



SafetyResources

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A Message from the President Kristin VanSoest

Hello again! We did some exciting things during the last quarter of 2011! The staff of Safety Resources donated money to wear Colts clothing on Fridays before games. We raised \$200 from staff members, and Safety Resources matched the amount. We used the \$400 to buy lots of toys to donate to Toys for Tots. Everyone contributed to this rewarding experience. We hope to raise even more this year...and we hope our Colts have a successful season.



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Safety Resources was honored to give several awards to clients this year. We are so pleased to watch our clients' progress, and it's been so rewarding to take these steps with them to achieve their goals. A few of the awards given are pictured below:



We had the pleasure of attending two local tradeshow in the first quarter. Both the ISA Networking Tradeshow and the ASSE/Indiana Chamber of Commerce tradeshow had excellent attendance and a multitude of networking opportunities.



We are continuing to grow our company, and have hired several new employees. Shane Stuller joined our team in January and is working as both a Consultant, as well as Co-manager of our growing site representation division. Additionally, SRI brought Justin Haddon, Brian Jones, Chris Lindley, Jerry Townsend, and Mike Lewis to the team. All five are working in our site representation division. Welcome to Safety Resources!!

OSHA – Severe Violator Enforcement Program (SVEP)

By: Aaron Wissen

“OSHA is directing their resources and enforcement attention on significant hazards and violations.”

OSHA is making an effort to address some critical safety problems throughout the workplace by recently establishing and implementing what is known as the Severe Violator Enforcement Program (or SVEP); terminating the original Enhanced Enforcement Program.

OSHA is directing their resources and enforcement attention on significant hazards and violations. They intend to concentrate on those employers who are non-compliant and have demonstrated a lack of concern or interest to their occupational safety and health requirements, either through willful, repeated, or failure-to-abate violations in one or more of the following situations: (1) a fatality or catastrophe situation; (2) industry operations or processes that expose employees to the most severe occupational hazards and those identified as “High-Emphasis Hazards”; (3) exposing employees to hazards related to the potential release of a highly hazardous chemical; or (4) all egregious enforcement actions. (High-Emphasis Hazards are targeted and include fall hazards and hazards identified from the National Emphasis Programs (NEP’s): amputations, combustible dust, crystalline silica, excavation/trenching, lead, and shipbreaking).

Essentially, this means a broader scope and frequency of inspections, and larger fines for those employers who fall under those criteria. As OSHA continues to enhance its efforts, it is critical that employers remain determined to meet or exceed these requirements to avoid any high-gravity willful, repeat, or failure-to-abate violations. If multiple high-gravity violations are received, the employer is then labeled and identified as a severe violator and is subject to OSHA’s Site-Specific Targeting (SST) program.

The table below represents OSHA’s violation statistics over the past five fiscal years and the percent of change during that time.

OSHA Violation Statistics	FY2006	FY2007	FY2008	FY2009	FY2010	%Change 2006-2010
Total Violations	83,913	88,846	87,687	87,663	96,742	15.3%
Total Serious Violations	61,337	67,176	67,052	67,668	74,885	22.1%
Total Willful Violations	479	415	517	401	1,519	217.1% ⁶
Total Repeat Violations	2,551	2,714	2,817	2,762	2,758	8.1%
Total Other-than-Serious	19,246	18,331	17,131	16,615	17,244	-10.4%

These numbers reveal that OSHA is recognizing and citing more employers who have intentionally violated OSHA standards and disregarded their duty to provide a safe and healthful workplace. It is imperative that employers take all the necessary steps to meet their OSH Act requirements and mitigate any violations they may receive to prevent falling under OSHA’s Severe Violator Enforcement Program.

Can Hazard Analysis and Risk Assessment really make a difference?

By: Shawn Shivers II

On July 25, 2005, a national consensus standard for a safety and health management system was issued. This pronounced standard was named the ANSI/AIHA Z10-2005 and it applied to all organizations. Following this standard, management was forced to adopt systems to meet these provisions within their organizations. What's more is, this called on safety professionals to be able to analyze hazards and assess associated risks. Some may argue that hazard analysis are a very important fundamental when practicing safety. If this is true, it is imperative for a safety professional to understand all aspects of a potential hazard.

In general, the identification of a hazard and its potential to cause damage or harm, then deciding the probability of this hazard, is simply the effort involved in a risk assessment. It is true that in a statement demonstrating risk level, one must include the probability of occurrence and severity of outcome. Risk can be related to two aspects: (1) the probability of an undesirable event occurring, and (2) consequences related to this event. In short, you have to understand that a risk can only exist if exposure to a substance or hazard presents itself.

Next, in answering the question of whether a hazard analysis and risk assessment can really make a difference, we have to think in terms of a safety professional. As maintained in Chapter one of Industrial Hygiene Program Management 2nd Edition, the author begins by claiming that seven characteristics define a profession. Number one on the list is the "prevailing attitude of altruism." In the author's opinion a true professional should have a great deal of altruism for his or her career (Green, Ross, & Pierce, 2000). If this is the case, then my answer to the question is yes. Having an unselfish passion to serve the needs of others and accurately identifying hazards and potential risks will go a long way in the safety profession.

Furthermore, recognizing the relativity between a hazard, hazard analysis, risk, and risk assessment, allows for understanding the significance of the hazard analysis and risk assessment process. In other words, this acceptance of the hazard/risk relation will aid a safety professional in their practice in the field of safety. It also answers the question; Can Hazard Analysis and Risk Assessment make a difference?

To put it briefly, I believe that the Hazard Analysis and Risk Assessment process can make a difference. I feel that it greatly benefits an organization because it allows for consideration of various issues that may cause business downtime. It also benefits the safety and health professional in that, it gives way to learning new advancements and allowing for career enhancement, which ultimately creates job retention. Manuele (2008) stated the following: If all safety professionals accept the premise that hazard identification and risk assessment are to be the first steps in preventing injuries to personnel, a major concept change in the practice of safety will have been achieved. Adopting that premise takes the focus away from what have been called the unsafe acts of workers and redirects it to work system causal factors. In my opinion, this process not only saves jobs, more importantly, it saves lives.

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Why Training Must Be Tied to Organizational Needs

By: Ryan Clayton

The organizations' needs have to be taken for consideration especially when the decision to train employees comes into play. The American National Standard Z490.1 states that "if training is the appropriate response than the assessment shall include key characteristics that are unique to that organization." It is important to recognize that this statement focuses on two subjects. Training may not always be the key to the organization issue (behavioral, management system etc), defines the first statement, "if training is the appropriate response..." Including the unique characteristics is another part of that statement that should not be taken lightly. Every work site is different; therefore each site will differ in the ways they produce or serve. Creating an assessment with this in mind is vital.

First, the assessment needs to include characterization of the training audience. The understanding of material depends on the delivery method and material that is presented. For example if you have a group of employees, made up of senior managers then your training needs to be formal and address them in a manner that is expectable (graphs, Stats etc.). On the other hand a group of coal miners may not focus in a training session that is lecture and example of data analysis. By characterizing your training to fit the audience that it is intended for, one will have a better chance of reaching total understanding across the board.

The assessment must include what the trainees are required to know or do. This is particularly important because time is money. If the training session is about confined spaces and the trainees do nothing with confined spaces than training is a waste of time and money. Giving the employee too much information that has nothing to do with his/her job will not only bore the audience but destroy the effectiveness of your training. Training needs to be site specific. As a safety consultant we might have more than one site to serve as a consultant. For example in one site we might have to go over cold weather training, however on the other hand, the other site might be located in majority hot weather. In this case the training will have to be site specific so that you are not wasting any valuable time.

Another important assessment to take into consideration is special trainee abilities, languages, or cultures. Many companies have realized that the majority of their workforce is becoming bilingual or native Spanish speaking persons. This is very important to consider because if your employees do not understand the training at all they will be involved in an incident or worse a fatality. By assigning your companies language before you conduct any training will allow you to prepare your training so that everyone is able to understand, and express their concerns. Not only will your employee understand the training but they might also teach us a thing or two about the job they do. In that case you will be able to add or subtract from your training.

As one can see, by taking the time to assess the needs of your organization, the training program will gain more bang for its buck. It is vital that an organization takes this step so that resources are used as efficiently as possible. By continuing to tie an organizations needs to training, the SH&E system will become more effective and on the road of continuous improvement.

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