

WEEKLY SAFETY TIP – 10/31/11 – TRICK OR TREATS (IIPP)

California OSHA has the Injury and Illness Prevention Plan (IIPP) regulation (8 CCR, Section 3203, linked here: <http://www.dir.ca.gov/title8/3203.html>). This plan expands upon the Federal OSHA General Duty Clause that states all employers must provide a safe work place.

In California, most employers are required to have their IIPP in writing. We at SCM have reviewed hundreds of these plans. One of the requirements in the regulation is to have a system for ensuring compliance with the Plan. It states in the regulation (8 CCR, Section 3203 (a)(2)) that this system should include “recognition of employees who follow healthful and safe work practices”.

That one item is probably one of the most frequently overlooked components of an IIPP. It’s not *tricky* to accomplish. Giving your employees a *treat* for a job well done can benefit you, your workplace, and your overall safety program. Animal trainers know the benefit of offering rewards for doing something right. They give the animal a treat when it does a trick, especially the first few times. Parents sometimes offer children rewards for good grades. The same principle can work at your jobsite.

What would a system of ensuring compliance through recognition of employees look like? It could have a variety of forms. Here are a few examples:

One of our clients has developed a system where they recognize employee’s safety records during their annual employee review, and it is factored into their review process for pay increases.

Another client hands out regular playing cards when a safe act is recognized. When the employee has a good poker hand, they can exchange it for a prize – from first aid kits to jackets.

Other ideas could include a company wide pizza luncheon for accomplishing a number of days without an accident. Hand out safety achievement certificates. Hand out \$5 Starbucks cards. It doesn’t have to cost a lot of money to have a system for recognition of safe behaviors. But it should be a part of your overall IIPP.

Use the link provided above to review the California IIPP regulation. Included in the linked site are other links to sample IIPP programs. Or use this link to review the Federal IIPP information. <http://www.osha.gov/dsg/topics/safetyhealth/>

If you are not sure of your IIPP, we can review it for you. We have helped several clients attain a 100% rating through online compliance verification systems such as ISNetwork. We have helped many others attain compliance for OSHA inspections. Just call or email for more information.