in OSHA Standards](#)