

Effective IIPP = Safety Culture

- All employers in California with more than 10 employees are required to have a written Illness & Injury Prevention Program. The program has seven required elements:
 - Responsible person- must have the authority to implement to program
 - Ensuring employee compliance- recognition for employees who follow good work practices, discipline/re-training for those who are observed working unsafely
 - Communication- means to communicate safety matters to employees and for them to communicate safety concerns to you
 - Identifying and evaluating workplace hazards- a regular self-inspection program, encouraging employees to report unsafe/unhealthy conditions
 - Investigation of workplace injuries- an effective accident investigation process by trained employees to determine the root cause of injuries so corrective actions can be taken
 - Correction of unsafe, unhealthy condition, processes or procedures- correct in a timely manner, prioritize based on severity
 - Employee training- provide effective employee training specific to their job functions, retraining as necessary

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Keenan's loss control services promote safety awareness, and assist in the identification of conditions which may pose a risk of injury. We do not suggest that following our recommendations will eliminate all risk of injury or will result in improved loss experience.

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Safety Culture

- employer responsibilities
 - create and implement an effective IIPP, solicit employee input
 - review and update plan annually
 - do what the plan says you will; self-inspections, recognition, discipline, training, etc.
 - create a “safety culture” by taking safety seriously, address all employee concerns in a timely manner
- supervisor responsibilities
 - ensure employees work safely, foster a “safety culture”
 - take employee concerns seriously and address timely
 - re-train employees as job functions change or safe work practices are violated
 - discipline repeat offenders
- employee responsibilities
 - work safely as trained
 - never take unsafe “shortcuts”
 - report unsafe/unhealthy conditions *immediately*
 - work with a “safety attitude”

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