

Development, Validation, Implementation and Enhancement of a Voluntary Protection Programs Center of Excellence (VPP CX) Capability for Department of Defense (DoD)

Voluntary Protection Programs (VPP) 101

DoD Lead Agent:
Office of the Assistant
Secretary of the Army
(Installations and
Environment)



Department of Defense
Voluntary Protection Programs
Center of Excellence

Operated by:





Objectives

After this presentation you will be able to:

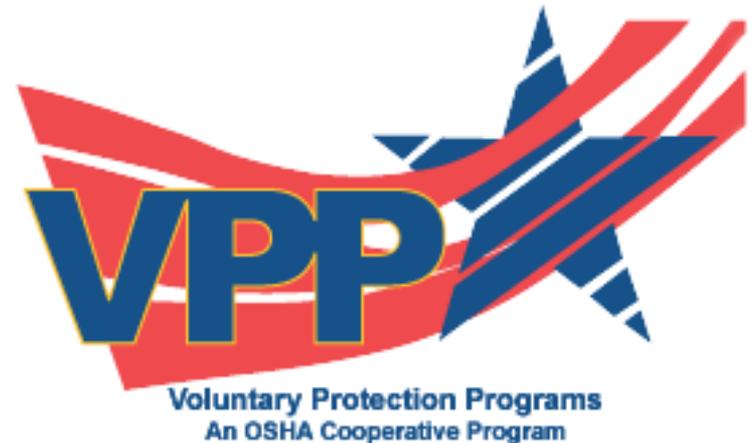
- State the background information on VPP
- Outline VPP Star
- Discuss VPP benefits and current statistics
- List current participants in VPP
- Define the four parts of the VPP process
- Define the role of Leadership in supporting VPP.





What is VPP?

- VPP benchmarks against world class safety and health programs; recognizes performance:
 - OSHA established recognition program in 1982
 - Recognizes worksites that demonstrate exemplary safety performance
 - Beyond compliance
 - Impact measured in billions
 - 1700 worksites.





VPP Star

- VPP Star Site:
 - Highest level of recognition
 - All VPP requirements met
 - Key program requirements in effect at least one year
 - Rates below the national average.

Voluntary Protection Programs
An OSHA Cooperative Program



VPP Background

- Preventable injuries and illnesses cost the DoD an estimated \$10 to \$21 billion annually, according to the National Safety Council.



***“World class organizations don’t accept preventable mishaps”
- Secretary of Defense 2003***



Keys to Success in VPP

- Promote safety as a core value in everyday work as compared to a priority
- Establish a framework rather than a “to do list”
- Determine organizational values which empowers the culture and the core values
- Commit to continuous improvement.





VPP Benefits

- The average VPP worksite has a Days Away, Restricted or Transferred (DART) case rate 52% below the average for its industry.
- Fewer injuries and illnesses mean greater cost savings as worker's compensation premiums and other costs plummet.
 - Lower worker's compensation costs (20+%/yr)
 - Positive Return on Investment (ROI) (150+%)



VPP Benefits

- Promotes a partnership between management, workers and OSHA
- Shares ownership in safety and health responsibilities
- Provides greater protection without significantly increasing resource requirements
- Reduces off-the-job injuries and illnesses
- Benefits translate to military worksites.





VPP Statistics

Growth of VPP



Source: OSHA, Office of Partnership & Recognition





DoD VPP Successes





VPP CX Support of DoD

- The DoD VPP CX supports over ninety VPP pilot sites across the DoD.
- The DoD VPP CX will:
 - Assess maturity of existing safety management system
 - Develop and transfer tools and training aids
 - Provide performance tracking systems
 - Share best practices
 - Assist in developing Operational Plans for VPP implementation
 - Assist with VPP application.



VPP Process

- VPP is a process, a culture, not an inspection
- There are four main elements to this process:
 - Management Leadership and Employee Involvement
 - Work Site Analysis
 - Hazard Prevention and Control
 - Safety and Health Training.





Stakeholder Involvement

VPP Element	Stakeholders
Management Leadership / Employee Involvement	<ul style="list-style-type: none">- Service and MACOM Leadership- Senior Installation Leadership- Union Leadership- Personnel Directors- Contracting Office
Worksite Analysis	<ul style="list-style-type: none">- Safety and Occupational Health Professionals- Industrial Hygienist or Bio-Environmental Personnel
Hazard Prevention and Control	<ul style="list-style-type: none">- Emergency Management Coordinator- Fire Chief- Preventive Maintenance Process Owner- Information Technology assets
Training	<ul style="list-style-type: none">- Supervisors and Training Departments

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Management Leadership and Employee Involvement



Management Leadership

- Managers must provide visible leadership by:
 - Demonstrating established solid communication throughout the organization
 - Establishing safety and health goals
 - Developing objectives for meeting the goals.





Employee Involvement

- The site culture must enable and encourage employee involvement in at least three meaningful ways, such as:
 - Participating in committees, audits, investigations, etc.
 - Contributing to the resolution of identified safety concerns
 - Conducting peer training.
- The site must demonstrate an understanding of basic VPP principles.

Involvement must be in addition to the basic right to report hazards and to have issues addressed.



Contract Workers

- VPP site contractor programs must include a documented oversight and management system that ensures the contractor's site employees are provided effective protection
- VPP sites are expected to encourage contractors to develop effective safety and health program management systems.

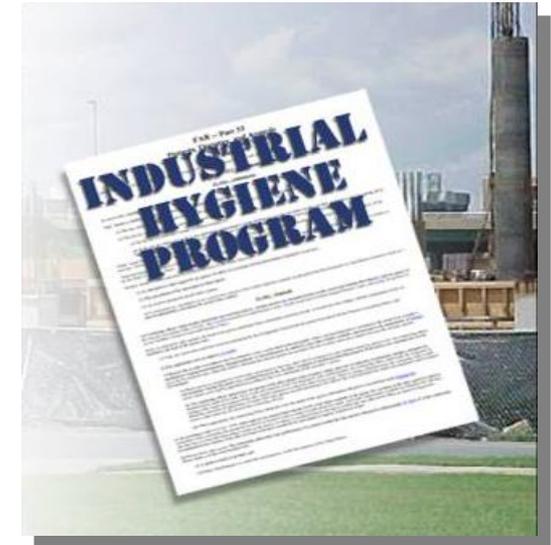


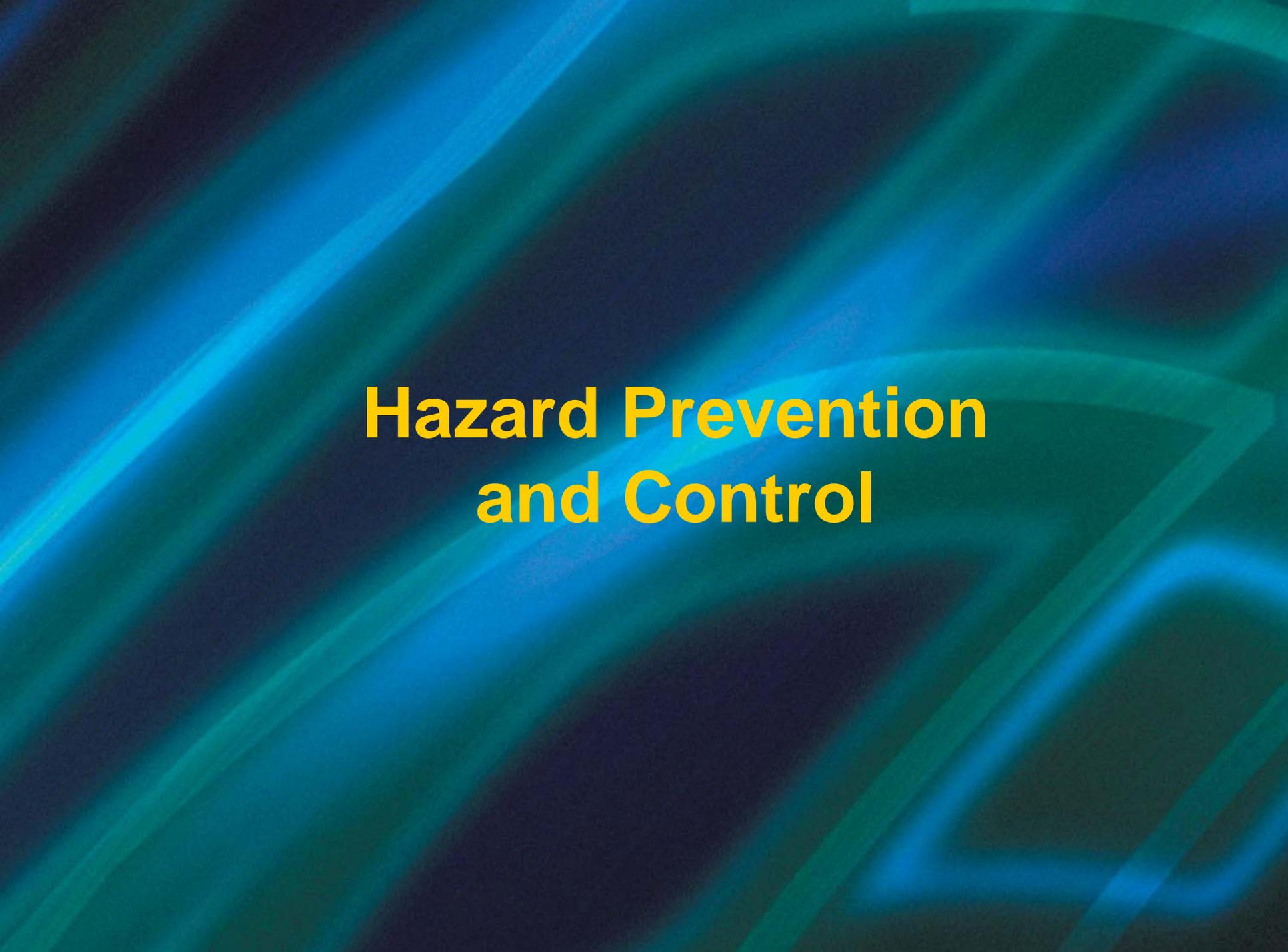
Work Site Analysis



Work Site Analysis

- Worksite analysis includes the following systems and methods:
 - Baseline Safety/Health Hazard Analyses
 - Hazard Analysis of routine tasks (JHA/JSA)
 - Pre-use Analysis
 - Routine Inspections
 - Employee Hazard Reporting System
 - Industrial Hygiene
 - Accident/Incident Investigations
 - Trend Analysis.



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Hazard Prevention and Control



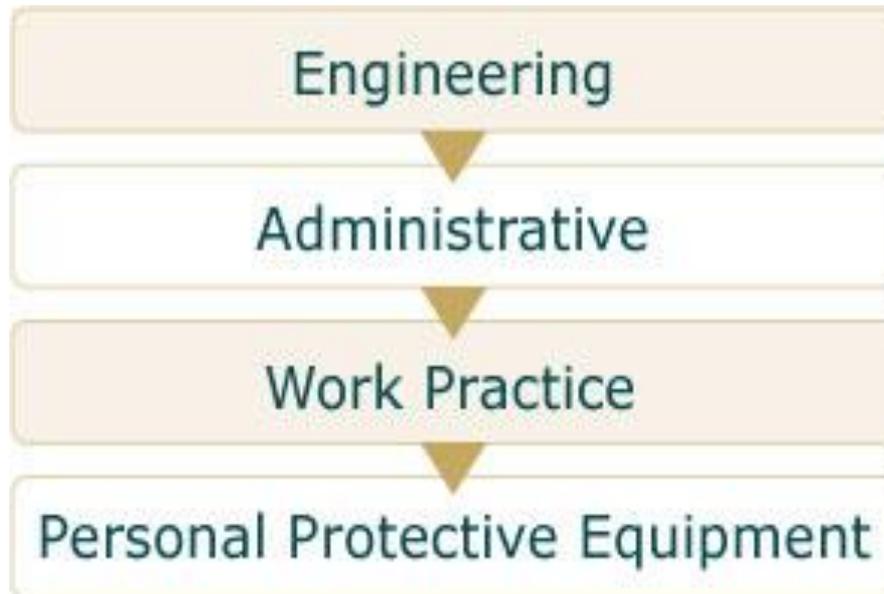
Hazard Controls

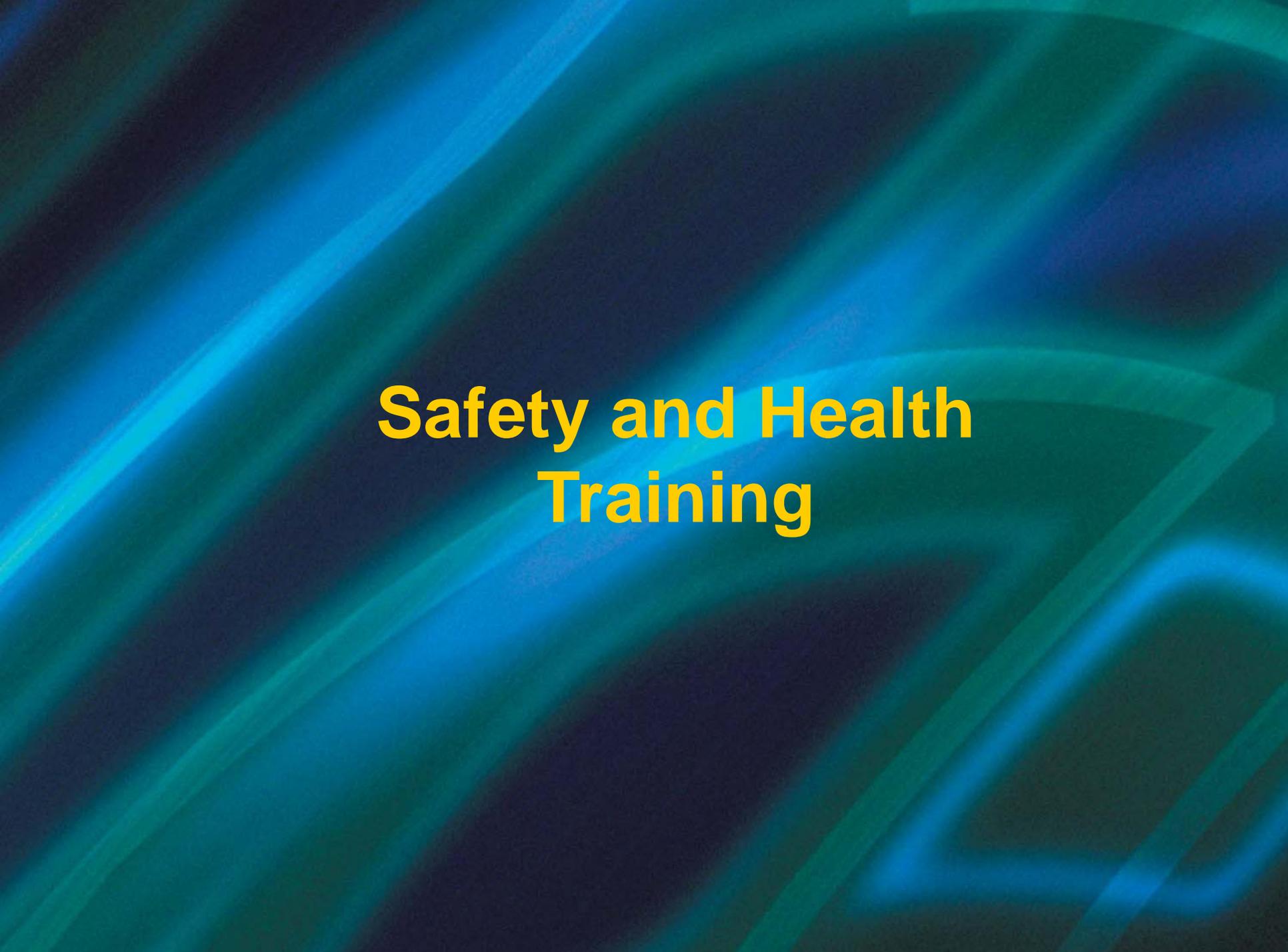
- Site hazards identified during the worksite analysis process must be eliminated or controlled by developing and implementing appropriate systems
- The hazard controls must be understood and followed by affected parties, and appropriate to the hazard and size of the worksite
- Adequate professional expertise must be utilized in worksite analysis and in developing and implementing hazard controls.



Hazard Elimination or Controls

- The following hierarchy should be used in selecting actions to eliminate or control hazards:



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Safety and Health Training



Safety and Health Training

- Managers, supervisors, and non-supervisory employees including contractors:
 - Must be made aware of hazards
 - Must receive training on:
 - Recognizing hazardous conditions
 - Signs and symptoms of workplace-related illnesses
 - Methods to control known hazards.





Safety and Health Training

- Job specific training is required for employees who conduct:
 - Hazard recognition
 - Self-inspections
 - Accident/incident investigations
 - Job hazard analyses, etc.





Safety and Health Training

- Minimum Requirements for new employee training:
 - Hazards at the site
 - Protective measures
 - Emergency evacuation
 - Employee rights under OSHA
 - VPP fundamentals.



Leadership Role



Leadership Role

- Promote cultural change
 - Support employee-centric program
 - Engage VPP mentors to accelerate change
 - Incorporate VPP objectives into performance expectations.
- Provide senior level visible support
 - Active participation
 - Adequate resources.





Leadership Role

- Monitor Progress
 - Establish milestones
 - Celebrate achievements.
- Change Management
 - Sustain through Leadership changes.





Summary

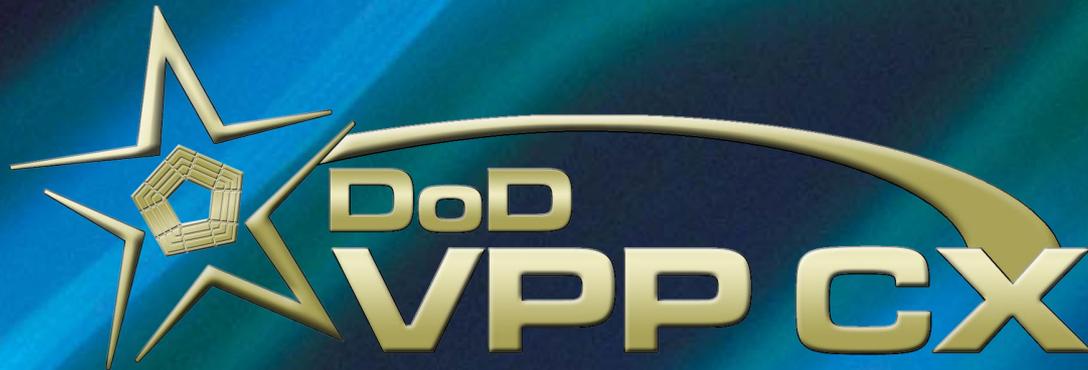
In this section you learned about:

- Background information on VPP
- VPP Star
- VPP benefits and current statistics
- Current participants in VPP
- The four elements of the VPP Process
- The role of Leadership in supporting VPP.



References

- For more information please refer to the following sites:
 - **Voluntary Protection Programs Center of Excellence:**
<http://www.vppcx.org>
 - **Occupational Safety and Health Association:**
<http://www.osha.gov/>
 - **Voluntary Protection Programs Participants Association:**
<http://www.vpppa.org/>
 - **Voluntary Protection Program at Rock Island Arsenal:**
https://home.ria.army.mil/sites/safety/DoD_VPP_at_RIA.htm



Questions?