



SAFETY NEWS BULLETIN

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How an IIPP Can Keep You Out of Jail

In California, most employers are required to have a written Injury and Illness Prevention Plan (IIPP). The IIPP is a written document that provides the basics of how you intend to keep your employees safe in the workplace. The IIPP sets out who is responsible when it comes to safety and the steps that you will take when it comes to safety.

Some key elements of the IIPP include:

Safety communications with employees: Employees know how your safety program manifests itself on a day-to-day basis. You need not only a way to communicate information to them, but also a means to get information from them about what is or is not working well when it comes to safety. They see things that you may not (for example, uncovered or unprotected skylights on a roof they're working on) and can provide warnings of things that need to be corrected long before supervisors or managers would see them, thus reducing exposure and the likelihood of an incident.

System for assuring employee compliance with safe work practices: Simply because you've trained your employees and put policies in place does not mean that employees will now work safely. Human nature being what it is, you need to have a system for regularly monitoring whether or not your employees are working safely and correcting their behavior when they are not.

Scheduled inspections/evaluation system: Safety is dynamic, especially on temporary worksites. Machine guards can be left off inadvertently. Damage to tools and machinery may go unnoticed or ignored. Regular inspections can help to catch the changes that occur that can put workers at risk.

Accident/Exposure investigations: Accident investigations help to illuminate deficiencies in your safety program—for example, an unguarded skylight.

Procedures for correcting unsafe/unhealthy conditions: When an unsafe or unhealthy condition is identified either through employee complaints, regular safety inspections, or an accident/exposure investigation, you should have procedures in place that ensure the condition is corrected—the information should not linger on a piece of paper or in the back of someone's mind unaddressed. The longer an unsafe condition remains uncorrected, the more likely it is to cause an injury, illness, or death—not to mention fines and jail terms.

Your SCC representative is available to review the requirements and show you where you need to focus your attention on your safety program.

Sincerely,

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