

The Value of VPP

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Agenda

- ★ What is the VPP ?
- ★ The Value of VPP
- ★ Pre-requisites for VPP Participation
- ★ Application Process

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What is the VPP ?

- ★ Voluntary recognition program
- ★ Recognizes exemplary safety and health processes
- ★ Over 7,000,000 worksites eligible for participation
- ★ Approximately 2,200 worksites in the program

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The VPP Does Not

- ★ Eliminate employees rights and responsibilities
- ★ Eliminate employers rights and responsibilities
- ★ Eliminate compliance inspections

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VPP General Requirements

- ★ Effective, ongoing safety & health process
- ★ Cooperation
- ★ Good performance

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Cornerstones of VPP

- ★ Management Commitment
- ★ Employee Involvement
- ★ Workplace Analysis
- ★ Hazard Prevention and Control
- ★ Training

**Beyond Compliance
 Continuous Improvement**

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VPP Recognition Levels

- ★ Star
- ★ Star Demonstration
- ★ Merit

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The Benefits of VPP

- ★ Validation of your safety and health process
- ★ Free OSHA evaluation
- ★ Recognition
- ★ Competitive Advantage

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The Benefits of VPP

- ★ Higher employee morale
- ★ Third party verification
- ★ Removal from OSHA's programmed inspection list
- ★ Cooperative environment between Labor, Management, and OSHA

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The Business Case

- ★ Study of 15 VPP sites
- ★ Worksites evaluated their performance data for a period of three years before VPP participation against the data from three years after VPP participation
- ★ Every measurable business indicator was significantly improved once the VPP principles had become ingrained in all aspects of the business

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The Business Case

- ★ Injury/illness rates
- ★ Workers comp costs
- ★ Absenteeism
- ★ Quality
- ★ Participation in all business aspects

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The Business Case

- ★ Union grievances
- ★ Budget performance
- ★ Profits
- ★ Incidents/accidents
- ★ Employee perception

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Sounds like a good deal...

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Prepare the Site

Set the tone for VPP:

- ★ *Notify all employees*
- ★ *Encourage participation*
- ★ *Obtain support from unions and others*
- ★ *Contact the VPPPA and the OSHA Regional VPP Manager*

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Are You Ready ?

Conduct a Gap Analysis of your current safety and health management system:

- ★ *Be critical – it is not the looking glass*
- ★ *Prepare plan to address weaknesses*
- ★ *Track all action items*

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Write the Application

- ★ Choose an author or team, such as committee
- ★ Discuss format with OSHA representative
- ★ Collect all necessary data

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Write the Application

- ★ Narrative format
- ★ Mostly objective
- ★ Avoid bragging, but emphasize specific areas of pride
- ★ “Don’t burden the VPP Manager with bulk; bedazzle him/her with brilliance”

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Submit Application to OSHA

- ★ Electronic applications are preferred (e.g., CD, e-mail)
- ★ OSHA will acknowledge receipt of the application within 15 days
- ★ OSHA will read application within 30 days
- ★ Respond to OSHA’s review within 90 days

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Prepare for Onsite Evaluation

- ★ Onsite evaluation will be scheduled in advance
- ★ Onsite evaluation will last 3-4 days
- ★ OSHA evaluation team will be 3-4 evaluators
- ★ The evaluation is a three part process (observations, paper reviews, interviews)

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Prepare for Onsite Evaluation

- ★ Consider the use of a VPP Mentor
- ★ Review list of needed documents
- ★ Gather all documents to be reviewed
 - ★ *Either centralize them or have them easily available*
 - ★ *Cataloging them is useful*
- ★ Prepare all employees for interviews
- ★ Clean-up but do not go overboard
- ★ Consider a good tour route

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Manage the Onsite Evaluation

OSHA LEADS THE EVALUATION

- ★ *OSHA appreciates suggestions*
- ★ *Company representatives set the tone*
- ★ *Be responsive to OSHA Team recommendations*
- ★ *Have a facility hazard correction team ready to address actions*
- ★ *Have an open mind to suggestions but be prepared to respectfully disagree*

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Manage the Onsite Evaluation – Opening Conference

- ★ Have representatives from senior management, hourly and administrative employees, committees, unions, occupational health
- ★ Welcome OSHA Team
- ★ Discuss emergency response procedures
- ★ Briefly discuss the company, facility, and process
- ★ Invite OSHA Team Leader to speak
- ★ Provide more detailed briefing directly to the OSHA Team

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Manage the Onsite Evaluation – Interviews, Briefings, Meetings

- ★ Provide Team Leader with requested staffing lists
- ★ Assign enough offices for interviews
- ★ Prepare to attend morning in-brief and evening out-brief meetings
- ★ Prepare working lunches

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Manage the Onsite Evaluation – Post Evaluation

- ★ Provide OSHA Team with requested items to write report
- ★ Prepare for closing conference with as many staff as possible
- ★ Receive report and respond promptly
 - ★ *Verify correction of all hazard correction items*
 - ★ *Respond to all recommendations and suggestions*
 - ★ *Correct all editorial errors*

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The Report

- ★ VPP Manager send report to Washington
- ★ Assistant Secretary approves report
- ★ Regional Administrator notifies the Site



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Celebrate!

- ★ VPP Mentors can make suggestions
- ★ Consider assigning a committee - decision is yours
- ★ Invite company officials, state and local politicians, community organizations, and union officials
- ★ OSHA will prepare a press release; you can too



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Beware of Complacency

- ★ Maintain focus on safety and health
- ★ Identify and address all opportunities for improvement
- ★ Continue to increase employee participation
- ★ OSHA will revisit the site in 3-5 years for Star; 18 months for Merit
- ★ Complete an annual evaluation every 12 months



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Continued Support of VPP

- ★ Mentor other potential VPP sites
- ★ Support the OSHA Special Government Employees Program (SGE)
- ★ Participate in VPPPA conferences



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VPP Mobile Workforce Demonstration for Construction (Mobile Workforce Participation- 5/9/09)

- ★ Industry has constraints different from fixed worksites
- ★ Eligibility
- ★ Application and Participation Plan
- ★ Designated Geographic Area
- ★ Union support
- ★ Contractor emphasis and rates
- ★ Prescreening and oversight
- ★ Dual onsite evaluation
- ★ Continuing requirements



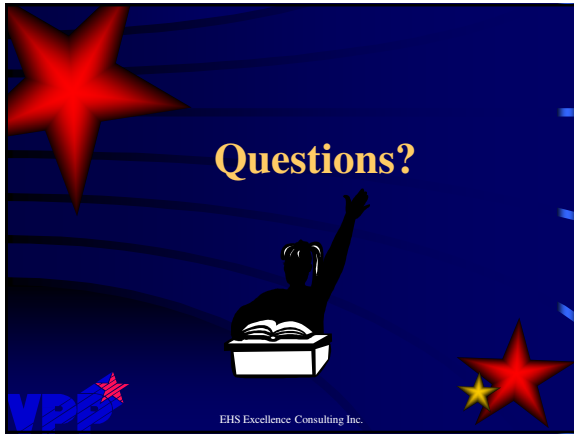
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VPP Corporate Pilot Program (Corporate Participation- 5/9/09)

- ★ VPP approval for multiple specified individual sites
- ★ Sites within Designated Geographic Areas (DGAs)
- ★ Standardized safety and health management system
- ★ Well established safety and health management system
- ★ Prescreening processes for sites applying
- ★ Streamlined application and onsite evaluation processes.



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A blue slide with a dark blue background. It features a large red star in the top left, a silhouette of a person sitting at a desk with an open book and their hand raised, and another large red star in the bottom right. The word "Questions?" is written in yellow. A small logo with the letters "VPE" and a star is in the bottom left, and the text "EHS Excellence Consulting Inc." is at the bottom center.

Questions?

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A blue slide with a dark blue background. It features a large red star in the top left and another large red star in the bottom right. The text "Contact Information" is written in yellow and underlined. Contact details for Norman R. Deitch and Brian Bennett are listed. A small logo with the letters "VPE" and a star is in the bottom left, and the text "EHS Excellence Consulting Inc." is at the bottom center.

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