VA Dept. of Labor and Industry Challenge

A Roadmap To Safety And Health Excellence
Overview

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History

- Launched as a stand-alone pilot program in 2004 by Federal OSHA as a path to VPP.
- Currently, there is no formal link between VPP and Challenge at Federal OSHA.
- Since 2006, a total of 44 sites in General Industry NAICS codes have completed all 3 stages of Challenge.
- This includes manufacturing sites, medical facilities, military installations and federal agencies.*
- The first company to complete Challenge and become a VPP site was International Paper in Ticonderoga, NY (7/06).

* Information from https://www.osha.gov/dcsp/vpp/challenge/graduates.html#gen
Present and Future

- VOSH will have a Virginia Challenge Directive adopted soon.
- Virginia Challenge is a recognition program that provides a path to VPP.
- Virginia Challenge will be separate from VPP.
Why Challenge?

➢ It’s a **step-by-step** roadmap to becoming one of the safest and healthiest sites in the country.

➢ You keep your **own timeline** and learn at your **own pace**.

➢ It’s an **electronic tool** with three stages that tracks your progress to create an effective SHMS.

➢ It’s a **proven** method that works.

➢ **Sites learn** from mistakes others have made.

➢ By following the Stage requirements; **workplace illnesses and injuries are reduced**.
Challenge - A Path to VPP

Challenge participants who complete Stage III have a SHMS that is consistent with OSHA’s Safety and Health Program Management Guidelines.
Stage 1

- **Learn** and begin to develop the necessary elements to implement an effective SHMS;
- **Assess** the performance of existing safety and health programs and policies;
- **Provide** additional training to management and workers; and
- **Develop** strategies, programs, and policies.
Stage 2

- **Continue** to develop, implement and improve policies and programs developed in Stage 1;

- Begin to **incorporate** policies for contractor/special trade contractor safety and health management system requirements.

Stage 2
(Implement, Track, and Control)

Stage 1
(Access, Learn, and Develop)
Stage 3

- Monitor, reassess, and continuously improve safety and health management system.
Ready for VPP

Stage 3
(Reassess, Monitor and Improve)

Stage 2
(Implement, Track, and Control)

Stage 1
(Access, Learn, and Develop)
What is Challenge?

- An effective Safety and Health Management System with four main elements:

1. Management Leadership & Employee Involvement (ML&EI)
2. Worksite Analysis (WA)
3. Hazard Prevention & Control (HP&C)
4. Safety & Health Training (S&HT)
10 Sub Elements

7 Sub Elements

7 Sub Elements

5 Sub Elements

- Management Leadership and Employee Involvement
  1. Management Commitment
     a. Safety
     b. Health Protection
     c. VPP Participation
  2. Policy
  3. Goals, Objectives, & Planning
  4. Visible Top Mgmt Leadership
  5. Responsibility & Authority
  6. Line Accountability
  7. Resources
  8. Employee Involvement
  9. Contract Employee Coverage
  10. Written Safety & Health Management System

- Hazard Prevention and Control
  18. Certified Professional Resources
  19. Hazard Elimination & Control Methods
     a) Engineering Controls
     b) Administrative Controls
     c) Work Practice Controls & Hazard Control Programs
     d) Safety and Health Rules & Disciplinary System
     e) Personal Protective Equipment
  20. Process Safety Management
  21. Occupational Health Care Program
  22. Preventive/Predictive Maintenance
  23. Tracking of Hazard Correction
  24. Emergency Preparedness

- Work Site Analysis
  11. Hazard Analysis
     a. Routine Jobs
     b. Tasks
     c. Processes
  12. Hazard Analysis
     a. Significant Changes
     b. New Processes
     c. Non-Routine Tasks
        i. Pre-use Analysis
        ii. New Baselines
  13. Routine Self-Inspections
  14. Hazard Reporting System for Employees
  15. Industrial Hygiene Program
  16. Investigation of Accidents & Near-Misses
  17. Trend/Pattern Analysis

- Safety and Health Training
  25. Managers
  26. Supervisors
  27. Employees
  28. Emergencies
  29. PPE
Who Can Qualify?

- Any General Industry Site
- State and Local Government Agencies
- Non-Profits
- Non-Governmental Entities
- Utilities and Higher Education
How to Qualify

- Complete a fairly **simple** application and **complex** self assessment that is reviewed by VPP Participants and VPP Staff prior to acceptance.
- Once an acceptable self assessment is received, the site’s Stage level is determined.
- To remain in Challenge, the site must actively complete the requirements for the Stages in Challenge.
- There is a requirement for **quarterly reports**. This is the OCTPS (OSHA Challenge Tracking Spreadsheet) Form and **annual reports**.
Benefits

- Increased **focus on employee safety and health** at all levels of the participant's organization.
- Increased **employee involvement** in safety and health at the site.
- Increased **cost savings** through lower injury rates and Workers' Compensation costs.
Benefits

- It’s FREE (No Fees) to all participants.
- Challenge participants will still be subject to scheduled VOSH inspections.
- Improved and/or revised S&H policies and procedures.
- Remember: Only approved VPP sites are removed from the VOSH inspection schedule.
Contact Information

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