



DOES

Department of
EMPLOYMENT SERVICES



DEPARTMENT OF EMPLOYMENT SERVICES

Odie Donald II, Director



OFFICE OF OCCUPATIONAL SAFETY AND HEALTH

SAFE AND SOUND WEBINAR *Public Education Campaign*

LABOR STANDARDS BUREAU
OFFICE OF OCCUPATIONAL
SAFETY AND HEALTH





What is OSH?

The Office of Occupational Safety and Health is an office within the District of Columbia Department of Employment Services (DOES).



OSH SERVICES

- Free and confidential consultation, provided by the Office of Occupational Safety and Health, for companies seeking guidance on establishing safety and health programs in the workplace.
- Provide public education and training to employees needing assistance with maintaining good safety and health standards in the workplace.

Getting Started

- Request a safety and health consultation with an OSH consultant.
- Consultant arrives at the worksite for the initial meeting and conducts an opening conference with the employer and employee representatives discussing the role and obligations of employer.
- The employer, employee representative, and OSH consultant evaluate any potential hazards, physical work practices, and the employer's safety and health management program
- The OSH consultant reviews detailed findings(what's working, what improvements are needed, etc.) in a closing conference.
- Following the conference, the consultant sends the employer a written report.
- When a situation is determined as a “serious” hazard, the consultant will assist the employer to develop a specific plan to correct the hazard within a reasonable time frame.
- If imminent danger situation, OSHA will recommend immediate abatement.



Hazard Correction and Follow-Through

Once the consultant has examined the worksite with the employer, a detailed written report will be sent to the company about 20 days after the closing conference that explains findings and confirms agreed upon correction periods. A list of hazards is included in the report and must be posted electronically or in an easily observable area by employees for 3 days or until the listed hazards are corrected.

Ultimately, OSH does require hazard correction so that each consultation visit achieves its objective – effective employee protection.

If a hazard has been found, the employer will need to complete an “Appendix B” form detailing their response to each serious hazards. Once complete, the Appendix B form must be sent back to OSH office. If the “Appendix B” is not received in the agreed upon time frame, the OSH consultant will visit the site to see if any effort has been made to fix the hazard. If no correction has been made, the hazard is reported to OSHA.

OSH Consultation and Plans

The benefits of having an OSH consultation and workplace safety and health plan are:

- OSH consultation is **Free and Confidential**
- Can help prevent workplace injuries and illnesses
- Can help improve compliance with laws and regulation
- Can help reduce costs, including significant reductions in workers' compensation premiums
- Engages workers
- Enhances their social responsibility goals
- Can help increase productivity and enhance overall business operations



Establishment of Safety Programs

To establish safety and health programs in the workplace, you should:

1. Communicate your commitment to a safety and health program
2. Define program goals that are realistic and measurable
3. Allocate resources
4. Expect performance improvement



Company Best Practices

- Establish a procedure for workers to report any injuries, illnesses, incidents, hazards, or safety and health concerns without fear of retaliation.
- Train workers on how to identify and control hazards.
- Ask workers for ideas on improvements and follow up on their suggestions
- Inspect the workplace with employees and ask them to identify anything that might concern them
- Once developed, establish processes to monitor your safety and health program performance

On-site Consultant Capacities

On-site consultants may:

- Meet with the employer and, at times, employees or other employee representatives
- Walk-through the worksite with the employer and employees
- Review company injury and illness rates
- Help identify hazards in the workplace
- Identify kinds of help available for further assistance
- Give detailed findings in a closing conference
- Provide a written report summarizing findings
- Assist in the development or maintenance of an effective safety and health program



On-site Consultant Limitations

On-site consultants may not:

- Issue citations or propose penalties for violations of OSHA standards
- Report possible violations to OSHA enforcement staff
- Guarantee that your workplace will “pass” an OSHA inspection
- Provide a consultation during an enforcement inspection or while citations are being issued.



Injury Costs to Your Business

The costs for an injury that occurs at your worksite:

- Employers pay almost \$1 billion per week for workers' compensation costs.
- Direct costs: Workers' compensation payments, medical expenses, and costs for legal services
- Indirect costs: Training replacement employees, accident investigation, implementation of corrective measures, lost productivity, damaged equipment and property, and costs associated with lower employee morale and absenteeism.



FACTS AND STATISTICS

Out of 4,379 worker fatalities in private industry in calendar year 2015, 937 (21.4%) were in construction — that is, one in five worker deaths during that year were in construction.

FACTS AND STATISTICS

↓ **15%**

Workers earn 15% less over
10 years following an injury



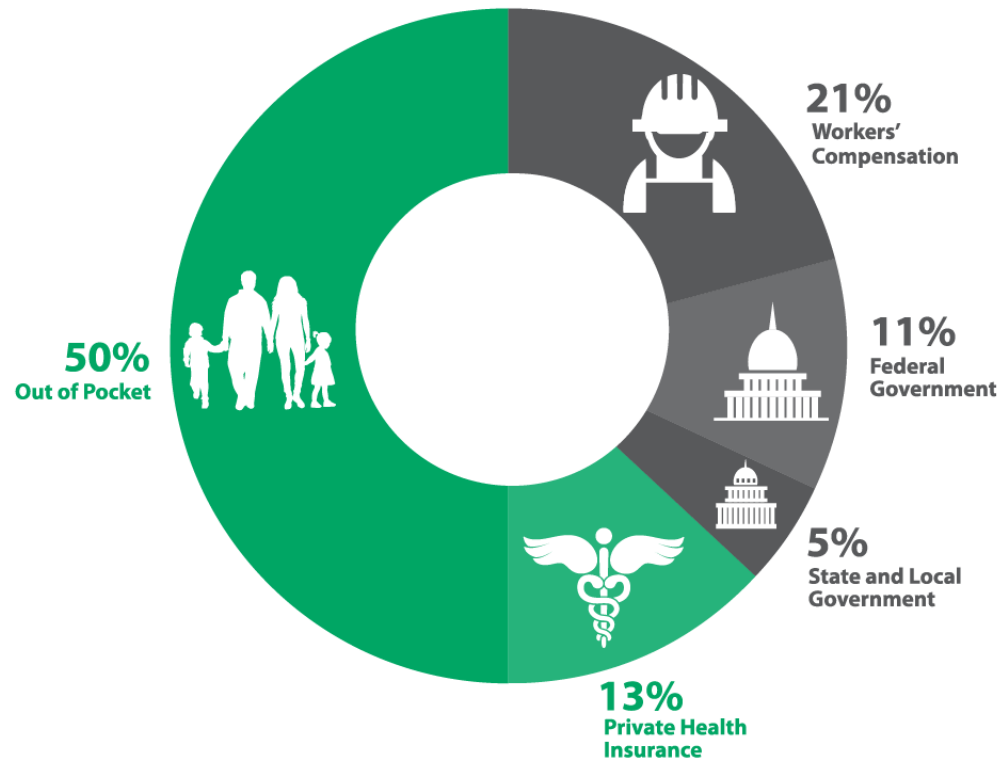
Are you #SafeAndSound at work?

Source: Seabury SA, Scherer E, O'Leary P, Ozonoff A, Boden L. Using linked federal and state data to study the adequacy of workers' compensation benefits. *American Journal of Industrial Medicine* 2014; 57:1165-1173.
<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC5223776/>

www.osha.gov/safeandsoundweek

FACTS AND STATISTICS

Who bears the cost of worker injuries?

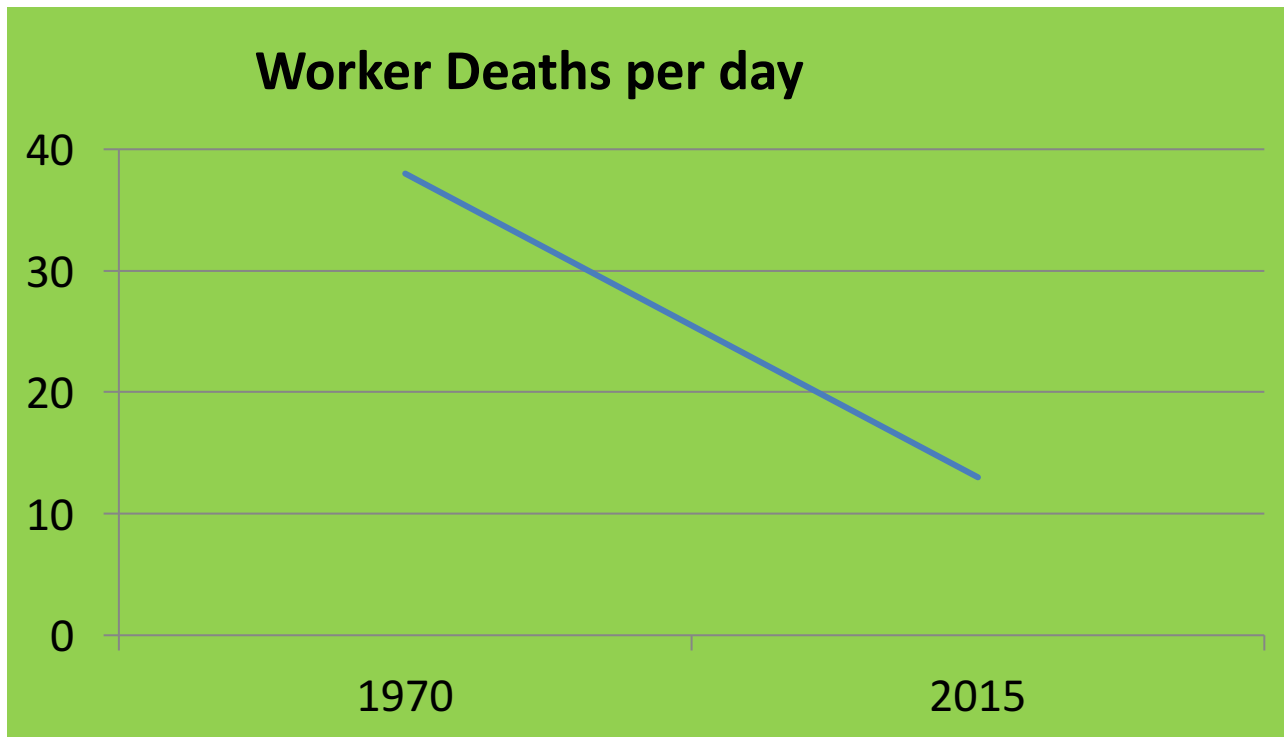


Are you #SafeAndSound at work?

Source: Leigh JP, Marcin JP. Workers' compensation benefits and shifting costs for occupational injury and illness. *Journal of Occupational and Environmental Medicine* 2012;54:445-450.

www.osha.gov/safeandsoundweek

OSH Consultations help your business



Worker deaths in America have decreased, on average, from about 38 worker deaths a day in 1970 to 13 a day in 2015.

WHAT WORKS?

Continuous improvement is central to implementing effective programs. As with any journey, the first step is often the most challenging. In order to get started, begin with a basic program and grow from there. By initially focusing on achieving modest goals, monitoring performance, and assessing and evaluating outcomes, businesses can make progress on the path to achieving higher levels of safety and health.



Resources

For resources and tools to support implementation of these recommended practices visit www.osh.gov/shpguidelines



Question

Why can't consultants guarantee that companies will pass an OSHA inspection?

Answer

Because things can change on a worksite from day to day, the time from when an OSH consultant examines the work environment to the moment that an OSHA inspector checks the site, conditions could have changed or hazards could have worsened.



Question

What is the Workplace Safety Program?

Answer

A program implemented by the Department, which gives employers the opportunity to earn discounts on workers' compensation premiums by passing safety inspections of the worksites and continuing to provide a safe workplace.



Question

Where do I find OSHA's injury and illness recordkeeping forms?



Answer

OSHA's injury and illness recordkeeping Forms 300, 300A, and 301 may be found at:

<http://www.osha.gov/recordkeeping/RKforms.html>.

Safe+Sound Week



June 12-18, 2017

SHOW Your Commitment to SAFETY



ADDITIONAL INFORMATION

For more information about the OSH safety and health standards, please visit:

www.does.dc.gov/service/occupational-safety-and-health

For questions or concerns, please contact the D.C. Office of Occupational Safety and Health at **202-671-1800**.

Office Hours

8:30 a.m. to 4:00 p.m. – Monday through Thursday

10:30 a.m. to 4:00 p.m. – Friday