



VPP 101 Workshop®



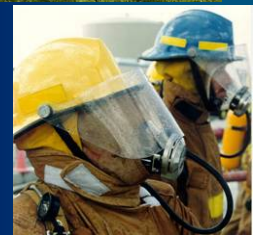
Voluntary Protection Programs
An OSHA Cooperative Program

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What is VPP?

- **VPP stands for OSHA's Voluntary Protection Program.**
- **It is designed to recognize and promote effective safety & health management.**
- **Click on the picture below to watch an entertaining video about VPP**



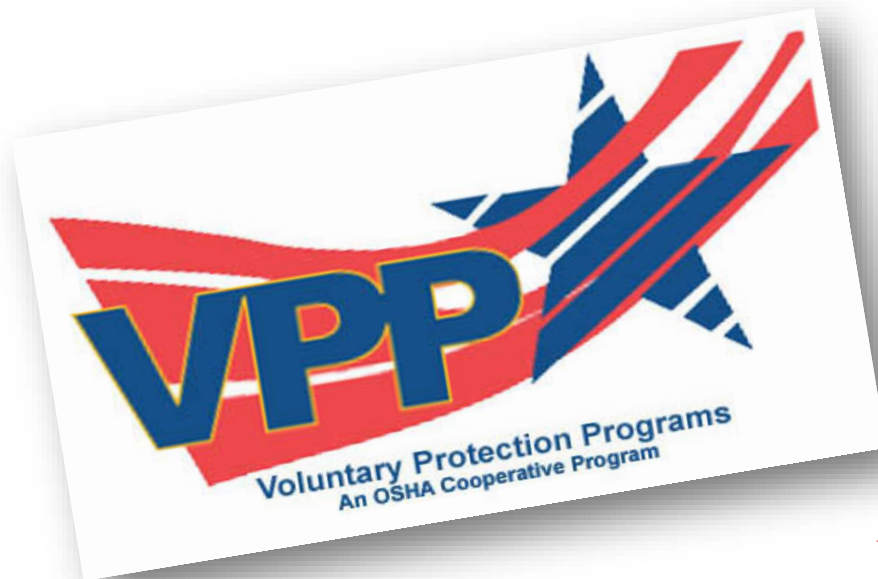
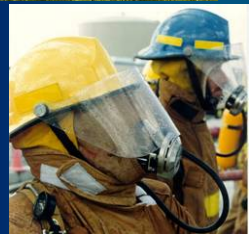
Origin of VPP

- 1970, Occupational Safety and Health (OSH) Act
- 1979, Pilot Program in CA, San Onofre Plant
- 1982, VPP Established by OSHA
- 1985, VPPPA Founded
- 1992 100th VPP Site
- 1994, DOE/DOD VPP
- 1998, Federal Eligibility



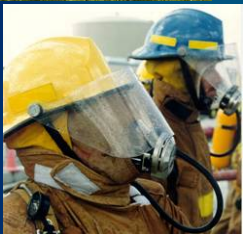
What is VPP?

The Voluntary Protection Program (VPP) is an OSHA program that recognizes and promotes effective safety and health management.



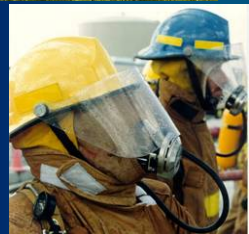
How Does VPP Work?

When participating in VPP, management, employees (both company and contractor), and OSHA participate in a cooperative relationship at a workplace that has implemented a strong and effective safety and health program.



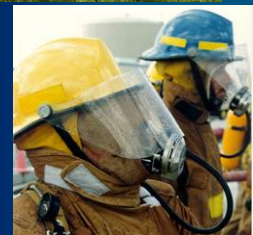
How Does VPP Work?

- **Management agrees to operate an effective safety and health program that meets an established set of criteria and to strive with employees to continuously improve that program.**
- **Employees agree to actively participate in the program and work vigorously with management to assure a safe and healthful workplace.**



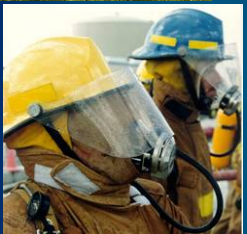
How Does VPP Work?

- OSHA performs a series of audits and inspections to ensure the program meets the VPP criteria. If it does, OSHA publicly recognizes the site, and awards VPP Star Status. OSHA will stay in close contact with approved VPP Star sites. They will investigate major accidents, valid formal employee complaints and chemical spills.
- Star Sites must conduct and submit an annual self-evaluation of all their health and safety programs.
- OSHA reassess a site in person every three to five years to confirm the site continues to meet VPP criteria.



Why Does It Work?

- **Good safety management programs that go above and beyond OSHA standards that have employee involvement and support will protect workers more effectively than simple compliance.**
- **VPP participants are a select group of facilities that have designed and implemented outstanding safety and health programs with Star participants meeting all of the VPP requirements.**



VPP Requirements

- Inform employees of their rights under the OSH Act
- Correct all identified hazards
- Prohibit employee reprisals
- Provide employee access to records
- Maintain evaluation/inspection records
- Submit annual injury/illness statistics
- Submit annual program evaluation



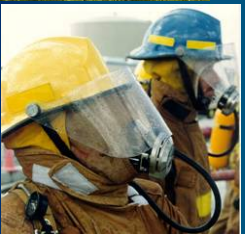
VPP Reqs. - Unions

- **Involve union organization(s) in VPP effort**
- **Secure union(s) support of VPP initiative**
- **Document union(s) support**
- **All unions must support VPP**



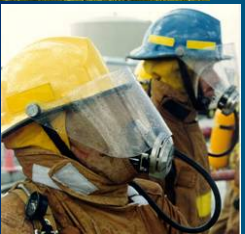
VPP Reqs. - Inspections

- No open investigations
- No notices under appeal
- No affirmed “willful violations” in 3 years
- No pending or open contested citations
- Cooperative history with regulators



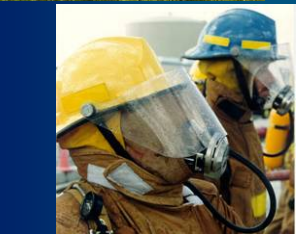
VPP Reqs. – Injury & Illness Rates

- Include for all worksite personnel
- Include for all applicable contractors
- Compute three-year injury/illness rates (calendar)
- Compare to the most recent BLS data
- Include “year-to-date” injury/illness statistics
- Requirements vary for state-plan states

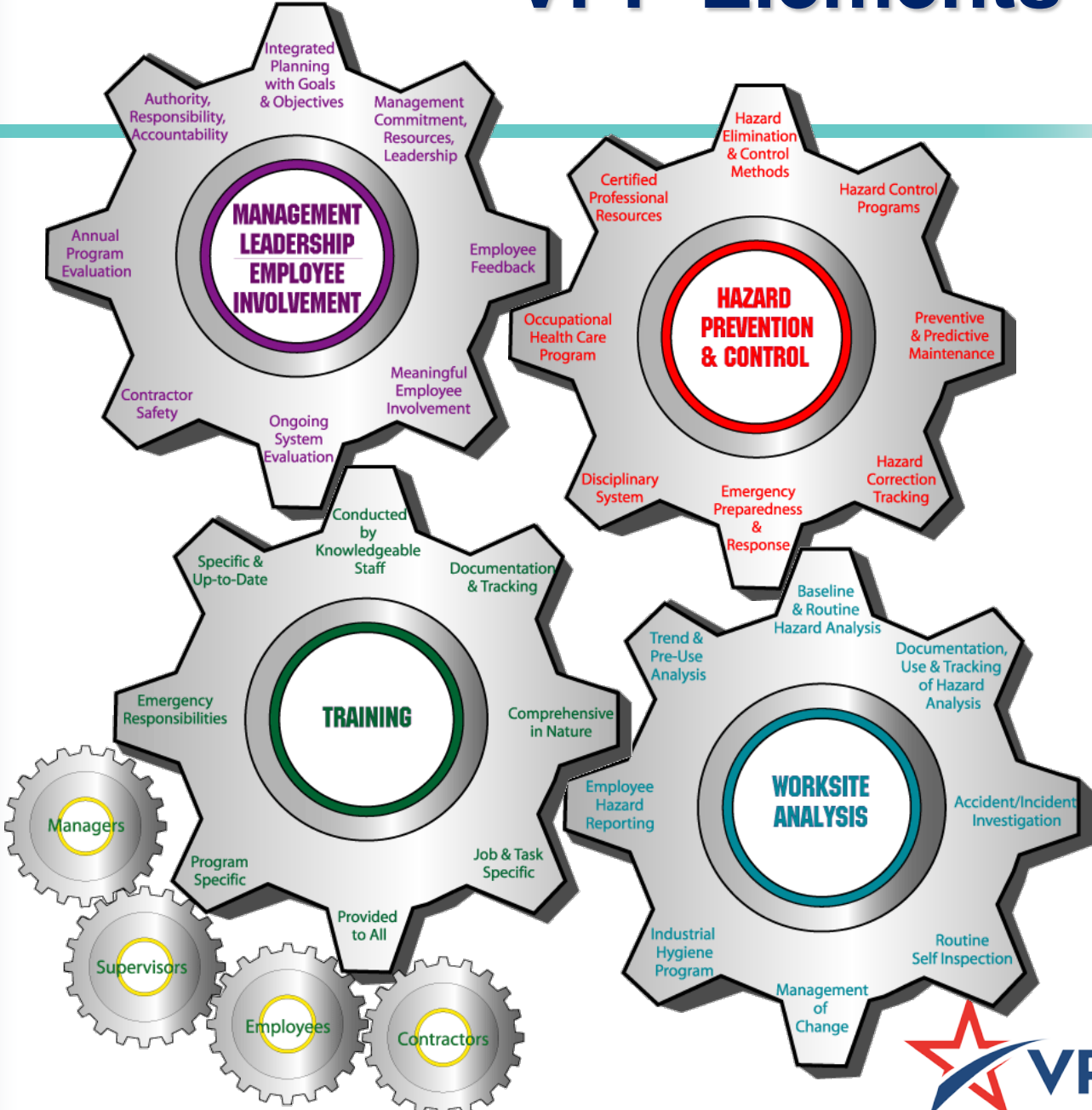


Star Status

- **Flag – for approved sites**
- **Effective employee participation and total management commitment**
- **3-year days away and restricted or transferred (DART) and total case incident rate (TCIR) below industry average**
- **Subsequent evaluations every 3-5 years**
- **Merit as interim designation**



VPP Elements



Management Leadership and Employee Involvement



Managers at all levels agree to be **actively involved** in the VPP process and **demonstrate their commitment** to worker safety and health **by establishing and maintaining programs** for identifying hazards and reducing risks to employees.

Employees agree to be **actively involved** in order to **share ownership** and foster an active role in the programs that are in place to protect employee safety and well being



Click on the Gear to learn more about VPP!



Worksite Analysis



Effective safety and health management begins with a **thorough understanding of all potentially hazardous situations** to which employees may be exposed

Every worksite and task should be reviewed to **identify hazards and potential hazards to the workers**. This goes far beyond a simple safety review of the work to be performed.

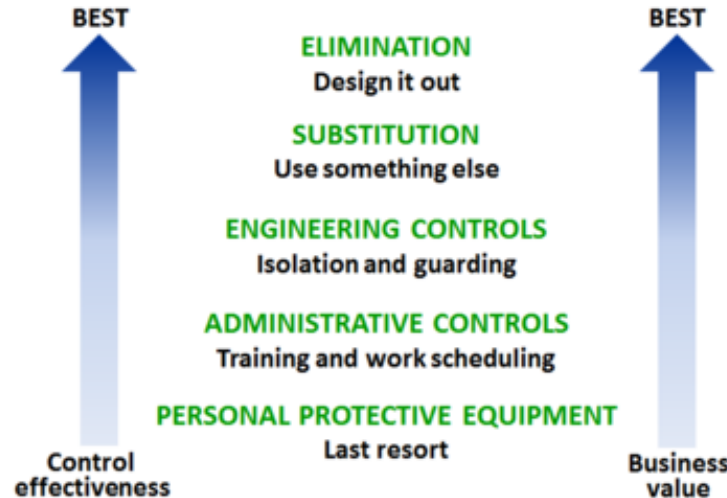


Hazard Prevention and Control



Once the hazards have been identified and analyzed, they must be prevented or controlled

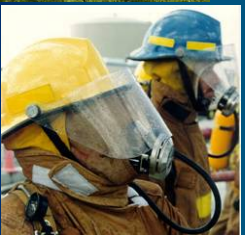
The safety of the employee must be protected by eliminating the hazards or providing effective engineering and/or administrative controls



Safety and Health Training

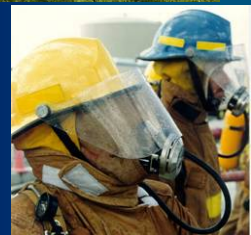
The appropriate level of training should be provided to every employee. The type of training will depend on the nature of the employee's job and the hazards encountered in the workplace

Click on the Training Gear to learn more about VPP!



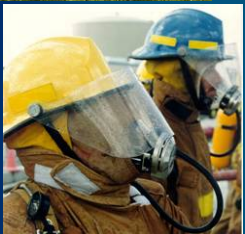
VPP Onsite Evaluation

- An OSHA team visits the site (4-5 days):
 - Opening conference
 - Document review
 - Walkthrough of worksite
 - Employee, management and contractor interviews
 - Daily briefings at the end of each day
 - Closing conference
- OSHA then drafts a report and the team's recommendations
- 90-day items



Approval

- A celebration/ceremony is typically held at the site once formal approval is received from OSHA
- The celebration/ceremony is held for OSHA to present the plaque and flag to the site
- The celebration/ceremony is attended by employees and outside officials



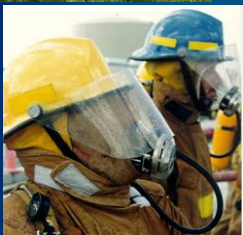
Continuous Improvement

➤ Annual Self-Evaluation

- Must be in a narrative format, covering all site S&H programs (requirements & elements)
- Due February 15

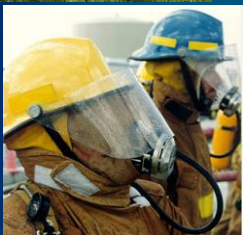
➤ Ongoing dialogue

- OSHA re-visits the site every three to five years. (12 –18 months for Merit and Star Demonstration sites)



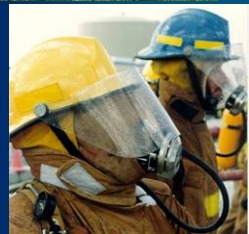
VPP Participants Cite The Following Benefits:

- Lower Injury Rates
- Increased employee motivation/involvement to work safely which leads to improved reliability
- Recognition in the Community
- VPP makes already good programs better through the continuous improvement and review process
- VPP sites generally experience 60-80% fewer lost work day injuries than an average site of the same size



VPP Benefits

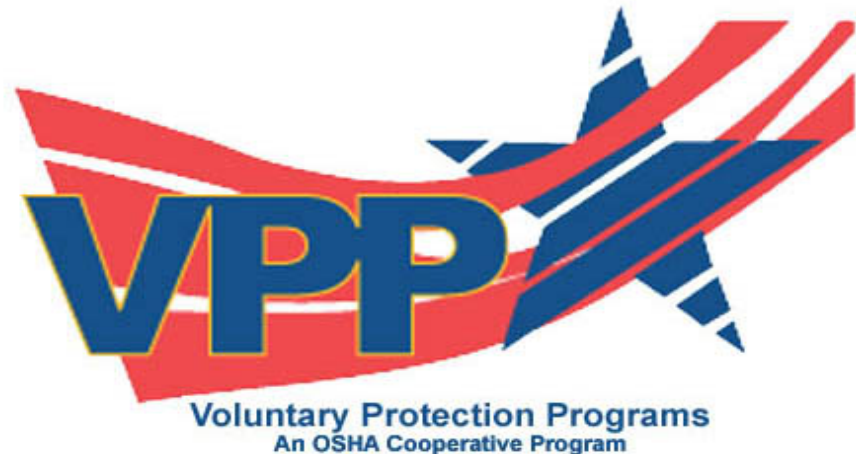
- It empowers employees to be directly involved with creating and managing safety programs and processes.
- It provides a greater opportunity for employee-driven safety programs.
- It allows us to change and enhance our safety programs on a regular basis.



VPP Benefits

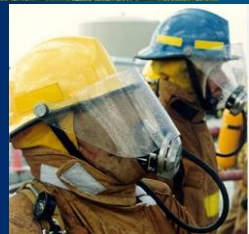
- It encourages us to maintain good housekeeping practices on every unit, and in every area of the facility.
- It enhances facilities safety and health inspection programs, and allows sites to frequently identify potential hazards and mitigate them in a timely manner.

**Click on the
VPPPA logo
to learn more
about VPP!**



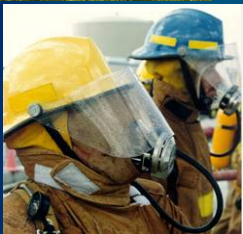
Benefits

A quality worksite safety and health program like VPP leads to improvements in employee morale, reliability and product quality.



VPP Summary

The Voluntary Protection Program is a tool that helps us maintain a safe work environment and consistently demonstrate that safety is a core value!

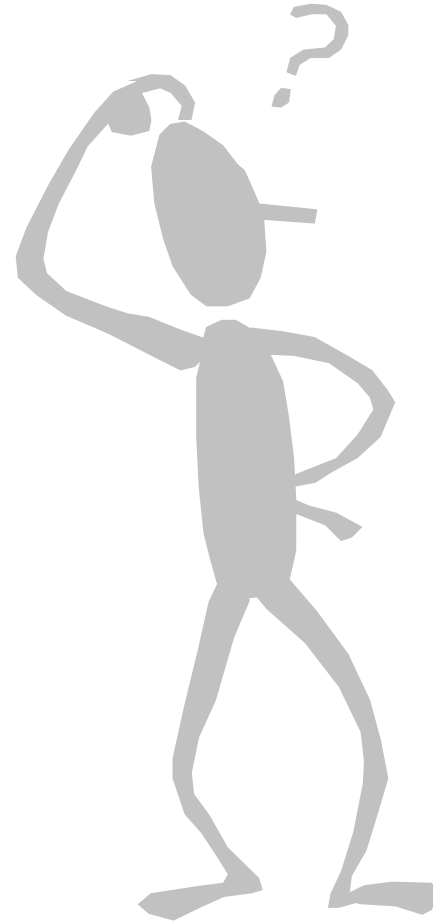
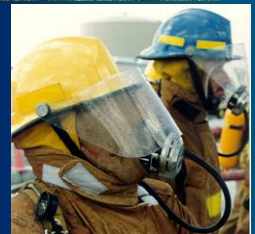


Special Government Employees (SGE)

- ★ Trained and Authorized star site employees to help OSHA with VPP.
- ★ SGEs provide the following benefits
- ★ Experts in the field
- ★ Supplement OSHA resources
- ★ Fosters innovation and best practices
- ★ Multi-day training



Questions???



For More Information

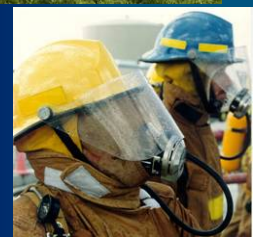
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VPP Participants' Association (VPPPA)

What is the VPPPA?

- The Voluntary Protection Programs Participants' Association, Inc. (VPPPA) was formed in 1985 by representatives of worksites and companies participating in OSHA's Voluntary Protection Programs. The association is a non-profit 501(c)(3) organization comprised of member companies dedicated to the highest standards of workplace safety, health and environmental protections through cooperation between government and industry.
- VPPPA's mission is to be a leader in safety and health excellence through cooperation among communities, workers, industries and governments.

