








**What It Takes to Earn
SHARP or VPP**

March 11, 2009
8:30 – 10:00 am

General Information

-  **Emergency exits**
-  **Cell Phones - Pagers**
-  **Restroom facilities**
-  **Breaks & lunch**
-  **Workshop materials**


Presenters

Name, Position, Company, City
Program Experience






- **Audience**
 - Management? Employees?
 - Safety Committee




Traditional Safety

- Manage Safety - Manage Production
 - When the chips hit the fan...
- Driven from the Top Down
 - Safety Guru made the rules and handed them down for workers to follow.
 - Safety was a **PRIORITY**
 - Priorities change when conditions change
- Line management and line employees felt safety was up to the Safety Department
 - No Accountability




3 Typical Safety Systems		
Values/Beliefs	Attitude	Culture/Structure
Accidents happen People are careless Employees de-valued	Safety happens, it is not managed. “Beyond my Control”	Mistrust, Blame, No Accountability
Strict policies Discipline Mandated safety	Safety is required “OSHA Proof ME”	Company policies Written rules
Safety is a shared responsibility. I am personally responsible Employees have ownership	Safe is how we do it. “Voluntary Safety Culture”	Employee's safety programs Integrated, collaborative self-correcting

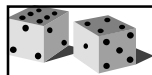


Why Manage S & H?

- **SOME INJURY COSTS**
- Injury
- Equipment Downtime
- Investigation
- Implementations
- Worker Re-Training
- Rehabilitation
- Increased Workers' Comp. Premiums

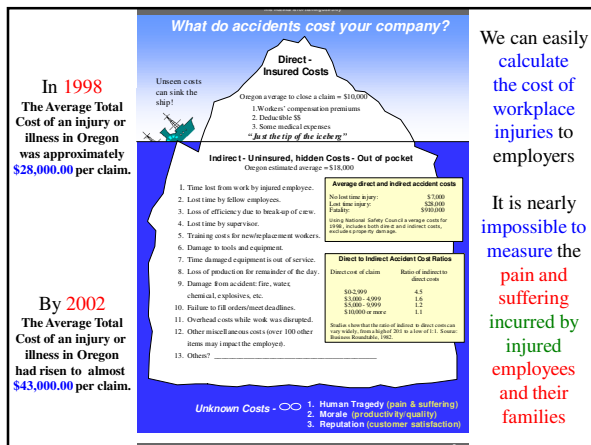


- **SAFE \$\$ SAVINGS**
- Fewer Injuries
- Safer Workplace
- Increased Employee Morale
- Increased Employee Productivity
- Reduced Workers' Comp. Premiums



Price for Accidents

- **Monetary**
 - Injury Costs; Workers' Compensation Costs; Equipment Damage / Downtime; Decreased Productivity; OSHA Fines; Litigation
- **Personal**
 - Pain & Suffering; Training / Retraining; Decreased Morale; Employee Dissatisfaction
- **Hidden**
 - OSHA Inspections; Product Loss; Rework; Customer Dissatisfaction / Loss



Managing Safety and Health: \$\$ Saved = \$\$ Made



- Money spent on an effective safety & health program is an **investment**, not an expense
Time + Material + Dollars = Lower Costs & Higher Productivity
- The average injury cost in 2002 was \$43,000 per claim. Using a 4% profit margin, the employer would have to recover **\$1,025,000.00** in new gross revenue to offset one injury.



Manage to succeed!

- Good safety management programs that go beyond OR-OSHA standards can protect employees more effectively than simple compliance.
- The strongest safety programs are usually management LED, but employee DRIVEN
- OR-OSHA's time is more effectively spent helping employers learn to manage S&H
- **History behind Voluntary Compliance**

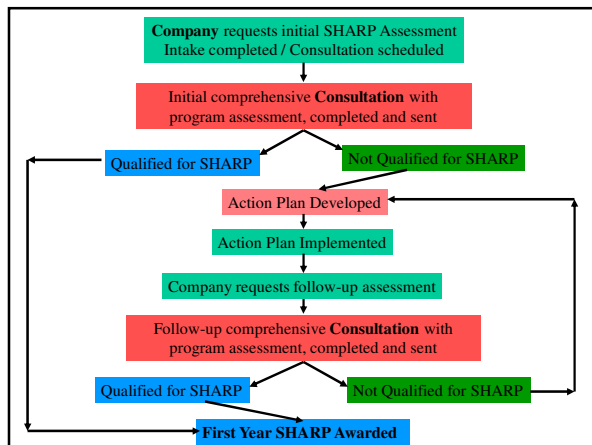


Self-Sufficiency in Safety and Health Management, What does it look like?

- An occupational safety and health program
 - Able to maintain itself without outside aid
 - Capable of providing for itself, that which it needs to survive
- **Mature, Pro-Active Culture**
 - Management Led, Employee Driven
- **Continuous Improvement Mode**
 - Actively working to be better
 - Not satisfied with "where they are"

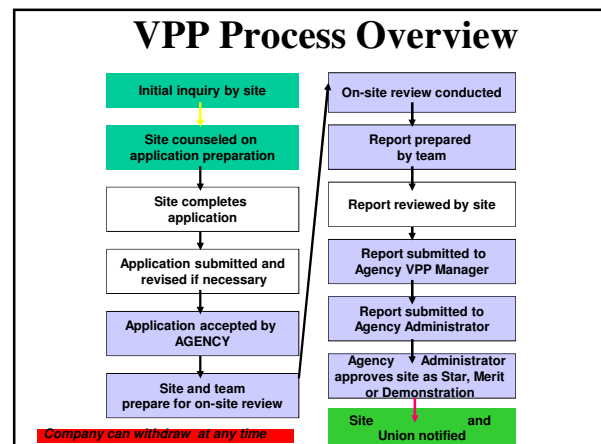
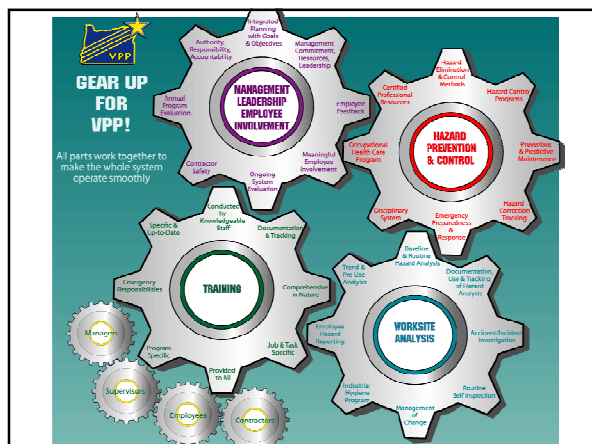
SHARP
Safety and Health Achievement Recognition Program

- Assess to Identify
 - Strengths & Weaknesses
 - Encourage work toward self-sufficiency
- Utilize OR-OSHA Consultation staff
- Initially a Recognition Program
- Aimed at smaller companies that need more help



Voluntary Protection Program

- Outstanding Safety & Health Management
- Cooperative / Effective
- Beyond Standards
- Exemptions



Is SHARP related to VPP?

- Voluntary Compliance
 - Up to the company
- Not Connected
 - Parallel yet separate
- Natural Extension
 - 9/23 Oregon sites
- Employer Associations
 - VPPPA
 - SHARP Alliance



Comparison



- Since 1982
- “Roadmap”
- Exclusive
- 23 Sites
- You get yourself there
- Submit Application
- Onsite Evaluation

VPP Level
SHARP Level
Majority of Oregon Employers
Targeted by Enforcement



- Since 1995
- “Process”
- Inclusive
- 178 Sites
- We help you get there
 - Request Consultation
- Consultative Visits

Weyerhaeuser Coos Bay Timberlands

- Marcia Jensen, Site Safety Programs Manager
 - 541-269-9336 x 221
 - Marcia.Jensen@weyerhaeuser.com
- SHARP since July, 1997
- VPP since December 13, 2007



Weyerhaeuser
Growing Ideas™

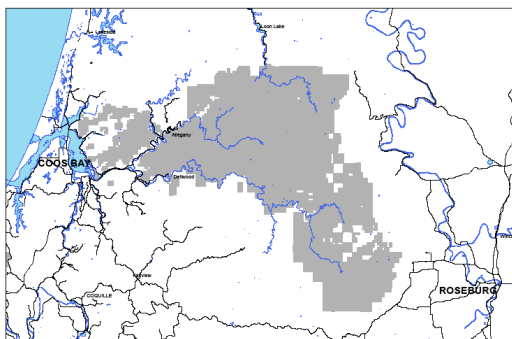
Coos Bay Timberlands

SHARP status from
July 1997 to February 2005

Achieves
VPP Merit status December
2007

Why SHARP or VPP???

Coos Bay Timberlands



COOS BAY TIMBERLANDS

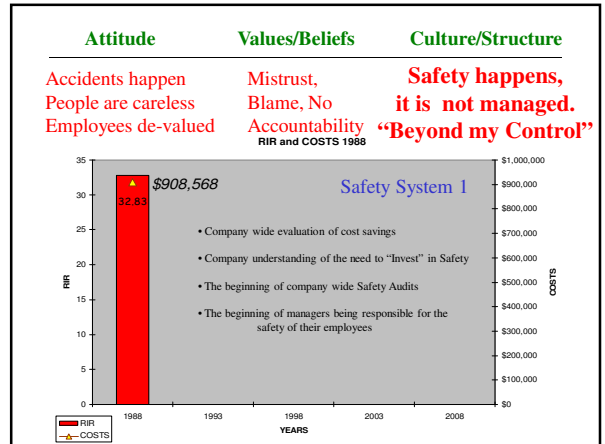


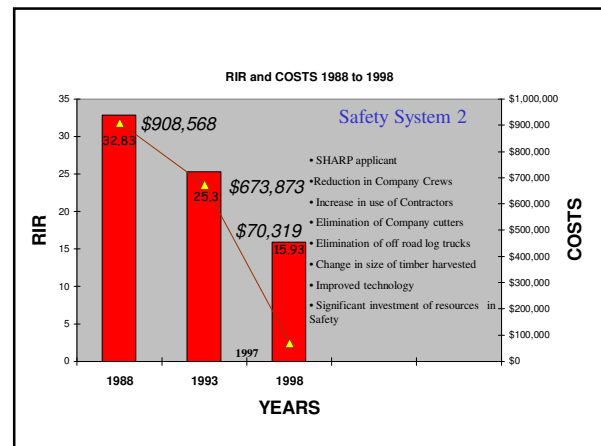
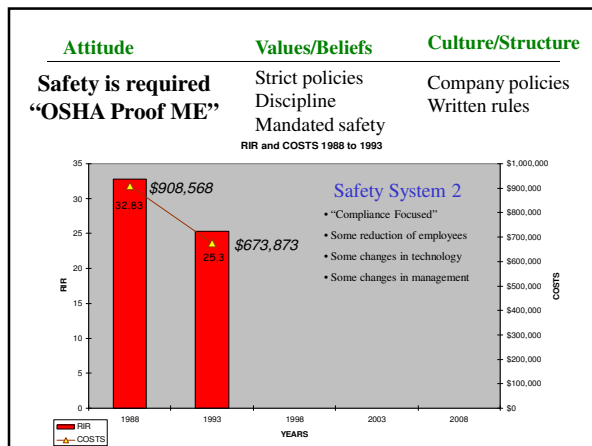


What prompts a business to evaluate its work force safety performance?

- ✓ Regulations or Legislation
- ✓ Costs
- ✓ Human suffering and loss

3 Typical Safety Systems			
	1.	2.	3.
Culture/Structure	Safety happens, it is not managed. "Beyond my Control"	Safety is required "OSHA Proof ME"	Employee's safety programs Integrated, collaborative self-correcting
Values/Beliefs	Accidents happen People are careless Employees de-valued	Strict policies Discipline Mandated safety	Safety is a shared responsibility. I am personally responsible Employees have ownership
Attitude	Mistrust, Blame, No Accountability	Company policies Written rules	Safe is how we do it. "Voluntary Safety Culture"





- ## SHARP - what did it take???
- On-site SHARP Audit of our Safety Program 1997
 - Management Commitment
 - Labor and Management Accountability
 - Employee Involvement
 - Hazard Identification and Control
 - Incident/Accident Investigation
 - Worker Training
 - Periodic Plan Evaluation
 - Development of Corrective Action Plan
 - Make Corrections
 - Continuous improvement each year
 - On-site SHARP Audit of our Safety Program 2005
 - Hazard Anticipation and Detection
 - Hazard Prevention and Control
 - Planning and Evaluation
 - Administration and Supervision
 - Safety and Health Training
 - Management Leadership
 - Employee Participation

- ## VOLUNTARY PROTECTION PROGRAM
- Apply for the program.....
1. Do you qualify?
- Star
 - Merit
 - Demonstration

So what's in it for you?

SAFETY & HEALTH
SYSTEMS PROGRAM

Compliance → Costs → Human Suffering & Loss

Stanley Hydraulic Tools

- Gil Voigt, EH&S Coordinator
 - 503-652-7649
 - gvoigt@stanleyworks.com
- SHARP since May, 2002
- VPP since October 17, 2006



Hydraulic Tools Division



Why we entered into SHARP.

- Compare where we were in relationship to similar companies in Oregon.
- Validate our Safety & Health Systems and Programs.
- Better utilize the OSHA Consultations Division.
- Receive recognition for work completed.
- Improve our results on the Stanley “Scorecard”



What it takes to earn recognition as a SHARP facility

- Demonstrate that the required program documentation in place.
- Demonstrate that the programs are implemented and active in your operation.
- Have all required records available and make certain that they are up to date.
- Demonstrate that employees are involved and participate in safety & health issues.
- Be prepared to show the documentation of a comprehensive risk/hazard identification process.
- Be prepared to show that the identified risks/hazards are being addressed.
- Be prepared to show any internal/external audit history.



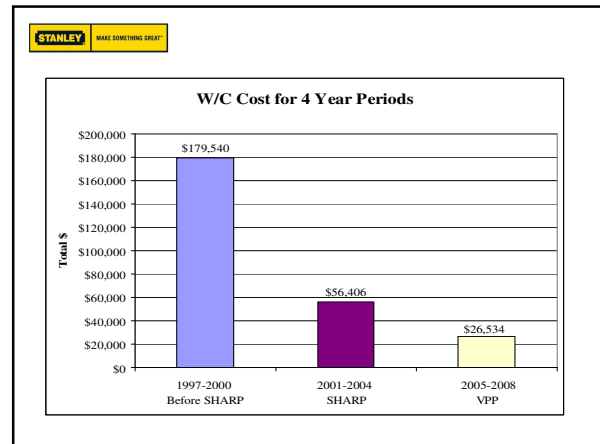
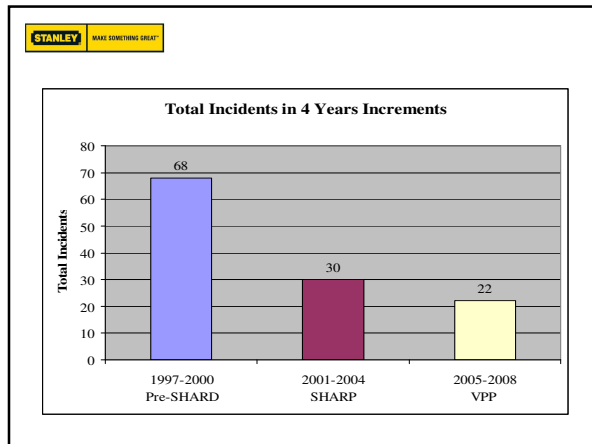
What it took to earn recognition as a VPP facility (over/above SHARP)

- Demonstrate that the programs are producing the intended results.
- Comprehensive audit of all required programs – validate implementation
- Comprehensive audit of all required records – must be up to date
- Demonstrate a culture of safety and training – EMPLOYEE INTERVIEWS (!)
- Demonstrate disciplinary activity tied to any violations of safety or health rules
- Show how and when audits are performed and show how the root cause is corrected.



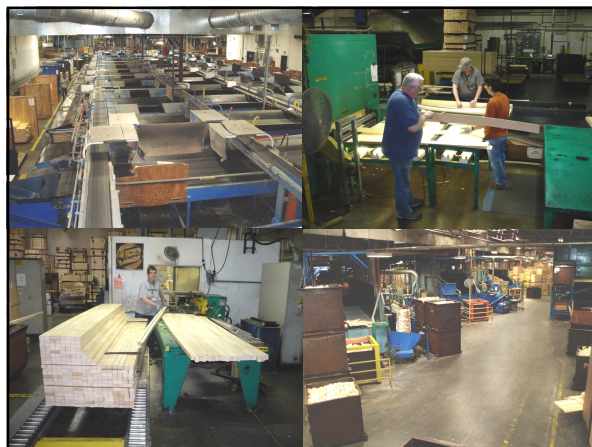
Benefits in receiving SHARP & VPP Recognition

- We received validation of our Safety and Health Programs with the workforce.
- Significant program improvements resulting from constructive outside expertise
- Significant improvement in results – including lost-time, reportable, and non-reportable incidents.
- Corresponding reductions in worker’s comp cost.
- Improved alignment between management and employees, on the goals of our safety culture.
- A strong and mutually beneficial partnership with Oregon OSHA



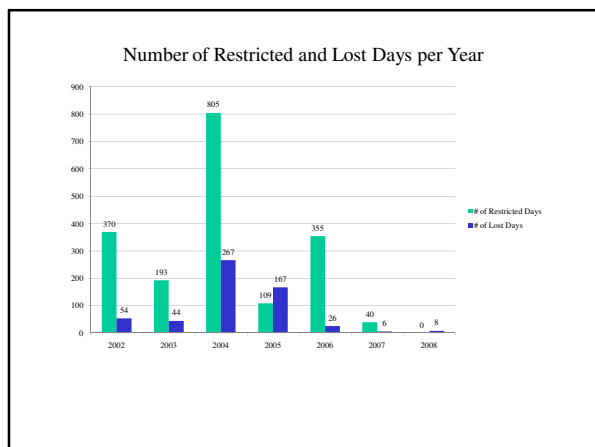
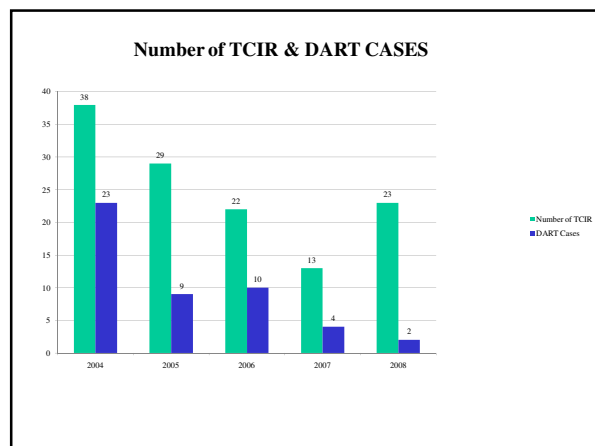
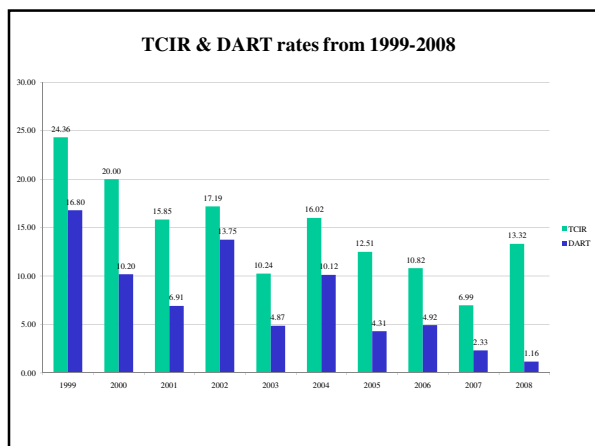
Marvin Wood Products

- Ray Illingsworth, Safety Coordinator
 - 541-523-6318 x 112
 - b_rayi@marvin.com
- SHARP since July, 1999
- VPP since October 20, 2003



Benefits experienced by Marvin Wood Products:

- Increased Moral
- Changes in behaviors at all levels
- INCREASED EMPLOYEE INVOLVEMENT
- Lower incidence rates = lower workers comp costs



- ### Covanta Marion, Inc.
- Russ Johnston, General Manager
– 503-393-0890 x 213
– rjohnston@covantaenergy.com
 - SHARP since October 2005
 - VPP since December 2008

OR-OSHA Safety and Health Achievement Recognition Program (SHARP)

Covanta Marion, Inc.

- ### In the Beginning....
- There was SHARP
 - OSHA Consultants were assigned to the Facility
-

SHARP

- Assessment worksheet provided by OSHA
 - Seven elements
 - Fifty-eight attributes
- Self-assessment (Rating each attribute)
- www.osha.org under “consultation”

SHARP

- Complete self-assessment
- OSHA site visit scheduled
 - Inspection
 - Records Review
 - Programs Review
 - Recommendations
 - Follow up



SHARP

- All 58 elements must be evaluated
- Must achieve a rating of at least “2” on all 58 attributes
- Building blocks to effective safety and health management system

First Year in SHARP

- Both OSHA and Facility complete assessment
- Facility acts upon recommendations
- Facility begins to identify any other hazards and corrects them

Some Assessed Items

- Ensure confined space monitor alarms are working
- VOC respirator cartridge change out program establishment
- Breathing air certification for SCBAs
- Capacity ratings for hoists/lift points
- Railings/toe boards/guarding, etc.

Ground Wire



Hazard Warning Labeling



Outlet Covers



Medical Waste Conveyor



Mark Change in Elevation



Second Year

- OSHA repeats the assessment
- All recommendations from prior year must be addressed in some way (physical or programmatic)
- Facility continues to work on recommendations/acts on any additional recommendations

Third Year

- Facility completes self assessment
- Conference with OSHA SHARP Consultants on ratings
- OSHA agrees with self ratings
- Satisfactory completion – OSHA recommends applying for VPP status

Fourth Year - graduation



Oregon
GOSH
CONFERENCE



**Questions?
Comments?**



Thank You!