Injury and Illness Prevention Program



WHAT'S AT STAKE?

Employers are mandated by Federal Law to provide a safe and healthy workplace for employees. This is further augmented by state law. California is a state that requires employees in accord with California Code of Regulation, to have an Effective Injury and Illness Prevention Program in writing. The goal of the IIPP is to ensure that worker safety and health are not compromised.

WHAT'S THE DANGER?

Without an effective IIPP, there are potential workplace hazards and hazardous conditions or practices that go unnoticed or ignored. There is always the possibility that employees will be reluctant to inform employers of hazards for fear of reprisal or retaliation.

HOW TO PROTECT YOURSELF

Just what is an IIPP!!

It is a written plan that has the following conditions:

- Management commitment/assignment of responsibilities
- Safety communications system with employees
- System for assuring employee compliance with safe work practices
- Scheduled inspections/evaluation system
- Accident investigation
- Procedures for correcting unsafe/unhealthy conditions
- Safety and health training and instruction
- Recordkeeping and documentation

The IIPP includes procedures that your employer puts into practice. The program includes a system for your employer to communicate with you on matters relating to occupational safety and health.

The safety communications system, one of the elements of the IIPP, should be in a form readily understandable by all affected employees. The safety communication system may include:

- meetings
- training programs
- postings
- written communications
- a system for anonymous notification by employees about hazards
- labor/management safety and health committees
- other means of ensuring communication with employees.

Additional Support

- Construction IIPP requires that supervisors conduct “toolbox” or “tailgate” safety meetings with their crews at least every ten working days to emphasize safety.
- Supervisors also need to hold periodic meetings to discuss safety problems and accidents that have occurred.
- Finally, Employees should never undertake a job that appears to be unsafe. You should not perform a job until you have received instructions on how to do it properly and safely.

FINAL WORD

The goal of the IIPP is to ensure that worker safety and health are not compromised.